

# Appendix C

## Gender-Based Violence Programs Monitoring & Evaluation Handout Series: Goals & Objectives

GBV Global Technical Support Project ~ JSI/ RHRC Consortium

### Goals

Goals are usually long term expectations for changes in the population of interest (refugees, IDPs, returnees – not the humanitarian staff). True and sustainable impact of GBV programs is usually seen only after several years of active intervention; significant impact or changes in the population should not be expected in the first year or two of a GBV program.

Goals should be realistic, but ambitious – and last throughout the life of your program. Goals generally do not change from funding year to funding year. Rather, it is the project's objectives that will change over time in order to meet the stated goal.

For example, it is unrealistic to expect to see a decrease in mortality due to GBV over the life of a short-term emergency GBV program. If, however, you intend to work in the community for five or more years, that might be your goal.

### Objectives

- Your expectation of what will be achieved, and what results you can show during the life of the project being funded (usually 3, 6, or 12 months)
- Should be fairly ambitious, but realistic

Should be: S Specific  
M Measurable  
A Achievable  
R Relevant  
T Time-bound

Formulation of an objective for EFFECT:

Effect = Changes in knowledge, attitudes, skills, intentions, behaviors of the population of interest

To [change]  
the [specify what knowledge, attitudes, skills, behaviors]  
among [specific population or segment]  
from – to [from baseline to desired level]  
or by [ x %]  
or to [specific level]  
by [time frame]

Sample “good” Objective for EFFECT:

To increase the number of well-qualified community outreach volunteers providing support services to GBV survivors in this village from 1 to 10 within 12 months.

Sample “not very good” Objective for EFFECT:

To train 25 community volunteers as GBV counselors in this village within 12 months.

Formulation of an objective for OUTPUT:

Output = Products and services provided by the program. Usually counted in total numbers and/or percentages. (examples: training workshops, sensitization sessions, participatory/IEC/BCC activities)

To [deliver]  
a [specific quantity]  
of a [specific product or service]  
by [health workers, community members or system]  
to [specific population]  
by [time frame]

Sample “good” Objective for OUTPUT:

To conduct 5 training sessions on use of the medical management of rape protocol with 50 health workers in the clinic and community by the end of month 12.

Sample “not very good” Objective for OUTPUT:

To train clinic staff in GBV health care.

## Examples of Goals & Objectives

### Sample 1:

Goal: Decrease injury and mortality due to gender-based violence through a reduction in the incidence of all types of gender-based violence in [specify location(s)].

### Objectives – Year One

1. To increase the average monthly GBV report rate (per 10,000 population) by 30% in 12 months.
2. To provide health, psycho-social, security, and legal justice services to GBV survivors through a well coordinated network of 33 staff and volunteers, within 12 months of project start-up.
3. To establish a multi-sectoral and inter-agency reporting, referral, monitoring, and evaluation system that captures 100% of reported GBV incidents, and monitors case outcomes – within 10 months of project start-up.

### Intended Effects – Year One:

1. Survivors know where to go to receive appropriate, compassionate, and confidential assistance. (Knowledge)
2. Survivors seek assistance after an incident of GBV (Behavior)
3. The community believes that survivors of GBV deserve assistance, not blame. (Attitude)
4. Community members give support and assistance to survivors. (Behavior)
5. Community members report incidents of GBV (Behavior)
6. Community members believe that people/men who abuse their power are acting against social norms and deserve punishment. (Attitude)

### **Sample 2:**

Goal: To decrease the incidence of all types of gender-based violence in refugee communities in [country].  
(Intended Impact: Decreased mortality and injury due to GBV.)

#### **Objectives Year Four**

1. To increase the average monthly report rates (per 10,000 population) for each type of GBV by 40% by June 2003 (16 months).
2. To provide good quality community-led GBV prevention and response (in health, psycho-social, security, and justice sectors) through a well trained network of staff and volunteers by June 2003.
3. To establish a multi-sectoral and inter-agency reporting, referral, monitoring, evaluation, and coordination system that monitors GBV incident data and case outcomes – in [specify regions] -- by December 2002.

### **Sample 3:**

Goal: Effective prevention and appropriate and compassionate multi-sectoral response to sexual and gender-based violence in war affected populations.

#### **Objectives:**

1. To strengthen existing GBV programs and develop new GBV prevention and response initiatives in at least eight countries by developing multi-sectoral and inter-organizational country teams that use effective procedures, protocols, and guidelines.
2. To facilitate access to appropriate resources and application of recommended GBV “best practices” in 12 country programs/field sites by providing a resource center and conducting active outreach, assistance, and follow up with GBV programs worldwide.
3. To inform GBV initiatives worldwide about best practices, lessons, innovations, and other information by documenting and disseminating information through publication and wide distribution of newsletters, journal articles, and other reports.
4. To establish the use of consistent and effective data collection, analysis, and monitoring and evaluation systems in at least eight country programs.

## Monitoring & Evaluation Handout Series: Gender-based Violence programs INDICATORS

Program *Impact* = Describes changes you expect to see in the status of the population of interest [refugees] (example: decreased mortality due to GBV) For GBV programs, impact is usually seen after several years of active intervention; significant impact should not be expected in first year or two.

Program *Effect* = Changes in knowledge, attitudes, skills, intentions, behaviours of the population of interest [refugees]

Program *Output* = Products and services provided by the program. Usually counted in total numbers and/or percentages. (examples: training workshops, sensitization sessions, PLA activities)

### Intended Effects of GBV Programs – some SAMPLES

1. Survivors know where to go to receive appropriate, compassionate, and confidential assistance. (Knowledge)
2. Survivors seek assistance after an incident of GBV (Behaviour)
3. The community believes that survivors of GBV deserve assistance, not blame. (Attitude)
4. The community provides support and assistance to survivors. (Behaviour)
5. Community members report incidents of GBV (Behaviour)
6. Community members believe that people/men who abuse their power are social deviants. (Attitude)
7. Youth practice consenting and safe sex. (Knowledge, Behaviour)

### Effect Indicators – some SAMPLES (see also sample indicators handout)

- Increase in GBV Reports.  
Measure: Compare GBV Report Rate for \_\_\_ mo. period before project and \_\_\_\_ mo. period at end of project. Calculate total Report Rate for all responders, and Report Rate per response sector (Health, Psycho-Social, Security, Justice)
- Increase in GBV cases identified by health workers.  
Measure: Calculate Number of GBV reports identified by active screening at health centre / Number of GBV reports.
- Changes in Knowledge, Attitudes, Practices.  
Measure: KAP Survey in last 2 months of project

## Sample Indicators for GBV Programs

Note: The “/” symbol is used to indicate “Divided By”

### Health Services

Name of indicator	Type	Definition of Sample Indicator
Health care protocols	Output	Written protocols established for each type of GBV occurring in the setting.
Health staff training tools	Output	GBV training curriculum for health care staff developed and in use.
Health staff qualifications/ training	Output	Calculate: Number of health care staff successfully completed GBV training / Total number of health care staff (all levels)
Use of health protocols	Output	Calculate: Number of GBV cases receiving basic set of health services in accordance with established protocols / Number of GBV cases seen
Timely, appropriate post rape care	Effect	Calculate: Number of reported rape survivors receiving basic set of health services (must be defined) within 3 days of incident / Number of reported rape incidents

### Psycho-Social: Individual and Community

Name of indicator	Type	Definition of Sample Indicator
Gender balance in community mobilization	Output	Number of men’s groups engaged in GBV awareness raising and prevention (Note: If using this indicator, need to clearly define the characteristics of groups)
Gender equity in decision-making	Effect	Number of refugee governing bodies that include equal numbers of men and women.
	Output	Calculate: Number of women leaders completed leadership training / Number of women on governing bodies
	Effect	Calculate: Number of women members of refugee governing bodies who state women’s opinions are influential in group decisions / Number of women members of governing bodies
Level of community awareness	Effect	Increase in GBV report rate (per 10,000 population) Increase in timely post rape care (calculation above in Health Services)
GBV awareness training	Output	GBV and Human Rights training curriculum developed and in use
GBV and human rights awareness raising	Output	Calculate: Number [Refugees, NGO/UNHCR staff, Police, etc.] successfully completed GBV training / Total Number of [Refugees, NGO Staff, etc.]
Survivors/women at risk engaged in reintegration and/or empowerment activities	Output	Calculate: Number of Survivors successfully completed vocational training courses or income generation projects / Total number of survivors identified  Calculate: Number of women at high risk for GBV successfully completed vocational training courses or income generation projects / Total number of women at high risk for GBV identified [note: if using this indicator, need to clearly specify “high risk”]

### *Police and Security Systems*

Name of indicator	Type	Definition of Sample Indicator
Security system	Output	Number of police present per 10,000 population
Police training, capacity building tools	Output	GBV training curriculum for police developed and in use.
	Output	Police procedures or guidelines for GBV cases established in local language.
	Output	Number of guidelines distributed to police officers and commanders.
Police trained in GBV procedures	Output	Calculate: Number of police successfully completed GBV training / Total number of police (all levels)
Gender-balanced security forces	Output	Calculate: Number female camp-based security workers / Total number all camp-based security workers
	Output	Calculate: Number female police officers / Total number all police officers
Police interview procedures	Effect	Calculate: Number of police posts with private interview space in use for GBV and other sensitive cases / Total number of police posts
Community awareness raising AND Police training	Effect	Calculate: Number of GBV cases reported to police / Total number GBV reports

### *Formal Legal Justice System*

Name of indicator	Type	Definition of Sample Indicator
Proportion of cases filed in court	Effect	Number of GBV cases filed in court / Number of GBV cases reported to police
Case outcomes	Effect	Calculate: Number of GBV cases with Acquittal or Conviction within X months of the date charges are filed / Total number GBV cases filed in court [need to specify number of months; a realistic but ambitious number]

### *Informal Legal Justice System*

Name of indicator	Type	Definition of Sample Indicator
Proportion of cases in trad. court	Effect	Number of GBV cases brought to traditional court / Total number of GBV incidents reported
Proportion of appropriate cases	Effect	Number of serious GBV cases brought to traditional court / Total number of GBV cases in traditional court [define “serious” case in your setting; i.e., cases that should go instead to the formal (government) system]
Traditional court outcomes	Effect	Calculate: Number of GBV cases with Acquittal or Conviction within X months of the date charges are filed / Total number GBV cases brought to traditional court

*Informal Legal Justice System*

Name of indicator	Type	Definition of Sample Indicator
Multi-sectoral approach	Output	Multisectoral, interagency procedures established in writing, agreed by all actors, translated to relevant languages
	Output	Number of organizations involved in developing those guides.
	Output	Number of written procedures distributed for multi-sectoral referral and coordination.
	Output	Number of inter-sectoral coordination meetings held (count minutes on file)
Coordination	Output	Number of causes/contributing factors identified in coordination meetings through trend analysis of GBV reports and qualitative information-sharing.
	Output	Number of inter-sectoral strategies developed to address identified contributing factors.