ANNEXES

Assessing Spotlight Initiative's contribution to the engagement of civil society, the implementation of 'Leave no one behind', and movement building

Contents

Annex 1: Documents reviewed (included in assessment report)

Annex 2: Stakeholders consulted

Stakeholder group	Organisation
Argentina	
Civil Society	Damas de Hierro (Trans women)
Civil Society	Enlaces territoriales para la igualdad de género
Civil Society	FUSA
Civil Society	Católicas por el derecho a decidir
Civil Society	AYNIS
Civil Society	Casa de la Mujer María
Civil Society	Centro de Capacitación y Acción
Civil Society	Centro Esp. en Atención y Prevención Niños y Adolescentes
Civil Society	Fundación León
Civil Society	Fundación Integrar
Civil Society	Foro de Mujeres por la Igualdad de Oportunidades
Civil Society	ATTTA (Trans women)
Civil Society (small grants grantees)	ANDHES
Civil Society (small grants grantees)	CEAPRE – Pacha Lab
Civil Society (small grants grantees)	Casa del Niño
Civil Society (small grants grantees)	Hogar Nuestra Señora del Milagro
Civil Society (small grants grantees)	Aynis
Civil Society (not formally partnered with Spotlight Initiative)	CLADEM Feminacida
CS-NRG	Foro de Mujeres (Indigenous women)
CS-NRG	Researcher
CS-NRG	Teacher
CS-NRG	Individual from Sociedad empoderada
CS-NRG	Individual from Foro de Mujeres Igualdad de Oportunidades
Movement	Movimiento Evita
Movement	Madres Protectoras
Government	Masculinidades
Government	Prevención de las Violencias
Government	Provincial government
Government	Ministry of Women
Other Stakeholder	EU Delegation
University	Academic
Spotlight Coordination Unit	Spotlight Coordinator
RUNO	UNDP

RUNO	UNFPA
Mexico	
Civil Society (small grants grantees)	Chilpancingo (Guerrero) - Focus Group Discussion
Civil Society (small grants grantees)	Mano Amiga de la Costa Chica
Civil Society (small grants grantees)	Transformación Colectiva con Equidad
Civil Society (small grants grantees)	Casa de la Mujer Indígena
Civil Society (small grants grantees)	Casa Salud Ometepec
Civil Society (small grants grantees)	Mujeres de Tlapa
Civil Society (small grants grantees)	Coalicion Nacional Mujeres Rurales
Civil Society	Centro de Derechos Humanos Paso del Norte
Civil Society	Centro de Atención a la Mujer Trabajadora
Civil Society	Centro para el Desarrollo Integral de la Mujer AC
Civil Society	Justicia para Nuestras Hijas AC
Civil Society	Centro de Intervención en Crisis Alma Calma
Civil Society	Organización Popular Independiente AC
Civil Society	Red Mesa de Mujeres de Ciudad Juárez AC
Civil Society	Casa Amiga Centro de Crisis AC
Civil Society	Las Sabinas
Civil Society	Oxfam
Civil Society Reference group members	Women's rights advocate
Civil Society (not formally partnered with Spotlight Initiative)	Mujeres Indígenas
Civil Society (not formally partnered with Spotlight Initiative)	Gendes
Civil Society (not formally partnered with Spotlight Initiative)	Equis Justicia para las Mueres
Civil Society (not formally partnered with Spotlight Initiative)	Equifonía Colectivo por la Ciudadanía
Government	Secretaría de las Mujeres, estado de México (Secretariat for Women, Estado de Mexico)
Government	Comisión Nacional para Prevenir y Erradicar la Violencia contra las Mujeres, CONAVIM (Comission to Erradicate and Prevent Violence Against Women)
Government	Directora General para la Promoción de una Vida Libre de Violencia e Impulso a la Participación, INMUJERES (Mexican Institute for Women)
Spotlight Coordination Unit	Office of the Resident Coordinator
RUNO	IS PNUD
RUNO	IS ONU-DH
RUNO	IS UNODC

RUNO	IS UNFPA
Belize	
Civil Society	Pathlight International
Civil Society	BENIC
Civil Society	Belize Association of Planners
Civil Society	Productive Organization for Women in Action (POWA)
Civil Society	Belize Family Life Association
Civil Society	Child Development Foundation (CDF)
Civil Society	Go Belize
Civil Society	Human Rights Commission of Belize
Civil Society	Spouses of CARICOM Leaders Network (SCLAN)
Civil Society (grantee)	San Antonio Women's Association
Civil Society (not formally partnered with Spotlight Initiative)	PETAL
Civil Society (not formally partnered with Spotlight Initiative)	Humana to the People
Civil Society (not formally partnered with Spotlight Initiative)	Belize Network of NGOs YWCA
Civil Society (not formally partnered with Spotlight Initiative)	RET international
Civil Society (not formally partnered with Spotlight Initiative)	Love Foundation
Civil Society (not formally partnered with Spotlight Initiative)	Toledo Maya Women's Council
CS_NRG	CS-NRG members
Government	Ministry of Human Development
Government	National Women's Commission
Spotlight Coordination Unit	Spotlight Coordination team
RUNO	UNICEF
RUNO	UNFPA
Jamaica	
Civil Society	Eve for Life,
Civil Society	Jamaica Mental Health Advocacy Network (JAMHAN);
Civil Society	Institute for Gender and Development Studies (IGDS);
Civil Society	Jamaica Network of Rural Women Producers (JNRWP);
Civil Society	Woman Inc
Civil Society	reThink Social Development Limited (reThink
Civil Society	Men of God Against Violence and Abuse (MOGAVA);
Civil Society	Rise Life Management; WMW Jamaica;.
Civil Society	Women's Centre Foundation of Jamaica

Civil Society Reference Group	CS-RG members
Government	Bureau of Gender Affairs
Spotlight Coordination Unit	Spotlight Coordinator
UN	Residents Coordinators Office
RUNO	UNDP
RUNO	UNFPA
RUNO	UN Women
RUNO	UNICEF
Pacific Regional Programme	
Civil Society	Lifebread Stay Connected Foundation
Civil Society	Family Support Centre (FSC)
Civil Society	Pacific Sexual and Gender Diversity Network (PSGDN)
Civil Society	The Pacific Community
Civil Society	Fiji Women's Rights Movement (FWRM)
Civil Society	Pacific Conference of Churches (PCC)
Civil Society	Rainbow Pride Foundation (RPF)
CSRRG	CS-RRG
Other Stakeholder	EU Delegation
Spotlight Coordination Unit	Spotlight Coordinator
RUNO	UN Women
RUNO	UNICEF
RUNO	UNFPA
Timor Leste	
Civil Society	AJAR
Civil Society	Belun
Civil Society	Alola
Civil Society	ALFELA
Civil Society	Mane Ho Visaun Foun
Civil Society	CRS
Civil Society	FOKUPERS
Civil Society	Rede Feto
Civil Society	ACBIIT
Civil Society	Arquiris
Civil Society	CODIVA
Civil Society	Ba Futuro
Civil Society	KSTL
Civil Society	Plan International Timor Leste
Civil Society	Parish Church of Gleno
Civil Society	Municipality Authority – Ermera

Civil Society	Secretary of State for Equality and Inclusion
Civil Society	YLDP-TL
Civil Society	Assosiasaun Esperansa Feto ho Defisiensia
Civil Society	Kommitee Esperansa
Civil Society	Movimentu Ain Tanan
Civil Society	Grupu Feminista
Civil Society	Fem Rev
CS-NRG	CS-NRG representative
Spotlight Coordination Unit	Spotlight Country Programme team
Spotlight Coordination Unit	RCO
RUNO	UN Women
RUNO	UNICEF
RUNO	ILO
RUNO	UNFPA
RUNO	UNDP
Liberia	
Civil Society	Aiding Disadvantaged Women and Girls
Civil Society	Concern Women United for Development
Civil Society	Commonwealth Sustainable Women Programme
Civil Society	Development Education Network - Liberia (DEN-L)
Civil Society	Female Journalist Association of Liberia (FeJAL)
Civil Society	Foundation for International Dignity
Civil Society	Garwula District Women's Network
Civil Society	Good Business Sister
Civil Society	Liberian Women Empowerment Network (LIWEN)
Civil Society	Mukunama
Civil Society	Plan International
Civil Society	Robert Sport City Women Association
Civil Society	South East Women Development Association (SEWODA)
Civil Society	Women Development and Youth Centre (WODYEC)
Civil Society	Women In Tears
Civil Society	Women's Voice
CS-NRG	Civil Society National Reference Group
Government	Ministry of Health- Nimba
RUNO	UN Women
RUNO	UNDP
RUNO	UNFPA
Malawi	
Civil Society	Malawi Human Rights Resource Centre

Civil Society	Plan International Malawi
Civil Society	CCJP
Civil Society	COIDA
Civil Society	Mzimba Community Radio
Civil Society	NANES
Civil Society	NAPHAM
Civil Society	Action Aid
Civil Society	MACOHA
Civil Society	Young Feminist Activists
Civil Society (not formally partnered with Spotlight Initiative)	HR Women and Girls with Disabilities
Women's movement	Representatives of the Mzimba women's movement
CS-NRG	Malawi CS National Reference Group
Government	Ministry of Gender
Spotlight Coordination /Local Government	Mzimba Gender Technical Working Group
Spotlight Coordination Unit	Spotlight Coordinator
Resident Coordinator's Office	Representatives from RCO
RUNO	UNFPA
RUNO	UNDP
RUNO	UNICEF
RUNO	UN Women
Uganda	
Civil Society	Action For Development (ACFODE)
Civil Society	Agency for Co-operation and Research in Development (ACORD)
Civil Society	ALIGHT
Civil Society	Alliance for Children and youth Uganda (A4C 1)
Civil Society	Alliance of Women Advocating for Change
Civil Society	BRAC Uganda
Civil Society	Capacity Building Organization for Small Medium Entrepreneurship Skills Support (COSMESS)
Civil Society	Care and Assistance for Forced Migrants (CAFOMI)
Civil Society	Civil Society Budget Advisory Group (CSBAG)
Civil Society	Communication for Development Foundation Uganda (CDFU)
Civil Society	Cross-Cultural Foundation of Uganda (CCFU)
Civil Society	Girl Up Uganda
Civil Society	Humanitarian Assistance and Development Services (HADS)
Civil Society	Human Rights Rehabilitation Network
Civil Society	International Community of Women Living with HIV Eastern Africa (ICWEA)

Civil Society	International Justice Mission
Civil Society	International Rescue Committee (IRC)
Civil Society	Karamoja Women Umbrella Organisation (KAWUO)
Civil Society	Kasese Youth Link
Civil Society	Legal Aid Service Providers Network (LASPNET)
Civil Society	Malaba Women's Network
Civil Society	Uganda Network of Law and Ethics and HIV/AIDS (UGANET)
Civil Society	Uganda Women's Network (UWONET)
Civil Society	United Women's group
Government	Ministry of Gender, Labour and Social Development (MGLSD)
Government	National Association of Women's Organisations in Uganda (NAWOU)
Government	National Union of Women with Disabilities Uganda (NUWODU)
Government	National Women's Council
Government	Tororo District local government
Other stakeholder	Private Sector Foundation Uganda (PSFU)
Spotlight Coordination Unit	Spotlight Coordinator
RUNO	UN Women
RUNO	UNDP
RUNO	UNFPA
RUNO	UNHCR
RUNO	UNICEF
Tajikistan	
Civil Society	Gender and Development
Civil Society	Sayorai Umed
Civil Society	Life without violence
Civil Society	Mumtoz
Civil Society	Legal Initiative
Civil Society	Jahon
Civil Society	SPIN Plus
CS-NRG	CS-NRG members (chair and others)
Government	Committee of Women and Family Affairs
Government	Supreme Court
Other stakeholder	EU Delegation
Spotlight Coordination Unit	Spotlight Coordinator, Programme Assistant
RUNO	UN Women
RUNO	UNDP
RUNO	UNFPA
RUNO	UNICEF

Annex 3: Assessment Matrix

AQ1: To what extent has Spotlight Initiative prioritised partnerships with Civil Society Organisations, including specifically feminist and women's rights organisations, and local and grassroots groupss?

Sub-questions:
    a) To what extent has Spotlight Initiative governance mechanisms meaningfully included/engaged a diversity of civil society in effective decision-making and monitoring processes at global, regional and national level?
    b) To what extent has Spotlight Initiative meaningfully engaged different civil society groups (esp. grassroots organisations and women's rights organisations) in the implementation of Spotlight Initiative -funded activities (as implementing partners under pillars 1-5 and under pillar 6) and for which results?

Evaluation Criteria	Relevance, effectiveness, efficiency
Rationale and definitions	**Meaningful engagement: Civil Society Reference Group** representation on Steering Committees; time, space and resources to engage, invited to meetings; given feedback and info; transparency to access documents and data; CS holding SI accountable (source: guidance note on meaningful engagement). **GROs (from the Grassroot Action Plan):** Local and grassroots organisations focus their work at the local and community level and do not have a national scope. They tend to have a small annual operational budget (for example, under USD $200,000); to be self-organised and self-led; and to have a low degree of formality. **Women-led organisation: "**A women led organisation is one whose leadership is principally made up of women, demonstrated by 50% or more occupying senior leadership positions at both board and staff level" and WROs can be defined as "civil society organisations with an overt women's or girls' rights, gender equality or feminist purpose" (OECD definition in Inclusive funding to CSOs, shifting the power through policies and practices). **Civil Society Organisations: or** non-governmental organisations (NGOs) are organisations that function outside of the public and for-profit sector. CSOs may function on the local, international or international levels **and usually** advance the interests of structurally marginalised communities. CSOs are an important intermediary between citizens and government, sometimes undertaking work that would otherwise be the responsibility of the State or

	Government included but not limited to social support and welfare services. CSOs also hold governments accountable while defending the rights of citizens.[1]	
Assumption	**Indicators**	**Data sources**
Assumption 1.1: The Spotlight Initiative governance structure gives decision-making power to the civil society sector	• Perceptions on the extent to which the CS sector is driving decision making within Spotlight Initiative (i.e. funding allocations (at all levels), nature of the interventions, selection of SI grantees, monitoring role). • Examples of SI decisions where CSOs were a driving force. • Nature of NGOs members of CSRG (disaggregated by international/national/local organisations, formal/non formal (as defined above).	Data and document reviews: • National activity reports (including Spotlight Initiative country prog, NCSRG and Grassroot Action plans, SI national procedures) • Workplans Primary data collection - Interviews, stories, workshop: • CSRG • Grassroots organisations • Spotlight Initiative staff
Assumption 1.2: Spotlight Initiative has allowed CSOs enough time, financial and technical capacity to play a meaningful role in SI implementation	• Perceptions of the level of support provided by SI to CSOs, and related changes. • Evidence of the CSO technical and financial capacity to meaningfully contribute to Spotlight Initiative implementation. • Reported results of implementing partners under Pillar 6.	• Document review (including capacity building sessions, technical notes) • Primary data collection: Interviews, stories, workshop

[1] An Imperative to Leave No One Behind: Supporting Civil Society To Offer Intersectional Gender Based Violence Services To Marginalized Communities In Jamaica. Spotlight Initiative, N.D.

AQ2: To what extent has Spotlight Initiative supported and fostered strengthened progressive feminist movements?		

Sub-questions:
   a) To what extent, and in what ways, is the UN considered as a legitimate and relevant entity to support strengthening of movements and cross-movement building?
   b) To what extent have the strategies adopted to support and strengthen movements been effective and enabled greater agency of the women movements (successes, challenges, enabling and hampering factors)?		

Evaluation criteria	**Relevance, effectiveness, efficiency, sustainability**	
Rationale and definitions	Definition **Movement:** An organised set of constituents (formal or informal grouping of citizens) pursuing a common political agenda of change through collective action, vested in the change it seeks, and can be mobilised quickly to demonstrate collective power. Movements have a clear political agenda, leadership at different levels, pursue collective or joint actions, and employ diverse strategies. **Feminist movements** have gendered political goals, gendered strategies, agenda is built on gendered analysis of the problem or situation they are seeking to change, members of the movement participate in shaping goals, strategy and agenda. Women are the critical mass of the membership, they are the leaders at all levels and they follow feminist values and ideology.	
Assumption	**Indicators**	**Data Sources**
Assumption 2.1 Spotlight Initiative design, procedures and implementation are able to strengthen movements	● Perception of what it takes to strengthen movements and of the effectiveness of Spotlight Initiative efforts towards this (incl. SI alternative funding modalities). ● Examples of support from Spotlight Initiative to existing women groups.	● Data and document review ● Interviews/Focus Group Discussion ● Stories collection
Assumption 2.2 Spotlight Initiative convening role supports diverse civil society actors coming together to define and voice their priorities to government and other actors	● Examples of Spotlight Initiative funded activities that created a common space for movements to operate in various national contexts. ● Examples of UN and women's movement coming together under a common agenda.	● Document review ● Primary data collection: Interviews, stories, workshop

Assumption 2.3 Spotlight Initiative understands, and is able to do what is needed to support movement building under Pillar 6	• Definition of movement strengthening by the various stakeholders involved in Spotlight Initiative. • Examples of increased influence of movements on End Violence Against Women and Girls (EVAWG) attributed to SI. • Types of movement building strategies implemented under outcome 6, topics and results (use of accountability mechanisms (social and global); formulating recommendations; dialogues.	• Document review • Primary data collection: Interviews, stories, workshop

AQ3: To what extent has Spotlight Initiative meaningfully involved the most left-behind and discriminated against women and girls in all their diversity?	

Sub-questions:
  a) To what extent has Spotlight Initiative decision making, and implementation processes involved the most structurally marginalised women in all their diversity?
  b) To what extent have Spotlight Initiative activities and results across the 6 pillars taken an intersectional approach to reach and/or serve the most structurally marginalised women and girls in their diversity?	

Evaluation criteria	Relevance, effectiveness, efficiency, sustainability
Rationale and definition	Spotlight Initiative intends to implement the Leave No One Behind (LNOB) principles by ensuring an inclusive, rights-based, intersectional approach to programming. LNOB is part of the transformative agenda of the Spotlight Initiative and encompasses: 1) involving the most marginalised groups of women and addressing their needs and priorities 2) involving civil society organisations traditionally hard to reach (Grassroots Organisations, Women's Rights Organisations) and 3) "decolonising the aid agenda" and tackling traditional power structures. For this section, we are only looking at the extent to which the SI has been successful in involving and reaching the

most marginalised women and girls in their diversity, while the other dimensions of the LNOB agenda are being tackled in the other assessment questions (the involvement of GROs and WROs is tackled under the assessment question 1 and the issue of power is tackled under the assessment question 4).

Assumption	Indicators	Data Sources
Assumption 3.1: LNOB principles are mainstreamed in project design, Spotlight Initiative provides clear guidance on how to implement them, and their implementation is monitored	● Definition of LNOB principles by the various stakeholders involved in Spotlight Initiative. ● Evidence of implementation of technical guidance on involving marginalised groups traditionally left behind in ethical and safe ways, ensuring a do no harm approach. ● Evidence of monitoring processes assessing the involvement of structurally marginalised groups of women (i.e. reference in programme logical framework, existence of monitoring indicators, other prog documents analysing and monitoring LNOB principles implementation).	● Document review (including national programme Terms of Reference, logical framework, M&E system, technical papers) ● Primary data collection: Interviews, Focus Group Discussions, stories
Assumption 3.2: Spotlight Initiative country stakeholders (Recipient UN organisations and Civil Society Organisations) have the capacity (knowledge and financial) to implement LNOB principles	● Views and experiences of stakeholders on the extent to which Spotlight Initiative has equipped teams to involve the most left-behind and discriminated against women and girls in all their diversity (financial and technical capacities).	● Data and document reviews including: guidance documents and training material on LNOB. ● Primary data collection: Interviews, Focus Group Discussions, stories
Assumption 3.3: The most left-behind and discriminated against women and girls in all their diversity are identified and meaningfully involved in the design, implementation and accountability mechanisms of Spotlight Initiative's programmes	● Evidence of meaningful involvement of women who face intersecting inequalities and / or multiple forms of discrimination during the design, delivery and monitoring of activities under pillars 1-6, that are regular and meaningful. ● Evidence of measures to ensure the safety of marginalised women and protect their meaningful engagement in contexts where their rights are under attack.	● Document review ● Primary data collection: Interviews, Focus Group Discussions, stories
Assumption 3.4: The specific forms of violence	● Examples of interventions that tackle violence experienced by women facing intersecting inequality or from structurally marginalised groups	● Document review ● Primary data collection:

experienced by women facing intersecting inequalities or from structurally marginalised groups are identified and tackled	(from any pillar) • Examples of specific forms of violence tackled (child marriage, domestic and reproductive violence against women with disabilities, FGM, violence against lesbians etc)	Interviews, Focus Group Discussions, stories from women in their diversity

AQ4: What contribution has Spotlight initiative made to transforming power dynamics and pre-existing structures to allow for sustainable change?

Evaluation criteria	Sustainability
Rationale and definitions	Sustainability will only be achieved if the power imbalances are tackled. The types of power dynamics that Spotlight Initiative sought to transform, at the structural, operational and implementation levels are: • Gender power dynamics. A gender transformative approach is one that addresses the root causes of gender inequality by transforming unequal gender norms, and aims to change structural power and social relations (adapted from Social Development Direct's Gender Equality and Social Inclusion framework) • Within Civil Society Organisation sector. Noting that CSOs are not a homogeneous group, Spotlight Initiative sought to ensure CSOs that are not traditionally included in programmes were about to meaningfully engage (such as Grassroots Organisations) • The relationship between donor and/programme recipients. This transformative approach seeks to develop meaningful relationships among the EU, UN, RUNOs and IPs, "decolonise aid" and ensure that decision making power is also given to CSOs. • Within the UN system – Spotlight Initiative is framed as a "demonstration fund" meant to pilot UN reforms and ensure strong interagency collaboration and collaborative programme design and implementation of EVAWG programmes. • Partnership with governments and how far this has helped or hindered support for the most structurally marginalised. The response to this assessment question will help place programmes' interventions the transformation continuum.

Assumption	Indicators	Data Sources
Assumption 4.1 Spotlight Initiative has put in place enabling factors for movements to be sustainable	Perceptions on the extent to which Spotlight Initiative has worked differently in strengthening movements and adheres to feminist (funding) principles (core, flexible, untied funding). Examples of activities seeking to strengthen collaboration among movements (cross-movement building) and results. Evidence of sustainability plans and exit strategies under pillar 6 grants.	● Document review ● Primary data collection: Interviews, Focus Group Discussions, workshop
Assumption 4.2 The Spotlight Initiative tackles the mechanisms that traditionally exclude some groups of women	Views and perceptions of the effectiveness of Spotlight Initiative in tackling the intersections between various forms of oppression faced by some groups of women (attempts, successes, barriers). Evidence of projects taking an intersectional approach funded under Spotlight Initiative (including the UN Trust Fund to end violence against women and girls and the Women's Peace and Humanitarian Fund WPHF)	● Document review ● Primary data collection: Interviews, Focus Group Discussions, workshop
Assumption 4.3 The context of the UN Reform provided an enabling environment for Spotlight Initiative to operate in a new and transformative way	Views and perceptions of the ability of the UN to work differently and overcome traditional power relations between UN agencies and implementing partners, including CSOs and government partners (attempts, successes, barriers)	● Document review ● Primary data collection: Interviews, Focus Group Discussions, workshop
Assumption 4.4 The EU and UN have a common understanding of feminist funding principles and have adapted their processes	Perceptions and understanding of different definition of feminist funding principles by UN and EU. Evidence of structural changes in EU and UN processes (for example related to governance mechanisms, funding, procurement and contracting processes etc.).	● Primary data collection: Interviews

Annex 4: Case Study methodology

Case study selection process and criteria

The Thematic Assessment terms of reference called for an illustrative sample of ten case studies from country and regional programmes to be selected to give a more granular and nuanced understanding of Spotlight Initiative's contribution across the three thematic areas that are our focus. We conducted this selection in two phases.

The first phase involved a mapping of all Spotlight programmes by regional representation and against a set of key programmatic and contextual factors:

Contextual factors	Programmatic
FCAS (e.g. World Bank FCAS list, Fragile state index)	Programme budget and Pillar 6 budget
Income level classification (e.g. World Bank classification)	Programme results against outcome 6 indicators
Civil Society Space (Civicus civil space tracking)	Programme length
VAWG levels	Qualitative data from reports and mid-term assessment on interventions related to the three thematic areas
Gender inequality indices (e.g. SIGI Index)	

Regional representation	# of programmes per region	Representation of portfolio	No of case studies
Africa	8	31%	3
Central Asia	3	12%	1
Caribbean	6	23%	2
Latin America	5	19%	2
Pacific	4	15%	2

Table 4. Criteria for case study selection

Phase two involved a process of applying the criteria to ensure we were able to achieve a balance of contextual and programmatic considerations, in consultation with Spotlight Initiative Secretariat thematic assessment management team.

We identified several exclusion criteria:

- Security situation and safety of a national and international team to collect data
- Planned Spotlight Initiative programme closure during the timeframe for case study data collection

- Potential of evaluation fatigue if programmes have been evaluated in the last 6 months

In addition to the exclusion criteria used above, a range of secondary criteria helped narrow down country and regional programme selection to a shortlist for selection. To maximise the usefulness of the thematic assessment, it was important that the sample represent a range of different operating contexts, regions and programmatic approaches/results.

Once we had the shortlist, we discussed this with Spotlight Initiative Secretariat who were able to share their in-depth knowledge and insights on the different programmes and operating contexts which fed into the final selection presented below.

Region	Programme	Justification
Africa	• Liberia • Malawi • Uganda	Five programmes were included in the longlist for this region. The final selection of country programmes in Africa provides: • Representation across the African Regions (West, East and Southern) • Feasibility (e.g. ensuring adequate Spotlight Initiative team in place) • Spread of mid and high performing programmes • Programmes with strengths in different themes • Balance re openness of civic space
Central Asia	• Tajikistan	The alternative programme was not doing as much work across the themes and is less feasible to visit.
Latin America	• Argentina • Mexico	Of the three countries in the region long-listed, El Salvador posed challenges of feasibility and was therefore removed from the list.
Caribbean	• Belize • Jamaica	Three countries in this region were included in the long list. The final decision to retain Belize was driven by the challenging environment but the level of reporting and qualitative information suggesting active work across the themes. Jamaica and Trinidad and Tobago represent a similar context, Trinidad and Tobago represents a HIC, and Jamaica reported against more Pillar 6 indicators.
Pacific	• Timor Leste • Pacific Regional Programme	As the regional programme was selected from this region, only one country programme has been selected. The long-list included two options: Timor-Leste and Samoa, both present an interesting context and strong examples of work across the themes. Timor-Leste has been selected to provide FCAS representation in the sample.

Table 5. Final case study selection for consideration

MALAWI

The original Terms of Reference requested that we conduct the first case study assessment as a pilot to test the methodological approach and data collection tools. We proposed conducting this pilot in Malawi, after consultation with Spotlight Initiative Secretariat. The reasons for doing the pilot in Malawi are threefold:

i)   Malawi represents a context with a lot of interesting CSO engagement across the different Pillars, there is some evidence of cross movement building and there is a strong Spotlight Initiative team in place to support the assessment.

ii)   The programme is due to be closing in the next 3-6 months so in order to ensure sufficient stakeholders are available to engage with an early visit was recommended.

iii)   One of our core team members is based in Malawi and as such will be invaluable to help us facilitate a rapid preparation for the discussions, interviews and workshops, as we have strong networks in the countries.

Annex 5: Data collection tools

1. Introduction and informed Consent script

Thematic Assessment: Assessing the Spotlight Initiative's contribution to the engagement of civil society, the implementation of 'leaving no one behind' (LNOB) and movement building

<u>**Background**</u>

Good morning/afternoon, my name is XX / XXX, I work for Social Development Direct*/ I am an independent consultant contracted by Social Development Direct

> *Social Development Direct (SDDirect) is a UK based social enterprise with a 20-year track record as a leading global provider of high-quality and innovative, social development consultancy, research and evaluation services. We are thematic specialists with evaluation expertise in the areas of gender equality and social inclusion (GESI); gender-based violence; governance, voice and accountability; security, justice and peacebuilding; women's economic development; inclusive education; infrastructure and health.

I am carrying out this interview on behalf of Spotlight Initiative which has contracted SDDirect to conduct a thematic assessment of three interconnected dimensions of the Initiative:

- the extent to which Spotlight Initiative has **meaningfully engaged with CSO**, particularly with local and grassroots groups,
- the extent to which the Initiative has implemented the **leaving no one behind** principle, and
- the extent to which Spotlight Initiative has **supported movements** (including feminist and women's rights movements and cross movement building).
- **If the interview is being conducted virtually, please ask**: Before we begin, I'd like to check if all accessibility requirements are in place. Do I need to make any adjustments to the sound, the video, the way I speak, or anything else before we begin? Please tell me if we need to adjust anything at any point in the interview.

The assessment is running from December 2022 – December 2023, and covers the entirety of the Initiative, from inception to the present. We are considering the work of the Initiative across all programmes globally and highlighting its work across various contexts through case study (examining the Initiative in 10 country and regional programmes[2] across all regions where Spotlight Initiative is implemented).

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[2] Case study countries to be provided once the list is finalised

The purpose of this interview is to hear from you about Spotlight Initiative's contribution to working in a transformative way to end violence against women and girls, particularly in relation to the three thematic areas mentioned previously.

Principles for this assessment

The information that we collect will be kept confidential and only shared within the research team. The data will be stored in a secure and locked folder online.

If you require any additional support for the interview/study/activity to meaningfully participate, please also let us know what arrangements or equipment you require.

Benefits and risks to your participation

By taking part you will be contributing to learning for Spotlight Initiative in these three thematic areas.

With your approval we would acknowledge your organisation's contribution to the research in the publication of the final report and any public or internal events related to its release. If, however, you prefer your organisation's name not to be included we would of course protect your anonymity. We welcome ideas on other ways your contribution can be acknowledged.

Participation will not impact future funding opportunities or specific donor engagement. This is purely an evidence-gathering exercise. We do however hope the research will be useful to a range of organisations, including the government and other development partners and donors, and help share policy and programming moving forward.

The assessment process

Your participation in this exercise is voluntary. You have the right to withdraw your consent or end the interview at any point, even if you have already agreed to participate. You have the right to refuse to answer individual questions, and to ask that answers given to questions be deleted.

If you agree to take part, you will participate in an interview/focus group discussion for approximately 60 minutes.

We aim to finish the research by the end of August.

After all the data collection is completed, the research will analyse the findings and draft a report, discussed with Spotlight Initiative Country, Programme Secretariat, the CS-RG, TARG, and TACAAG. We will inform you about the research findings before we publish the report and check if you are happy with how we have presented the information you shared. The final report will be published online.

Confidentiality and data protection

The fact that you are taking part in this research is private and only members of the research team and Spotlight Initiative know that you have been invited. Any information that can identify you will be removed. It will not be shared in any future reports.

The researchers will take notes during the interviews. Only the research team will have access to the interview notes. Interview notes will also be stored safely on their computers, and they will not include information that can identify who you are. Instead of your name, a unique number will be assigned to the information you provide, including in notes and recording. The key that links your name and assigned number will only be available to the researchers and your information will be kept on a locked computer drive. Consent forms will be stored separately to interview notes. None of your personal contact information will be shared in the final report.

The interview notes will be destroyed after the publication of the final report.

Data protection rights

We use the information you provide to us in order to carry out or inform our research. Throughout the process we will endeavour to protect your identity, however there may be times when we combine or analyse your data in a way that means you could be identified. We do not share this data with anyone unless the law says we must (a legal obligation), for example to carry out checks under our due diligence policy or for audit purposes.

Under data protection law, certain types of personal information are recognised as 'sensitive', including health information and information regarding race, religious beliefs, and political opinions. If you have agreed, we may collect such special category information[3] during our interviews if the purpose of our research needs it. You can withdraw your consent for us to use this data at any time. Unless you have agreed to be identified, we remove any personally identifiable information from our data sets, notes, and reports to make sure you cannot be identified from the research and reporting we do. Any information you provide will remain anonymous during our research and reporting.

If you have any questions regarding your personal data or would like to receive more information, contact SDDirect's Team Lead, Jo Feather (see details below).

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[3] Special category data includes data that relates to:

- racial or ethnic origin;
- political opinions;
- religious or philosophical beliefs;
- trade union membership;
- genetic data;
- biometric data (where used for identification purposes);
- health;
- a person's sex life; and
- a person's sexual orientation.

Questions or complaints about the evaluation

If you have any questions you can contact:

- SDDirect's Team Lead, Jo Feather (email: jo.feather@sddirect.org.uk; WhatsApp

- Spotlight Initiative Global Secretariat – Natalie Raaber (natalie.raaber@un.org)

If you would like to report any concerns about the research, you can either contact the Team Lead, Jo Feather (email: jo.feather@sddirect.org.uk; WhatsApp) or use SDDirect's Whistleblowing line: Whistleblowing@sddirect.org.uk / +447760194697.

Consent form

The fact that you are taking part in this assessment is private and only the Social Development Direct assessment team and Spotlight Initiative know that you have been invited. Only Social Development Direct will have access to the recording and the interview notes, which will be stored safely without your personal details, and deleted once key points have been captured. Responses will be anonymised and information about you will not appear in any of the deliverables.

Your participation is completely voluntary. You have the right not to answer any question and you can end the interview early without consequence (especially for CSO / WROs respondents).	
Data will be kept confidential, and will not be stored any longer than required for the assessment. We may want to use quotes and findings in the final report, but they will be presented in a way that they cannot be traced to you individually. Are you happy for us to do that anonymously or would *like to be named with some quotes in the report and in any other publication that comes from this report? If not, we will include you as anonymous, type of respondent, and gender in the list of key informants.*	
Are you happy for the information you provide to be used in the published assessment report or related products? Do you consent to your data being used this way?	
We would like to record the discussion –are you happy with the discussion being recorded? The recording will be securely stored and only available to the evaluation team, and will be permanently deleted once the evaluation is completed.	
Do you have any questions about the assessment or how your information will be used before we begin, or are you happy to proceed with the interview? If you have questions about how your data is being used or would like to withdraw your participation, you are free to contact me at any time.	

Country Case Study	
UNIQUE ID	

Do you have any questions about the interview before we begin?

2. Descriptive Data Monitoring Form

Country Case Study	
UNIQUE ID	

Descriptive Data Monitoring Form	
Question	**Answers**
Country	
How would you describe your gender identity?	☐Female ☐Male ☐Non-binary/Fluid ☐Prefer not to say
How would you describe your sexual orientation?	☐Gay ☐Lesbian ☐Bi-sexual ☐Heterosexual ☐Prefer not to say ☐Other_____
What is your age?	☐18-25 ☐41-45 ☐26 – 30 ☐46-50 ☐31-35 ☐51-55 ☐36-40 ☐56+
Do you consider yourself to have a disability? It helps us to know whether we are reaching people with disabilities, please can you tick the relevant impairment (disability) group and you are welcome to tick more than one box if appropriate.	☐Physical impairment ☐Visual impairment ☐Hearing impairment ☐Intellectual/Learning disability ☐A long-term health condition that affects your ability to carry out normal day-to-day activities e.g. HIV, multiple sclerosis, cancer ☐Mental health condition ☐Prefer not to say ☐ No
Do any of your conditions or illnesses reduce your ability to carry out day-to-day activities?	☐Yes ☐No ☐ Unsure
What organisation type do you represent?	☐National Civil Society Organisation ☐Women's Rights Organisation ☐Grassroots Organisation ☐UN ☐International Non-governmental Organisation ☐Academic/Researcher ☐Government

	□Donor □Independent consultant □Women's movement or other movement □Other_____
At what level does your organisation work? (Check all that apply)	□International □Regional □National □Sub-national □Local/community □Other
Do you or your organisation work with or represent any of the following structurally marginalised groups? (select all that apply)	□Women and girls with disabilities □Women and girls living with HIV/AIDS □Women and girls from racial, ethnic or religious minorities □Indigenous women and girls □Adolescent girls and young women □Sex workers □Rural Women □LGBTQI persons □Gender diverse people □Other _____

3. UN Staff Interview Question Guide

Section 1: Background to Spotlight Initiative

1. Please describe the role of your UN agency vis a vis the Spotlight Initiative and how long you have been working on the Spotlight Initiative?

2. Do you think the initiative is different from other VAWG programmes, and/ or other UN programmes that you might have taken part in? –If yes, what is unique / stands out about Spotlight Initiative? If no why not?

Section 2: CSO engagement
Pillar 6 of the initiative is focused on supporting women's movements and civil society, we would like to hear your thoughts and experiences related to these topics. We will be discussing CSO engagement first.

3. What is your understanding of "meaningful engagement"? What should it look like?

4. How would you describe the nature of the engagement and partnerships between Spotlight Initiative and CSO Implementing partners? What has worked in this collaboration? What has not worked? What could be done better?
Probe: do you think CSOs were meaningfully engaged? What are the power dynamics at play here in this relationship, are they addressed and considered? Is **Spotlight Initiative** flexible in implementation?

5. How would you describe the way the initiative works with CSOs that are not implementing partners but work to advance women's right/end violence against women and girls in your context (particularly local and grassroots organisations)
Probe: what different types of civil society organisations does Spotlight Initiative engage with? What support is provided? Does the type of engagement change based on the organisation type (local, grassroots, national, international, government, academia etc)? How does engagement differ from that with other implementing partners?
Facilitator consideration: look for discussion on power dynamics, decision making.

6. Can you think of a time when your UN agency as a RUNO took a decision that was highly influenced by the CS sector within the initiative?

7. Can you think of other ways or examples that Spotlight Initiative could have better engaged different civil society actors and groups?

8. Please outline what types of support your agency provides to civil society implementing partners in addressing their capacity needs? How do you think this has improved their way of working (evidence examples)?
   - What methods of capacity building were used? (probe: capacity building sessions in-country, use of Spotlight Initiative technical notes, participation in communities of practice etc)
   - How are the needs identified?
   - What did you do to ensure the mental health and wellbeing of staff and activists engaged in the Initiative were taken into consideration?
   - Are there any areas where partners frequently expressed the need for support but you were unable to provide it? Why?

Section 3: Supporting women's rights/feminist movements and cross movement building: We would like to spend some time hearing your thoughts about movement building broadly, your engagement as well as the role of UN in supporting women's movements within your country.

9. How would you define feminist movement building and strengthening? What is the difference between the two (i.e., the difference between building and strengthening)?

10. What do you think is needed to strengthen feminist movements in this country?

11. Would you consider the UN as a relevant entity in supporting movement and cross movement building? Why/why not?
Consider both the political aspects of the UN, particularly partnership with government, and the administrative aspects in terms of procurement, reporting etc which can exclude many smaller, less formalised groups.

12. When you think about the country's women's movement building efforts, how would you describe the way the UN has supported these efforts?
Probe for examples of where Spotlight Initiative has engaged with intersectional feminist movements and in cross movement building (ex of linking up with climate justice movements etc)
Probe: Funding (specific ways of funding, and guidelines), creating diverse spaces, topic of focus for the movement/defining a joint agenda, etc. Were there examples of initiatives to support cross-movements linkages?

13. How and in what ways do you think funding through the Spotlight Initiative to WRO's has been able to strengthen local and national (and transnational) movements to end VAWG?

    Probe for case study examples

14. What has worked? What has constrained the ability of programmes (or the Initiative as a whole) to meaningfully support different types of movements?

15. Is there anything else you can think of that you would like to see the UN do in order to (better) support movement and cross movement building?

Section 4: Leave no one behind
One of the principles of Spotlight Initiative is "Leave no one behind", we would like to hear your experience with this principle and its operationalisation

16. What is your understanding of the principle of leave no one behind within the Spotlight Initiative?

17. What support has your UN agency as a Spotlight RUNO provided to partners to implement this principle throughout their programming?
Probe: capacity building, budgeting, consultation, guidance

18. From your experience, how are partners implementing the LNOB principle through their work?

    Probe: Have they adapted their monitoring tools to capture information on identity characteristics? Have adaptations to programming been made to increase inclusion of women and girls in all their diversity? Interventions to target structurally marginalised persons and communities?

19. What are some of the practical challenges you have encountered in the operationalisation of this principle in this country?

20. Are there other structurally marginalised women and girls that you would have liked to work with under the Initiative but have not been able to (probe for LGBTQI)? Why not?

Section 5: Transformative programming

21. What is your understanding of transformative programming? Do you think that Spotlight has been transformative, or been able to work in a transformative way? Why do you think so?

    (probe around feminist values, anti-colonial values, participatory and rights based approaches)

22. What is your understanding of feminist funding? What are some of the examples of structural changes that the UN has undergone in order to ensure traditionally excluded organisations are supported to access funding?

23. The Spotlight initiative also aimed to pilot a new way of working for the UN (under UN Reform). To what extent has the Spotlight Initiative been able to foster a different way of working? Do you feel that some of the power dynamics between UN agencies themselves, and between UN agencies and CSOs have been addressed? If so, how?

24. What would you suggest to the Spotlight Initiative in designing a second phase of programming? What would you advise they keep doing? What would you recommend they do differently?

25. Is there anything else we should be aware of or that you'd like to share?

4. Civil Society Reference Group Interview Guide

Section 1: Background to Spotlight Initiative

1. Please describe your role as CSRG member within the Spotlight Initiative and the activities you are/were involved in. How long have you been part of the CSRG for?

2. Do you think the initiative is different from other VAWG programmes, and/ or other UN programmes that you might have taken part in? –If yes, what is unique / stands out about Spotlight Initiative? if no why not?

Section 2: CSO engagement.
Pillar 6 of the initiative is focused on supporting women's movements and civil society, we would like to hear your thoughts and experiences related to these topics. We will be discussing CSO engagement first.

3. What is your understanding of meaningful engagement?

4. In your opinion, do you feel like the CSRG has been meaningfully engaged within the initiative? Why do you say so? Do you have examples of decisions that were influenced by CSRG?

5. I would like for us to talk about **capacity building**. Has Spotlight ever supported you in any capacity building? If yes, please describe the type of capacity support you received from the initiative? Probe for content of capacity building (technical operational/ sessions to meet UN requirements i.e M&E, proposal development, soft skills like leadership, communication etc)

   What methods of capacity building were used? (Probe: capacity building sessions in-country, use of Spotlight Initiative technical notes, participation in communities of practice etc)

   How were the needs identified? Were you consulted in identifying them? How did this capacity building help improve your way of working (if at all) please give us examples of how things changed as a result of the capacity building.

   Is there any other area where you would have liked to receive capacity building support but did not?

6. I would like for us to talk about the position and leadership of the CSRG within the Initiative. Do you think the CSRG has had adequate opportunity and space to take lead of activities within the initiative?

   Probe: independent monitoring and PMER (participatory monitoring, eval and reporting), creation and co-creation of materials/documents such as scorecards.

7. How would you describe the Initiative's spirit of collaboration with the CSRG?
   Probe: What has worked in this collaboration? What has not worked? What could be done better? Probe for power dynamics, communication and coordination, workplan development, remuneration and compensation decision making, flexibility e.g., budgets, etc

8. How have you engaged with civil society groups, or partners who are part of the Spotlight Initiative. For example, what are the mechanisms, if any, to support your engagement with CSO

implementing partners or grantees of the Initiative? How do you solicit their views, or feedback back to them?

Are there any examples of when CSOs have approached you as members of the CS-NRG for guidance or advice about any aspects of the Initiative?

9. Are there other ways or examples you can think of that you would have liked to see the initiative better engage the CSRG?

Section 3: Supporting women's rights/feminist movements and cross movement building
We would like to spend some time hearing your thoughts about movement building broadly, your engagement as well as the role of the Spotlight Initiative in supporting women's movements within your country

10. How would you define feminist movement building and strengthening? What is the difference between the two (i.e., the difference between building and strengthening)?

11. How has the CSRG been engaged in movement building efforts under the initiative? What were the successes? What were the challenges to this engagement?
Probe: concrete examples of increased influence of movements on the EVAWG national agenda, UN playing a convening role)

12. When you think about the country's movement building efforts, how has the UN supported these efforts? [if at all] What worked and what did not? Why?

    Probe for Spotlight Initiative's role as a convenor or co-convenor, creating common space/helping define a common agenda.

    Probe for examples of where Spotlight Initiative has engaged with intersectional feminist movements and in cross movement building (example of linking up with climate justice movements etc)

13. How and in what ways do you think funding through the Spotlight Initiative to WRO's has been able to strengthen local and national (and transnational) movements to end VAWG?
    Probe for case study examples

14. Do you think the UN is a relevant entity in supporting movements and cross movement building and why?

    Consider both the political aspects of the UN, particularly partnership with government, and the administrative aspects in terms of procurement, reporting etc which can exclude many smaller, less formalised groups.

    Probe: there are likely to be tensions around this response so good to probe a bit further around what might work to make this relationship more relevant and meet their needs. What are the areas where the UN (Spotlight Initiative) can best support and engage to strengthen WROs / movements and cross movement building?

15. Is there anything else you would like the UN (Spotlight Initiative) to do in order to support movements and cross movement building?

Section 4: Leave no one behind

One of the principles the Spotlight Initiative commits to is "Leave no one behind", we would like to hear your experience with this principle and its operationalisation

16. What is your understanding of the principle of leave no one behind?

17. Do you think the Spotlight Initiative has equipped its partners to implement this principle? (probe: financial, technical and logistical capacity i.e. sign languages/braille, budget for translators, wheelchairs, accommodating/accepting care takers for PWDs in spaces etc)

18. How has the initiative operationalised this principle within the CSRG? What has worked? What has not worked?

19. Do you think the initiative has stepped up in solidarity with traditionally marginalised groups or contentious conversations within the country? How? What could be done better?

20. Are there other groups of structurally marginalised women and girls that you would have liked to see engaged under the Initiative but have not been engaged? Which ones?

Section 5: Sustainability and overall reflections

21. What is your understanding of feminist funding? Are there examples that you can think of that indicate the initiative has adapted feminist funding principles in its processes?

22. Do you think that Spotlight has been transformative, or been able to work in a transformative way?

23. What would you suggest to the Spotlight Initiative in designing a second phase of programming? What would you advise they keep doing? What would you recommend they do differently?

Closing

24. Is there anything else we should be aware of or that you'd like to share?

5. Civil Society Organisations (not formally involved with Spotlight Initiative) Interview Question Guide

Section 1 : Background and Spotlight Initiative

1. Please describe your organisation [probe: what it does, how long it has worked on VAWG for, etc] Please also share your role in the organisation

2. What is your organisation's relationship with the Spotlight Initiative? How have you interacted with the Spotlight Initiative? (if at all)

3. How would you describe the Spotlight Initiative? Do you think the initiative is different from other VAWG programmes, and/ or other UN programmes that you might have taken part in? –If yes, what is unique / stands out about Spotlight Initiative? if no why not?

Section 2: CSO engagement.
Pillar 6 of the initiative is focused on supporting women's movements and civil society, we would like to hear your thoughts and experiences related to these topics. We will be discussing CSO engagement first.

4. What is your understanding of meaningful engagement?

5. How would you describe the way the initiative works with CSOs that are not implementing partners but work to advance women's right/end violence against women and girls in your context (particularly local and grassroots organisations)

   How would you describe the way the initiative works with CSOs like yours?

   Probe: what different types of organisations does Spotlight Initiative engage with? What support is provided? How does engagement differ from that with implementing partners? Does the type of engagement change based on the organisation type (local, grassroots, national, international etc)?

   Facilitator consideration: look for discussion on power dynamics, decision making.

6. Are you familiar with the work of the Spotlight Initiative National (or Regional))l Civil Society Reference Group (NCSRG)? If yes, do you feel it has meaningfully engaged CSOs? Why do you say so? Do you have examples of decisions that were influenced by CSOs?

7. Are there other ways or examples you can think of that you would have liked to see the initiative better engage the CS groups?

Section 3: Leave no one behind
One of the principles of the initiative is "Leave no one behind", we would like to hear your experience with this principle and its operationalisation

8. What is your understanding of the principle of leave no one behind?

9. Are you aware of ways the Initiative has ensured that these principles are operationalised? [if yes] which ones? [probe e.g. ensuring engagement of diverse women in activities or spaces, deliberately working with traditionally marginalised groups, including by involving them in the NCSRG etc]

10. Are there other groups of structurally marginalised women and girls in your context that you

would have liked to see engaged under the Initiative but have not been engaged? Which ones?

Section 3: Supporting women's rights/feminist movements and cross movement building
We would like to spend some time hearing your thoughts about movement building broadly, your engagement as well as the role of the Spotlight Initiative in supporting women's movements within your country

11. What is your understanding of a feminist movement building/strengthening? What is the difference between the two (i.e., the difference between building and strengthening)?

12. What do you think is needed to support women's or feminist movements, and cross movement building in your country?

13. Would you consider the UN as a relevant entity in supporting movements and cross movement building and why/why not?

    Consider both the political aspects of the UN, particularly partnership with government, and the administrative aspects in terms of procurement, reporting etc which can exclude many smaller, less formalised groups.

    Probe: there are likely to be tensions around this response so good to probe a bit further around what might work to make this relationship more relevant and meet their needs. What are the areas where the UN (Spotlight Initiative) can best support and engage to strengthen WROs / movements and cross movement building?

14. How and in what ways do you think funding through the Spotlight Initiative to WRO's has been able to strengthen local and national (and transnational) movements to end VAWG?
    Probe for case study examples

15. When you think about the way the country's women's and feminists movements have been established and engaging, how would you describe the way the UN has supported these efforts?

    Probe for examples of where Spotlight Initiative has engaged with intersectional feminist movements and in cross movement building (example of linking up with climate justice movements etc)

    Probe: concrete examples of increased influence of movements on the EVAWG national agenda, UN playing a convening role, funding, creating diverse spaces, topic of focus for the movement, solidarity during campaigns, supporting linkages between different movements etc.

16. What has worked? What has constrained the ability of programmes (or the Initiative as a whole) to meaningfully support feminist movements?

17. Is there anything else you can think of that you would like to see the UN / Spotlight Initiative do in order to support movements and cross movement building?

Section 5: Transformative programming

18. What is your understanding of transformative programming? What aspects of programmes would make it 'transformative'?

19. Do you think that Spotlight has been transformative, or been able to work in a transformative way? Why do you think so? (probe around feminist values, anti-colonial values, participatory and rights based approaches)

20. What would you suggest to the Spotlight Initiative in designing a second phase of programming? What would you advise they keep doing? What would you recommend they do differently?

Closing

21. Is there anything else we should be aware of or that you'd like to share?

6. Government Interview Question Guide

Section 1: Background to Spotlight Initiative

1. Please describe the role of your department in the Spotlight Initiative and the activities you have been involved in. How long has your department been involved in the Spotlight Initiative? If you have not been involved, then please outline any engagement you have had with Spotlight?

2. How would you describe the Spotlight Initiative?

3. Do you think the initiative is different from other VAWG programmes, and/ or other UN programmes that you might have taken part in? –If yes, what is unique / stands out about Spotlight Initiative?, if no why not?

Section 2: CSO engagement. Pillar 6 of the initiative is focused on supporting women's movements and civil society, we would like to hear your thoughts and experiences related to these topics. We will be discussing CSO engagement first.

4. How would you describe the way the initiative works with CSOs that are not implementing partners but work to advance women's right/end violence against women and girls in your context (particularly local and grassroots organisations)

   Probe: what different types of organisations does Spotlight Initiative engage with? What support is provided? How does engagement differ from that with implementing partners and non-implementing partners? Does the type of engagement change based on the organisation type (local, grassroots, national, international etc)?

   Facilitator consideration: look for discussion on power dynamics, decision making.

5. Are you familiar with the work of the Spotlight Initiative's NCSRG? If yes, how and on what issues has it engaged your department?

6. Has a CSO engaged your department differently in any way as a result of working with the Spotlight initiative? If yes, please share how [probe for any possible examples of changes on how the department supports the EVAWG work, support to traditionally marginalised groups, policies etc

Section 3: Leave no one behind
One of the principles of the Spotlight Initiative commits to is "Leave no one behind", we would like to hear your experience with this principle and its operationalisation

7. What is your understanding of the principle of leave no one behind?

8. Are you aware of ways the Initiative has ensured that this principle is operationalised either with different partners or with your department? [if yes] which ones?
   Probe e.g ensuring engagement of diverse women in activities or spaces, deliberately working with traditionally marginalised groups etc if the engagement has changed as a result of working with the initiative etc]

9. Are there other groups of marginalised women and girls within your context that you would still have liked to see the initiative engage with but have not been engaged under the Initiative? Which ones?

Section 3: Supporting women's movement and cross movement building
We would like to spend some time hearing your thoughts about movement building broadly, your engagement as well as the role of the Spotlight Initiative in supporting women's movements within your country

10. What do you think is the role of women's movements in your country? What types of movements / women's movements or other movements exist .

11. What do you think is needed to strengthen women's movements in your country?

12. Would you consider the UN as a relevant entity in supporting movement and cross movement building and why/why not?

    Probe: there are likely to be tensions around this response so good to probe a bit further around what might work to make this relationship more relevant and meet their needs. What are the areas where the UN (Spotlight Initiative) can best support and engage to strengthen WROs / movements and cross movement building?

13. When you think about the country's women's movement building efforts, how would you describe the way the UN has supported these efforts?

    Probe: Funding, creating diverse spaces, topic of focus for the movement, solidarity during campaigns, etc

    Probe for examples of where Spotlight Initiative has engaged with intersectional feminist movements and in cross movement building (ex of linking up with climate justice movements etc)

14. What has worked? What has constrained the ability of programmes (or the Initiative as a whole) to meaningfully support feminist movement?

15. Is there anything else you can think of that you would like to see the UN do to support movement and cross movement building?

Section 5: Broader reflections

16. What would you consider to be the biggest achievement of the Initiative so far? Why?

17. What has been your one biggest challenge working with the initiative? Has there been any instance where you disagreed with some approaches taken by the Spotlight Initiative? Please share.

18. How do you recommend Spotlight's work / contributions are sustained and built upon?

19. What would you suggest to the Spotlight Initiative in designing a second phase of programming? What would you advise they keep doing? What would you recommend they do differently?

Closing

20. Is there anything else we should be aware of or that you'd like to share?

7. Implementing Partners Interview Question Guide

Section 1: Background to Spotlight Initiative

1. Please describe the role of your organisation within the Spotlight Initiative and the activities you are/ were involved in. How long has your organisation been part of the Spotlight Initiative for?

2. How would you describe the Spotlight Initiative? Do you think the initiative is different from other VAWG programmes, and/ or other UN programmes that you might have taken part in? – If yes, what is unique / stands out about Spotlight Initiative? If no, why not?

Section 2: CSO engagement
Pillar 6 of the initiative is focused on supporting women's movements and civil society, we would like to hear your thoughts and experiences related to these topics. We will be discussing CSO engagement first.

3. What is your understanding of meaningful engagement?
   Probe for ideas around leadership, and ability to make decisions (see definitions)

4. In your opinion, to what extent have different and diverse civil society groups been meaningfully involved with the Spotlight Initiative (according to your definition) as implementing partners?

5. Has Spotlight ever supported you in any capacity building? If yes, please describe the type of capacity support you received from the initiative.
   Probe for content of capacity building (technical operational/ sessions to meet UN requirements i.e M&E, proposal development, management, soft skills like communication etc)

6. What methods of capacity building were used? (probe: capacity building sessions in-country, use of Spotlight Initiative technical notes, participation in communities of practice etc); How were the needs identified? How were you consulted in identifying them? How did this capacity building help improve your way of working (if at all) please give us examples of how things changed as a result of the capacity building
   Is there any other area where you would have liked to receive capacity building support but did not?

7. Do you feel like your organisation has/is always in position to make its own decisions within the Spotlight Initiative partnership?
   Probe: How are decisions made? Is there equal input form Spotlight Initiative and IPs? Do IPs have agency to make their own decisions? Please could you share some examples?

8. Are you familiar with the work of the National Civil Society Reference Group (NCSRG)? If yes, do you feel it has meaningfully engaged CSOs? Why do you say so? Do you have examples of decisions that were influenced by CSOs?

9. Are there other ways or examples you can think of that you would have liked to see the initiative better engage the CS groups?

Section 3: Supporting women's rights/feminist movements and cross movement building
We would like to spend some time hearing your thoughts about movement building broadly, your engagement as well as the role of the Spotlight Initiative in supporting women's movements within your country

10. What is your understanding of women's movement building/strengthening? What is the difference between the two (i.e., the difference between building and strengthening)?

11. What do you think is needed to strengthen women's (feminist), and other movements, in your country?

12. Would you consider the UN as a relevant entity in supporting movements and cross movement building and Why/why not?

    Consider both the political aspects of the UN, particularly partnership with government, and the administrative aspects in terms of procurement, reporting etc which can exclude many smaller, less formalised groups.

    Probe: there are likely to be tensions around this response so good to probe a bit further around what might work to make this relationship more relevant to meet their needs. What are the areas where the UN (Spotlight Initiative) can best support and engage to strengthen WROs / movements and cross movement building?

13. How and in what ways do you think funding through the Spotlight Initiative to WRO's has been able to strengthen local and national (and transnational) movements to end VAWG?

    Probe for case study examples

14. When you think about the country's women's movement building efforts, how would you describe the way the UN has supported these efforts?
    Probe for examples of where Spotlight Initiative has engaged with intersectional feminist movements and in cross movement building (ex of linking up with climate justice movements etc)

    Probe: concrete examples of increased influence of movements on the EVAWG national agenda, UN playing a convening role, funding, creating diverse spaces, topic of focus for the movement, solidarity during campaigns, supporting linkages between different movements etc.

15. Has your organisation been engaged in any movement building efforts under the initiative? What were the successes?

    Probe: concrete examples of increased influence of movements on the EVAWG national agenda, UN playing a convening role). What were the challenges to this engagement?

16. Is there anything else you would like the UN to do in order to support movement and cross movement building?

Section 4: Leave no one behind
One of the principles the Spotlight initiative commits to is "Leave no one behind", we would like to hear your experience with this principle and its operationalisation

17. What is your understanding of the principle of leave no one behind?

18. Do you feel the Spotlight Initiative has equipped you to implement this principle in your programming?

    Probe: financial, technical and logistical capacity i.e sign languages/braille, budget for translators, wheelchairs, accommodating/accepting care takers for PWDs in spaces etc

19. How has your organisation implemented this principle throughout the programme (design, implementation, MEL)? Are there concrete examples you can think of where Spotlight Initiative has supported your organisation to engage with diverse groups of women and girls in, including women and girls that face structural marginalisation?
20. Which groups of women and girls are you working with? What specific forms of violence are you trying to address?

21. Are there specific challenges you can think of that you have encountered in trying to implement this principle? Was the Initiative able to support you in addressing some of these challenges? [if yes] How? / [if no] why not?

22. Are there other groups of structurally marginalised women and girls that you would have liked to see engaged under the Initiative but have not been engaged or specific forms of violence some women face?
    Probe: why were you not able to ?

Section 5: Sustainability and overall reflections

23. What would you suggest to the Spotlight Initiative in designing a second phase of programming? What would you advise they keep doing? What would you recommend they do differently?

Closing

24. Is there anything else we should be aware of or that you'd like to share?

8. Civil Society Organisations Focus-Group Discussion Guide

Section 1: CSO engagement.
Pillar 6 of the initiative is focused on supporting women's movements and civil society, we would like to hear your thoughts and experiences related to these topics. We will be discussing CSO engagement first.

1. Do you have any story to share that would illustrate a meaningful engagement of CSOs during the Spotlight Initiative? You can think about meaningful engagement as Implementing partner (IP) and in the Spotlight Initiative governance mechanisms structures (NCSRG). Can you please share?

   Let one participant share a story, then ask if there is a second story to share (ideally, one about CSOs as IP and another one about the NCSRG). Then ask others to comment on the story/ies and ask the group:

   Are these stories representative of your own experience? If not, to what extent does it differ?

   Probe for what worked, what did not, what could have been done differently.
   If capacity building issues and workplan implementation were NOT discussed, ask the following questions

2. I would like for us to talk about capacity building. Has Spotlight ever supported you in any capacity building? If yes, please describe the type of capacity support you received from the initiative (Probe for content of capacity building (technical operational/ sessions to meet UN requirements i.e M&E, proposal development, management, soft skills like communication etc)
   - What methods of capacity building were used? (probe: capacity building sessions in-country, use of Spotlight Initiative technical notes, participation in communities of practice etc)
   - How were the needs identified? Were you consulted in identifying them? How did this capacity building help improve your way of working (if at all) please give us examples of how things changed as a result of the capacity building.
   - Is there any other area where you would have liked to receive capacity building support but did not?

Section 3: Supporting women's rights/feminist movements and cross movement building
We would like to spend some time hearing your thoughts about the Spotlight Initiative's efforts to strengthen women's movements in your country

3. How do you define 'movement building' or movement strengthening? what does it mean to you? How does it happen?

4. Do you have any story to share that would illustrate the Spotlight Initiative efforts to strengthen these movements, or support cross movement building. Can you please share?
   - Let one participant share a story, then ask if there is a second story to share. Then ask others to comment on the story/ies and ask the group:
   - Are these stories representative of your own experience? If not, to what extent does it

differ?

- Probe for what worked, what did not, what could have been done differently.

Section 4: Leave no one behind

One of the principles the Spotlight initiative commits to is "Leave no one behind", we would like to hear your experience with this principle and its operationalisation

5. What is your understanding of the principle of leave no one behind?

6. Do you have any story to share that would illustrate the way the Spotlight Initiative has promoted the principle of LNOB?

   Let one participant share a story, then ask if there is a second story to share. Then ask others to comment on the story/ies and ask the group:

   Are these stories representative of your own experience? If not, to what extent does it differ?

   Probe for what worked/what did not

   If CB issues and involvement of the most marginalised groups of women were NOT discussed, ask the two following questions

7. Do you feel the Spotlight Initiative has equipped you to implement this principle (probe for financial technical and "logistical" capacity)?

   Are there other groups of structurally marginalised women that you would have liked to work with under the Initiative but have not been able to, or specific forms of violence some women face?

Section 5: Concluding reflections

8. Do you think the initiative is different from other VAWG programmes, and/ or other UN programmes that you might have taken part in? – If yes, what is unique / stands out about Spotlight Initiative? If no, why not?

   If not tackled before: Probe for power dynamics (incl between NGOs and donors and within the NGO sector (involvement of GROs), flexibility during implementation e.g with activities, budgets

9. What do you think will be the main legacy of the Spotlight Initiative in your country? (can also probe for what could be done differently in designing a second phase of programming)

Closing

Is there anything else we should be aware of or that you'd like to share?

9. Workshop agenda[4]

Objectives

- To conduct a power analysis of civil society vis- a- vis the Spotlight Initiative in terms of operational and implementation co-creation, decision making and leadership. To understand participant's perceptions of women's rights/feminist movements?
- To review and map the status and maturity of the different women's and intersectional movements to end violence against women and girls and gender diverse people existing in the country, and the Spotlight Initiative's contribution to supporting movement and cross movement building.

Time	Focus of session	Details / outcomes	Printing / Prep
09:00 – 09:30	Welcome, Introductions, Icebreaker	• Participants introduce themselves, their organisation and their role in the Spotlight Initiative	Flipchart paper, markers, post its
09:30 – 09:45	Introducing the assessment and workshop	• Understand the purpose of the assessment and the workshop	PPT about Spotlight, SDDirect, the thematic assessment
09:45 – 10:30	Key Concepts: • Power and types of power - power with, power over, power to, power within	• Participants have a shared understanding of the concept of power and the different types of power • Group work / energiser to explore the 4 types of power and how they manifest	PPT on definition of power and types of power, Flipchart paper, markers, post its Prepare up to 4-6 examples of how different types of power show up in everyday life / work
10:30 – 10:45	**Morning tea break**		
10:45 – 13:00	Key concepts continued • Power analysis exercise (group work) • Plenary discussions on power	• Participants discuss the power dynamics within the Initiative • In plenary ask participants to identify the different relationships of power that exist in Spotlight Initiative (between IPs / CSOs,	Flipchart paper, markers, post its

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[4] the workshop agenda will be adapted for each country case study and detailed methodology developed with the National Consultant, and in discussion with the TACAAG.

		amount RUNOs, between RUNOs and IPs, among RUNOs / Spotlight Initiative and government, and gender power dynamics more broadly) • Divide participants in groups and have each group look at one relationship dynamic to explore the way power plays out in that group (power with, power over, power to, power within)	
13:00 – 14:00	**Lunch**		
14:00 – 16:00	Key concepts: Movement building • Movement building continuum - emergence, coalescence, formalisation, decline	• Participants have a shared understanding of movement building • In plenary identify the different movements that exist in the country that Spotlight Initiative is supporting - try to draw out intersectional movements and examples of cross movement building • In small groups have each group select one of the movements identified to map out the journey of that movement and how the Spotlight Initiative has supported its development / strengthening	Flipchart paper, marker, post its
16:00 – 16:15	Wrap up & quick recap		
16:15	Evening tea and departure		

10. Protocol Global Story Collection and Facilitated Discussion

Proposed plan Story Collection Exercise.

Objective: to collect stories of change against the three themes from a wide range of stakeholders across all Spotlight Initiative programme countries.

Methodology

Data collection

We will be using an adapted MSC methodology throughout the assessment to collect stories of change from a wide range of stakeholders who are formally, informally, or not at all involved with Spotlight Initiative. We intend to do this in three ways:

i)   through an online story collection form which we will share through a number of different platforms and newsletters (such as through the SVRI newsletter and SHINE Platform, and other feminist networks at global, regional and national levels);

ii)   through a discussion moderated by the assessment team on the SHINE Platform; and;

iii)   during focus group discussions as part of the case study primary data collection. This will allow us to adopt a "positive enquiry" approach, which seeks to highlight changes brought by the Initiative and uncover the pathways that led to them, as valuable lessons for future programming.

We will also host **three two-week dialogue sessions** on the UN SHINE Platform to explore our three themes with members, asking similar questions to those in the story collection form. To stimulate discussion and engagement, we may use some of the stories that have been collected to prompt conversations around these issues.

The dialogue sessions will be managed and facilitated by two of the core Assessment team members. The facilitators will be provided with guidance on how to engage with users, suggested questions and prompts and guidance on how to draw on stories collected.

Analysis

The descriptive[5] and qualitative data will be aggregated from the story collection form and the discussion. Thematic analysis will be undertaken to draw out trends, sentiment and themes from the stories, and descriptive data will be used to conduct sub-group analysis. The analysis will feed into the overall report which will also present synthesised findings from the case studies. The story data collected could be filtered by country to inform the 9 country level case studies.

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[5] The descriptive data category form is embedded at the start of the story collection form to collect data about the storyteller including age, sex, sexuality, disability status, and type of organisation they represent. All categories are optional'

11.   Global Story Collection Form

Consent form	
Demographic data	Country; gender identity; sexuality; age group; disability status; type of organisation you represent; type or work you engage in; what level do you work at (global, regional, national, community);
Have you engaged with Spotlight Initiative in any capacity?	RUNO; Implementing partner; CSO/WRO receiving grant; government; women's movement; CSRG member; other
Which theme does your story of change relate to?	1 The way Spotlight Initiative has meaningfully engaged civil society and fostered equitable partnerships with civil society organisations and specifically feminist and Women-Rights Organisations, and local and grassroots groups
	2 The role of Spotlight Initiative in strengthening progressive feminist and women's rights movements and/or cross-movement building.
	3 Spotlight initiative's efforts to reflect the principle of leaving no one behind and intersectionality, and ensure that the most structurally marginalised communities and women and girls a reached
	4 The contribution of Spotlight Initiative to transforming power dynamics and pre-existing structures.
Please start by describing the situation before the change happened.	
Now describe the change that has happened.	
Describe how the change happened, with as many details as you can – and in particular try to explain how the Spotlight Initiative contributed to this change (for example was there a particular event that triggered the change?).	
Now explain why this change is significant to you. What difference did it make (positive or negative)? What the is the situation after the change has happened?	
Would you like to share another story of change?	

12. Facilitated discussion on SHINE platform

First SHINE discussion

To discuss the extent to which Spotlight Initiative has meaningfully engaged civil society organisations in the programming. We want to hear your thoughts on whether Spotlight Initiative has privileged partnerships with a diversity of organisations including national, local, grassroots and women's rights organisations.

- What is your experience of being meaningfully engaged in a project / programme / policy dialogue with Spotlight Initiative?
- Do you think civil society organisations have been able to influence decision making in Spotlight Initiative? Do you have examples to share?
- Is there anything that Spotlight Initiative could do better to more meaningfully engage civil society organisations?

Second SHINE discussion

To discuss Spotlight Initiative's support to movement building and cross movement building. We will explore in particular initiatives under Pillar 6 of Spotlight Initiative's Theory of Change, recognising that movements were also supported under other Pillars we are also interested to hear from other stakeholders engaged across other Pillars. Pillar 6 is entitled 'Women's Movements' and is explained as 'promoting strong and empowered civil society and autonomous women's movements' and includes strategies such as advocating for laws and policies that protect the participation of women's movements, building the capacity of civil society organisations, deploying innovative funding mechanisms, and strengthening partnerships and networking opportunities for civil society.

In this discussion we would like to hear your perspective on how effectively Spotlight Initiative has supported the establishment, growth and work of women's rights or feminist movements in their countries of operation.

- How has Spotlight Initiative supported women's rights or feminist movements in your country or context?
- What role, do you think the UN (or a programme like Spotlight Initiative) could play in supporting women's rights or feminist movements?
- What more could Spotlight Initiative do to support women's rights and feminist movements?

Third SHINE discussion

To discuss the extent to which Spotlight Initiative has implemented the principle of Leave No One Behind (LNOB). All women and girls are at risk of experiencing gender-based violence (GBV) based on structural gender inequality, but not all women and girls experience risk in a homogeneous way. Looking at GBV through an intersectional lens[6] means paying attention to how gender inequality

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[6] Understanding intersectionality: In order to understand the experiences of women and girls in their diversity, there is a need to understand the concept of intersectionality. Coined by Kimberlé Crenshaw in 1989 as a concept to understand the lived experiences of black women in the nexus of gender-based and racial oppression, intersectionality has emerged as a concept to understand overlapping, or 'intersecting', forms of oppression, discrimination, and marginalisation. While all women, girls and gender diverse people face gender inequality in patriarchal societies, their experiences of discrimination and

intersects with other systems of oppression and structural inequalities, including (but not limited to) those related to race, ethnicity, class, cast, homo and transphobia, ableism, ageism, nationality, immigration status, refugee and asylum seeker status, and health status.

In this discussion we would like to hear from you on how the Spotlight Initiative has engaged and reached the most structurally marginalised and those furthest behind.

- Do you have any examples of how Spotlight Initiative has taken an applied the leaving no one behind principle to address power imbalances?
- In your country or context, do you have examples of ways in which Spotlight Initiative has taken an intersectional approach to engaging those most at risk of Gender Based Violence?
- Are there any groups who experience higher risk or structural marginalisation that Spotlight Initiative hasn't been able to reach effectively?

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oppression are not homogeneous, but experiences are shaped by on the coexistence of several determinants such as identities, socioeconomic status, health, geographic location and displacement or migrant status, to mention a few.

Annex 6: Stories collected

We received 20 stories from 14 countries. 14 women and 8 men shared stories, of which 75% (n=16) identified as heterosexual, 17% (n=4) preferred not to say and one person identified as 'other'.

The majority of respondents were between 41-50 years old (56%), followed by 22% who were 51-60, and less than 10% who were 31-35. No respondents were younger than 35 and only one was above 61. 82% (n=19) did not consider themselves to have a disability, with six respondents having a physical impairment, a long-term health condition or a mental health condition.

The majority of respondents were from National Civil Society Organisations (n=10), with a few others from women's rights organisations and international NGOs. We asked respondents which structurally marginalised groups they worked with or represented, and by far the most frequent group was 'adolescent girls and young women' (n=14) followed by rural women (n=12) and women and girls with disabilities (n=12). The group with the lowest representation was LGBTQI+ persons with just one respondent listing that group, followed by sex workers with only four. These figures seem to follow similar patterns to what we noticed reported in annex C.

We also asked respondents to explain how they engaged with Spotlight Initiative and 44% (n=10) were civil society organisations receiving grants, 34% with implementing partners, and a similar number were members of a national or regional civil society reference group. Only two respondents were from a women's rights movement collaborating with Spotlight Initiative. Six were from RUNOs or the Spotlight programme team.

Respondents were asked to share a story related to the four assessment themes. There were 14 stories shared related to LNOB, 11 to transforming power dynamics, 9 to civil society engagement and 8 related to strengthening feminist movements.

The stories shared have been analysed and included in the relevant sections in the main report, as illustrative examples of findings.

Country	Type of organisation	How they have engaged with Spotlight initiative	Theme	Situation before	Change that has happened
Malawi	National Civil Society Organisation (NCSO)	CSO/WRO/GRO receiving grants from Spotlight Member of a National CSRG or Regional CSRG	Power dynamics	Structural imbalances coupled with negative stereotypes	Reverse of negative cultural practices and development of policies and by laws to mitigate patriarchy; It has been multifaceted with all gatekeepers working towards the goal of leaving no one behind. Efforts were made to review existing negative practices which perpetuate Sexual and Gender-Based Violence especially towards women and girls. Chiefs Forum, Civil Society reference group have among others supported to segment and isolate basic issues that need to be reversed in order to rid gender-based violence

It is significant as it has laid a foundation for mitigating and responding to sexual gender-based violence. These are structures that have been empowered to continue with the advocacy and implementation of SI pillars continuously. |
| Liberia | NCSO | Member of a National or Regional Civil Society Reference Group | Power dynamics | Liberia prior to the Spotlight Initiative activities interventions, women and girls were seriously under privileged to have access to direct decision making on issue that affected their rights. Additionally, grassroot women movement didn't have capacity to access donors funds to implement activities. The SI has afforded | Women and girls are now actively engaged with in decision making at local and national levels. Men and boys are advocates and supportive of gender equality then before

The change came as the result of engaging and mentoring men and boys in understanding the importance of gender equality and allowing and involving women and girls in human rights. Additionally, having their capacity built, they further understood and now reporting cases of violation that they were compromising. Women and girls are now taking leadership positions in schools and communities as well.

This change is essential because it has further created inclusion of all sexes and broke the patriarchal system. |

				them the opportunity to have their capacity built and now able to seek donor fundings.	
Nigeria	NCSO / GRO	Member of CS NRG / CS RRG	LNOB	Before Spotlight Initiative it was a taboo to report cases of abuse. You hardly heard case of abuse being reported in the media.	At family level when abuse takes place it is immediately reported to the stakeholders concerning who in turn ensures that the news goes to the media or any other platform in order to pass the information to others for action. This happened as a result formation of groups of stakeholders on GBV prevention across the Spotlight Implementation communities. These stakeholders group consists of community leaders, youth and women groups. As soon as information reach them about a particular abuse they intervene to ensure justice for the abuse and punishment for the abuser. The change has led to many victims of abuse coming out to report the abuse and demand Justice which is positive.
Tajikistan	UN	RUNO / Spotlight team member	LNOB	██████ Tajikistan - When ██████████████ got married, her mother-in-law took an instant dislike to her. It wasn't long before her husband began to behave aggressively. He was a jealous man, which led to a lot of fighting. Nonetheless, the couple had two daughters together. When their second daughter was born with a disability, ██ ██████████ husband	Thanks to the efforts of UN Women's Partner NGO Afif and six national NGOs whom they supported and trained, many women like ██████████ have been reached. Over the past six months, more than 1,800 people have been reached with information on services to prevent violence against women and girls with disabilities through training sessions and other materials. "During the information sessions, I met other women subjected to psychological violence, who did not know where to turn. Now we know when, how and to whom to apply [for support] and how to protect our women's rights. Many of us are in touch and try to support each other," says ██████████. She has a message for other women who may be in a similar situation: "Don't give up, look for support and act for life without violence." The Women with Disabilities became empowered and the case of ██████ is a demonstration of the successful efforts for all. In the framework of

					announced that he was migrating to Russia. "I was a second wife who has a disability. Constant bullying from my husband's relatives was the norm" - ██████ ███████ Shortly after leaving the country, he stopped paying rent on the family's apartment and cut off contact with ██ ████████ She couldn't ask her husband's family for help, her mother-in-law told her "We do not need a kelin (daughter-in-law) with an invalid child". She and her children were kicked out on the street. Without a school certificate, it was difficult to find work, but she began helping local entrepreneurs at the market to sell their bread. In 2017, she got married again, this time to a man who already had a wife. While polygamous marriage is illegal in Tajikistan and second spouses are not recognized by law, customary unions are sometimes sanctioned	Spotlight Initiative, Women and Girls With Disabilities (WWDs) have improved access to Medical forensic and Crisis Centers' services in 6 target districts during violence investigation process and violence cases. The latter received auxiliary medical equipment and furniture, and new knowledge and skills on standard procedures of case documenting, provided by the League of Women with Disabilities. The women and girls with disabilities received a specialized help, which meets their needs in the process of investigating cases of violence against them due to provided equipment for the 6 selected NGOs.

				unofficially by clerics. ██ ██████ gave birth to her third daughter. A year later, while cleaning their home, the roof collapsed on Ms. Nazarova, severely injuring her spine. She was forced to undergo two surgeries but still found it difficult to move or walk. "I was a second wife who has a disability. Constant bullying from my husband's relatives was the norm," says ██████████. Studies show that girls living with disability are four times more likely to experience violence than their non-disabled peers, while women with disabilities are twice as likely to be sexually assaulted.	
Vanuatu	NCSO	RUNO / Spotlight	LNOB / CSO engagement / Power	██████████ is a national religious institution, and a male-dominate patriarchy hierarchical system. Training was provided to promote and encourage women's empowerment and	It was for the first time in the history of AOG Vanuatu to have such intersectoral advocacy trainings and seminars featuring Gender Based Violence and Gender Justice issues in the institution's organizational patriarchy hierarchical network. Due to the sensitivity of the topic, some of the ██████████ National Executive members travelled with the ██ ██████ Women's Ministry national executive throughout Vanuatu and Noumea, New Caledonia to implement this project. The training promotes and encourages women empowerment and

				leadership, empowering them to take leadership roles and make right decisions for their respected communities and families.	leadership, empowering them to take leadership roles and make right decisions for their respected churches, communities and families. The overall output of the intersectoral advocacy seminar was very successful and very pleasant particularly from the ███████████ leaders' participants. A great breakthrough and milestone have been set allowing them to freely advocate for gender injustice, including GBV & domestic violence in their local communities and assemblies.
Malawi	WRO / INGO	Implementing partner of Spotlight	LBOB / Power	Women and girls in Mzimba district like most parts of Malawian rural areas had limited access to formal financial services including credit services. Key factors contributing to the situation includes unavailability of formal financial services in their communities (which results in women traveling long distances to main cities in order to access the services); lack of formal education and lack of collateral for loans for capital injection.	Women in Mzimba (Malawi rural) now access liquidity, have safe spaces to store money, have easy access to cash out points where they transfer money electronically to and from family members and business associates. Above all, women now have a space in the digital finance sector participating as actors and not end users anymore as a good percentage of cash out points in the implementation areas are owned by the women (movement)

To address the problem the SI conceptualized the Zayera Digital Finance program to a) accelerate financial inclusion of women and youth MSMEs by bringing finance solutions into their communities; b) promote up-take and scaling-up of best practices and innovative approaches for promoting gender responsive digital transformation, taking advantage of effective digital and innovative approaches and infrastructure in the 4th industrial revolution to boost financial and economic inclusion of vulnerable groups.

This change is important especially to women because now they are able to embark on individual businesses using the commission from the mobile money business which is further invested in group business to multiple the grant; then members borrow through the group's village savings and loan schemes. The lives of rural women in Mzimba district have been transformed from total dependency on husbands or male partners to empowered women who are making a positive contribution in their families and communities. In the project implementation areas reduced GBV has been registered as couple disagreements sparked by lack of |

					financial support have drastically reduced now that women have viable businesses and are self-sustaining.
Malawi	WRO / INGO	Implementing partner	LNOB	███████████████ village has lived positively with HIV for more than 10 years. She is a widow with 4 children. Her husband died of HIV/AIDS in 2014 leading to her struggling to make ends meet. Due to extreme poverty, she could not afford balanced meals to boost up her immunity. Despite faithfully adhering to her ART treatment her health kept on deteriorating, further reducing her body weight and causing skin rashes all over her body. She went into self-isolation and seclusion for so many years due to her condition. She would not interact with other women in the community because she only had a single piece of cloth and often felt she would be the topic of discussion if she dared join other women in either religious or social gatherings. She further faced	████ and other marginalized women in her community now have a voice working alongside fellow women in the community in the fight against GBV and discrimination. Having benefitted from economic empowerment fund they are ably operating small businesses to support their children and families.

				discrimination during community activities as community leaders did not include her in community work e.g., Food for work activities or MASAF projects.	
Philippines	NCSO	Implementing partner	LNOB	Local community has no specific policies for survivors of gender-based violence and trafficking; The local government established its Local Council Against Trafficking and Violence Against Women and Children (LCAT-VAWC)	Through our project supported by UN Women Safe and Fair Programme, we are able to connect and partner with the City Government of Manila in raising awareness on the issues of women migrant workers and returnees, survivors of gender-based violence and trafficking and members of their families. This led to the passage of the local ordinance in the City of Manila to establish the LCAT-VAWC composed of local government agencies, CSOs and other related stakeholders in November 2021. The City Government of Manila is now pursuing policies that promote gender-sensitive concerns and issues, particularly of women migrant workers, survivors of gender-based violence and members of their families.
Afghanistan	INGO	Implementing partner	LNOB / Power	There was no engagement between civil society and partnership with UN; We are engaged with UN agencies and providing quality services for woman and girls really in need in a very remote areas, particularly in the current context the woman and girls has access to the services.	Through providing psychosocial services we measure that when they banned from schools and universities they wanted to commit suicide, but SI and their assistance we protect 80% of suicide among young girls. through SI we provided counselling, awareness and life skills training to prevent mental disability and psychosocial problems in the community. Life of woman and girls changed and now they enjoy a quality life with their families, most of young girls wanted to commit suicide. very positive changes brought to the life of women and girls, now they are empower and know their rights and needs and they are independent
Kyrgyzstan	UN	RUNO	LNOB	▮▮▮▮▮▮▮▮ is a director of Secondary School	▮▮▮▮ started using a special methodology called GALS, which helps to improve the situation of girls and women. She studied current problems in

| | | | | 2 at the ███████ village, in the north of Kyrgyzstan. She has been working in the field of education for 20 years: she was a social pedagogue, the head of the teaching department, and to this day she teaches the Kyrgyz language and literature. ███████ lives in the neighbouring village - ████████. In this area, girls are usually prepared for marriage after the end of the ninth grade. But thanks to her work, more girls have become eager to continue their studies and pursue education after school. In 2021, according to the National Committee of Kyrgyzstan, 13 per cent of women entered into a formal or informal marriage before the age of 18. Every year, 7-9 thousand girls get married, and 500 of them become mothers at the age of 13-17. | the village, such as child marriage, gender injustice, and lack of motivation in education. She learned to analyse and dismantle gender stereotypes and then began to break them. She taught the same to her colleagues and parents, so that they could improve their lives and the living conditions of their children.

███████ applied her knowledge to her family. They analysed household duties with her husband and daughters. They changed the distribution of tasks around the house, so that the girls would have more time to prepare for their final examinations. Most importantly for ███████, many fathers and mothers in her village have changed their attitudes towards their daughters. They have realized that they need to listen and create every opportunity for girls to get an education. |
| Sierra | National CSO | Other | Civil society / | Women and Girls are subjected to Female Genital | With our intervention, there is increased community awareness, reduction in FGM practices especially in some rural communities. increased human |

Leone				movemen ts	mutilation and early and Forced Marriage. This has deepened the level of school dropout especially among girls who are below the ages of 18 years. This situation have deepened the level of poverty in families and communities across Sierra Leone. this includes gender-based violence, community stigma and discriminations leading to low self-esteem and the unwillingness on the part of government to promote legal framework for criminalizing female genital mutilation and Early and forced marriage for girls below the age 18 years	rights education and knowledge which community members use to demand for justice and the criminalization of FGM and Early/Forced Marriage.

Through our community feedback mechanism, we are able to deduce that beneficiaries are willing to to champion the change that they want to see. Stakeholder collaboration is sustained in the communities because of the enhanced capacity that is built.

the Change is significant because young people are taking the initiative to lead the advocacy and activism. communities are open to change, women and girls freedom is a human right that should be respected, protected and promoted. |
| Timor Leste | Other | CSO / WRO receiving grants and CSNRG | CSO / LNOB / Movemen ts | Before the change happened, the Spotlight Initiative was an ambitious and transformative global effort led by the United Nations and the European Union to address the root causes of violence against women and girls. The initiative was designed to support and empower women and girls who had experienced various forms of violence, including domestic violence, sexual violence, human trafficking, and harmful practices such as child marriage and female genital mutilation. The primary goal of the Spotlight Initiative was to reflect the principle of "leaving no one behind" and promote intersectionality in its approach. This meant that the initiative aimed to reach and support not only women and girls in general but also those who were most structurally marginalized and vulnerable within society. This approach acknowledged that some women and girls faced multiple layers of discrimination and disadvantage based on factors such as race, ethnicity, age, disability, sexual orientation, or economic status. By recognizing intersectionality, the initiative strived to create targeted interventions and solutions that considered the unique challenges faced | |

				by different groups of women and girls. It sought to ensure that their specific needs were taken into account in the planning and implementation of programs, policies, and services.

The change in the Spotlight Initiative's approach to reflecting the principle of leaving no one behind and intersectionality was a result of a significant event that triggered a shift in its strategies and focus. In the years leading up to the change, there was a growing recognition within the international community of the urgent need to address the structural and systemic issues that perpetuated gender-based violence and inequality. One particular event that played a pivotal role in shaping the change was a groundbreaking global conference on gender equality and women's rights. This conference brought together leaders, activists, and experts from all over the world to discuss the progress and challenges in advancing gender equality and women's empowerment. During this conference, there were powerful testimonies from women and girls from marginalized communities who shared their lived experiences of violence and discrimination. Their stories shed light on the intersecting forms of discrimination they faced, such as being both women and belonging to minority ethnic or religious groups or being disabled and facing gender-based violence. These testimonies served as a wake-up call to the international community and the organizers of the Spotlight Initiative. It became evident that a more inclusive and intersectional approach was necessary to truly address the root causes of violence against women and girls and create lasting change. In response to this pivotal event, the Spotlight Initiative underwent a significant transformation in its programming and strategies. Here are some key ways in which the initiative contributed to this change: Intersectionality in Programming: The Spotlight Initiative started to incorporate an intersectional lens into its program design. It recognized the diversity of women's experiences and the need to tailor interventions to the specific needs of various marginalized groups. This involved working closely with local organizations and communities to understand the unique challenges faced by women and girls in different contexts. Engaging with Marginalized Communities: The initiative made a concerted effort to engage directly with women and girls from marginalized communities, seeking their active participation in the design and implementation of projects. This approach ensured that the solutions offered were relevant, culturally sensitive, and rooted in the realities of the communities they aimed to serve. Strengthening Policy and Legal Frameworks: The Spotlight Initiative worked closely with governments to advocate for policy changes and legal reforms that addressed structural inequalities and discriminatory practices. This involved supporting legislative measures to protect the rights of marginalized women and girls and holding perpetrators of violence accountable. Research and Data Collection: The initiative invested in comprehensive research and data collection to better understand the intersecting forms of discrimination faced by marginalized women and girls. This evidence-based approach helped to inform the development of targeted interventions and measure the impact of the initiative's efforts. Awareness and Advocacy: The Spotlight Initiative launched large-scale awareness campaigns to challenge harmful gender norms and stereotypes, and promote a more inclusive and equal society. It also engaged in advocacy efforts at the global and national levels to mobilize support and resources for its initiatives.

The change in the Spotlight Initiative's approach, with its emphasis on reflecting the principle of leaving no one behind and intersectionality, is highly significant in the global efforts to address violence against women and girls. Here are some reasons why this change is considered important: Inclusivity and Representation: By incorporating an intersectional lens, the initiative recognizes the diverse experiences and needs of marginalized women and girls. It ensures that women from different backgrounds and identities are not left out of the conversation and that their voices are heard and represented in the development and implementation of solutions. Tailored Interventions: The initiative's focus on intersectionality allows for targeted and context-specific

interventions. It enables the development of programs and policies that are better suited to address the unique challenges faced by specific groups, leading to more effective outcomes. Addressing Root Causes: Intersectionality helps the initiative address the root causes of violence against women and girls. By understanding the interplay of various forms of discrimination, it becomes possible to tackle the underlying social norms, attitudes, and systemic issues that perpetuate gender-based violence. Increased Impact: The change in approach has the potential to increase the impact of the initiative's efforts. By reaching the most structurally marginalized communities, the initiative can create a ripple effect that benefits the broader society and contributes to sustainable and positive change. Social Transformation: Emphasizing intersectionality promotes social transformation beyond immediate results. It challenges deep-rooted inequalities and discriminatory practices, fostering a more inclusive and equal society where the rights and dignity of all individuals are respected. Accountability and Data-driven Solutions: The initiative's commitment to evidence-based research and data collection allows for a better understanding of the issues faced by different communities. This, in turn, facilitates accountability for policymakers and ensures that resources are directed toward strategies that yield tangible results. The situation after the change in the Spotlight Initiative's approach would ideally reflect progress and positive outcomes. It would likely see increased support and engagement from marginalized communities, stronger partnerships with local organizations, and improved policy frameworks that protect the rights of women and girls. Moreover, the initiative's efforts to challenge harmful gender norms and promote awareness may contribute to a cultural shift, leading to reduced tolerance for violence and discrimination. Over time, this could result in a reduction in gender-based violence and an improvement in the overall well-being and empowerment of women and girls. However, it's essential to acknowledge that transformative change takes time, and progress might vary across different regions and contexts. There may be challenges and obstacles to overcome, including resistance to change, limited resources, and deeply ingrained cultural norms. Evaluating the long-term impact of the change would require ongoing monitoring and assessment of the initiative's activities and outcomes.

Tajikistan	UN	RUNO	CSO	My activism was influenced by the story of a friend of mine – says ████████ ████████ Tajik Activist promoting women's rights, participant of the School of Gender Activists. After 8 years of marriage with constant physical, psychological and economic abuse, she decided to divorce. During the trial, instead of support, she faced only accusations and	I began to highlight the issues of violence against women and girls in my art to create zero tolerance towards and to prevent violence against women, and to deliver key messages to the audience through social networks, radio and television statements as well as meetings on my works with students and schoolchildren. To find like-minded people and to strengthen my capacity, I went through a competitive selection to the School of Gender Activists. I was happy to note the School has ensured a balanced student composition, which included women and men, young girls, women living with HIV and persons with disabilities - students from different geographical areas. The School has given me the opportunity to learn, and to share my experience and knowledge with fellow students. In November 2021, I became a member of the UN Women regional programme "Awake Not Sleeping!" and worked to reformulate fairy tales and change the position of their main characters from a person with passive position

				injustice. She had to start from scratch. After she divorced, the attitude of society has negatively changed towards her. Based on this story, I wrote a poem "If someone says "I'm a true man!" don't believe it). After this poem was published, I started receiving a lot of messages from women claiming that I described the truth of life, and they began to share their stories.	enduring violence to the one with active position that changes their lives for the better. Fairy tales are one of the methods of shaping girls' way of thinking about their role in society.
					I have to mention the inspiration that came to me thanks to the School of Gender Activists, established by the Spotlight Initiative. As a result, an anthem for gender activists and several new poems in this direction were born. Writing the anthem revealed the other side of my talent, I realized that I could write and sing songs. After participation in the School of Gender Activists I realized that I can enable others, even children, to attain skills of elementary gender analysis through books, fairy tales, discussions with children and their parents.
					▓▓▓▓▓ says - "The school gave me new friends, with whom we stay in touch, try to support each other, and work together. Now I can further enhance the knowledge I acquired at this school in my activities and poetry creation". For me, Programme Manager of UN Women, it is important to observe transformative changes that we introduce through the School of Gendre Activists and in a whole, through the strengthening of the Civil Society Movements against violence.
Samoa	NCSO / WROs / GRO / NGO	RUNO / govt / CSO / WRO	All four selected	Awareness, people are speaking up	The event was a recording a cultural dance that all persons could relate to The difference to me is that the initiative has just risen and we still have a lot of work to do as we look at it as a holistic approach
Argentina	NCSO / WROs / Academic researcher	WR movement collaborating with Spotlight and CRNRG	All four	Limited role of civil society in advocacy in relation to the RUNO UN agency and programme

Joint Spotlight Initiative campaign with strong support from UN WOMEN | The specific budget for the Argentina SPOTLIGHT I REFERENCE GROUP. It made it possible to take the initiative and decision-making in the project and specifically in the campaign, working and leading it from the GRSC (2 GRSC leaders plus 2 GRSC supporters and collaborators and interconsultations with the whole GRSC) and with the UN women and communication consultant of the Spotlight Initiative. |

				and Pillar 6.	
	To have carried out a very successful campaign in communicational terms, carried out from a Co-design approach, with an initial participatory co-creation approach of the Group of referents to devise the axes, the modality and the structure of the campaign, and when a few months later the advertising agency that made the spots joined in, there was strong leadership in the decision making of the GRSC (Maria Rosa, and Ana, with specific support from Etel and Gladis) and consultations with the whole GRSC. There were four pillars The idea of GRSC. The format of what we would like to do, the concept of Intersectionality, the positive concept of the campaign. The interviews, who the interviewees would be, were all decisions made by the GRSC, and then some of them actively participated in the realisation of the campaign. And then some of them actively participated in the making of the spots, two intense months of non-stop work including Saturdays and Sundays. There is much more to tell about the process, but in synthesis: It implied establishing an experience that another way of working is possible between society and the Agencies, between civil society and the Spotlight programme, and that civil society can make relevant contributions in the design of projects, and break this axis of funded financier and become a KEY PARTNER of the Initiative, that it is possible to devise and create from a framework of co-design, and that it is also a successful formula. It is clearly an example of a pilot experience to continue and deepen, from the approach of a recommendation of how to think the initiative for the next Initiative 2.0.				
Uganda	WRO	CSO / WRO receiving Spotlight funding		Previously, Integrated Disabled Women Activities (IDIWA) lacked capacity on GBV programming. We did not have manuals to guide training and advocacy; we were working in isolation and could not make a lot of impact; women and girls with disabilities did know about their rights and could not demand them.	**IDIWA has developed disability specific Human rights, GBV training manuals, and advocacy tool kit; women and girls with disabilities have been trained and are engaging on their rights, and acting as focal persons for their peers**, and constantly identify and report GBV cases and refer survivors to relevant care and support. IDIWA have invited local WROs, OPDs, and the media to promote positive cultural norms and address root barriers that keep women behind, rather than making women adapt to discriminative culture. The have organized into the Busoga GBV and Disability Rights Network to collectively fight disability based discrimination and promote Gender Equality and Women empowerment, and promote progress on ending violence against women and girls with disabilities. The COVID-19 exposed weaknesses in government response services, and GBV increased during the lockdown. IDIWA quickly mobilized for support and mainstreaming of disability in local WROs and positive reporting by the media. Within no time, all media houses were highlighting and investigating cases GBV against WGDs.

					The GBV and Disability Rights Network is promoting Catalytic, Transformative and Systemic Change which addresses the root barriers preventing gender equality, rather than seeking to change women to adapt to discriminatory systems. Deploying a movement building approach, the network is centring and elevating strategies that are deliberate and intersectional in shifting power relations, surfacing invisible issues and weave the intricate connections between visible SRHR and invisible SRHR issues
Tajikstan	Other	Other	Movements	The situation of a woman in the Tajik society now is largely the same as it has been since times immemorial. Like in the past, in the modern world, the Tajik woman has limited access to education, is subjected to violence both physical and psychological, and has to live in the conditions of an increasingly radicalized society, stereotypes and high demands from society. These are all modern realities of Tajik women. I am the art curator of the project "Gender inequality through the prism of contemporary art". The goal of the project is to present	More than 750 people took part in the meetings, discussions and debates organized within the framework of the project, as a result of which a creative group of 12 artists, activists, students of the faculty of culture, students of the faculty of directing and producers, journalists and researchers was formed. This creative team created 18 unique works reflecting the situation of women in Tajikistan. The project, launched in 2019, is still ongoing, and more and more people are learning about it - these are bloggers, art activists, artists who join the project and create new works in various formats. In 2022, as part of the project, traveling exhibitions were organized in remote areas of Tajikistan, where the works caused a wide resonance among viewers - the rural population. In 2022, we received a grant from the "Regional Program of the Spotlight Initiative for Central Asia and Afghanistan.," which allowed us to create several more works of art about the plight of women in Tajikistan. Works created within the framework of the project can be viewed here https://www.instagram.com/gender_issue_through_art/?ysclid=lk2erxuud4363223973 https://www.facebook.com/modalities3/ http://gender-issue-through-art.tilda.ws/

				to the general public various aspects of the gender problem in Tajikistan, as well as to draw public attention to various manifestations of gender. inequality using contemporary art as a medium of expression. Moreover, it is necessary not only to tell and show, but also to induce to action - after all, any person can cause changes in society, despite doubts about their ability to bring changes.	
	Today, it is very important to reconsider the position of women in society, to begin to break the outdated stereotypes about her role in society, bearing in mind the natural qualities that are given to her at birth. The task of contemporary art is to draw public attention to these pressing issues. Moreover, it is necessary not only to tell and show, but motivate into action - after all, any person can cause a change in society, despite doubts about their ability to bring change. I consider one of the important achievements of the project to be the attraction to the problem of "Maskun" - "Maskun" is a law adopted in Tajikistan, its essence is as follows - If Tajik women have nowhere to return after a divorce, then by a court decision, the ex-husband must allocate her a place in her house, and this is legally called a "maskun". Now a woman with children is forced to live in her ex-husband's house under the same roof with him. If a man is married by this time, her position becomes simply unbearable. Former relatives, as a rule, put pressure on her in every possible way so that the woman could not stand it and left. If a woman's life in marriage was a horror, after a divorce it turns into a real hell. The circle, by analogy with the film "Viy", represents protection from evil spirits. On the one hand, the relatives of the ex-husband perceive her as an enemy and demonize her, since her presence is highly undesirable in their home. On the other hand, drawing a circle, she thus tries to protect herself from former relatives who hate her, and sometimes even pose a threat to her life. After the resonance caused by this work, journalists began to actively cover this topic in the media.				

Honduras	NCSO	CSO / WRO receiving a grant	Movement building	Honduras is the Latin American country with the highest proportion of female cases. Between 1985 and 2021, 40,469 cases of HIV have been reported in Honduras, of which 17,583 correspond to women. In spite of this, public policies do not contemplate specific actions for this population and grassroots groups (self-support groups for people with HIV) do not address the issue of women despite the fact that they are the majority of the population, and the national leadership of this population is male. In addition, there has been a serious violation of sexual and reproductive rights, and non-consensual sterilisations have been identified.	As a first step, a national group of women with HIV "empowered women" was formed, which gave way to a process of empowerment and leadership that resulted in 12 of the 40 empowered women leading decision-making spaces. In addition, the Manual for the care of adult and adolescent patients with HIV has been revised and sexual and reproductive health services have been established. A campaign has been carried out with the leadership and participation of the empowered women to promote their sexual and reproductive rights, specifically the right to be mothers, making visible with them the problem of non-consensual sterilisations. A case of non-consensual sterilisation has been documented and is currently being filed with the Inter-American Commission on Human Rights (IACHR). The processes of organisation, empowerment and leadership that were carried out with women so that they would have all the tools to have a significant participation in all the processes where changes have taken place.
	Personally it has a very important meaning, and that is to have a generational change, many of the empowered women are very young, between 15 years and older, which will give sustainability to the initiated actions. The current situation is that in addition to the initial group of "Mujeres Empoderas" there is a second group of women under the age of 30, who are entering the process of empowerment and lidezago, a third group of 12 women who are in positions of leadership and decision making to continue the technical and political accompaniment.				
Vanuatu	NCSO	RUNO	CSO /	GBV and DV practices	AOG Vanuatu Women's Ministry (WM) has been so grateful to partner with

(2nd story)				LNOB	remain under- reported or are kept internal. Due to some long-term traditional practices and fears, these GBV, DV and child abuse experiences has been remained unreported and are kept internally, whether as individuals or between families & clans. AOG Vanuatu WM frontline response workers capacity are built to deliver referral services to its members and non-member survivors of domestic violence, sexual gender base violence, child abuse and intimate partner violence in this era of COVID-19, especially rural communities	UN Women to resourced and built its capacities and abilities to engage in intersectional advocacy with its external and internal partners to address gender-based violence and improve the safety of its members, non-members and other people of diverse sexual orientation and gender identities from violence, discrimination, harm and gender injustice. Thus, the outcome was very successful leading up to 347 AOG Vanuatu WM leaders, frontline workers and local assembly leaders (reverends & pastors, youth leaders) attended these capacity trainings that addressed and introduced the GBV & Domestic violence legal & theological teachings. The Vanuatu Government recognizes that gender justice is part of the fundamental right and duty enshrined in the National Constitution of Vanuatu. It also has provisions for the 'special benefit, welfare, protection or advancement of females, children and young persons, members of under-privileged groups or inhabitants of less developed areas' (Chapter 2, Clause 5 (1) (k)). Gender justice and women's empowerment are also critical to the achievement of the national development vision: "a Just, Educated, Healthy and Wealthy Vanuatu". While the country's Constitution and key national plans and strategies articulate the importance of equality and rights, significant disparities continue to exist between men and women. Similar to Vanuatu's national constitution, biblical and theological underpinnings also give special measures and values to women, and condemn all forms of domestic and gender base violence in the family, church and society. Women were also created and bear the image of God Almighty, receive the same Spirit, same gifts and share the same commission to go into the world and make disciples (Galatians 3:28; Genesis 1:27; 1 Corinthians 12:13; Matthew 28:19). Just like a healthy marriage requires the involvement, leadership and direction of both man and woman, so does a healthy church, community and nation

Malawi (2nd story)	WROs / INGO	Implementing partner	LNOB	Women in Eswazini community in Traditional Authority Kampingo Sibande in Mzimba were so much behind in as far as women empowerment is concerned. A typical day (off farming season) in the life of a local woman entailed running household chores which included looking for firewood with which to prepare the days meals and vegetables for relish. Women and young women were dependent on their husbands for financial support. This being a local set-up, men are not engaged in dependable livelihood initiatives with which to support their families hence families depending on farming for subsistence purposes. In the rare event that a family yields enough to sell the excess, husbands usually make sole decisions over the proceeds most of the times spending the money on beer or other women. The situation led to	To support their work the women forum received a grant of MK1million, a mobile money kiosk and a handset to support their digital finance business. Through this business the women have expanded their fund also investing in a grocery shop in their community and beekeeping (honey production). As a result of their advocacy campaigns on GBV there is a reduction of GBV in their community including sexual GBV, women have increased awareness and report GBV, 7 girls were rescued from child marriages and have returned to school, the wife of the TA has also returned to school inspired by the project. Additionally, there's an improvement in service provision, thanks to the efforts of the women forum – after conducting scorecard on GBV and SRHR it was observed the local health post had a shortage of staff. After an interface meeting with the service providers the DHO has now reinstituted a Clinician at the health center.

				women being disproportionately affected by poverty and GBV. This vicious circle continued year after year.	
	Things started to change for the better for the women in this community when the Gender Officer mobilized the women into a women forum in 2020. Established without the knowledge and skills to prevent and respond to GBV in their community the women forum failed to take shape and was reduced to a mere VSL group where members pooled together savings through shares and lent out the pooled resources amongst group members. With the money borrowed from the VSL, most of the women started petty businesses including selling tomato and mandasi. Still more without knowledge and skills on business management it was tough for the women as evidenced by most of the women failing to service their loans leading to eventual closure of their small businesses. However, there was light at the end of the tunnel when in 2022 Spotlight Initiative revamped and strengthened the women forum. The women forum now included survivors of GBV, women with disabilities, at risk groups and local activists. The women were trained in movement building, integrating at risk groups, entrepreneurship and taught how to conduct advocacy campaigns and do accountability checks on GBV/SRHR service provision. To support their work the women forum received a grant of MK1million, a mobile money kiosk and a handset to support their digital finance business. The lives of women and girls have significantly changed – apart from the group business most of the women have individual businesses with financing from a women forums VSL initiative, the women now contribute to household income including supporting girls education; they women have learnt how to add value to most of the local produce e.g. soya to make soya milk and cooking oil, sugarcane to make sugar, groundnuts to make cooking oil with which they are ably using to make nutritious meals for their families. They no longer depend on husbands for financial support.				

Stories submitted on the SHINE Platform	
How has the Spotlight Initiative applied the principle of leave no one behind?	I am happy that my organisation was part of the Spotlight Initiative funded organisations when it was critical time of COVID-19. A meaningful engagement is that engagement that deeply dig into critical situation and prioritize solutions and strategies crafted by the rights holders and or frontline advocates! I remember Spotlight Initiative came at the time my organisation was totally disconnected from the community of girls and women with disabilities we served during the COVID 19 lock down. While many other organisations were shifting to online platforms to continue some of their service delivery my organisation had no appropriate technology tools and skills to quickly adapt to the situation yet risks of violence have increased specifically for women with disabilities living in isolated houses in the community. We were unable to continue providing support to victims until Spotlight funding supported the organisation to bridge this gap by distributing appropriate smartphones to front line community volunteers girls and women with disabilities that

	help to connect to community and spread out the information and updates on COVID 19 as well as establishing toll free line to continue provide psychosocial and legal aid support to victims. This intervention through UNTF was mindful of the situation and so quick to respond to threat situation and challenges at the front line
Movement building	I'm a member of the Global Civil Society Reference Group (CS-RGs) to Spotlight. With my colleague we've been working with CS-RGs at national and regional levels over recent months to co-design a set of principles for Spotlight '2.0'. Alongside earlier experiences of working with CS-RG colleagues in collective advocacy (e.g. on improving funding mechanisms), the co-design experience has shown me that the CS-RGs themselves form a type of feminist social movement - one focussed on Spotlight implementation, yes, but also on how the UN and governments can shift the way they operate to better involve and listen to feminist civil society in EVAWG work. I don't think Spotlight necessarily thinks of the CS-RG structure as part of the 'strengthening feminist movements' work area, but the way we have decided to come together to share experiences and take collective action based on the concerns we identify - well, that's movement behaviour. I think CS-RGs in every context should be proud of the way we've managed to connect and work together - we form a global network of EVAWG activists, practitioners and researchers. In the next stage of the co-design we want to bring in Spotlight grantees and implementing partners too, in an effort to link up all of civil society involved in the initiative, and even some 'non-Spotlight' feminist civil society allies. We're hoping people on this platform might join and are really excited about what we might be able to do - within and outside of Spotlight - with such an extensive and amazing group
How the Spotlight Initiative has applied the principle of leave no one behind?	Dear colleagues, For us here in Zimbabwe, the Leave No one Behind Principle has done wonders in terms of a multi-pronged approach to mitigating GBV and VAW. The CSRG as a tool for ensuring enhanced advocacy, playing the advisory role to the programme, and also monitoring brought about the notion of accountability at multiple levels among implementing partners as well as our RUNOs. The need to go beyond ticking boxes and actually making a difference is something I can attest to in my country. Through the SI CSRG lens, I can attest to having noted a difference among some of the most marginalised communities, being members of the faith-based organisations. With active involvement both at implementing partner level as well as strategic representation in the CSRG, we witnessed a significant change in the narrative from male gender champions in the echelons of religious institutions, as well as peer behaviour change champions. I can say with confidence that the message of mitigating GBV in that space has gone round. While it may take a while to transform behaviours, I think the 4 years with Spotlight Initiative have made a fundamental difference, particularly looking at mitigating of early and cross-generational marriages. We have also seen instances where whistle-blowing of some of these practices has come from within some of these communities, and that, I can attribute largely but not solely to efforts by the programme through the LNOB principle We have also witnessed deliberate inclusion of key populations and marginalised communities of people with disabilities. not only

	have they been included, but they have also ensured control of the narrative of their lives. Again, representation at CSRG level as well as at IP level has made the fundamental difference. In fact, for us in Zimbabwe, having ███on the CSRG not only brought awareness of key disability issues, but also ensured we are conscious of the needs of our brothers and sisters. This member is deaf and will not have it if during the CSRG meeting we decide to speak without acknowledging their needs. Over the last CSRG life-span, they have ensured all members of the CSRG attend basic training in sign language, as a means of bringing awareness to us on the importance of inclusion in all our interventions. Even our monitoring visits among implementing partners have had to take into cognisance issues such as access to referral pathway systems for PWD (ramps), rethinking translation of sign language at One Stop Centres (hospitals, police stations' victim friendly units, counselling centres), and raising the need for braille and audios for the blind. The language of PWD is continually evolving, and we continue learning, but being open to this learning is the first step. We now know that Diversity, Equity and inclusion also translate to equally sensitive and conscious budgets. That, colleagues, is no mean feat. Calls for a deliberate shift in mindset, particularly in planning. Bringing the Corporate Sector and labour sector in one room under the CSRG has also been a very interesting dimension. Workplace policies and addressing power issues in the context of ILO Convention 190 has been an interesting experience. In Zimbabwe we have a fair number of big corporates that have established workplace policies on sexual harassment. we have had a deliberate cascading of trainings in various sectors. There seems to be a proliferation of the reportage of incidents of sexual harassment. While the legal framework is a work in progress, the fact that these conversations are on the table means we are inching forward, one foot at a time, and that is to be commended. The mere fact that at the launch of Spotlight programme we had the country's President appending his signature as a mark of commitment to Ending GBV at country level is a milestone we feel as a country we ought to celebrate, because this makes EVAW and EGBV a national policy position. It gives us as the CSRG the voice to advise from where we stand, programming around GBV mitigation.

Annex 7: Terms of reference for the assessment

Title:	Thematic Assessment: Assessing the Spotlight Initiative's contribution to the engagement of civil society, the implementation of "leaving no one behind (LNOB)", and movement building
Duration:	10 NOVEMBER 2022 – 15th June 2024
Duty Station:	Home-based with indicatively 10 in-country / programme visits (2 programmes per region)
Supervision:	M&E and Reporting Specialist

1. Background

Launched in 2017 with an unprecedented "seed" investment by the European Union (EUR 500M), the Spotlight Initiative is a multi-year, global partnership between the European Union and the United Nations to end violence against women and girls globally by 2030. With a focus on specific forms of violence, the Spotlight Initiative promotes a comprehensive, rights-based approach to drive transformative change across 6 interconnected outcome areas (or pillars).[7] The Spotlight Initiative is providing targeted investment across five regions (Asia, Africa, Latin America, the Pacific, and the Caribbean) through country and regional programmes, as well as its partnership with Women's Peace and Humanitarian Fund (WPHF) and the UN Trust Fund to End Violence against Women (UN Trust Fund).

As an SDG "model fund", the Spotlight Initiative aims to leverage the collective strengths of the UN system to accelerate progress on the internationally agreed development goals, including the SDGs. The Initiative also represents a unique opportunity to demonstrate that a significant, targeted investment in comprehensive programming to end violence against

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[7] The 6 outcome areas focus on: 1) addressing legislative and policy gaps; 2) strengthening institutions; 3) promoting gender-equitable attitudes and norms; 4) providing quality services for survivors and their families; 5) strengthening systems for collecting data on violence against women and girls and 6) strengthening and supporting women's movement and relevant civil society organizations.

women and girls can make a transformative difference – not only toward ending violence against women and girls but also to advancing all SDGs. Committed to the principle of "leaving no one behind", the Initiative aims to privilege meaningful and sustained engagement with civil society organizations, particularly local and grassroots organizations and feminist and women's rights organizations (which may also be grassroots groups) and rights holders and support intersectional movement building (as central to its theory of change).

The grave socio-economic consequences of the COVID-19 pandemic have exacerbated long-standing global inequalities and contributed to an increase in violence against women and girls, underscoring the urgency of ending violence against women and girls. In this context and prior, myriad studies (including evaluations, assessments, and action research projects) have been conducted at global, regional, national, and sub-national levels, examining a range of issues related to ending violence against women and girls.[8] Concomitantly, numerous digital platforms (such as those hosted by SVRI, the Virtual Center to Eliminate Violence Against Women and Girls and What Works to Prevent Violence) exist, or are being developed, providing an important digital space to share the latest evidence and good practice on accelerating the achievement of gender equality and eliminating violence against women and girls.

Several years into its implementation, the Spotlight Initiative has the opportunity to contribute to existing evidence, and capture important learning, through a thematic assessment on "Spotlight Initiative's contribution to the engagement of civil society, the implementation of "leaving no one behind (LNOB)", and movement building".

2. Purpose, objectives, and scope

a) Purpose and objectives

As the Spotlight Initiative accelerates implementation, lessons and insights have emerged. To capture these, and assess the impact of the Initiative's contributions, the Initiative will launch this thematic evaluation in October 2022, covering three interconnected dimensions: the engagement of civil society organizations, the implementation of the principle of "leaving no one behind (LNOB)" and support to movement building.[9] The

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[8] Two such examples (at international level) include 1) a planned assessment of UNFPA's implementing the principle of "leaving no one behind", and, outside of the UN, 2) a planned research process (led by Mary Ellsberg and her team at the Leadership Council of the Global Women's Institute of George Washington University), examining the impact of progressive social and feminist movements on ending violence against women and girls in Latin America.

[9] The thematic assessment also represents an opportunity to reflect on and further capture the Initiative's impact and contribution to ending violence against women and girls in the shorter term, using alternative or complementary measures to prevalence. While prevalence is an important metric, it is often limited in its **ability** to capture (more nuanced) change or progress in the shorter term. Shifts in prevalence take time, and are often

thematic evaluation will also consider how Spotlight Initiative programmes have adapted and responded to shifting contexts, working across the peace-development-humanitarian nexus.

By assessing the Spotlight Initiative's contribution across the three dimensions noted above, the evaluation's findings will contribute to the broader evidence and knowledge base on ending violence against women and girls.

More specifically, the evaluation aims to:

- **Demonstrate accountability** to stakeholders (with a focus on rights holders and communities, as well as civil society organizations)
- **Contribute to evidence-based decision-making** for programming and policies by providing, for example, providing targeted recommendations to the UN (among others) to strengthen programming to EVAWG by more meaningfully partner with civil society and better implementing the principle of leaving no one behind
- **Support learning** by contributing to the existing knowledge base on ending violence against women and girls (including by identifying potential gaps and generating relevant evidence and insights)
- **Support and amplify the work** of researchers/evaluators (or research institutions) in the geo-political South working to EVAWG

In addition to the above objectives, the assessment aims to contribute to resource mobilization on ending violence against women and girls (within the Initiative and in the broader community of policy-makers, practitioners, and activists working to EVAWG). By assessing Spotlight Initiative's contribution, the thematic evaluation will offer evidence on what works to end violence against women and girls, point to gaps and limitations, and provide recommendations for programming going forward. Knowledge captured will help make visible the benefits of the Initiative's approach (as well as any potential limitations), and in so doing, aim to help catalyze investment in comprehensive, holistic, human-rights and evidence based programmes.

b) Scope

The assessment will cover the Initiative's work from its inception to 2022, and include all [regions in which the Spotlight Initiative is implemented](). It will also consider the connections between programmes (country, regional, and the Initiative's work with the two the UN Trust fund to End Violence Against Women and the Women's Peace and Humanitarian Fund) and the Spotlight Secretariat. The assessment will include a range of contexts, as mentioned, including security/humanitarian contexts, covering the development, peace, and

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non-linear, with an increase in prevalence at times indicative of critical progress or success (in shifting attitudes and behaviors around in reporting, for example).

humanitarian nexus (and the specificities of engagement in these contexts). Implementing in the context of COVID-19 will necessarily be considered (given the scope).

The evaluation's thematic scope will focus on assessing the extent to which the Spotlight Initiative has implemented its central, transformative claim: namely that the best way to support efforts to end violence against women and girls (by a large UN fund) is to support and foster progressive / feminist movement building, privilege partnerships with civil society organizations, including specifically feminist and women's rights organizations, and local and grassroots groups, and robustly/meaningfully implement the principle of "leaving no one behind", as detailed in the below section.

c) Target Audience and Use

As noted, the information generated through the thematic evaluation aims to spark critical reflection, facilitate learning, and support evidence-based decision-making to end violence against women and girls.

The thematic assessment is meant to be used by the Spotlight Initiative itself (to improve programming and accountability), and for stakeholders of the Initiative, more broadly. On the former, as the Initiative continues to evolve and adapt to emerging challenges – with the potential for widened coverage – the thematic evaluation, together with the mid-term assessment of the Spotlight Initiative, will feed into strategic planning, decision-making, and critical knowledge generation.[10]

Evidence generated and recommendations made will also target other stakeholders, including the United Nations and government (two critical stakeholders) for improved, transformative programming to end violence against women and girls. The evaluation will also aim to contribute to and support the work of progressive movements, activists, and civil society organizations, including grassroots and local organizations, and women's rights and/or feminist organizations – groups at the forefront of efforts to end violence against women and girls, and who often centre those subjected to the most acute marginalization in their work.

Donors may also find the thematic evaluation useful for shaping their support (including financial support) going forward on programming to end violence against women and girls (i.e. the findings of the thematic assessment can help donors determine *how* to fund and *what* to fund if interested in transformative change).

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[10] Including for/to populate the forthcoming Global Platform: The Spotlight Initiative is in the process of rolling out a Global Platform in 2021, a global knowledge hub and convening space, to connect and strengthen a coalition of key actors from the UN, EU, civil society, donors, private sector, practitioners, academia and others, as well as create direct links between local, grassroots civil society with duty bearers, moving beyond the Initiative's current stakeholders to engage the wider global community for increased decision-making power and impact on ending violence against women and girls.

3. Methodology and Approach

a) Principles

As noted above, the thematic evaluation hopes to generate useful evidence for the UN system, as well as practitioners and activists working to end violence against women and girls. As such, the evaluation should feature a methodology that adheres to the below principles, and embodies a participatory approach in its design, implementation (particularly its approach to data collection/analysis) and in the formulation of its recommendations (aligned with the Spotlight Initiative [Participatory Monitoring and Evaluation Guidance Note](#)).

- **Participation and Inclusion**: reflective of the principle of "leaving no one behind", the thematic evaluation should meaningfully engage a range of stakeholders, including local and grassroots organizations and women's rights /feminist activists and organization at the forefront of collective efforts to end violence against women and girls. Individuals, groups, or organizations that may be affected by the assessment – including those subjected to the most acute marginalization (and groups that represent them) – should be meaningfully involved in the assessment, influencing the planning, design, conduct and follow-up of the evaluation.
- **Reciprocity**: the assessment should be conceptualized, conducted and used in a way that ensures that those who are involved in or impacted by the evaluation benefit (including those interviewed during data collection); toward this end, the evaluation should support the work of progressive organizations working to end violence against women and girls (e.g. the evaluation should be useful to their work/or contribute to change in the lives of women and girls, and not an "extractive" exercise).
- **Non-discrimination and equality**: the thematic assessment should apply an intersectional lens (operationalizing the principle of "leaving no one behind"), and ensure that neither discrimination nor bias of any form – including on the basis of race, color, ethnicity, gender, age, language, sexual orientation, gender identity, religion, political or other opinion, national, social or geographical origin, disability, property, birth or other status as established by human rights standards – is reproduced or exacerbated.
- **Epistemological plurality**: with the aim of decolonizing knowledge (and grounded in anti-colonialist principles), the thematic evaluation should capture the diverse values, worldviews, and perspectives of rights holders and communities, and avoid favoring or privileging a particular way of "being or knowing". "Reflexivity is an attitude of attending systematically to the context of knowledge construction, especially to the effect of the researcher [or, in this case, the evaluator] at every step

of the process."[11] Objectivity in assessment or evaluation can be strengthened by recognizing that "knowledge is partial and situated, and [by adequately accounting] for the effects of the positioned researcher."[12] An evaluator's subjectivities (background, experiences, values, and beliefs) can shape how an evaluation is framed – from the questions and indicators chosen to the methodological approach and methods used – and the recommendations put forward. Acknowledging this clearly / offering a robust account of the potential biases/limitations of an evaluation improves an evaluation's credibility and more effectively mitigates the effects of any limitations.[13]

- **Structural/Systemic Analysis**: the evaluation should adopt a methodology that allows for a rigorous analysis of the underlying, structural drivers of (the multiple forms of) violence against diverse women and girls, and analytical tools employed by the evaluation should be able to grapple with power, intersectionality, and multiple and intersecting forms of discrimination or systems of oppression/supremacy (including racism/white supremacy, sexism/patriarchy, classism, and able-ism, among others).

- In analyzing the underlying systems and structures that perpetuate violence against women and girls across contexts, the assessment should explicitly **uncover barriers to transformative impact**, and **offer concrete recommendations** for improved, transformative programming.

- To meaningfully (and usefully) contribute to the broader field, the thematic evaluation should build on the rich body of existing knowledge on ending violence against women and girls, and "**not reinvent the wheel**". Accordingly, this evaluation should draw on existing research as a critical source of data, and identify key and critical knowledge gaps.

- The thematic evaluation will be conducted by/in an equitable collaborative partnership with researchers and/or organizations – research institutions, non-governmental organizations, or think tanks, for example – based in, **led by and comprised of individuals from the Global South,14 and that employs a feminist political methodology in its work.**

b) **Normative guidelines**

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[11] See the Robert Wood Johnson's Foundation Qualitative Research Guidelines Project: http://www.qualres.org/HomeRefl 3703.html

[12] Haraway, D. "Situated knowledges: the science question in feminism and the privilege of partial perspective" in Haraway D. Simians, cyborgs, and women: the reinvention of nature. New York: Routledge, 1991: 183–201as cited in Malterud, K. (2001). "Qualitative research: Standards, challenges and guidelines." The Lancet. 358: pp. 483-488.
https://pdfs.semanticscholar.org/55b6/449b2e8e183f3f4522a8fed1b86c2b56c9e8.pdf

[13] Malterud, K. (2001). "Qualitative research: Standards, challenges and guidelines." The Lancet. 358: pp. 483-488.https://pdfs.semanticscholar.org/55b6/449b2e8e183f3f4522a8fed1b86c2b56c9e8.pdf

[14] For a definition of the global South, see: https://journals.sagepub.com/doi/pdf/10.1177/1536504212436479

Reflective of the principles listed above, the evaluation should ensure alignment with a range of normative guidelines. It should apply a [gender and human rights responsive methodology](#) and adhere to [UNEG Norms and Standards for Evaluation, and](#) be carried out in accordance with the WHO guidance "[Putting Women First: Ethical and Safety Recommendations for Research on Domestic Violence against Women](#)", as well as [WHO (2007) Ethical and safety recommendations for researching, documenting and monitoring sexual violence in emergencies](#) and the recommendations put forth in [Researching Violence against Women: A Practical Guide for Researchers and Activists](#).

The thematic evaluation should also follow the [IASC/ Global Protection Cluster (2015) Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action: Reducing risk, promoting resilience and aiding recovery](#).

c) Participatory and consultative approach: Thematic Assessment's Reference Group

As an initial step toward a participatory and consultative approach, a **reference group** at global level should be formed prior to the inception phase to accompany the thematic evaluation. This group will be indicatively comprised of members of the below 7 groups (and potentially others):

- Spotlight Initiative's Civil Society Reference Groups (at Global + Regional + National level)[15]
- Spotlight Initiative colleagues at regional and national level
- Spotlight Initiative Secretariat colleagues
- Agency focal points
- Implementing partners (specifically intersectional feminist/women's rights organization engaged as implementing partners)
- Other civil society organizations (particularly feminist/women's rights organizations that are not formally partnered with/contributing to Spotlight Initiative but are working to end violence against women and girls using an intersectional, feminist lens)
- Academic or research institutions focused on gender equality and ending violence against women and girls

The **thematic evaluation's reference group** will be meaningfully engaged and asked to provide vital inputs at key moments of the process. The group's responsibilities are outlined below in chapter 5 and chapter 6 of the Terms of Reference, but, as a first "ask", the reference group, together with the team hired and the evaluation's manager (from the Spotlight Secretariat), will review the indicative evaluative/assessment questions (detailed

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[15] Reference groups are comprised of individuals from the Spotlight Initiative's main constituencies (e.g. civil society organizations, experts on ending violence against women and girls, national and regional bodies and institutions, the European Union, and UN agencies involved with Spotlight/receiving Spotlight funds).

below), and collectively decided on which ones will be included. This approach better ensures the assessment is relevant and useful.

The organization hired to conduct the evaluation will be responsible for developing this process, ensuring the reference group is meaningfully consulted on the questions (and engaged throughout).

d) Data: methods + analysis + validation

The evaluation will review and analyze quantitative and qualitative data from all regions in which the Spotlight Initiative works, namely Africa, Latin America, the Caribbean, the Pacific, and Asia.

In addition to primary data collection, the evaluation should review and be informed by existing data and evidence, including evaluative evidence, on ending violence against women and girls; this helps to ensure that the assessment is able to level a comprehensive (and up to date) analysis of the Initiative's contribution(s) to ending violence against women and girls, and offer insightful, operational, and transformative recommendations to improve.

As noted below, the final approach to data collection and analysis (along with the tools used) will be collectively decided upon based on the proposal put forward by the organization hired, though they must be gender and human rights responsive.

Data collection
The methods chosen, and the overall sequencing and timing of the evaluation's data collection will be set during the inception phase, however, the following complementary data collection methods should be considered:

- **Documentary/Desk review:** A preliminary **set of relevant documentation** will be collected by the Spotlight Initiative Global Secretariat and made available (via google drive) to the organization hired once on board. Key documentation from global, regional, and country-levels will be included, as detailed below. The organization hired will be responsible for reviewing the existing documentation; identifying and analyzing additional documentation, as relevant; and maintaining the document repository in google drive (ensuring the safety and privacy of the documents included). More details on the organization's role in this is included in chapter 5 and chapter 6 below.

  o **Key documentation to be considered**: country and regional programme documents and corresponding mid-term assessments (conducted by Spotlight programmes); Spotlight Initiative's global M&E framework and theory of change; strategic documents; annual reports (global and programme); thematic studies (on EVAWG), including those produced by others (e.g. national governments, donors, civil society, academia, and

international institutions) that provide information on the Initiative's contributions and/or are critically relevant to the field of EVAWG; relevant evaluations and assessments (including the findings of the mid-term assessment of the Initiative, as noted above); and audits or programme reviews (among others).

- **Interviews with key informants:** Interviews (face-to-face, as feasible, and remote) will be conducted with a range of stakeholders, including with selected Spotlight Initiative staff and colleagues at global, regional and country levels; relevant staff/colleagues from Spotlight Initiative RUNOs; national/regional/ and global Civil Society Reference Group members; implementing partners (government and civil society, with a focus on women's rights/feminist groups), decision/policy makers, as well as other actors working to eliminate VAWG (including those who may not formally partner with the Initiative).
- **Group interviews / focus group discussions**: the specific approach to/focus of group interviews and focus group discussions will be proposed and fleshed out during the inception phase. However, focus groups should aim to surface critical qualitative information from rights holders and final "beneficiaries" (those for whom Spotlight Initiative programming is meant to benefit); with a specific focus on women and girls who've faced violence, and structurally marginalized communities and individuals. While organizing focus group discussions and group interviews, attention will be given to ensure gender balance, geographic distribution, cultural sensitivity, and representation of stakeholders.

- **Survey:** An internet-based survey will be designed and implemented to generate additional information (to be triangulated with other sources) from all programmes and a range of stakeholders. The survey will be addressed to Spotlight staff/colleagues, Civil Society Reference Group members (at all levels), RUNOs and implementing partners (among others) and should further probe individuals for additional granularity/clarity on questions posed in for example interviews. The detailed scope and outline of the survey will be provided in the inception report.

Data Analysis

Similarly, analytical methods should also be gender and human rights responsive – and, as such, able to consider a range of perspectives (privileging the views of rights holders, namely women and girls who've been subjected to violence, and structurally marginalized individuals and communities), and unpack the underlying structures / systems that perpetuate VAWG.

Through data analysis, the evaluation team will test the validity and robustness of the Spotlight Initiative's theory of change, and the assumptions underpinning it, identifying any gaps.

The following **methods of data analysis** should be considered for this assessment (as with data collection methods, the final set will be decided upon once the organization hired is on board):

- **Content analysis**: to analyze information from documents, interviews, focus group discussions, and the survey, among other sources, to identify common trends, themes, and patterns for each evaluation question. Content analysis can be used to highlight diverging views and opposing trends. The emerging issues and trends provide the basis for preliminary observations and initial findings.

- **Comparative analysis**: to examine findings on specific themes or issues across different programmes and contexts. Comparative analysis can used to identify good practices, innovative approaches and lessons learned. This type of analysis allows the evaluation to, inter alia, compare findings from the in country visits/case studies with those emerging from the survey, for example.

- **Quantitative analysis and descriptive statistics**: to interpret quantitative data, in particular data emerging from the survey (as well as from other sources).

- **Contribution analysis**: to assess the extent to which the Spotlight Initiative support contributed to expected results.

- **Most Significant Change (for in-country visits for example)**: a participatory technique used in monitoring and evaluations that surfaces the opinions and perspectives of programme stakeholders. Most Significant Change (MSC) gathers stakeholders (specifically rights holders at community level/direct "beneficiaries" of programming) to collectively reflect on the changes that have occurred in their lives. Once significant change (SC) stories surfaced/collected, various programme stakeholders come together, read the stories and have in-depth discussions about the value of the reported changes; this technique can offer critical insight into rights holders/direct "beneficiaries" experiences, providing important information on the programme's contributions/impact (or lack thereof).[16]

Data validation and triangulation

The evaluation will use a range of quantitative and qualitative data methods and sources. Data from different sources and collected through different methods will be triangulated, strengthening the validity of the evaluation's findings. Emerging findings will be validated further through the evaluation's global reference group, and during in country visits, where the evaluation team will share emerging findings and indicative conclusions with a range of

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[16] See: ODI "Strategy Development: Most Significant Change (MSC)" from January 2009.

stakeholders (including grassroots constituency-led groups). County level "reference groups" should be set up at programme level for in-country visits for this purpose.

e) In-country / programme visits (case studies)

Primary data collection (quantitative and qualitative) will be conducted in indicatively two programmes per region (to be determined in collaboration with the organization hired) while secondary data analysis will be undertaken for all the Initiative's programmes. The main aim of the case study is to ground and inform the thematic evaluation through an analysis of a particular setting/context. The in country visit/case study will assess programme level interventions, examining the programme's contribution across pillars/outcome areas vis a vis the main questions of the evaluation (namely engagement of civil society organization, the integration of the leaving no one behind principle, and the support to movement building).

Case studies will be selected through a *purposive sampling* strategy, using a series of criteria. This *illustrative* sample will offer a more granular and nuanced understanding of Spotlight Initiative's contribution to EVAWG across contexts (including security/humanitarian contexts). The sampling will result in the indicative selection of ten (10) in-county /programme visits. A pilot in country / programme visit will be undertaken by the thematic evaluation team to pilot the methodological approach and data collection tools. With the exception of the pilot mission, which will indicatively be 14 working days, each in-country mission will be expected to last at least 10 working days (not counting the weekend).

f) Developing conclusions + recommendations

A collective approach will be used to reflect on the conclusions of the evaluation, and develop the evaluation's recommendations, helping to ensure that the recommendations are relevant, feasible, and implementable.

The thematic evaluation team will guarantee feedback-loops by presenting the findings and conclusions to the reference groups - at global level and in the countries/programmes the evaluation team visits – for feedback and discussion.

At country level (for in country visits), for example, emerging findings and conclusions will be shared with the reference group established for the evaluation – which should be comprised of members of the civil society national reference group, Spotlight colleagues, implementing partners, rights groups, and/or other stakeholders as relevant in each context.

At global level, findings and conclusions will be shared with the evaluation's global reference group; recommendations will be developed collectively through a workshop.

g) Potential Formats of the Evaluation Report

The thematic evaluation should be presented as a long form paper. In addition, the findings, conclusions and recommendations, should also be presented in a series of briefing documents/"user friendly" snapshots or as an interactive "tool" (i.e. an interactive PDF) – practical and well-designed for practitioners, civil society, or others working to end violence against women and girls. The exact packaging will be decided collectively with the team hired.

4. Thematic assessment criteria and preliminary assessment questions

a) Assessment criteria

The thematic evaluation will apply the OECD-DAC evaluation criteria, namely: relevance, effectiveness, efficiency and sustainability using, as noted, a feminist and human rights base lens, as detailed in UNEG's Integrating Human Rights and Gender Equality in Evaluation (a normative guideline). In addition to these criteria, the thematic assessment may also consider including other criteria, including coherence, participation and inclusion, non-discrimination and equality, and social transformation (to be decided during the inception phase). The organization hired to conduct the assessment will be required to reflect on these criteria, their relevance (the case could be made that the thematic evaluation should be using different criteria), and how best to interpret/operationalize them in the evaluation to ensure gender and human rights responsiveness.[17]

b) Preliminary Questions

The thematic evaluation offers an opportunity to shine a critical lens on the Initiative's work and test a set of innovative and transformative approaches that the Initiative has aimed to implement "at-scale" for the first time as a fund at the UN. The thematic assessment will also offer an opportunity to examine the validity and robustness of the Initiative's theory of change, assessing its potential limitations or gaps to fully embody the principle of Leaving No One Behind and meaningful civil society engagement. The methodological approach chosen should allow the thematic evaluation to answer a set of key overarching questions as well as the more detailed questions, indicatively outlined below under each "dimension" or "area of inquiry".

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[17] The assessment will complement the mid-term assessment and final assessment, by taking a deeper dive into the Initiative's contribution to and impact on the three intersecting dimensions detailed here. Relevance, effectiveness, efficiency and sustainability are the standard OECD-DAC criteria for evaluation and Spotlight will be assessed against these criteria in the final evaluation (as well as in the Mid-Term Assessments, vis a vis the Results Oriented Monitoring methodology). For this thematic assessment, the relevance (and unique value add) of Spotlight Initiative, as well as the Initiative's effectiveness and sustainability will be explored through the questions posed, which are meant to query/unpack the extent to which the Initiative has implemented a truly transformative approach.

<u>Overarching questions</u>

- To what extent has the Spotlight Initiative advanced a genuinely transformative approach to ending violence against women and girls? Here, the thematic assessment should offer further insight on what a 1) transformative approach entails 2) what transformative impact looks like and, relatedly, 3) what should be counted/measured vis a vis progress on ending violence and why (i.e. what is a meaningful measurement of transformative change vis a vis violence against women and girls and how can donors, and data systems, better reflect this?) A transformative approach might consider:
    - How is Spotlight Initiative grappling with power (and are there dimensions of power/privilege to which Spotlight is inattentive)?
    - Are intersectionality and epistemological plurality meaningfully reflected in the Initiative's programming?
    - How is the Initiative ensuring the sustainability of its programming beyond the lifecycle of the programme (including in the context of COVID-19)? What has changed or is left behind once the Initiative ends? sustainability of the best practices that were implemented as a result of this adaptation?
- To what extent are the Spotlight Initiative's processes truly participatory, non-discriminatory and human-rights based in (e.g. in programme design, partner selection, monitoring approaches, the language used to describe the partnership)? Is the Initiative working in a way that offers (or potentially represents) a truly new way of working at the UN (including by aligning to UN Reform, overcoming cumbersome bureaucratic processes, working in coordination, avoiding overlap etc.), one that does not reproduce (unintentionally or otherwise) the precise colonialist dynamics the Initiative aims to remedy/address, and instead levels hierarchies and shifts power? This could be examined in, for example, 1) the way in which the Initiative implements programming and 2) the way in which the Initiative engages with civil society (e.g. in terms of how the Initiative engages with concepts like the "low (absorption) capacity of civil society organizations", "empowering women", and "supporting feminist/women's rights movements").

<u>Specific (indicative) questions</u>

As stated above, the thematic evaluation will focus on three key areas of inquiry or interconnected dimensions. Detailed below are preliminary questions per dimension. These should be considered indicative, and a springboard for further discussion and collective refinement, toward a final set of questions.

- **"Leaving no one behind": Ensuring a rights-based, intersectional approach to programming on ending violence against women and girls**

This dimension, or line of inquiry, will examine the extent to which the Initiative has meaningfully implemented the principle of "leaving no one behind". Questions that this dimension could consider include: How has the Initiative identified target groups (i.e. those furthest behind) and what strategies or approaches have been employed for their meaningful inclusion? Are there

women and girls subjected to specific forms of violence that the Initiative is not engaging or reaching? Similarly, if certain groups of women and girls (perhaps those subjected to multiple and intersecting forms of discrimination) are not reached/engaged, are specific forms of violence or their impact on women's lives overlooked? If so, what is the implication of this for the Initiative? If structurally marginalized groups are engaged (i.e. those furthest behind are engaged), what is the *quality* of that engagement and to what extent has it been impactful in addressing their rights and needs?

To what extent has the Initiative's focus on specific forms of violence against women and girls (e.g. domestic and family violence, sexual and gender-based violence and harmful practices, femicide, among others) provided an entry point to engage more fully with the range of violence that women and girls may experience, particularly forms faced by those "furthest behind"[18] reflecting on the intersection of the type/form of violence experienced, and its connections with race, class or caste, sexual orientation/gender identity, disability and other dimensions.

Specific attention should be paid to the extent to which the underlying drivers of violence against women and girls (i.e. the structures, systems, supremacies/ideologies) are addressed by the Initiative, highlighting the extent to which forms of violence and discrimination are linked and rooted in systems of supremacies (including patriarchy, racism, classism, and xenophobia). This dimension of the assessment should also level a rigorous reflection on the limitations to comprehensively implement the principle of leaving no one behind, and surface promising remedies.

- **Engagement with civil society organizations**

This dimension will examine the extent to which Spotlight Initiative has meaningfully engaged with civil society organizations, including in 1) decision-making and governance structures 2) the development, monitoring and implementation of the programme (given Spotlight Initiative's aspiration that 30-50% of Spotlight Programme funds be delivered via civil society organizations), and 3) programmatic reach (to what extent has the Spotlight Initiative's civil society partnerships allowed or facilitated reaching those "furthest behind", namely those facing multiple and intersecting forms of discrimination?). Other questions that will be explored include: To what extent do the women's rights organizations with whom the Initiative partners – or civil society organizations more generally – have power to determine where funding is going and define and/or change the nature of Spotlight's activities to ensure strategic relevance? To what extent does the Initiative, for example, value epistemological plurality in its collaboration with civil society (in other words, whose knowledge matters, who is considered an expert, and

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[18] While Spotlight Initiative focuses on specific forms of violence against women and girls, are there (other) forms impacting the lives of women and girls with which the Initiative ought to engage? Should Spotlight Initiative address the impact, for example, of state violence and often (problematic) carceral feminist responses; economic violence (the violence of capitalism); or epistemological violence/injustice (whose knowledge matters, who is considered an expert, and why)?

why, including how this shapes the relationship between the United Nations and civil society organizations)?

Specific focus on the *type* of support provided (for example, is the Spotlight Initiative supporting the institutional capacity of civil society to have greater influence and agency in their work to end violence against women and girl),[19] and the *quality* of that engagement is proposed, as is querying the type of civil society organization the Spotlight Initiative engages, further reflecting on the extent to which the Initiative is genuinely in dialogue / working with grassroots or local organizations, including specifically feminist/women's rights organizations and constituency led organizations representing those facing intersecting forms of discrimination. How has the Spotlight Initiative worked to shift power from international non-governmental organizations to indigenous, local and national women's rights or feminist organizations and networks including those that represent marginalized groups?[20] Linked to the movement building dimension below, an examination of the extent to which funds are reaching organizations on the ground should also be included in this dimension of the assessment. Challenges should be surfaced (here and across dimensions), including, for example, navigating the potential tension between accelerated delivery and the emphasis on a "new way of working", on the one hand, and the rights based principles of participation, inclusivity, and "leaving no one behind", and promising remedies/recommendations should be provided, offering reflections on how large scale, dedicated funding through the UN is best able to engage with civil society and local organizations.

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[19] For example, has civil society been supported to engage in local and national decision-making processes (in legislative and policy review processes, accountability mechanisms etc).

[20] Experience/research has shown that despite rhetorical commitment, civil society (and particularly grassroots or local organizations, and local women's rights/feminist organizations) is often excluded from or not well-represented in UN mechanisms (engagement is tokenistic/check box/otherwise limited).

- **Investing in movement building**

Research has shown that the best way to address violence against women and girls is to sustainably invest in and resource feminist movements.[21] Spotlight Initiative's theory of change centers engagement with civil society and movement building accordingly. This dimension could grapple with the following: to what extent has the Spotlight Initiative been able to support women's / feminist movements and movement building, including cross-movement and intergenerational movement building (reflecting the varied needs of women and girls in all their diversity? To what extent have feminist and women's rights movements supported by the Initiative felt effectively strengthened, and catalyzed action across the Initiative's outcome areas; and relatedly, which strategies to support movement building - strengthening coalitions and partnerships, enhancing linkages between the women's movements and accountability mechanisms or institutional strengthening of women's rights and feminist organizations – have been most impactful in different contexts? Are there barriers the Initiative has faced to supporting movement building, and to the inclusion of feminist and women's right's demands on EVAWG within intersectional movements? Where and how is the Spotlight Initiative, as a UN fund, best placed to support movement building? Have there been any unintended effects (positive or negative) of UN funding to end violence against women and girls (on civil society, the contours of the work on violence against women and girls, or movement building, for example)?

Funding is a critical ingredient for movement building, and this dimension of the thematic assessment could also examine the extent to which the Initiative contributed to building an inclusive and feminist funding ecosystem that purposefully aims to shift power to national/local/grassroots organizations, and support cross-organization collaboration. Building on the work of many others, including AWID's action/research project in 2005 Where is the Money for Women's Rights and, more recently, the Count Me In! Consortium (on funding landscape, money and movements), this dimension could examine the extent to which Spotlight Initiative has (or is positioned) to advocate with donors to shift power dynamics around funding (and indeed how funding "is done" (particularly relevant in our reflections and discussion on colonialist practices). In an increasingly neoliberal and corporatized context, and pressure to show "value for money" or "return on investment", how can Spotlight Initiative (together with others), challenge unequal power structures/relationships, highlighting how funding can reproduce artificial divisions across issue areas and social justice movements, and propose innovative grant-making strategies that are 1) sustainable 2) do no harm and 3) are tailored for grassroots organizations and cross-movement.

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[21] See for example: S. Laurel Weldon & Mala Htun (2013) Feminist mobilisation and progressive policy change: why governments take action to combat violence against women, Gender & Development, 21:2, 231-247, DOI: 10.1080/13552074.2013.802158

5. Expected outputs and deliverables

Phase	Main Tasks and Deliverables	Tentative Timeline

Inception Phase Deliverable 1	<u>Task</u>: Through a consultative process with key stakeholders, including the thematic evaluation's global reference group, produce an **inception report** which details the approach to the evaluation. The inception report should, at a minimum, include:
	
	  a) background and normative frame of the evaluation
	  b) evaluation methodology and a detailed explanation of how the methodology is gender and human rights responsive (including limitations)
	  c) an evaluation matrix which includes the final questions (drawing on the preliminary questions presented here in this ToR, ensuring they've been developed through a consultative process); the assumptions to be assessed and their respective indicators; sources of information; as well as sources of information
	  d) approach to data collection and analysis
	  e) a stakeholder mapping – disaggregated across identities and roles to the extent possible to identify groups and individuals for interview, focus group discussions etc.
	  f) approach to and proposal for the in-country programme visits/case studies (indicatively 10)
	  g) a concrete work plan for the evaluation which includes roles and responsibilities of team members
	  h) detailed approach to quality assurance of deliverables across all phases of the evaluation
	  i) detailed description of how the evaluation will adhere to ethical standards and the "do no harm" principle
	
	<u>Deliverable 1</u>**: Finalized and accepted inception report (2 rounds of revisions foreseen)**
		Within 2 month from the contract's signature

Inception Phase Deliverables 2 + 3	Tasks: Conduct an induction workshop to discuss inception report and data collection; conduct one (1) pilot in-country / programme visit (14 working days) to pilot methodology and data collection tools; and hold an online workshop following the in country visit to validate tools and approaches. **Deliverable 2: Finalized and agreed data collection tools, including a detailed summary of any changes to the methodology and tools following the pilot in-country visit** **Deliverable 3: Finalized case study note from the pilot in country visit; while not a stand-alone evaluation, the case study note should include the findings from the visit, emerging conclusions, and recommendations for that programme; to be discussed with the team hired, but it should also draw out the information that will feed into the global evaluation report.**	Within 4 months from the contract's signature
Data collection and analysis phase Deliverable 4	Task: Conduct 9 in-country / programme visits of 10 working days each (for a total of 10 visits, including the pilot one detailed above) Based on the findings of the 9 in-country / programme visits, draft 9 in-country case studies (one per visit) delving into the contribution of the Spotlight Initiative in each context vis a vis the assessments questions and criteria. The assessment team will hold 2 virtual or in-person validation meetings with stakeholders (Spotlight Programme team and the assessment's advisory group), to review findings and discuss emergent learning. Following the validation meetings a draft report will be shared with stakeholders in the programme countries / region visited for their feedback/input. Two rounds of feedback consolidated from each stakeholder group - the Secretariat and Spotlight Programme team - will be addressed by the assessment team. **Deliverable 4: finalised and agreed cases studies two rounds of revision foreseen), the findings from which will feed into the global assessment.**	Within 9 months from the contract's signature
Data collection and analysis + reporting phase **Deliverable 5**	Task: Draft evaluation report presenting well-triangulated findings (based on in-depth documentary review, the online survey, interviews, FGDs conducted; country case studies and field-work in 10 selected countries/ regional programme); conclusions (based on the findings) and indicative concrete and actionable recommendations (stemming from the conclusions, and developed collectively with the assessment team and consultation with the Case Study progammes). The draft evaluation report should be shared with the evaluation's	Within 14 months from the contract's signature

	global Reference Group for feedback, prior to a presentation and feedback workshop co-organised and facilitated by the assessment team with the reference group. Deliverable 5: Submitted and validated draft evaluation report, shared for feedback.	
Reporting Phase Deliverable 6	Task: Produce second draft evaluation report, integrating comments from evaluations Reference Group members, Spotlight Secretariat, and others key stakeholders. Deliverable 6: Validated and agreed second draft evaluation report (two rounds of revision foreseen)	Within 15 months from the contract's signature
Reporting Phase Deliverable 7	Task: Facilitate a two-days online validation workshop with representatives from CSO, women's movements, groups facing multiple and intersecting forms of discriminations, Spotlight Initiative personnel, RUNOs, the thematic assessment Reference Group, the European Union and key stakeholders to present the main findings, conclusions and recommendations of the evaluation. Based on the feedback from the workshop and Spotlight staff working at the global, regional and country level, Agency Focal Points and the European Union, finalise the thematic evaluation report. The final report should be succinct and validated by Spotlight team and thematic evaluation Reference Group (at least two rounds of revision) **Deliverable 7: Validated and agreed final evaluation report and agenda, participant list and power points of validation workshop.**	Within 17 months from the contract's signature
Dissemination Phase Deliverable 8	Task: Develop communication products summarizing and presenting the evaluation's findings and recommendations in a compelling, easy to digest manner. The team can consider: infographics; a interactive/designed 3-5 page summary; a powerpoint; other products (to be determined in consultation with end users and Spotlight team). **Deliverable 8: Finalized and agreed communication products, including infographics, a 3-page summary and PowerPoint**	Within 18 months from the contract's signature

6. Management arrangement

Under the management of the **thematic evaluation lead manager (from the Spotlight Secretariat),** the selected organization will work in close collaboration and consultation with the Spotlight Secretariat and Spotlight teams in country/at the regional level as per the table below:

Who: Actors	What: Roles and responsibilities
Thematic Evaluation Manager (Spotlight Secretariat)	- Lead the hiring of the external team to conduct the evaluation, reviewing proposals and approving the selection of the evaluation team - Co lead (with the team hired) the evaluation's global reference group and convene reference groups meetings throughout the evaluation - Manage the evaluation team hired, overseeing the process and ensuring a participatory approach, including the meaningful engagement of the global reference group - Provide inputs from a technical and operational perspective to the evaluation overall - Participate in the review of all deliverables, providing comments - Draft final deliverables/products will be shared with the Thematic Evaluation Manager and, based upon the comments received, the evaluation team will revise the draft until it meets Spotlight Secretariat's quality standards - Provide internal quality control, following external quality control by the entity hired. - Support the evaluation by providing relevant documents and stakeholder contacts at all levels - Facilitate and ensure the preparation and implementation of relevant management responses at global level - Approve the final evaluation report in coordination with the Reference Group - Together with the team hired, disseminate the evaluation's results and contribute to learning and knowledge sharing at Spotlight

Spotlight programmes (and RUNOs) at country and regional level and agency focal points at global level	• Support and participate in the process of the Thematic Evaluation • Facilitate the Thematic Evaluation by providing relevant documents and contacts and in some cases sitting on the reference groups for the assessment • Facilitate and ensure the preparation and implementation of relevant management responses (or equivalent) • Facilitate and ensure knowledge sharing and use of the information generated through the assessment • Coordinate and arrange in country visits/case studies for in county/programmes selected • Participate in the evaluation as relevant in county visits or through interviews, the survey, focus group discussions etc.
Assessment's global Reference Group (indicatively) composed of individuals from the following 7 groups: • Spotlight Initiative's Civil Society Reference Groups (at Global + Regional + National level)[22] • Spotlight Initiative colleagues at regional and national level • Spotlight Initiative Secretariat colleagues • Agency focal points • Implementing partners (specifically intersectional feminist/women's rights organization engaged as implementing partners) • Other civil society organizations (particularly feminist/women's rights organizations that are not formally partnered with/contributing to Spotlight	• Contribute to the conceptualization, preparation, and design of the evaluation, including, if possible, the selection of the organization hired • Provide input on the inception report, including the evaluation matrix presented in the report, and the draft evaluations questions • Provide comments and substantive feedback to ensure the quality – from a technical point of view – of the draft and final evaluation reports • Act as a source of knowledge for the assessment and facilitate access to information and documentation • Assist in identifying external stakeholders to be consulted in the evaluation • Participate in review meetings with the evaluation team as required • Contribute to learning, knowledge sharing, the dissemination of the evaluation's findings and recommendations, and follow-up on the management response

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[22] Reference groups are comprised of individuals from the Spotlight Initiative's main constituencies (e.g. civil society organizations, experts on ending violence against women and girls, national and regional bodies and institutions, the European Union, and UN agencies involved with Spotlight/receiving Spotlight funds).

Initiative but are working to end violence against women and girls using an intersectional, feminist lens) • Academic or research institutions focused on gender equality and ending violence against women and girls	
Thematic evaluation team	• Conduct the evaluation in a timely manner, to budget, and in line with the detailed methodology and quality standards presented here • Communicate with the Spotlight Secretariat and RUNOs whenever it is needed, attend meetings with the Secretariat at least fortnightly • Ensure the reference group is meaningfully consulted on the evaluation – including the evaluation questions – and engaged throughout, including coordinating their observation during case study validation meetings • Conduct visits to the programmes identified, engage and mobilise stakeholders, and ensure participatory data collection • Provide updates to the Spotlight Secretariat and Programme Teams, when required • Produce the inception report • Produce case studies/briefs from the in country visits, ensuring as far as possible engagement with the country / regional Spotlight Programme teams throughout the process, • Produce draft evaluation reports, responding to and integrating feedback, as per guidelines above • Produce the final evaluation report and communication products, ensuring consultation, co-creation and ownership among the Spotlight Initiative's diverse stakeholder groups • Organise and co-moderate validation and dissemination workshops and present findings of the evaluation in at least two different fora • For specific responsibilities of each team member, please see section 6 below.

6. Required skills and competencies

The Spotlight Initiative is looking for an experienced entity with a specialized team with extensive experience in applying feminist evaluation methodology, conducting gender and human rights responsive evaluations/assessments, and in women's human rights and ending violence against women and girls.

The organization/entity should have the following qualifications:

- Legally constituted, with a valid registration
- In-depth knowledge and expertise of the team members in the following areas (please see details in the dedicated paragraphs below):
    - Human rights, including specifically gender equality and women's human rights
    - Gender based violence, including within development and humanitarian/emergency settings
    - Community based development and movement building for social change
    - Feminist evaluation methodology
    - Applying a gender and human-rights based approach to evaluation

Spotlight Initiative is looking to partner with a highly qualified evaluation team with proven experience in participatory evaluation methodologies and methods and a track record of working with local civil society organizations and women's rights organizations through a decolonial approach.

It is expected that the core evaluation team will be comprised of **at least 3 members:**

- **One team leader**, with overall responsibility for providing guidance, and leadership, and in coordinating the draft and final evaluation report. The team leader should have extensive experience managing and conducting large scale, global assessments/evaluations using a gender/feminist and human rights responsive evaluation methodology, and thematically on ending violence against women and girls (see dedicated section on specific skills and experiences below).
- **2 team specialists**, who will provide thematic expertise (in the core subject area/s of the assessment) as well as evaluation expertise, and be responsible for drafting key parts of the evaluation report.
- **Other members** as appropriate, including members responsible for data organization, management and analysis.
- **National experts**, as needed, from the target countries (for in country visits) to complement the work of the core team.

The evaluation team will collectively bring the below expertise and experience:

- Extensive experience in conducting complex thematic evaluations for international development organizations with a specific focus on gender equality and women's empowerment, and EVAWG.
- Demonstrable experience conducting gender and human rights responsive evaluations (ensuring a human rights based approach to evaluation), as evidenced by previous assignments
- In-depth knowledge of evaluation methodology, including feminist evaluation methodologies, and mixed-method approaches
- In-depth knowledge of and expertise in the following areas: (i) social norms; (ii) gender equality and the rights of women and girls with a specific focus on gender-based violence; (iii) community based development and movement building for social change iv) anticolonial approaches to advancing this type of assessment
- Strong ability to interact with a wide range of stakeholders, particularly on issues that are politically sensitive
- Knowledge of the UN system, including the UN reform processes, and UN programming at the country level
- Demonstrable analytical, communication and drafting writing skills in English
- Fluency in French and Spanish (past work experience in French/ Spanish) will be required for the team members leading on the Francophone and /or Hispanophone in country visits/case studies

Important: The entity responsible for the Thematic Assessment and the team members must explicitly declare independence from any organizations that have been involved in designing, executing or advising any aspect of the particular programme that is the subject of the Thematic Assessment.

Individual members of the team should bring the below expertise and experience. **Please ensure that, in the technical proposal, the break-down per working day for each member of the team is provided.**

Team leader (senior evaluator and gender equality expert: 10 + years)

The team leader must possess the following:

- Advanced degree in relevant discipline (e.g., gender, development and social studies, sociology, political science, etc).
- 10-15 years' experience conducting large scale, global assessments/evaluations on gender equality, women's human rights and/or violence against women and girls, including leading evaluations and assessments of multi-stakeholder programmes for multilateral organizations.
- Experience in conducting, as team leader, a minimum of 3 evaluations/assessments of similar size and complexity.

- Experience of conducting participatory gender analyses and assessments and experience working with communities using human-rights based participatory approaches.
- Experience in managing assessment/research exercises, delivering agreed outputs on time and on budget.
- Extensive knowledge of qualitative and quantitative assessment methods, feminist evaluation methodology, and ethical issues in research. Experience with participatory and anti-colonial methods to advance this work will be valued.
- Excellent interpersonal skills and communication skills.
- Knowledge of the UN system.
- Fluency in oral and written English is required. Ability to write high quality, clear, concise reports in English.
- Fluency in French and/or Spanish (past work experience in French/ Spanish) will be an asset.

The team leader is expected to lead and contribute the large majority of her/his time to the implementation of the evaluation, across all phases and respective deliverables. Specifically she/he is expected to:

- Coordinate the thematic assessment team and ensure timely delivery of deliverables
- Coordinate with the Spotlight Secretariat and RUNOs whenever it is needed
- Submit to Spotlight Secretariat the draft the inception report (with inputs from the other team members), thematic assessment draft and final reports and communication products
- Coordinate and conduct, where possible, pilot mission and in-country field missions, and submit the respective country evidence tables
- Coordinate and conduct, as relevant, interviews at global, regional and country level (including remote interviews)
- Ensure the methodological robustness and validity of the assessment
- Attend events and present the assessment results, as requested
- Be the ultimately responsible person for assuring the quality, internal consistency and soundness of all assessment deliverables, including the final assessment report.

Senior thematic expert in gender equality and EVAWG (8 + years)

The senior expert must possess the following:

- Advanced degree in relevant discipline (e.g., gender, development and social studies, sociology, political science, etc).
- A minimum of 8 years of experience in women's human rights and gender equality, with a specific focus on violence against women and girls and movement building, and rights based approaches to EVAWG.

- Previous direct experience working with a range of groups and movements to advance gender equality and tackle underlying drivers of discrimination.
- Experience contributing to and/or exposure to thematic evaluations /gender responsive evaluations is preferred. Experience with participatory and anti-colonial methods to advance this work will be valued.
- Demonstrable analytical and writing/drafting skills in English.
- Fluency in French and/or Spanish (past work experience in French/ Spanish) will be an asset.

The **senior thematic expert** is responsible for contributing a significant amount of time to each phase of the evaluation and respective deliverables. Under the guidance of the Team Leader, the senior thematic expert is expected to:

- Review and analyze relevant documentation.
- Participate in field missions and substantively contribute to the drafting the country reports
- Conduct interviews at global, regional and country levels (including remote interviews),
- Contribute to the desk review (as relevant)
- Contribute to the drafting of the assessment report and other key deliverables.

Medium level evaluation/ research expert (6 + years)

The medium level expert should possess the following:

- Advanced degree in relevant discipline (e.g., gender, development and social studies, sociology, political science, etc).
- A minimum of 6 years of experience working in international development, with demonstrated experience in gender equality, VAWG and/or women empowerment.
- Experience contributing to and/or exposure to thematic/programme level evaluations – including specifically gender responsive evaluations/assessments.
- Strong experience in data collection and analysis, including designing and analyzing data from surveys, documentary review and interviews. Demonstrated ability to organise and analyze large dataset is a requirement.
- Demonstrable analytical and writing/drafting skills in English.
- Fluency in French and/or Spanish will be an asset.

The **medium level expert** is expected to conduct the bulk of the desk data collection & analysis, including:

- Supporting the team leader in designing a survey and the relevant evaluation tools.
- Administrating the survey, analyzing the data generated and reporting back to the team leader.
- Contribute to the drafting of the evaluation report and other key deliverables.

A research assistant (optional)

The research assistant should possess the following:

- Advanced degree in relevant discipline (e.g., gender, development and social studies, sociology, political science, etc).
- Previous experience in data collection and analysis, including designing and analyzing data from surveys, documentary review and interviews. Capable of organizing and analyzing large sets of data is a requirement.

The **research assistant** is expected to:

- Support the thematic evaluation team in timely submission of deliverables.
- Ensure the document repository is well-maintained and up to date.

7. Ethical code of conduct

The thematic evaluation will be conducted through a transparent and participatory process. As noted above, the evaluation will be carried out in accordance with WHO (2016) Ethical and Safety Recommendations for Intervention Research on Violence Against Women; WHO (2007) WHO Ethical and safety recommendations for researching, documenting and monitoring sexual violence in emergencies; IASC/ Global Protection Cluster (2015) Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action: Reducing risk, promoting resilience and aiding recovery. The evaluation methodology should adhere to UN quality standards and the evaluators/the evaluation team will have to ensure reliability and validity of data collection tools and methods. Primary data, information and quotes from the interviews will be treated with confidentiality, only accessed by the study team and designated officers of the Spotlight Initiative. The contractor should ensure that the sources cannot be tracked to individuals.

The Spotlight Initiative reserves the right to ensure the quality of products submitted by the contractor and will request revisions until the product meets quality standards. All data collected by the contractor must be provided to the Spotlight Initiative Global Secretariat. The Spotlight Initiative Global Secretariat has exclusive world rights in perpetuity on data of the assessment and is permitted to use data in all countries without a time limit. The Spotlight Secretariat can provide the finished and raw data to other UN organizations, partners, regional, national and local institutions, media and donor at no cost, as is the practice.