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EX-POST EVALUATION OF PROJECT “BUILDING CAPACITIES FOR HUMAN RIGHTS MONITORING, PROTECTION AND ADVOCACY IN TAJIKISTAN”

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DISCLAIMER

This is an independent and external evaluation and does not necessarily represent the opinions of OHCHR or of any of the institutions referred to in the report. The evaluator bears sole responsibility for the content of the evaluation, including both its conclusions and recommendations.

AUTHOR

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2 List of Abbreviations

CESR	Committee on Economic, Social and Cultural Rights
CP	Conflict Pool
CSO	Civil Society Organization
EU	European Union
EQs	Evaluation Questions
GBAO	Gorno-Badakhshan Autonomous Region
HRs	Human Rights
JTC	Judicial Training Center
KIs	Key Informants
IHRs	International Human Rights Standards
IO	International Organization
MFA	Ministry of Foreign Affairs
MoH	Ministry of Health
MoI	Ministry of Interior
MoJ	Ministry of Justice
MoU	Memorandum of Understanding
NGO	Non-Governmental Organization
NANSMIT	The National Association of Independent Mass Media in Tajikistan
NHRI	National Human Rights Institution
OHCHR	Office of the United Nations High Commissioner for Human Rights
OSCE	Organization for Security and Cooperation in Europe
ROCA	OHCHR Regional Office for Central Asia
SDC	Swedish Development Cooperation
TJ	Tajikistan
ToR	Terms of Reference
ToT	Training of Trainers
UK	United Kingdom
UN	United Nations

3 Executive Summary

This report presents findings of the external ex-post evaluation of the “Building Capacities for Human Rights Monitoring, Protection and Advocacy in Tajikistan” (further UK Conflict Pool Project). The evaluation was conducted between February-March 2015 and covered the period of project implementation from January 2014 to March 2015.

Background, Evaluation Purpose and Approach

The UK Conflict Pool Project seeks to improve compliance with and application of international human rights standards in the security and justice sectors aimed at reducing the number, coverage and seriousness of conflicts and security problems affecting the governments and citizens of Central Asian states. The Project was initiated to address the existed human rights problems in Tajikistan in the area of fair trial, minorities and housing rights in key conflict prone regions of Tajikistan and was directed to reduce the atmosphere of oppression and vulnerability in Tajikistan by providing human rights actors with the adequate capacities, networking tools and mechanisms to excel in the performance of their work and to act as protection and stabilizing factor in their communities. This evaluation was initiated by OHCHR in line with the project proposal to assess ROCA’s progress on implementation of the UK Conflict Pool Project at the regional as well as the national level. The ex-post evaluation attempted to answer 15 evaluation questions under relevance, efficiency, effectiveness and sustainability evaluation criteria. In total, more than 40 project documents have been reviewed, 56 interviews with key project informants and project staff were held, and 8 representatives of the network of the human rights defenders took part in the online survey.

Main Findings and Conclusions

Relevance

The Project is relevant to the country needs and is in line with the OHCHR ROCA strategy for Central Asia for 2014-2017, while the project’s design was overly ambitious, the linkages between project’s components were not always fully explored, and the feasibility of achievement of the expected results is rather limited within the project’s timeframe. The key strength of the project design is that the Project made emphasis on building CSOs capacity in the regions of Tajikistan and enabled ROCA and Human Rights Adviser to monitor human rights situation in the regions and collect relevant data on human rights violations. However, the strategies used by the Project to achieve results were partially adequate to the local context and stakeholders as selection of some partners due to time constraints and short project timeframe was not always optimal and most beneficial for achieving the best results possible.

Efficiency

The evaluation concludes that the project budget was sufficient to achieve the set objectives, thus it was not fully spent. The effectiveness of project management structure is questionable as the division of responsibilities between project manager and project coordinator is not very clear. While ROCA provided overall strategic oversight to the Project, including on results based management, coordination among the Project, the Regional Office in Bishkek and other units within OHCHR in terms of programmatic, financial and administrative daily issues was carried out by the team in Dushanbe on ad hoc basis and prevented ROCA in Bishkek from contributing substantively to each activity implemented. Collaboration with other UN agencies, international organizations active in the field of human rights and the rule of law as well as project’s partners, while regular, did not result in conducting a lot of joint events to achieve better synergies, although this collaboration improved towards the end of the project, thereby increasing project’s visibility among counterparts and beneficiaries. The approach towards communication with the donor was not always sufficiently proactive. Monitoring and evaluation under the Project have been fragmented under each output.

Effectiveness

The Project demonstrated different level of achievements towards reaching the anticipated results under different project's components. Nevertheless, more evident and considerable achievements can be seen under Output 2 and 3, especially the ones which related to OHCHR core activities (coordination between NHRI, NGOs and IOs on protection and promotion of human rights as well as conduction of monitoring human rights developments in the country and allegations of human rights violations). Tangible results achieved included mainstreaming human rights based approach in the new UNDAF for 2016-2020 and UNCT Work Plan for 2015, provision of assistance to the Government of Tajikistan to receive funding from the UPR Trust Fund for implementation of a UPR project during 2015 as well as development of a training module on international human rights law and ensuring holistic follow up to outstanding UN human rights recommendations vis-à-vis systematic monitoring allegations of human rights violations in cooperation with NHRI and NGOs.

Sustainability

The Project paid a proper attention towards ensuring sustainability of the project's results. Training modules for judges on usage of international human rights standards and for doctors on promotion of usage of Istanbul Protocol's standards, monitoring of the human rights situations, pilot NPM, recommendations of CESCR are perceived as the most sustainable.

Conclusion

The UK CP Project made some progress to improving compliance with international human rights standards related to fair trial, minorities and housing rights in key conflict prone regions of Tajikistan and establishing relevant reporting and coordinating mechanisms of main human rights stakeholders.

Selected Lessons Learned

- a) Project should be very focused and tried to avoid conduction of activities in too many areas when the project has short duration (12-15 months) as it might prevent the achievement of any tangible results.
- b) When HRA position is combined with the project manager position, it is necessary to ensure that HRA has sufficient expertise in project management.
- c) Projects of longer duration (at least 2-3 years) are more suitable for getting results and achieving improvements in the selected human rights areas.
- d) Synergies between IOs, NGOs and other UN agencies should be ensured at the project inception stage to avoid duplication and ensure efficient use of resources
- e) OHCHR needs to determine the number of permanent international and local staff in Tajikistan and to select and appoint competent and motivated young local people to ensure keeping the institutional memory.

Selected Recommendations

For OHCHR HQ

- OHCHR should re-think its focus on projects implementation with focusing not on delivering of activities, but concentrating more on monitoring/reporting on human rights situation and human rights advocacy.
- To introduce a system of proper measurement of effectiveness of capacity-building activities undertaken by OHCHR and consider introduction of OHCHR single training repository database.
- To set up a peer review mechanism to ensure review of full project proposals not just concept notes by HQ staff with RBM expertise.

For OHCHR ROCA

- To provide more coordination and support to the local country teams during implementation of different projects.
- On the stage of project design to communicate more with other international donors/programs active in the target country to achieve more synergies and complementarity of initiatives.
- To increase communication with donor(s) during implementation of projects.
- To make projects more focused and set realistic results taking into consideration the project duration.
- To focus more on provision of technical expertise for state authorities and NGOs.
- To work more on OHCHR visibility within Tajikistan and increase collaboration with the media.

Recommendations for donor(s)

- To consider continuation of provision of support in such areas as (1) strengthening human rights education of human rights defenders, judiciary and law enforcement agencies, (2) building capacities of NGOs to do human rights work, especially on the regional level, (3) support activities aimed at follow up to UN HRM (engagement with UNHR mechanisms by civil society and government) and (4) allocate funding for HR monitoring and reporting, and support advocacy on ensuring democratic space in the country.

4 Body of Report

4.1. INTERVENTION BACKGROUND

4.1.1. Project Background and Country Context

The “Building Capacities for Human Rights Monitoring, Protection and Advocacy in Tajikistan” project (further UK Conflict Pool Project) started up in January 2014 with an overall duration of 15 months. The project was implemented by Office of the United Nations High Commissioner for Human Rights (OHCHR), Regional Office for Central Asia (ROCA) in partnership with the Ombudsman Office, the NGOs “Centre for Human Rights”, “The National Association of Independent Mass Media in Tajikistan” (NANSMIT). The project was funded by the DfID through the United Kingdom (UK) Conflict Pool initiative for Central Asia.

The Project was initiated as the human rights situation in Tajikistan still remains poor. The most significant human rights problems among others include restrictions on freedoms of expression and the free flow of information, including the repeated blockage of several independent news and social networking websites, denial of the right to a fair trial, require NGOs to register all sources of funding from foreign sources, subjected human rights groups to harassment and low attention to minority rights. According to the Human Rights Watch Report for 2013, authorities exercise strict control over media freedoms, and journalists are targeted for their work. Manifestations of the deterioration of the overall human rights situation include numerous, though small scale, social protests and armed clashes in some regions of the country (Rasht valley 2010, Khorog 2012, Gorno-Badakhshan Autonomous Region (GBAO) 2014). When such developments occur, the authorities block access to information from the affected regions. Judiciary lacks independence and administration of justice reform has been slow and ineffective. Fair trial principles and other human rights standards are not consistently reflected in the legislation and especially in legal practice. Torture is still reported as a persistent problem in the country and there is still no independent monitoring of places of detention that could contribute to effective torture prevention. OPCAT remains ungratified despite relevant UPR recommendation made to the Government during the first Universal Periodic Review in 2011 and Istanbul Protocol standards on documentation of torture are not yet fully applicable in national forensic examination. The office of the Ombudsman, which has a broad mandate to monitor and protect human rights in the country, lacks capacity to discharge its mandate effectively. The Ombudsman supported creation of a so called pilot NPM that includes representatives of the civil society and Ombudsman staff and started to conduct monitoring visits in early 2014 using the Ombudsman’s authority to access places of detention. Domestic violence and discrimination of women continue to be reported by NGOs and addressed in recommendations of relevant UN human rights mechanisms. The society is striving for changes but any serious political opposition is intimidated or persecuted and removed. The minority population amounts to almost 1,200,000 people or more than 15% of the population, according to the 2010 census, but neither national authorities nor international actors present in Tajikistan pay sufficient attention to their rights. In addition, the opportunities for young lawyers and journalists to gain professional knowledge in the field of human rights are very limited, especially in the remote regions of the country. NGOs in the regions do not consistently interact with local authorities to convey their concerns about human rights situation, and at the national level the Government is aiming at limiting democratic space, including freedom of association of NGOs. Application of international human rights norms by judges in national courts remains limited due to the lack of adequate training for judges on relevant international standards. Human rights stakeholders do not interact regularly with the aim to exchange views or coordinate joint actions, and do not always convey their concerns in an effective manner to the international community, including UN human rights mechanisms in Geneva. The Government of Tajikistan, while engaging

with UN human rights mechanisms through reporting and hosting visits of UN special procedures, still does not ensure holistic follow up to UN human rights mechanisms' recommendations.

The UK Conflict Pool Project was initiated to address these problems and was directed to reduce the atmosphere of oppression and vulnerability in Tajikistan by providing human rights actors with the adequate capacities, networking tools and mechanisms to excel in the performance of their work and to act as protection and stabilizing factor in their communities. The Project aimed to support holistic follow up to various UN human rights mechanisms recommendations and engagement of the Government and civil society with these mechanisms. The Project employed OHCHR mandate and political leverage to promote human rights compliance in relation to specific human rights areas. The Project provided the OHCHR Human Rights Adviser with an opportunity to execute her functions vis-à-vis the civil society, national authorities, the UN Country Team and international community in Tajikistan.

The Project targeted the staff of regional offices of the Ombudsman Office, lawyers, journalists and law students working on human rights protection, judges, other national authorities involved in follow up to the UN human rights recommendations, NGOs working on human rights, Coalition against Torture as well as the UN Country Team . The Project mainly focused on regional level: Rasht valley, GBAO, Sugd region and Khatlon region, while at the national level Project worked with the Judicial Training Centre to train judges on using international human rights standards, the Legal Clinic of the Tajik State University, the Ombudsman office and its pilot NPM, the Department on Human Rights Guarantees under the President's Office as the Secretariat of the Interagency Commission on the Implementation of International Human Rights Obligations. ROCA worked in partnership with the Legal Clinic at the Tajik State National University and the Legal clinic of the University in Khujand to raise human rights awareness of young lawyers who were involved in the provision of free legal aid. Together with the NGO "Human Rights Center" the Project covered 43 medical professionals, staff of Ombudsman regional offices and NGO members on Istanbul Protocol standards on documentation of torture. Project activities included advocacy with international community, UN special procedures and the UNCT on developing advocacy strategies on specific human rights concerns.

4.1.2. Resources

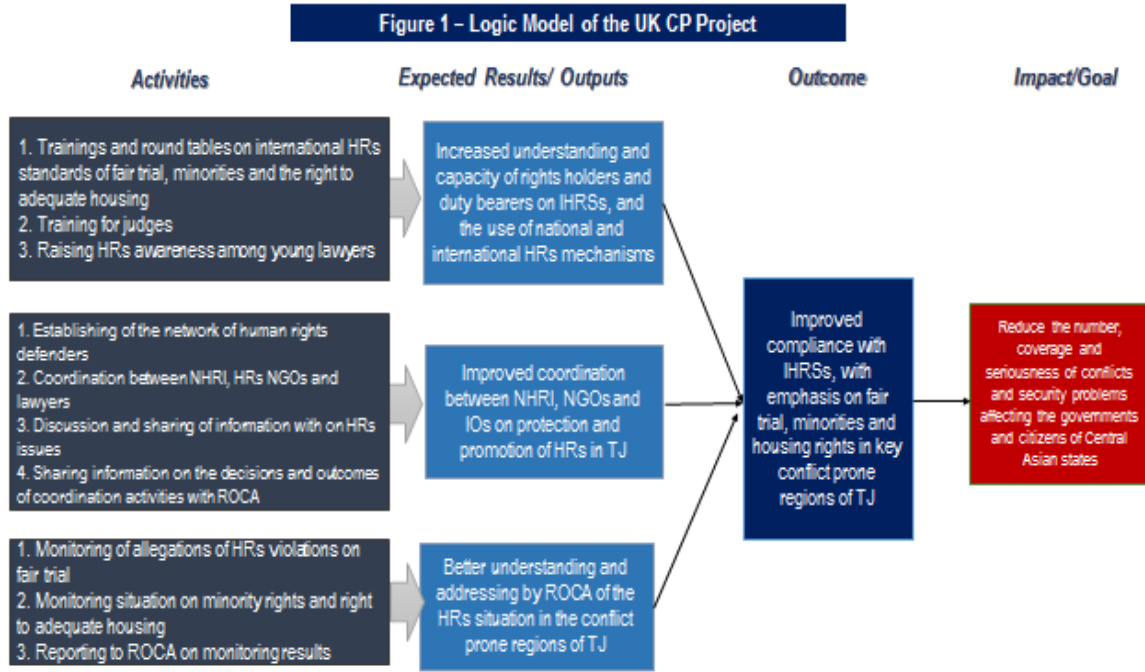
Table 1 illustrates approved funding allocations for the UK CP Project¹.

Outputs	Jan-Dec 2014	Jan-Mar 2015
Output 1	37 703	-
Output 2	124 892	30 711
Output 3	125 472	20 981
M&E	-	8 360
UN Programme Support Costs	37 448	9 192
Sub-Total	325 506	79 898
	Total	405 406

¹ As per Accountable Grant Agreement

4.1.3. Logic Model

The logic model presented at Figure 1 is a visual representation that links what the project is funded to do (activities) with what the project produces (outputs) and what the project intends to achieve (outcomes). It also provides the basis for developing the evaluation matrix, which gave the evaluator a roadmap for conducting this evaluation.



4.2. EVALUATION BACKGROUND

4.2.1. Objectives

The aim of this evaluation was **to assess ROCA's progress on implementation of the UK Conflict Pool Project at the regional as well as the national level**. This is the **summative evaluation** and the **overall purpose is to learn from the project implementation** so that lessons can be drawn to form the basis for making improvements to project planning, design and management of future projects and programs of a related nature. The evaluation will also act as a downward and upward accountability process by ROCA to the donor.

The **specific objectives of the evaluation** were as follows:

- 1) To analyze the success of the Project, the degree of implementation of its indicators, outputs and outcomes.
- 2) To identify areas of strength and areas of weakness in the Project implementation, with the aim of learning from them to repeat successful behaviors and avoid unsuccessful ones.
- 3) To produce lessons learned and good practices that illustrate successful and unsuccessful strategies in the achievement of the Project's outcomes and ROCA's results, including in the area of strengthening civil society, fair trial, minorities and housing rights.
- 4) To produce recommendations that will support ROCA in applying for the upcoming round of financial support by the UK Conflict Pool.

The evaluation focused on the assessment of the efficiency and effectiveness of the Project activities through the lens of the ROCA expected accomplishments selected for Tajikistan for January 2014-March 2015 and review achievements of the UK Conflict Pool Project according to the expected results listed in the Project document and its monitoring framework with focus on strategies that led or did not lead to the achievement of the expected results and outputs.

The evaluation covered the period **January 2014-March 2015**.

The Evaluation was initiated by ROCA in accordance with the Accountable Grant Agreement on the Project and OHCHR's Evaluation Policy. The summative evaluation was conducted by an independent evaluation consultant, Katerina Stolyarenko, between February and March 2015. The evaluation oversight was provided by the Desk Officers of OHCHR, Vrej Atabekian and Joana Miquel-Gelabert, based in the OHCHR headquarters in Geneva, Switzerland.

4.2.2. Evaluation Core Issues and Questions

Based on the ToR and UNEG Standards and Norms for Evaluation in the UN System, the following issue areas and evaluation questions were addressed in the evaluation:

Relevance

EQ1: How relevant to the country situation have the Project's planned results been in the course of the period evaluated?

EQ2: Have the strategies used to achieve results been adequate to the local context and stakeholders?

EQ3: How was the process of planning and selecting the strategies to achieve the intended results conducted?

Efficiency

EQ4: How efficiently has the Project been in using the human, financial and intellectual resources at its disposal to achieve its targeted outcomes?

EQ5: Have the organizational arrangements used in the Project to achieve results been adequate to the local priorities, context and stakeholders?

EQ6: How has been the communication and coordination among the Project, the Regional Office in Bishkek and other units within OHCHR in terms of programmatic, financial and administrative issues?

EQ7: How effectively did the Project management monitor and evaluate the performance and results?

EQ8: Is relevant information and data systematically collected and analyzed (including sex disaggregated data and considering gender equality issues) to feed into management decisions?

Effectiveness

EQ9: What evidence of positive results obtained by the Project can be found?

EQ10: Where positive results of the Project were found, what were the enabling factors and processes? What lessons have been learned?

EQ11: What prevented the Project from achieving results?

EQ12: What have been the roles of local stakeholders, partners or other UN agencies in the achievement of results?

EQ13: Did the Project plan results that contributed to challenge unjust power relations in the area of gender?

Sustainability

EQ14: Are the results, achievements and benefits of the Project likely to be durable?

EQ15: Are the local stakeholders willing and committed to continue working on the issues addressed by the project?

4.2.3. Methodology

The evaluation methodology was developed in line with the End-of-Project Evaluation Terms of Reference (see Appendix 6.1.) and was discussed and agreed with OHCHR at the commencement of the evaluation.

In line with the TOR, the findings are structured around four out of five of the internationally-accepted evaluation criteria set out by the OECD/DAC. These are:

- *Relevance*: the extent to which the Project is relevant to the situation in the country, the mandate of OHCHR, its comparative advantage and the needs of stakeholders (both duty bearers and rights holders);
- *Efficiency*: the extent to which the Project has economically converted resources into results in the course of its term.
- *Effectiveness*: the degree to which planned results and targets have been achieved, at outcome and output levels.
- *Sustainability*: the degree to which changes achieved last in time;
- *Gender equality mainstreaming (cross-cutting)*: the degree to which gender has been mainstreamed in all the activities of the project, and the degree to which the results obtained have contributed to the goal of gender equality.

Given the scale and the length of the Project, the evaluation did not make the assessment of project's impact.

The evaluator used the following lines of evidence to conduct the evaluation: document review, field missions, interviews, and online survey. Each of these methods is described in more detail below:

- **a desk study** comprising the review of the UK CP Project documentation, correspondence and reports, in particular the project document, grant agreement, the logic model, the project progress quarterly reports, the documentation produced by the project (needs assessment reports, training and round tables agendas, list of participants, training evaluation reports, produced module for judges, recommendations of round tables, monitoring reports on the HRs situation in the country), ToRs of the project management team, as well as ROCA reports. The detailed list of documents reviewed is presented in Appendix 6.2.

- **field missions:**

Country	Dates
Switzerland (Geneva)	23-24 February 2015
Kyrgyzstan (Bishkek)	26 February 2015
Tajikistan (Dushanbe, Khudjand, Shartuz, Kurgan-Tyube)	28 February-7 March 2015

- ***in-depth interviews and group discussions (face-to-face, telephone and/or Skype)*** with:

- OHCHR Headquarters (11);
- ROCA: Staff involved in the implementation in Dushanbe and in Bishkek (7).
- Partners (including donors and other UN agencies) (6).
- Duty bearers and rights holders in the regions covered by the Project activities (33).

To conduct interviews, the Evaluator developed semi-structured questionnaires (see Appendix 6.4) that followed a generic interview guide, with adaptations to each major category of KIs. The objective of the guide was to ensure focus, objectivity, consistency, and comparability of responses. The draft interview questionnaires were shared with OHCHR for comments and suggestions, and revised accordingly. In total, 56 interviews were conducted in the course of the final project evaluation. A list of individuals and organizations interviewed throughout the summative evaluation is provided in Appendix 6.3.

- ***online survey*** with the representatives of the network of the human rights defenders. A structured survey form (see Appendix 6.5) was developed to gather their opinion about the effectiveness of the established network and suggestions on how ensure its sustainability after the end of the project. The questionnaire consisted of 19 questions (11 close-ended and 7 open-ended). The survey form was shared with OHCHR for comments and suggestions prior to finalization. The survey was held anonymously using SurveyMonkey software. The finalized survey was distributed among 51 contacts and 10 responses have been received, where 8 respondents completed fully the questionnaire and 2 only partly. Therefore, the overall response rate is 16%.

4.2.4. Limitations

1. Dependence on Activity reports: UK CP progress reports of activities and results were an important source of information for the evaluation.

Mitigation: Validation (or lack thereof) through interviews, survey and the documents of independent donors and agencies.

2. Potential lack of willingness of respondents to provide honest responses.

Mitigation: In order to encourage honest responses, the Evaluator informed KIs that all information provided would be treated as confidential, and that opinions collected would be analyzed and presented in the evaluation report either in aggregate form or as an anonymous quotation. The online survey was also conducted in anonymously to assure respondents that the results were confidential and that there would be no personal identification information.

3. Difficulty in generalizing findings/conclusions. For a mainly qualitative evaluation, it is possible that findings may be specific to certain individuals or beneficiaries and not easily generalized.

Mitigation: The Project's objectives were clearly focused and its activities clearly aimed. Triangulation of information from multiple sources was used to minimize the risk of conclusions being based on non-representative views.

4.3. MAIN FINDINGS

Evaluation findings are presented below in accordance with the evaluation questions listed in paragraph 4.2.2.

4.3.1. RELEVANCE

4.3.1.1. Relevance

Finding 1: The Project is relevant to the country needs and is in line with the OHCHR ROCA strategy for Central Asia for 2014-2017

The UK CP Project is highly relevant due to the geopolitical location of Tajikistan. It is the poorest country in Europe and CIS Region², which is undergoing severe domestic and external pressures. On the external side, with Al Qaida under pressure in Afghanistan and Pakistan, some of the militants are expected to end up in Tajikistan and other Central Asian countries. Domestically, there is public dissatisfaction with government efforts to resolve pressing social and economic problems. In addition, President Emomali Rahmon was re-elected to a fourth term in office in November 2013 in an election that lacked meaningful political competition. During the lead-up to the election, authorities widened a crackdown on freedom of expression, imprisoned opposition leaders, shut down a leading nongovernmental organization (NGO), and stepped up efforts to extradite political opponents from abroad. In such conditions, there was a need for support to the efforts for peaceful reforms, countering the increasing authoritarian tendencies and human rights protection through lawful means. Therefore, the initiative to implement a Project which will focus on conflict prevention through improving compliance with international human rights standards was timely and important for the country.

The Project has direct relevance to the OHCHR mandate and OHCHR thematic priorities globally, as well as ROCA priorities outlined in its Sub-Regional Note for 2014-2017. Relevance to thematic priorities is dispersed depending on the topic and target of advocacy and presented below in Figure 2.

Figure 2. Links between OHCHR regional thematic priorities and UK CP Project's activities

ROCA's Thematic EAs ³	Project Output 1			Project Output 2				Project Output 3			
	Act 1.1.	Act 1.2.	Act 1.3.	Act 2.1.	Act 2.2.	Act 2.3.	Act 2.4.	Act 3.1.	Act 3.2.	Act 3.3.	Act 3.4.
Thematic Area 1: Strengthening the effectiveness of international HRs mechanisms with a focus on ratifications; visits by special procedures; establishment of national participatory body for reporting and implementation of recommendations of HRs mechanisms and their integration in the work of the UN at the country level.							x				x
Thematic Area 2: Widening the democratic space with a focus on "public freedoms" (freedom of expression, assembly and association; religion and belief and incitement to hatred) and HRs defenders.	x			x	x				x	x	
Thematic Area 3: Combating impunity and strengthening accountability and the ROL with a focus on HRs in the administration of justice; legislation, institutions and policies on torture, deprivation of liberty and legal and judicial protection of economic, social and cultural rights.		x	x			x		x			

² According to the Human Development Report 2013, 46.7 percent of the population in 2012 was deemed poor

³ OHCHR Management Plan 2014 – 2017 for Central Asia

The UK CP Project is contributing towards achievement of ROCA's expected accomplishments (EAs) outlined in the Sub-Regional Note for the Regional office for Central Asia (2014-2017), and in particular among others to strengthen ROCA's engagement with the civil society, which is a new global priority of the OHCHR:

Figure 3: Links between OHCHR ROCA expected accomplishments and UK CP Project's outputs

Rights holders		Duty Bearers	
EA5: Civil society, in particular youth and women's organizations, increasingly advocate for their rights in TJ	Project's Outputs 1 and 2	EA2: Ratification of OP-CAT in Tajikistan	Project's Output 3
		EA6: <ul style="list-style-type: none"> Establishment and/or fully functioning participatory standing national coordinating bodies on reporting/ replying to individual communications and enquiries; and integrated follow-up to recommendations of all HRs mechanisms in TJ. Positive replies to request of special procedures mandate-holders to visit countries in the region. 	Project's Outputs 1-3

The Project is also fully consistent with the Rights Up Front Action Plan⁴ as well as the UN Policy Committee Decision on Central Asia in terms of helping protecting people at risk or subject to serious violations of international human rights in the UN Member States and a role that UN can play in preventing these violations through early warning and reporting.

4.3.1.2. Project Design

Finding 2: The project's design was overly ambitious, the linkages between project's components were not always fully explored, and the feasibility of achievement of the expected results is rather limited within the project's timeframe

The Project aimed at targeting too many human rights topics (including but not limited to fair trial, housing and minority rights) with an ambitious geographic coverage and therefore prevented ROCA from achieving all results foreseen by the project within the limited project timeframe of only 15 months. The project's timeframe did not allow ROCA to ensure that carried out activities exhaustively explored all possible inter-linkages between different Outputs (e.g. with reference to Output 1, Activities 1.1 and 1.3 with Activity 1.2) and within the same Outputs (e.g. with reference to Output 2, Activities 2.1-2.3 and Output 3, Activities 3.1-3.2). As a result, OHCHR ROCA showed limited tangible results at the end of project implementation, which may be partially due to the overall nature of human rights projects that rarely achieve immediate results, but only contribute towards the slow process of reforms and improvements in the human rights situation. In addition, selected indicators do not reflect to the full extent the project performance/achievements under each Result area, in particular some indicators are too ambitious (e.g. with reference to Output 2, Indicator 2.1 "A network established and maintained between the key human rights actors in the targeted regions"), not always easy to measure (e.g. with reference to Output 1, Indicator 1.3 "Number of judges trained by ROCA that refer to constitutional provisions related to human rights or international human rights standards in their judicial decisions") or not enough (e.g. with reference to all capacity building activities under each Project's Output). In terms of gender issues, the Project does not have specific indicators for gender including sex disaggregated data under each Project Output in the Project's Results Framework.

⁴ A Plan of Action to Strengthen the UN's Role in Protecting People in Crises

Finding 3: The key strength of the project design is that Project made emphasis on building CSOs capacity in the regions of Tajikistan and enabled ROCA and Human Rights Adviser to monitor human rights situation in the regions and collect relevant data on human rights violations

The human rights work of the majority of international organizations (UNDP, SDC, and EU) active in Tajikistan is primarily concentrated in the capital city with only one exception of OSCE, which has 5 regional offices within Tajikistan. OHCHR is present in Tajikistan since 2001, but has not conducted any activities for CSOs in key conflict prone regions before 2014 due to limited presence in Tajikistan and budgetary constraints. So the *implementation of this Project on the regional level was quite important in terms of enabling ROCA to understand the real human rights situation in the regions of Tajikistan as well as providing ROCA with resources to strengthen regional CSOs capacity on international human rights standards, interaction with authorities and engagement with UN human rights mechanisms.* The Project allowed ROCA contribute towards confidence-building between CSOs and local authorities by having provided dialogue platforms, establish contacts with CSOs in the regions, assess human rights situation in the regions of the most fragile country in the Central Asian region and be prepared to conduct advocacy and joint efforts with others to address some of the identified violations.

Information collected in the regions enabled ROCA include relevant data into its contributions to UN human rights mechanisms, in particular to the UN Committee on Economic, Social and Cultural Rights (CESCR) that reviewed Tajikistan's national report in February 2015.

Involvement of representatives of Ombudsman offices in the regions and young lawyers contributed to their capacity building and sensitized them to applicable international human rights standards. This work was conducted in full compliance with the national Program for Human Rights Education for 2013-2020.

Finding 4: The strategies used by the Project to achieve results were partially adequate to the local context and stakeholders. Selection of some partners due to time constraints and short project timeframe was not always optimal and most beneficial for achieving the best results possible.

The process of planning and selecting the strategies to achieve the intended results under Activity 1.1 were conducted based on the needs assessments among human rights defenders and civil society in various cities of the targeted regions. The needs assessments were held by the UK CP Project team. The results were used to define future themes for training sessions and round-tables held in the regions. However, the quality of the needs assessments could have been higher if it were based on strict prioritization criteria for topics for future events. The Project team did not carry out strict selection of topics and aimed at including a wide array of themes during each held roundtable based on interest and suggestions expressed by CSOs during conducted needs assessment visits.

Eventually, the 2 day training sessions conducted in the regions for civil society actors consisted of 4-5 topics, where 3 topics were constant (UN human rights system and UN individual complaints mechanisms; the right to adequate housing and the right to fair trial and rights during arrest and detention) and the rest varied upon the needs which were identified during preceding needs assessment meetings (domestic violence; prohibition of torture; the right to healthy ecological environment and the right to health; freedom of peaceful assembly and association; and the rights of persons with disabilities). The themes covered by these trainings were very complex and it was impossible for the trainers to increase knowledge and skills of participants just during 1,5-2,5 hours sessions. So in fact, these trainings could be called just as information sessions, on which participants have been broadly acquainted with the UN human rights mechanisms and human rights standards. Furthermore, the participants of the trainings have been NGOs, journalists, lawyers, and economists. As trainings covered legal aspects, it was quite difficult to assimilate new information for some categories of training participants, in particular journalists. The 1 day round-tables, which were also organized

in the regions based upon the needs identified consisted of 2-3 topics instead of 1 topic, i.e. (1) organizational development of NGOs and (2) social partnership between civil society organizations and local authorities together with (3) the right to freedom of peaceful assembly and association. The topics covered during the round-tables were very different and cannot be fully explored within a 1 day event. Also these regional round-tables lacked participation of the local authorities, relevant especially for a discussion of the topic of social partnership. On average 4-7 representatives of local authorities depending on the region were present on the each roundtable out of 33-40 participants, i.e. only 12-17%. The list of recommendations prepared at the end of the round-tables on elimination of domestic violence, strengthening and improvement of the interaction and the social partnership between civil society organizations and local authorities and also clarified reporting requirements for NGOs have not been shared with the round-table participants up to March 2015, when the final round table on the national level has been organized to share with the results of previously held round-tables in the regions during October-November 2014.

Moreover, the needs assessment trips for identifying future themes of regional roundtables were held during March-September 2014, i.e. the last one was conducted just 6 months before the end of the project. According to the international good practices of project implementation, the inception phase for such short projects (which in case included needs assessment trips to the regions) should be done at the outset of project implementation and should last no longer than 3 months.

Activities 1.2-1.3 have not formalized through a MoU with the Councils of Justice Judicial Training Center (JTC) prior to the launch of the Project neither in terms of the duration of the training nor did the number of judges to be train which would have ensured more local ownership of the project's results. OHCHR clarified that conclusion of an MOU for such a short project would have been an overly cumbersome procedure. Moreover, it was not clear why OHCHR ROCA decided to implement this activity through civil society partners, i.e. NGOs "Centre for Human Rights" and NANSMIT instead of liaising directly with the JTC . OHCHR ROCA in Tajikistan requested the Centre for Human Rights in June 2014 to assist the Project with the development of training module for judges as well as organization of pilot trainings for judges on using international human rights standards. NANSMIT in its turn was requested by the Centre for Human Rights to provide an expert on interactive method of teaching. As a result, the Project developed a 2 day training module for judges on international human rights standards, which JTC initially refused to use. However, after the initial module developed by 2 national legal experts (professors) and 1 expert on interactive method of teaching was adjusted with input from experts nominated by the JTC directly and the number of practical exercises was increased and tried out in practice at the end of March 2015 during a training of trainers involving 12 practicing judges from the pool of the JTC trainers the JTC confirmed in a letter to ROCA that the module will be used during future training sessions delivered by JTC and will be added to the library of the JTC.

Activity 1.4 was orally discussed with and agreed upon with the Legal Clinic of the Tajik State University after the project was approved. However, when the project team approached the Legal Clinic and in September 2014 to agree on dates for training sessions for young lawyers providing legal aid, the Legal Clinic agreed to only one session and did not support the second session. In order to achieve the set target, the Project organized the second session for young lawyers of the Legal Clinic under Ombudsman Office in Khujand, which in fact ensured that human rights training was offered not only to Dushanbe based students but also those in the North of the country.

The Activity 2.1 could have carried out taking into account existing networks and coalitions in Tajikistan. In the course of this evaluation, the Evaluator identified at least 5 active thematic networks and coalitions on human rights in Tajikistan, in particular "Coalition of NGOs Against Torture", "NGO network on Labor Migration in Tajikistan", "Coalition of NGOs for the Prevention of Domestic Violence of Women in Tajikistan", informal network of "NGOs to promote ratification of the UN Convention on the Rights of Persons with Disabilities" and "EU Human Rights Defenders Network". So establishing a new network of human rights defenders instead of using the existing platforms (which could indeed provide sustainable forum for exchange of information and promotion of human rights and democratic values) could have been replaced with strengthening existing network/s.

With regard to Activities 3.2-3.3, OHCHR clarified that the results of the monitoring of allegations of human rights violations in the area of fair trial, housing and minority rights have been agreed with NGO experts to be kept confidential due to the overall human rights climate in the country and fear for the NGOs safety in case of public release of sensitive findings contained in these reports. The evaluator noted OHCHR explanation that reports were used for updates to special procedures, the use of information during ROCA advocacy with authorities and during preparation of confidential UNCT submissions to UN CESCR in May 2014 and in February 2015.

Evaluator noted that all other project's activities have been planned and implemented as per OHCHR ROCA mandate and in line with its thematic priorities.

4.3.2. EFFICIENCY

This evaluation criteria aims to determine whether the project is being managed to get the most out of the input of funds, staff and other resources.

4.3.2.1. Project Administration

Finding 5. The effectiveness of project management structure is questionable as the division of responsibilities between project manager and project coordinator is not very clear. In addition, OHCHR ROCA in Tajikistan does not have sufficient capacity (human resources) to work with sustainability in the regions of Tajikistan due to the absence of field offices and this factor affected ROCA Tajikistan team's ability to follow up effectively on roundtables held in the regions through continued advocacy with local authorities. Advocacy had to be focused on the national level and central authorities in Dushanbe

The Project is managed by the Project Manager located in Dushanbe, Tajikistan directly supervised by ROCA Bishkek with overall supervision, guidance and backstopping from OHCHR HQ when required. The project team consisted of Program Manager (international), Project Coordinator (national), National Program Officer, Administrative Assistant, and Finance Assistant. The UK CP funded four staff members (Project Manager, Project Coordinator, Administrative Assistant, and Finance Assistant), while National Program Officer was covered through core ROCA extra-budgetary resources.

The Project Manager combined two positions: Project Manager of UK CP Project and Human Rights Advisor of the OHCHR ROCA in Tajikistan, which is a usual acceptable practice for OHCHR in several countries where Human Rights Advisors are deployed. In the context of ROCA team in Tajikistan, this arrangement provided to be a challenging assignment as required all the time prioritization of competing tasks, e.g. organization of the visit of the Special Rapporteur on Torture and conduction of the needs assessments in the regions, providing expert human rights inputs into UNDAF formulation and liaising with project partners. Since project's implementation coincided with UNDAF roll-out in Tajikistan, on the one hand continued funding through the project for the post of the Human Rights Adviser enabled ROCA ensure human rights mainstreaming to UNDAF as part of its core functions, but on the other hand obliged the Human Rights Adviser to prioritize at times participation in UNDAF planning/drafting meetings rather than reaching out to the regions of Tajikistan.

All these factors influenced the Project Manager's ability both to execute effectively the management of the Project team and ensuring the highest quality possible for each of the produced outputs/short-term results. In addition, the division of responsibilities between the Project Manager and the Project Coordinator were not very well defined. It resulted in paying low attention towards such aspects as design of project activities, budget spending, M&E, sustainability.

Unfortunately, in spite of short duration, the project underwent the full change of the project management team. At first, the initial Project Coordinator went on maternity leave in October 2014 and then the Project

Manager resigned in December 2014. OHCHR could not find replacement for the Project Manager (international) for the full time and just for 3 months. Therefore, the Human Rights Officer from ROCA Bishkek took over the responsibilities of the UK CP Project Manager, working remotely with the team in Dushanbe with three country missions conducted from January until the end of March 2015. Additional support to the project implementation was provided by the P2 Human Rights Officer based in Bishkek, who also went twice on missions to Dushanbe.

Moreover, the project management structure did not allow ensuring continued follow up to the activities held in the regions due to the lack of human resources and location of all project staff in the capital, not in any of the regions. After roundtables held in the regions, ROCA had to address identified human rights shortcomings through advocacy at the national level, in particular through sharing collected recommendations with national authorities, NGOs and IOs in Dushanbe and discussing these recommendations in the context of related recommendations from various UN human rights mechanisms at the roundtable on 20 March 2015 in Dushanbe.

4.3.2.2. Project Coordination

Finding 6: While ROCA provided overall strategic oversight to the Project, including on results based management, coordination among the Project, the Regional Office in Bishkek and other units within OHCHR in terms of programmatic, financial and administrative daily issues was carried out by the team in Dushanbe on ad hoc basis and prevented ROCA in Bishkek from contributing substantively to each activity implemented

As per the Accountable Grant Agreement, ROCA Bishkek was responsible for project implementation. However, ROCA's oversight of the Project team in Tajikistan was limited due to geographical distance and daily operational independence of the team. ROCA and HQ in Geneva provided input and guidance on project implementation when requested by the team in Dushanbe, reviewed project's progress reports, the project team paid a visit to Bishkek ROCA to discuss RBM approach to project implementation and strategize jointly on future project activities. ROCA management and other staff members conducted several visits to Tajikistan during the first year of project implementation, but mostly supported the team in Dushanbe on activities under Outputs 2 and 3 with focus on human rights mainstreaming and advocacy. Unfortunately, during conducted visits ROCA's representatives did not manage to participate in projects events organized in the regions. Given limited capacity of ROCA during 2014 due to emergency deployment of the Regional Representative to Ukraine, with the P3 on maternity leave and two temporary staff members being fully engaged with ROCA work on Kyrgyzstan, the Deputy Regional Representative had to focus more on Kyrgyzstan, Kazakhstan and Turkmenistan. This inevitably diverged her attention from hands-on oversight of the team in Dushanbe that was led by an experienced P4 Human Rights Adviser who was delegated with an authority to ensure project implementation in line with the Project's results matrix.

ROCA oversight function improved substantially only when the HRO from ROCA started to perform the Project Manager's functions after resignation of the Human Rights Adviser, with visits on a monthly basis to Dushanbe and direct involvement in planning project activities during the remaining 2,5 months of the project.

The level of communication of ROCA and OHCHR ROCA Tajikistan with OHCHR HQ on financial and administrative issues could have been more regular and sustainable. First of all, due to the overall short timeframe for submitting a project proposal to the UK Embassy in Bishkek, DEXREL was involved at the stage when the draft proposal was already drafted and DEXREL did not have an opportunity to discuss with the UK Embassy directly the format and contents of the future agreement. Direct involvement of DEXREL in negotiations with donors would have facilitated the process and shortened the timeframe for its finalization. Moreover, in the process of reviewing the draft proposal, DEXREL identified some aspects which were not compatible with the OHCHR status: e.g. OHCHR cannot be subject to external auditors or UK law. At the end, all the revisions and negotiations took about 1,5 months (i.e. October 2013-mid December 2013).

The same situation repeated with the Finance Unit, which received draft budget and cost plan for the project from the ROCA team in Tajikistan, after ROCA in Bishkek provided its guidance on administrative and financial issues (i.e. allocation for personnel, operating costs and activities, calculation of salaries for personnel, classification of operating costs). The budget was prepared by ROCA team in Tajikistan in the format (activity based budget) and currency of the donor in line with the donor's requirements. However, this approach differed from the accounting system used by OHCHR which uses cost plans divided into categories of expenditures not compatible with those in the project's budget. Reconciling two approaches and preparation of cost plans and financial reports to the donor were more time-consuming and demanding on the ROCA team in Dushanbe and Finance in HQ than normally. The difference in reporting cycles and formats between OHCHR and donors have long been an issue and a serious challenge for OHCHR.

Finding 7: Collaboration with other UN agencies, international organizations active in the field of human rights and the rule of law as well as project's partners, while regular, did not result in conducting a lot of joint events to achieve better synergies. This collaboration improved towards the end of the project, thereby increasing project's visibility among counterparts and beneficiaries.

Interviewed representatives of international organizations were aware about the UK CP Project, but were not familiar in detail with the project's objectives and results. While the Human Rights Adviser informed partners about the project at the stage of its drafting and after its approval, limited attention was paid to keeping partners informed of all project results due to busy implementation burden. Contributions of the Human Rights Adviser to the Human Rights Coordination Group meetings and DCC Rule of Law Working Group meetings were not associated by partners with project activities, as they were not aware that the work of the Human Rights Adviser was directly attributable to the project⁵. This limited awareness about the project may be caused by busy workloads of interviewed partners and competing activities with ROCA which were not always synergized and well-coordinated due to the often witnessed competitiveness among international actors.

Partners did not pay attention to information shared by ROCA team in Dushanbe about the established network of human rights defenders or training sessions for judges. Separate announcements (oral and in writing) were additionally sent out in March 2015. Training sessions for CSOs as well as round-tables in the regions were coordinated with field offices of the OSCE and speakers from several NGOs and IOs were invited, but visibility of the donor could have been assured to the higher extent. In addition, representatives of the Dushanbe-based largest human rights NGOs (like Human Rights Center, Bureau of Human Rights) did not become members of the network of human rights defenders as they were already involved in other existing networks. Thus, the network attracted interest mostly of HR defenders and NGO members based in the regions, which did not defeat its purpose provided that it continues functioning.

Several activities implemented in February-March 2015 were organized jointly with different international organizations and in close coordination and partnership with the civil society. The established level of cooperation towards the end of the project will ensure sustainability of several project results.

Finding 8: The approach towards communication with the donor was not always sufficiently proactive. The progress reports while focusing on RBM of OHCHR to the extent possible often focused on the output level and did not elaborate on progress made towards outcomes.

Representatives of the donor agency were kept informed by the project management team on the main constraints in the project's implementation and key events organized by the project, in particular during a busy period of implementation with focus on Dushanbe-held events in February-March 2015.

⁵ Short information about the project has been presented only in several ROL WG meetings in October 2014 and March 2015 respectively.

Nevertheless, in the donor's opinion, the communication and involvement of the donor in the project implementation by ROCA could have been more frequent and more informative; especially with regard to the provision of updates regarding activities held in the regions (e.g. follow up e-mail and phone calls). It is not clear however whether this request was explicitly articulated by the donor.

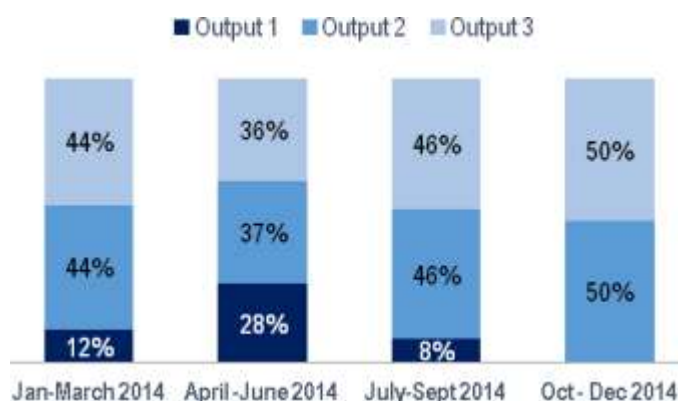
According to the Grant Contract reporting requirements, the quarterly progress reports (both narrative and financial) as well as monthly financial reports had to be submitted to the donor. In total, 4 quarterly progress reports were prepared and shared with the donor during January 2014-January 2015. However, the donor expected more information on the achievement of outcomes and was not fully satisfied with the quality of the reporting. Being a human rights project implemented in a country with a complex human rights context, ROCA focused in its reports on describing implemented activities and progress towards outputs, with qualitative description rather than quantifiable results. The donor expected an overview of how the project's activities contributed to the achievement of the expected results/outcomes which was not feasible due to the project's nature and short timeframe that was not sufficient to report on the long-term changes in the human rights situation.

4.3.2.3. Allocation of Resources

Finding 9: The budget allocation matched the project objective and allowed OHCHR ROCA in Tajikistan to implement its core activities as per mandate, thus it was underspent

The Project was fully funded by UK State for Foreign and Commonwealth Affairs through UK Conflict Pool Initiative for Central Asia. The initial project budget was comprised of GBP405,406, while the estimated spending as of March 31, 2015 will be only about GBP364,865. Budget underutilization will constitute about 10% of the total budget.

The table below shows the budget allocation according to Project's Outputs. The biggest allocations have been done for Output 2 and Output 3.



Due to the activity based budget, it is impossible to undertake a proper cost-efficiency analysis (i.e. correlation of project direct costs and project operational cost); however, it could be stated that the budget has not been effectively planned in each quarter there was underspending and as of January 1, 2015, it constituted about GBP137,000 or 34%.

4.3.2.4. Monitoring and Evaluation

Finding 10: Monitoring and evaluation under the Project have been fragmented under each output. Relevant information and data have not been systematically collected and did not usually feed into management decisions

In general, the project management paid low attention towards M&E. The proper M&E system has not been set up at the outset of the project implementation to monitor the progress in achievement of anticipated results. The clear responsibility for M&E has not been assigned to anyone from the Project team. The project's M&E efforts boiled down mainly to collection of list of participants of project's capacity building events and using very simple post-training questionnaire forms to assess their effectiveness. The Project did not develop any training database, which could consolidate the information on dates and places of the organized trainings/round-tables/working meetings, number of participants, gender, and participants' satisfaction with training events. The sex-disaggregated data have not been used for reporting systematically. It started to be

done just from Q3 Progress Report. The Project did not develop the tools to measure both to what extent the capacity of young lawyers and judges to apply international human rights norms and standards have been strengthened and to what extent it have been used in their work. The same relates to the trainings for civil society actors. No system of follow up the usage in day to day work the received knowledge and skills have been set up. Although, the Project used needs assessment for planning of project's activities under Output 1, but it lacked a holistic approach towards its conduction, i.e. not only data collection, but also proper analysis of "where we are now" and "where we should be" with subsequent prioritization of the areas of intervention.

At the same time, it is also necessary to mention that ROCA Bishkek paid attention towards strengthening capacity of its staff in Tajikistan and provided guidance including on RBM and M&E through organization of a meeting with the support of the reporting office (M&E focal point) in Bishkek in April 2014 on OHCHR RBM system. In addition, the approach towards M&E slightly changed as starting from the last quarter of project implementation, the renewed UK CP Project management team started to pay bigger attention to M&E aspects, in particular the trainers for trainings on Istanbul Protocol, sessions for legal clinic students, ToT for trainers judges on training module for judges were requested to hold pre-post knowledge tests and make a deeper assessment of the participants satisfaction with the capacity building events.

4.3.3. EFFECTIVENESS

This evaluation criteria aims to determine whether the project achieved its objectives according to the plan. Appendix 8.6 shows the degree of achievement by the Project of each indicator under each result area.

4.3.3.1. Achievement of the planned outputs and expected results according to the stated targets and agreed timeframe

Finding 11: More visible and substantial achievements can be seen under Output 2 and 3, especially the ones which more related to OHCHR core activities

Output 1: Increased understanding and capacity of rights holders and duty bearers regarding international human rights standards, and the use of national and international human rights mechanisms

Planned and implemented

- ✓ 139 human rights actors (NGOs, journalists, human rights defenders, local staff of NHRIs) were trained on international human rights standards of fair trial, minorities rights and rights to adequate housing along with other themes recommended by the participants during preceding needs assessment in Khujand, Rasht, Kulyab, Kurgan Tyube, Khorugh, GBAO during June-September 2014 and 149 civil society actors and local authorities participated in the round-tables (1) on judicial aspects of domestic violence conducted in Khudjand in August 2014 and (2) on organizational development of NGOs and social partnership between NGOs and local authorities conducted in Rasht, Kurgan-Tyube and Shaartuz during October-November 2014.

The level of increased knowledge of the participants of the trainings on human rights topics is impossible to assess as any pre-post knowledge test have been conducted by the Project. In addition, it is impossible to measure at this stage the level of implementation of recommendations which were formulated during round-tables as they have been shared with participants (civil society and government officials) just at the end of project implementation. Nevertheless, in the course of this evaluation, the Evaluator identified 3 success stories on how the round-tables helped NGOs in Shaartuz and Kurgan-Tyube.

Success story 1: NGO Hamdion after participation in the round-table in Shaartuz was able to establish cooperation with department of women and family in the city of Shaartuz and implemented a joint 3 months project "Life without Violence" (December 2014-February 2015) with financial support of PDV in the amount of 3,620\$. The cooperation was successful and resulted in the development of a joint action plan for 2015 between NGO Hamdion, khukumat and jamoat.

Success story 2: NGO Shifo has difficulties with local khukumat for about 2 years as they demanded the mandatory participation of their employees in khukumat's internal weekly meetings (held every Monday from 9.00am to 12.00pm) The reasons for that was the desire to force NGOs to assist them with implementation of their functions, like cleaning of the territory, etc. It was illegal as under Art 15 of the Law on Public Associations, the state authorities and their officials are not allowed to interfere in the work of NGOs. With the assistance of the Lawyer of ICNL, who delivered presentation on the round-table, NGO Shifo wrote a complaint to the Ministry of Justice, after which local khukumat stopped demanding participation in their weekly meetings. Moreover, it was agreed that NGO Shifo may just participate in monthly meetings, but only if the NGO will consider it as necessary and relevant to their work.

Success story 3: NGO Eliot has difficulties with Tax Committee as they did not want to accept blank reports. The Lawyer of ICNL, who delivered presentation on the round-table in Kurgan-Tyube, was contacted by the director of this organization after conduction of the round-table with the request to provide legal advice on this issue. The lawyer spoke to employees of the Tax Committee before NGO Eliot submitted the next monthly financial report and explained that under Art 41, part 6 of Tax Code, an NGO have a right to submit blank reports in case there were any activities during the reporting period and provided the explanation letter from the regional Tax Committee of Khatlon region on this issue. As a result, NGO Eliot has not experienced any further difficulties with financial reporting to the Tax Authorities.

- ✓ 73 judges (including 12 of ToT which was held in March) or 21% of the total judicial corps of Tajikistan (judges of the 1st and 2nd instances)⁶ were trained on international human rights' norms and Constitutional provisions related to fair trial in Kurgan-Tyube, Khujand and Dushanbe during October-December 2014.

The overall assessment of the trainings by participants⁷ were good with some caveats, in particular the necessity to strengthen of the implementation of the interactive methods during the training, invitation of judges and a prosecutor as trainers as well as involvement of the Ministry of Internal Affairs of the Republic of Tajikistan, the Prosecutor's Office and police officers in the training process. Furthermore, the Project did not develop the approach on how to collect information and monitor the level of usage by trained judges of IHRs in their judicial decisions. For that reason, it is hard to evaluate to the full extent the effectiveness of the trainings.

- ✓ 30 young lawyers from Legal Clinic of Tajik State University and Legal Clinic of Ombudsman Office in Khudjand increased their knowledge on different human rights issues.

The level of satisfaction with human rights sessions have been assessed by Project only in Khudjand. The results showed that the majority of young lawyers (86%) stayed very satisfied with participation in the human rights sessions. Their knowledge increased on average on 18% on such topics as protection of refugees and IDPs (22% knowledge increase), practical issues of victims of torture (18% knowledge increase) and protection of the rights of army draftees and soldiers (14% knowledge increase).

Extra-activities

- ✓ A Round-table "Presentation of The Compilation of Recommendations on Judicial Aspects of Domestic Violence, Organizational Development of NGOs And Social Partnership Between NGOs and Local Authorities" was held for 36 government officials, representatives of civil society and international organizations on March 20, 2015 in Dushanbe
- ✓ One two days ToT for 12 judges trainers of JTC was held on March 27-28, 2015 on the updated training module for judges

⁶ As per the data of JTC

⁷ Q3 Progress Report, Annex 4

Output 2: Improved coordination between NHRI, NGOs and international organizations on protection and promotion of human rights in Tajikistan

Planned and implemented

- ✓ Network of human rights defenders was established in October 2014 consisting of 53 CSOs that are included into listserve and 85 Facebook members as of March 2015.
The established network is not fully operational as it lacks focus. The network has three main objectives: (1) to create an expert group from the NGOs members who can provide consultation on the issues of the human rights; (2) organize discussions on 5 HRs topics including adequate housing, minority rights, fair trial, health rights, work of NGO and (3) use the network as a platform for organizational promotion through distribution of press releases, books, etc. As a result of such broad goals, only 50% of surveyed members of the network “fully” understand the goals and tasks of the network, while the rest only “partly”. In addition, broad goals have its influence on the level of interest of CSOs to become members of the network, e.g. only 53 CSOs agreed to become members of the network out of 150 CSOs to whom the invitation to join the network was send. Furthermore, the interaction among network members on human rights issues is almost absent and the most interesting information received by them either via Facebook or listserve relates to the announcements of grants. Although, the vast majority of the surveyed network members (88%) admit that the information received through the network is either “useful” or “very useful” and relevant to their job. The majority of the surveyed network members consider that the online platform is either “very convenient” or “convenient” to them; however, it lacks conduction of the working meetings for facilitation of the discussions of human rights issues.
- ✓ In total, 7 joint meetings between NHRI, NGOs and HRs defenders were facilitated by ROCA during January 2014-March 2015, specifically meetings with NGO Coalition Against Torture on Special Rapporteurs visit and OPCAT ratification, NGO UPR Coalition on mid-term Government Report on UPR, and a round-table on Prevention of Torture. Support was also provided to pilot NPM and follow to recommendations relating to torture prevention, including incorporation of Istanbul protocol standards into law and practice in Tajikistan.
One of the tangible results of those meetings is that the Government of Tajikistan with ROCA support received funding from the UPR Trust Fund in the amount of USD 57,000 to implement a UPR project jointly with OHCHR and the Ombudsman during 2015. This project will give an opportunity to ROCA to continue its advocacy on holistic implementation of UN Human Rights Mechanisms Recommendations.
- ✓ 12 meetings (6 ROL Working Group and 6 HR Coordination Group meetings) were held with international organizations and other interested international partners on human rights issues during January 2014-March 2015.
One of the major results of those meetings were the development of 10 advocacy strategies to address identified human rights violations, in particular raising gender-based concerns related to migrant women in line with CEDAW's General Recommendation No. 26, proposing amendments to the law on Advocacy and the Bar and to the law on Public Associations as well as coordination of advocacy strategies to the individual cases of the lawyer who defended opposition leaders, researcher detained by security forces for alleged spying and on freedom of expression and associations.
- ✓ 10 meetings with UNCT on UNDAF were held October 2014-January 2015.
The Project Manager/HRA provided important expertize for mainstreaming human rights based approach in the new UNDAF for 2016-2020 and UNCT Work Plan for 2015 supporting engagement of the government. As a result, indicators related to holistic implementation and monitoring of human rights were included into the last version of UNDAF document prepared and adopted by UNCT. These inputs of OHCHR were highly appreciated by the UNCT in the course of conduction of this evaluation. With UNHR mechanisms including with SRT, with CESCR and in the run-up to UPR.

Voluntary reporting of the government on existing national action plans was also supported and state replies. 2 UNCT joint submissions to CESCR on confidential nature were also prepared with OHCHR lead role. Support to promoting OPCAT ratification is another important area that may lead to concrete results prior to UPR 2016.

- ✓ 10 issues were brought by OHCHR ROCA in Tajikistan to ROCA Bishkek attention in the field of freedom of education and religion, freedom of expression and fair trial, rights of sex workers and LGBT, and 6 cases were submitted to UN bodies⁸:
 1. *A.S case. A.S was detained by security bodies while interviewing an opposition leader. His detention and arrest were not in full compliance with international standards. The case was submitted to UN Special Procedures (SPs) and SPs submitted an Allegation Letter to Tajik government. In addition, the case was also raised by ROCA. ROCA submitted a letter to the Tajik authorities and A.S was released from detention.*
 2. *T.S. case. T.S. who witnessed the torture and death of fellow inmate in prison, was allegedly subjected to torture for cooperation with UN bodies. The case was submitted to SP who submitted an Allegation Letter to the government in May 2014.*
 3. *S.K. case. S.K was detained for alleged bribery and fraud in July 2014. His case was submitted to UN SPs. SPs submitted an Allegation Letter to the Government.*
 4. *Issue of sex-workers. In July 2014, Tajik Ministry of Interior arrested prostitutes and other sex workers with the aim of registering them MIA's electronic database and subjected to a mandatory medical examination and screening for various diseases. The case was discussed at UNCT level and UN RC submitted a letter to MFA raising concern on this case. No cases of detention of sex-workers were registered after UN intervention.*
 5. *Law on advokatura (2 letters were submitted. 1 government reply)*
 6. *Law on public associations (1 letter, 1 government reply)*

Extra-activities

- ✓ Consultative meeting of NGOs with the State Delegation prior to reporting to the UN Committee on Economic, Social and Cultural Rights was organized on February 16, 2015.
- ✓ Two three days trainings on Istanbul Protocol for 43 doctors and members of the monitoring group on monitoring the conditions in prisons under the Commissioner for Human Rights were conducted during March 2015 in Dushanbe and Kurgan Tyube with the development of the training module "Features of the medical examination and production of forensic and psychiatric examination of persons alleging torture and ill-treatment".

The results of the trainings assessments showed that participants on average on 35% improved their knowledge and skills in undertaking medical examination (physical and psychological documentation) of the act of violence / abuse, controlling the emotional reaction of the victim and of the doctor after participation in the Project's trainings.
- ✓ Training for 15 representatives of the Department on Human Rights Guarantees under the Presidential Administration on UN human rights mechanisms was held on March 5, 2015⁹.
- ✓ A Round-Table for 35 participants on "Prevention of Torture and Cruel Treatment in Tajikistan: Results of The Visits of Closed Institutions and Follow-Up Report of The UN Special Rapporteur on Torture And Other Cruel, Inhuman or Degrading Treatment or Punishment" was held on March 27, 2015.

⁸ As per OHCHR ROCA in Tajikistan records

⁹ The evaluation of the training took place, however the results have not been available on the time of preparation of the present evaluation report.

Output 3: Better understanding and addressing by ROCA of the human rights situation in the conflict prone regions of Tajikistan, including in the area of fair trial, minority rights and right to adequate housing

Planned and implemented

- ✓ 5 monitoring reports on human rights developments in the country were prepared by OHCHR ROCA in Tajikistan in coordination with the NHRI and human rights NGOs in the regions.
In line with a requirement of the Policy Committee Decision on Central Asia, OHCHR has prepared quarterly human rights analysis and regularly briefed the UNCT on main human rights developments in Tajikistan. From January to December 2014, 4 reports were submitted. OHCHR has also prepared 1 six month update under the Human Rights up Front Action Plan covering the period of 1 January-31 June 2014.
- ✓ 6 monitoring reports have been prepared on monitoring the situation of minority rights and right to housing land and property in Tajikistan and shared with ROCA Bishkek
These reports have been prepared by the experts of the Bureau of Human Rights; however, they have not been distributed among all interested stakeholders due to their confidentiality. So the results have been and will be used by ROCA to inform advocacy efforts for the preparation for UPR in 2016.
- ✓ Allegations of human rights violations related to fair trial were systematically monitored by OHCHR ROCA in Tajikistan including in cooperation with NHRI and NGOs, *in particular 45 complaints (8 complaints were related to family law; 18 to housing issues; 6 on employment and social benefits; 3 on fair trial; 4 on commercial issues; and 6 on other issues) were received by OHCHR ROCA in Tajikistan during January 2014-March 2015; 4 cases were submitted to Ombudsman Office for taking measures (2 cases on housing issues, 1 on employment and 1 on illegal actions of law enforcement), 3 cases were monitored during the court hearings and all of them were related to housing issues. In addition, NGO "League for Women" undertook monitoring of 9 cases during the court hearings on housing issues.*
- ✓ 19 internal briefings were submitted to ROCA Bishkek on the human rights situation.

4.3.3.2. Underlying factors affecting project implementation

The pace of Project implementation was influenced by a series of internal and external factors, which have an influence on the achievement of the expected results and smooth implementation of the Project. Those factors were identified during the interviews with the project staff, beneficiaries and counterparts as part of this final evaluation.

Internal

- *Combination of HRA position with Project Manager position in the case of Tajikistan*: make it difficult to cover effectively the activities planned in the regions due to sometimes competing tasks
- *Staff turnover*: changes both in Project Manager (just 3 months before the end of the project) and Project Coordinator (just 5 months before the project end)
- *Insufficient oversight from OHCHR ROCA*: resulted in systematic quarterly budget underspending and low quality of some outputs produced in the first 12 months of project's implementation
- *Improper approach towards selection of partners*: either unnecessary collaboration with some partners to implement some project's activities or inclusion of some activities which are not fully sustainable
- *Absence of clear sustainability plan*: not permit the Project to ensure sustainability of the majority of Project's results
- *Absence of Project's M&E plan*: may prevent Project to collect systematically data which can allow to assess properly all implemented Project's activities and their contribution to the achievement of expected outcomes

External

- *Inability of Project Manager to visit all targeted regions*: due to civil unrest in GBAO that started in May 2014, the Project Manager/HRA did not get permission from MFA to travel to this region due to security risk
- *Blocking of Facebook by Tajik authorities*: blocked twice in October 2014, i.e. from 13 October to 17 October 2014; from 30 October 2014 to date, it is still blocked by some providers
- *Absence of electricity in some regions of Tajikistan and/or inability of local NGOs to access the internet due to the absence of financial resources*: During winter, the local authorities in the regions cut of the electricity, so local CSOs do not have access to the Internet. Another problem faced is that sometimes local CSOs are unable to pay for Internet (about 30 TJS per month) due to the scarce resources
- *Difficulties in timely obtaining the list of participants for the training of judges*: The list of judges who will participate in the training is approved by the Head of the Council of Justice, so it was hard to obtain the information about the number of participants in 2 weeks before holding the training as this information is usually available just 2-3 days before the beginning of the training.
- *UNDP human resources rules and regulations (in particular recruitment of national staff under service contract)*: prevented to set up a project team at the beginning of the project implementation
- *Donors financial reporting requirements and deadlines for submission of financial reports*: created some difficulties for OHCHR with preparation of financial reports in the required format, i.e. based on the principles of accrual accounting as well as allocation of quite short time for provision of quarterly financial reports, i.e. by 10th of the month for the previous quarter.
- *Attempts to ensure full spending of project funds were partially successful during the last 3 months*: the project expenditures exceeded the planned expenditures, but due to more than 10 days of public holidays in March plus a requirement to invite state officials 9 weeks before any planned event prevented ROCA from organizing even more additional activities.
Unrealistic RBM framework used by the donor: created difficulties for OHCHR to show outcome level changes after 15 months of project implementation as usually such changes are possible to achieve/observe only during longer term interventions, i.e. 3-4 years.

4.3.4. SUSTAINABILITY

This evaluation criteria aims to determine whether the initiative is appropriately addressing sustainability so that the benefits of the activity will continue after funding has ceased, with due account of stakeholders ownership.

Finding 12: Training modules for judges on usage of international human rights standards and for doctors on promotion of usage of Istanbul Protocol's standards, monitoring of the human rights situations, pilot NPM, recommendations of CESCR are perceived as the most sustainable

The sustainability of the recommendations from the round-tables was ensured through their distribution among (1) all participants of round-tables in the regions via organized round-table at the national level and (2) Department of the Human Rights Guarantees under the Presidential Administration, MoIA, GPO, MoJ, MoI, MoE, MoL, MoH, the Committee for Women and Family Affairs, the Committee on Youth, Sports and Tourism under the Administration of President, and Ombudsman Office via the MFA during the event held on 20 March 2015 in Dushanbe. OHCHR ROCA in Tajikistan is planning to monitor the level of implementation of these recommendations after the project is complete, including through supporting UPR national consultations that will also cover issues relating to freedom of association and domestic violence.

In May 2015, ROCA has committed to support a second forum of NGOs in Khatlon region with the head of local state administration and international organizations in order to promote social partnership between the state and civil society, with the special focus on working on issues of teenagers and youth, in particular those from vulnerable groups.

ROCA will aim at inviting members of the network to various activities supported by it in the coming years. In April 2015, together with the OSCE, ROCA will support training on freedom of religion and belief for NGOs and will suggest several network members as participants.

The financial sustainability of the network of human rights defenders is absent, although the network's moderator confirmed to OHCHR that she will continue to moderate the network on a pro-bono basis following completion of the project through distribution of the monthly newsletter about the network's activities via listserve and/or Facebook. In addition, the network moderator will attempt to link the created network to the regional network currently based in Astana, Kazakhstan working on the right to adequate housing and social justice in Kyrgyzstan, Kazakhstan and Tajikistan. Mr. Sergei Ramanov is a member of the ROCA supported network and the NGO Coalition against Torture. He is also a member of the network in Astana. Mr Ramanov confirmed to OHCHR that he will take the lead in linking both networks with effect from April 2015. Moreover, ROCA will send information about its network to the DCC Rule of Law Working Group following the oral briefing provided in March 2015 to the Working Group members. ROCA will also share information and list of the network members with the EU Political Officer who is running a different network of human rights defenders from Tajikistan. An attempt will be made to link the existing networks with each other.

The Judicial Training Centre expressed its written commitment to transfer the developed training module for judges (1 day) to the JTC Library and include it as much as possible in the vocational training program for seated judges, which is held during the year and lasts for 10 days. As the JTC training program is approved on a semi-annual basis, the JTC will try to include the module either in the second semester for 2015 or in next year's training program. ROCA will encourage UN agencies that support the JTC to use the module developed by the Project. The NGO "Human Rights Center" has committed to organize one more training session in April to ensure that the module is used again, and has promised to monitor application of international human rights law by judges in the course of its trial monitoring projects. All recommendations of UN human rights mechanisms encourage the use of international treaties by national courts, therefore, the Government is committed to report on this in its periodic reports and therefore will have to collect relevant statistics and encourage judges to apply international law.

In terms of the Istanbul Protocol training, OSI and UNDP will continue the provision of the support for organization of trainings for medical professionals through the NGO “Human Rights Centre” using the developed training module by the Project. Two training sessions are already planned for April 2015 in Khatlon region. The module developed by the Project will be used in these upcoming training sessions. ROCA will continue to be involved in training sessions as much as possible and will continue advocacy on the further use of the Istanbul Protocol in Tajikistan as part of its advocacy on implementation of recommendations of the UN Special Rapporteur on Torture and CAT.

The Pilot NPM will continue its functioning in 2015 and ROCA has committed its small regular budget resources to support several activities in the work plans of the Monitoring Group and the Working Group. ROCA will continue its advocacy for OPCAT ratification as it is one of its expected accomplishments under the Sub-Regional Note for 2014-2017.

Recommendations of CESCR that were substantially based on information from NGOs and ROCA's contributions included into the UNCT submission will be addressed by the Government, with ROCA and NGO support. UNDAF implementation will also allow UN agencies to follow up on many of CESCR recommendations through their programmatic activities. In 2015, ROCA plans to organize a separate session for the UN Country Team and Government representatives on CESCR concluding observations and ways to ensure their implementation.

The coordination of efforts of NGOs, NHRI and the Government on implementation of human rights recommendations will continue by ROCA with its core resources and in 2015 through its UPR Trust Fund supported project.

The coordination of advocacy strategies with international organizations and UNCT will continue, as these activities constitute integral part of ROCA's mandate in the region. Human rights mainstreaming with the UNCT will continue to be a ROCA core activity.

Monitoring of the human rights situation in the country is a core function of OHCHR and it will be continued by ROCA in Tajikistan (in particular, by the National Program Officer).

Following up on allegation letters sent by the UN Special Procedures and providing updates to the UN Special Procedures will be continued by ROCA as part of its core functions.

5 Conclusions

5.1. CONCLUSIONS

Conclusions have been drawn throughout this report and they are gathered here as a summary of the evaluation.

Overall, the UK CP Project made some progress to improving compliance with international human rights standards related to fair trial, minorities and housing rights in key conflict prone regions of Tajikistan and establishing relevant reporting and coordinating mechanisms of main human rights stakeholders.

Relevance

The UK CP Project is highly relevant to the country needs in terms of the necessity to build capacities for human rights monitoring, protection and advocacy in Tajikistan among civil society actors and government authorities taking into consideration the geopolitical location of the country. It is in line with thematic priorities of OHCHR and contributing towards achievement of ROCA's expected accomplishments under its strategy for Central Asia (2014-2017). However, the project is too ambitious with too many activities (11 under 3 Outputs) in too many directions (including but not limited to fair trial, housing and minority rights) and with duration of only 15 months. The project design is weak as the necessity of implementation of some activities like creation of the network of human rights defenders or conduction of sessions for students of legal clinics is debatable, the linkages between project's components are limited, the selection of some indicators were inappropriate (impossible to report on 2 out of 12). The only strength of the project design is that Project's made emphasis on building CSOs capacity in the prone conflict regions of Tajikistan (Rasht valley, GBAO, Sugd region and Khatlon), where the presence of international organizations active in human rights field is quite low.

Efficiency

The evaluation concludes that the project budget was sufficient to achieve the set objectives, thus it was not fully spent. The UK Conflict Pool funding allowed OHCHR ROCA in Tajikistan to implement its core activities as per mandate during January 2014-March 2015. The effectiveness of project management structure is questionable as the division of responsibilities between project manager and project coordinator is not very clear. In addition, OHCHR ROCA in Tajikistan does not have sufficient capacity (human resources) to work with sustainability in the regions of Tajikistan due to the absence of field offices and this factor affected ROCA Tajikistan team's ability to follow up effectively on roundtables held in the regions through continued advocacy with local authorities. Advocacy had to be focused on the national level and central authorities in Dushanbe. While ROCA provided overall strategic oversight to the Project, including on results based management, coordination among the Project, the Regional Office in Bishkek and other units within OHCHR in terms of programmatic, financial and administrative daily issues was carried out by the team in Dushanbe on ad hoc basis and prevented ROCA in Bishkek from contributing substantively to each activity implemented. Collaboration with other UN agencies, international organizations active in the field of human rights and the rule of law as well as project's partners, while regular, did not result in conducting a lot of joint events to achieve better synergies. This collaboration improved towards the end of the project, thereby increasing project's visibility among counterparts and beneficiaries. The approach towards communication with the donor was not always sufficiently proactive. The progress reports while focusing on RBM of OHCHR to the extent possible often focused on the output level and did not elaborate on progress made towards outcomes.

Monitoring and evaluation under the Project have been fragmented under each output. Relevant information and data have not been systematically collected and did not usually feed into management decisions.

Effectiveness

In general, the Project demonstrated different level of achievements towards reaching the anticipated results under different project's components. Nevertheless, more evident and considerable achievements can be seen under Output 2 and 3, especially the ones which related to OHCHR core activities (coordination between NHRI, NGOs and IOs on protection and promotion of human rights as well as conduction of monitoring human rights developments in the country and allegations of human rights violations). Tangible results achieved included mainstreaming human rights based approach in the new UNDAF for 2016-2020 and UNCT Work Plan for 2015, provision of assistance to the Government of Tajikistan to receive funding from the UPR Trust Fund for implementation of a UPR project during 2015 as well as development of a training module on international human rights law and ensuring holistic follow up to outstanding UN human rights recommendations vis-à-vis systematic monitoring allegations of human rights violations in cooperation with NHRI and NGOs.

Sustainability

The Project paid a proper attention towards ensuring sustainability of the project's results. Consequently, the training modules for judges on usage of international human rights standards and for doctors on promotion of usage of Istanbul Protocol's standards, monitoring of the human rights situations, pilot NPM, recommendations of CESCR are perceived as the most sustainable.

5.2. LESSONS LEARNED

The implementation of this Project has drawn a number of lessons that are relevant for the implementation of a similar project in future by OHCHR. Key lessons include the following:

- f) Project should be very focused and tried to avoid conduction of activities in too many areas when the project has short duration (12-15 months) as it might prevent the achievement of any tangible results.
- g) When HRA position is combined with the project manager position, it is necessary to ensure that HRA has sufficient expertise in project management.
- h) Projects of longer duration (at least 2-3 years) are more suitable for getting results and achieving improvements in the selected human rights areas. RBM puts pressure on the staff implementing the project to report results and this could lead to over-reporting successes or creating the impression that implementation did not bring positive changes. RBM in human rights projects should be applied carefully, taking into consideration the complex international and national factors that influence the human rights situation especially in authoritarian country as Tajikistan. Project proposals should allow for flexibility to adjust activities to changing conditions on the ground and selected human rights areas should be kept in the office agenda for longer time to be able to achieve change or due to their importance and sensitivity.
- i) Synergies between IOs, NGOs and other UN agencies should be ensured at the project inception stage to avoid duplication and ensure efficient use of resources.
- j) OHCHR needs to determine the number of permanent international and local staff in Tajikistan and to select and appoint competent and motivated young local people to ensure keeping the institutional memory. The practice of constantly rotating high numbers of project staff is detrimental to competent and sustainable human rights interventions. Project/short term staff provides only the surge of capacities to implement the project.
- k) Before setting up any network, first it is necessary to undertake the assessment of the needs for its creation. The success of the network depends on developing of a clear vision and work plan with measurable and achievable goals.
- l) To have an effective training, it is necessary to select no more than 2-3 topics. The trainer should be asked to hold pre-post knowledge test and deliver the training report with evaluation of the training effectiveness.
- m) It took time to establish the contacts and organize the events as all target groups were new for the office.

5.3. RECOMMENDATIONS

Based on the overall assessment of the UK CP Project, the following recommendations were formed in relation to project design that might be taken into consideration in designing future projects and programs of a related nature:

Recommendations

1. Recommendations for OHCHR HQ

- 1.1. OHCHR should re-think its focus on projects implementation. OHCHR has an exceptional expertise in the field of human rights which is needed by the government and civil society counterparts. OHCHR staff is usually requested to provide technical expertise in the form of inputs, reviews, analytical papers, but the staff does not have sufficient time for doing that due to the need to deliver project activities. It is suggested to focus not on delivering of activities, but concentrating more on monitoring/reporting on human rights situation and human rights advocacy.
- 1.2. To develop facts sheets explaining how OHCHR operating (financial, management system, etc) for sharing with potential donors on the phase of fundraising by the field level staff to ensure basic understanding of OHCHR mode of operation.
- 1.3. To set up a peer review mechanism to ensure review of full project proposals not just concept notes by HQ staff with RBM expertise.
- 1.4. To introduce a system of proper measurement of effectiveness of capacity-building activities undertaken by OHCHR. To consider using Kindpatrick's training assessment model which allows measuring the efficacy of the trainings on the level of reaction, knowledge and behavioral change.
- 1.5. To consider introduction of OHCHR single training repository database. To consider introduction of a corporate web-based training database system, which will enable the planning and reporting on all OHCHR training activities in different parts of the world. This database should include measures of results and performance monitoring, training, and participant and program identification, costs and cost-sharing.
- 1.6. To provide timely and regular training on OHCHR PMES and RBM systems to countries project staff. To provide trainings on OHCHR PMES and RBM systems at the beginning of the project implementation for the newly hired staff together with mentoring on OHCHR PMES and RBM systems usage to ensure proper reporting on results rather than activities.

2. Recommendations for ROCA

- 2.1. To make more frequent communication and strengthen cooperation with OHCHR HQ Units dealing with donor relations, financial, and administrative issues during implementation of different projects.
- 2.2. To consider the possibility of assigning the Reporting Officer for dealing with resource mobilization for ROCA and mapping of the donors to ensure systematic approach towards fundraising.
- 2.3. To ensure continuity of staff within OHCHR. Smooth transition of responsibilities should be ensured in the case of changing key project staff during the implementation phase of OHCHR projects through

preparation not only of handover notes, but also allocation of sufficient time for proper transition of functions from predecessor to successor.

- 2.4. To provide more coordination and support to the local country teams during implementation of different projects. To use not only remote monitoring but also onsite visits to assure quality of project activities.
- 2.5. On the stage of project design to communicate more with other international donors/programs active in the target country to achieve more synergies and complementarity of initiatives.
- 2.6. To increase communication with donor(s) during implementation of projects. Adopt a more "active" approach towards the communication with the donors in order to keep it in the loop of all project's developments and milestones and make them more involved in the project's implementation. For that reason, it is recommended to hold monthly donor's briefing sessions.
- 2.7. To make projects more focused and set realistic results taking into consideration the project duration. To involve into the project design all interested stakeholders and make sure that they are interested in collaboration prior to the project's launch.
- 2.8. To continue the practice of conduction of needs assessments among project's beneficiaries, but with involvement of external experts to ensure the quality. To make sure that the results of needs assessments are taken properly into consideration and reflected during project implementation.
- 2.9. To pay more attention towards M&E and sustainability issues through preparation of the project's M&E plan during the project's inception phase with a clear description of monitoring and evaluation processes and tools, specification of indicators definitions, inclusion of baseline data and targets, specification of data sources, frequency of data collection, and responsible persons. It is recommended to set up also the clear mechanism for the provision of management responses to ensure utilization of monitoring data. Sustainability plan should be also developed on the stage of project design.
- 2.10. To hold regular meetings with human rights defenders on the national level.
- 2.11. To ensure sustainability of the network of human rights defenders in Tajikistan through its integration with "NGO Coalition against Torture" and/or the network of EU Human Rights Defenders.
- 2.12. To work more on OHCHR visibility within Tajikistan and increase collaboration with the media.
- 2.13. To focus more on provision of technical expertise for state authorities and NGOs. To use to the full extent the added value of OHCHR mandate and avoid duplication of work of NGOs and other international donors in the country and build synergies. To continue working with monitoring group of Ombudsman and Coalition against Torture in Tajikistan.

3. Recommendations for donor(s)

- 3.1. To consider continuation of provision of support in such areas as (1) strengthening human rights education of human rights defenders, judiciary and law enforcement agencies, (2) building capacities of NGOs to do human rights work, especially on the regional level, (3) support activities aimed at follow up to UN HRM (engagement with UNHR mechanisms by civil society and government) recommendations, in particular those on torture prevention, access to justice, criminal justice, prison reforms and (4) allocate funding for HR monitoring and reporting, and support advocacy on ensuring democratic space in the country.

6 Appendices

APPENDIX 6.1. TERMS OF REFERENCE

1. BACKGROUND AND RATIONAL

The Regional Office for Central Asia (ROCA) of the Office of the High Commissioner for Human Rights (OHCHR) covers four countries in the region, namely Kazakhstan, Kyrgyzstan, Tajikistan and Turkmenistan. ROCA operates in accordance with the Memorandum of Understanding signed with the authorities of Kyrgyzstan in June 2008.

The OHCHR Management Plan 2014 – 2017 for Central Asia focused on the following three Thematic Priorities:

- Strengthening the effectiveness of international human rights mechanisms with a focus on ratifications; visits by special procedures; establishment of national participatory body for reporting and implementation of recommendations of human rights mechanisms and their integration in the work of the United Nations at the country level.
- Widening the democratic space with a focus on “public freedoms” (freedom of expression, assembly and association; religion and belief and incitement to hatred) and human rights defenders.
- Combating impunity and strengthening accountability and the rule of law with a focus on human rights in the administration of justice; legislation, institutions and policies on torture, deprivation of liberty and legal and judicial protection of economic, social and cultural rights.

ROCA regularly engages with regionally-based United Nations Country Teams (UNCTs) and contributes to a variety of joint-UN programmes, including United Nations Development Assistance Frameworks (UNDAFs), with a particular focus on integrating the recommendations issued by human rights treaty bodies, special procedures and the Universal Periodic Review (UPR) into the policies and programmes of the UN agencies in Central Asia.

The budget presented in the OHCHR Management Plan (OMP) 2012-2013 for ROCA was of \$4,476,560 from regular budget and \$1,501,200 from extra-budgetary resources. In 2014 and first three months of 2015 ROCA office in Tajikistan has been implementing its core activities through the UK Conflict Pool Project “Building capacities for human rights monitoring, protection and advocacy in Tajikistan”. Four staff members of ROCA are financed through the Project for 15 months from 1 January 2014 till 31 March 2015 (including one international Human Rights Adviser (HRA), one national Project Coordinator, one Administrative Assistant and one Finance Assistant). The National Program Officer (at NO-A level) is financed through core ROCA extra-budgetary resources.

The Human Rights Adviser and the Administrative Assistant positions function on the basis of a Contribution agreement between OHCHR HQ, UNDP and the UN Resident Coordinator which was concluded and extended annually since 2009 until 2014. Till the end of 2013 the two positions have been funded as an activity of the Regional Office from the OHCHR extra budgetary funds. This financial arrangement was made in 2008 by the OHCHR HQ, when such a solution was found in order to continue the OHCHR engagement in Tajikistan after the closure of the UN peace-building office in 2007.

The theme and the UK Conflict Pool Project's design aimed at implementing the Central Asian regional thematic priorities adjusted to the requirements of the donor and were based on overall assessment of the

human rights developments of the last several years in Tajikistan. The Project enabled ROCA to strengthen its engagement with the civil society, which was a new global priority of the OHCHR.

Following Kyrgyzstan's revolution in 2005 and the disturbances that followed it, as well as the uprisings against the authoritarian regimes in a number of Arab countries, the human rights situation in Tajikistan has worsened, with the State being suspicious of civil society and opposition leaders in inciting the removal of the government and of distorting the government's policy. Media freedoms have been severely curtailed in Tajikistan and journalists investigating or writing on sensitive issues have been subjected to systematic violations of their rights by the government. Manifestations of the deterioration of the overall human rights situation include numerous, though small scale, social protests and armed clashes in some regions of the country (Rasht valley 2010, Khorog 2012, Gorno-Badakhshan Autonomous Region (GBAO) 2014). When such developments occur, the authorities block access to information from the affected regions. The 2014 withdrawal of the ISAF from Afghanistan is a factor that has created additional insecurity in the 1300 km long border areas.

In the last years, the authorities have stepped up the pressure and intimidation on civil society, journalists, the opposition parties and activists. This is especially valid for the regions outside the capital, and in particular GBAO, Rasht, North Tajikistan as well as some border areas with compact groups of minorities. While minority issues have not occupied a prominent place in the work of national authorities or international actors present in Tajikistan, they are of great importance to the country. The minority population amounts to almost 1,200,000 people or more than 15% of the population, according to the 2010 census, widely perceived as underestimating its actual size. Awareness, protection and promotion of the rights of persons belonging to ethnic minorities could be an important factor in securing the long-term stability of a fragile state such as Tajikistan.

Recent years have seen also a rapid urban development and related to it mass evictions, especially from city centers. Legal channels for solving population's grievances are usually ineffective. Judiciary lacks independence and administration of justice reform has been slow and ineffective. Fair trial principles and other human rights standards are not consistently reflected in the legislation and especially in legal practice. The office of the Ombudsman, which has a broad mandate to monitor and protect human rights in the country, lacks capacity to discharge its mandate effectively. The society is striving for changes but any serious political opposition is intimidated or persecuted and removed.

There is a need for support to the efforts for peaceful reforms, countering the increasing authoritarian tendencies and human rights protection through lawful means. In addition to the increased restrictions faced by lawyers and journalist in the execution of their professions, currently the opportunities for young lawyers and journalists to gain professional knowledge in the field of human rights are very limited. There are no processes where young professionals could get familiarized with human rights protection and eventually specialize in it, which is especially valid for the remote regions of the country. Human rights stakeholders do not interact regularly with the aim to exchange views or coordinate joint actions.

The UK Conflict Pool Project proposal was based on the theory of change. It is assumed that the recent global trend of societal demands for increased individual freedoms and a rejection of authoritarian governance have also affected Tajikistan. However, the destructive civil war in the 1990s has made society weary of any potential destabilization, with strong preference for peaceful and legal means to achieve social change. In this context stability and long-term improvement of the situation can be achieved only through empowering and strengthening civil society. Empowered civil society will promote rights holders to claim their fundamental rights and freedoms. If in key conflict prone regions the capacities of human rights defenders are strengthened this will have a strong impact on the overall stability there and in the country as a whole. If networks between them are established this could provide sustainable forum for exchange of information and promotion of human rights and democratic values through common efforts. Improved coordination and information sharing between key stakeholders will help develop strategies to address important human rights issues. In particular, building capacity of young lawyers and judges to apply international human rights norms and standards in their work will help to better protect the rights of individuals and groups, which is crucial in achieving peace and

stability in the community and in the country. Existing grievances will be addressed through national courts and other legal mechanisms rather than leading to the escalation of tensions.

The UK Conflict Pool Project aims to reduce the atmosphere of oppression and vulnerability in Tajikistan by providing human rights actors with the adequate capacities, networking tools and mechanisms to excel in the performance of their work and to act as protection and stabilizing factor in their communities. The project's target groups are: the staff of regional offices of the Ombudsman Office, lawyers, journalists and law students working on human rights protection.

The Project is aimed at improving compliance with international human rights standards, with focus on fair trial, minorities and housing rights in key conflict prone regions of Tajikistan. The project's activities are implemented in partnership with the Ombudsman Office, the NGOs "Centre for Human Rights" and "The National Association of Independent Mass Media in Tajikistan" (NANSMIT) from 1 January 2014 to 31 March 2015.

The Project three main outputs are:

1. Increased understanding and capacity of rights holders and duty bearers regarding international human rights standards, and the use of national and international human rights mechanisms.
2. Improved coordination between national human rights institution, Non-Governmental Organizations (NGOs) and international organizations on protection and promotion of human rights in Tajikistan.
3. Better understanding and addressing by ROCA of the human rights situation in the conflict prone regions of Tajikistan, including in the area of fair trial, minority rights and right to adequate housing.

Project activities are mainly focused on regional level: Rasht valley, GBAO, Sugd region and Khatlon region. At the national level Project works with the Judicial Training Centre to train judges on using international human rights standards and the Legal Clinic of the Tajik State University. ROCA worked in partnership with the Legal Clinic at the Tajik State National University and the Legal clinic of the University in Khujand to raise human rights awareness of young lawyers who were involved in the provision of free legal aid.

The civil society network was established and various civil society members from the regions were invited to join the group.

Based on the first project output, at the outset of the Project, a number of needs assessment meetings were carried out with human rights defenders and civil society in various cities of the targeted regions. Training sessions' agenda was designed on the basis of the needs assessment's results to address the knowledge gaps that civil society has identified. Eighty nine participants including forty six women were covered in the meetings held with representatives of civil society in different cities of the targeted regions during five field trips.

Five training sessions for the civil society aiming at raising human rights awareness in the targeted regions were completed by the end of September 2014. One hundred and thirty nine human rights actors including sixty three women were empowered to monitor and claim their rights related to fair trial standards, minorities and adequate housing along with other themes recommended by the participants during preceding needs assessment. The knowledge of civil society on international human rights standards and national legislation in the above areas was enhanced as a result of the five training sessions carried out by ROCA in Khujand from 12 to 13 June 2014, in Rasht from 21 to 22 August 2014, in Khatlon oblast (in Kulyab) from 3-4 September 2014, in Kurgan Tyube from 11-12 September 2014 and in Khorugh, GBAO from 25-26 September 2014. Civil society participants, including NGOs, lawyers, journalists and staff of the Ombudsman Office from these regions increased their capacity on the following issues: UN human rights system and UN individual complaints mechanisms; the right to adequate housing; domestic violence; the right to fair trial and rights during arrest and detention; prohibition of torture; the right to healthy ecological environment and the right to health; freedom of peaceful assembly and association; and the rights of persons with disabilities. Some of the agenda points in the trainings differed, as per the requests of the participants expressed during preceding needs assessment meetings.

A training module was developed by national legal experts for judges aimed at encouraging judges to refer more regularly to international human rights standards and Constitutional provisions that reflect international human rights standards. Three training sessions were conducted jointly with the Council's of Justice Judicial Training Center and the NGO "The Human Rights Center", based on the module, compiled by trainers – the national legal experts, in the regions and in Dushanbe for judges from different regional centres and towns.

Moreover, ROCA contributed to fostering dialogue and effective exchange of information at the high level round table held on 15 August 2014, in Khujand under the title "Legal aspects of domestic violence" and attended by members of the Parliament, the Supreme Court, the Ministry of Health, the Ministry of Labour and Social Protection, the Ministry of Internal Affairs, the Ministry of Foreign Affairs, the General Prosecutor's Office, the UN agencies, international organizations, mass media, civil society and the Ombudsman Office. Forty five participants from Sughd Region and Dushanbe attended. A list of recommendations was compiled and shared by ROCA with stakeholders working on prevention of domestic violence.

Three round tables on organizational development of NGOs and social partnership between civil society organizations and local authorities were conducted and included topics such as the right to freedom of peaceful assembly and association in Rasht Valley on 16 October 2014, in Kurgantyube, Khatlon region on 22 October 2014 and in Shartuz district, Khatlon region on 13 November 2014. One hundred thirteen participants, including forty nine women, increased their knowledge on organizational development of NGOs and social partnership between civil society organizations and local authorities. Dialogue between the participants was established which helped overcome previously existing misunderstandings that complicated relationships between these counterparts and also solve a range of other pending issues. As a result of active exchange of views during the discussion, participants developed a list of recommendations which, among others, covered elimination of domestic violence, strengthening and improvement of the interaction and the social partnership between civil society organizations and local authorities and also clarified reporting requirements for NGOs.

2. EVALUATION JUSTIFICATION, OBJECTIVES AND PURPOSE

- Justification.

The Accountable Grant Agreement on the Project between the Regional Conflict Adviser, British Embassy in Bishkek and the Chief, OHCHR PSMS provides in Art.6. Monitoring and Evaluation:

"6(1) The Authority will supervise the progress of the Project throughout and reserves the right to:

(a) carry out monitoring/evaluation visits at a time agreed with the Grantee on reasonable notice being given;
or

(b) to appoint an external evaluator.

6(2) The method and timing of the evaluation of the Project will be at the discretion of the Authority.

6(3) The Grantee will make staff available to meet with, answer questions, and provide management information to the evaluator appointed by the Authority."

In line with this, the Project proposal provided a budget for eventual evaluation and included a provision in this regard. The Project will finish on 31 March 2015 and all expenditures should be finalized by this date.

- The Purpose: The purpose of the evaluation is to assess the Project and produce recommendations in terms of the following evaluation:

- o Relevance – the extent to which the Project is relevant to the situation in the country, the mandate of OHCHR, its comparative advantage and the needs of stakeholders (both duty bearers and rights holders);*
- o Efficiency – the extent to which the Project has economically converted resources into results in the course of its term;*
- o Effectiveness – the degree to which planned results and targets have been achieved, at outcome and output levels;*
- o Sustainability – the degree to which changes achieved last in time;*

- Gender equality mainstreaming – the degree to which gender has been mainstreamed in all the activities of the project, and the degree to which the results obtained have contributed to the goal of gender equality.

Given the scale and the length of the Project, the external evaluation will not aim at assessing the impact level.

The objective of the evaluation is to assess ROCA's progress on implementation of the UK Conflict Pool Project at regional as well as national level:

- To analyze the success of the Project, the degree of implementation of its indicators, outputs and outcomes.
- To identify areas of strength and areas of weakness in the Project implementation, with the aim of learning from them to repeat successful behaviors and avoid unsuccessful ones.
- To produce lessons learned and good practices that illustrate successful and unsuccessful strategies in the achievement of the Project's outcomes and ROCA's results, including in the area of strengthening civil society, fair trial, minorities and housing rights.
- To produce recommendations that will support ROCA in applying for the upcoming round of financial support by the UK Conflict Pool.

The evaluation will generate recommendations identifying concrete actions and responsibilities for OHCHR to undertake towards these ends.

The evaluation will therefore take summative approach, in that it will look at results achieved or not achieved so far (summative). This approach will therefore increase OHCHR's accountability and learning, as per the OHCHR's Evaluation Policy.

The evaluation will follow the UNEG Standards¹⁰ and Norms¹¹ for Evaluation in the UN System.

3. SCOPE AND EVALUATION QUESTIONS

The evaluation team will consist of one international expert. The evaluation will encompass desk research and field visits. Given the scale and the length of the Project, the external evaluation will aim at assessing efficiency and effectiveness of the Project activities rather than making an evaluation at the impact level.

Based on the OHCHR results-based framework, the evaluation will mainly look at the achievement of UK Conflict Pool Project results through the lens of the ROCA expected accomplishments selected for Tajikistan for January 2014-March 2015. The evaluation will also review achievements of the UK Conflict Pool Project according to the expected results listed in the Project document and its monitoring framework. It will also focus on strategies that led or did not lead to the achievement of the expected results, and by doing so will look into the achievement of outputs.¹²

Geographically, the evaluation will look at ROCA's work in Tajikistan and the targeted regions where the Project was implemented from January 2014 to end of March 2015.

The following set of evaluation questions, framed along the OECD/DAC criteria, will guide the evaluation in pursuit of its stated objectives and purposes:¹³

RELEVANCE

- How relevant to the country situation have the Project's planned results been in the course of the period evaluated?

¹⁰ http://www.uneval.org/documentdownload?doc_id=22&file_id=561

¹¹ http://www.uneval.org/documentdownload?doc_id=21&file_id=562

¹² Outputs are defined in OHCHR as changes in knowledge, capacity, awareness, etc. and/or as products and services.

¹³ It is expected that the questions will be reviewed by the evaluators in the course of their inception work and may therefore be modified to reach a final form after the inception report has been approved by the Evaluation Management.

- Have the strategies used to achieve results been adequate to the local context and stakeholders? Was a context analysis conducted? Were risks and assumptions considered during this process?
- How was the process of planning and selecting the strategies to achieve the intended results conducted? Were the choices made as to results and strategies relevant to the mainstreaming of gender equality?
- Were the local stakeholders, strategies and policy frameworks consulted during the planning process?

A. EFFECTIVENESS

- What evidence of positive results obtained by the Project can be found? To what extent were planned results actually achieved?
- Where positive results of the Project were found, what were the enabling factors and processes? Are there notably differences in the results obtained in some particular geographical zones or thematic areas of intervention? What lessons have been learned?
- What prevented the Project from achieving results? What lessons can be drawn from this?
- What have been the roles of local stakeholders, partners or other UN agencies in the achievement of results? What has been the strategy and methodology used to work together, communicate and disseminate results among them?
- Did the Project plan results that contributed to challenge unjust power relations in the area of gender? To what degree were such results achieved?

B. EFFICIENCY

- How efficiently has the Project been in using the human, financial and intellectual resources at its disposal to achieve its targeted outcomes? To what degree do the results achieved justify the resources invested in them?
- Have the organizational arrangements used in the Project to achieve results been adequate to the local priorities, context and stakeholders?
- How has been the communication and coordination among the Project, the Regional Office in Bishkek and other units within OHCHR in terms of programmatic, financial and administrative issues?
- How effectively did the Project management monitor and evaluate the performance and results? Is relevant information and data systematically collected and analyzed (including sex disaggregated data and considering gender equality issues) to feed into management decisions?

C. SUSTAINABILITY

- Are the results, achievements and benefits of the Project likely to be durable?
- Are the local stakeholders willing and committed to continue working on the issues addressed by the project? How effectively has the Project built national ownership?
- Are the local stakeholders able to continue working on the issues addressed by the Project? How effectively has the Project built necessary capacity?
- What issues addressed by the project need to be considered when applying for the upcoming round of financial support by the UK Conflict Pool?

3.1 Evaluability

Determining evaluability aims at assessing the situation to see if the evaluation is feasible, affordable and of sufficient value to proceed. It includes determining whether the intervention's outcomes are adequately defined and verifiable. In this section, the information about the existence of a logical framework with well-defined results and indicators or the availability of a monitoring and evaluation plan with adequate and reliable sources must be included.

3.2 Stakeholder Involvement

It is expected that main stakeholders listed below will be meaningfully involved in the conduct of the evaluation, in the validation of findings, and in the follow-up to recommendations.

The main stakeholders of the evaluation includes, at least:

- OHCHR Headquarters:
 - Policy, Planning, Monitoring and Evaluation Services;
 - Field Operations and Technical Cooperation Division/ECA unit.
- ROCA:
 - Staff involved in the implementation in Dushanbe.
- Partners (including donors and other UN agencies).
- Duty bearers and rights holders in the regions covered by the Project activities.

4. APPROACH AND METHODOLOGY

Overarching approach to conducting utilization-focused evaluations:¹⁴

The evaluation's overall approach will be guided by the principle of credibility – that is, ensuring that the best evidence available is harnessed and that it is analysed appropriately, so as to generate findings, conclusions and recommendations that resonate and can be acted on. This approach presumes four main pillars, depicted in the figure below. These include:

- a. **Consultation** with and participation by key stakeholders, in the form of a Reference Group (see below) and other venues (e.g. on-going communications and updates), so as to ensure that the evaluation remains relevant, and that the evidence and analysis are sound and factually accurate;
- b. **Methodological rigor** to ensure that the most appropriate sources of evidence for answering the questions above are used in a technically appropriate manner;
- c. **Independence** to ensure that the analysis stands solely on an impartial and objective analysis of the evidence, without undue influence by any key stakeholder group;
- d. **Evaluation team composition** to ensure that the foregoing three pillars are adequately understood and followed, and that the appropriate evaluation skills and appropriate subject matter expertise to make the analysis of the evidence authoritative and believable.

It will be the responsibility of the OHCHR's PPMES to ensure that each of these elements is adequately attended to throughout the evaluation, and the Reference Group's responsibility to support PPMES in achieving each.

Methodology:

The evaluation will be conducted using as far as possible, considering the specificities of the OHCHR's work, a mixed-methods approach - quantitative and qualitative, with rigorous triangulation of information. It is expected that evaluators will be using the following methods (to be further defined by the team of evaluators):

- **Desk Reviews** (informal, for general background; and formal, on OHCHR's and external documents such as reports, agendas, recommendations of round tables etc.);
- **Focus group discussions** either in person or virtually with stakeholders;
- **Surveys, questionnaires and interviews** (conducted in person or by Skype) with stakeholders;
- **Direct observation**, through field trips to some of the targeted regions and in Dushanbe;

¹⁴ This section and section 6 below have been liberally adapted from UNICEF Terms of Reference for evaluations, as best practices shared through the United Nations Evaluation Group.

- **Secondary data analysis** of existing data sets, particularly monitoring information contained in OHCHR's Performance Monitoring System (PMS) and available in-country statistical information, when relevant.

The evaluation methodology includes the conduction of missions to the regions of Tajikistan: Sughd region and Khatlon region. Rasht valley and GBAO are difficult to access during winter.

5. MANAGEMENT AND GOVERNANCE ARRANGEMENTS

The evaluation manager will be Elisabeth da Costa (ROCA OIC), who will be the main contact with the evaluator. She will be technically supported by PPMES through its Evaluation Officer. This will include recruiting the international evaluator; serving as the main port-of-call for evaluators, as well as for internal and external stakeholders.

6. DELIVERABLES AND TIMEFRAME

The evaluation will produce the following major outputs to be disseminated to the appropriate audiences:

- A **Draft Report (maximum 20 pages)** generating key findings and recommendations for future OHCHR action in case of similar project activities and overall ROCA follow up in Tajikistan, underpinned by clear evidence, and an Executive Summary of no more than 3 pages that weaves together the evaluation findings and recommendations into a crisp, clear, compelling storyline;
- A **Final Report** that incorporates final comments from OHCHR and ROCA;
- A **presentation** of the major findings and recommendations of the evaluation to ROCA, and OHCHR headquarters, delivered by the Team Leader by Webinar or Skype.

The starting date for evaluation will be 22 February 2015 and the end date 18 March 2015.

APPENDIX 6.2. LIST OF DOCUMENTS REVIEWED

1. UK CP Proposal for Tajikistan
2. Accountable Grant Agreement
3. Needs assessment reports (April-September 2014)
4. Quarterly Progress Reports with Annexes
5. Quarterly Financial Reports
6. Sub-Regional Note for Regional office for Central Asia (Bishkek) (2014-2017)
7. ROCA Organigramme
8. ROCA End of Year Progress Report for 2014
9. ROCA Monthly Reports (January-February 2015)
10. Joint Mission: OHCHR-DPA-UNDP, 1-3 December 2014, Mission report (confidential)
11. Terms of Reference of Human Rights Advisor
12. Terms of Reference of UK CP Project Coordinator
13. Training for Judges (Agenda, List of Participants, Training Module)
14. Training on Istanbul Protocol (agenda, pre-post questionnaires for lawyers and health workers, trainers report)
15. Training for students of legal clinic (post training questionnaires)
16. Network of Human Rights Defenders
 - Terms of Reference
 - List of Contacts
 - Newsletter (December 2014)
 - <https://www.facebook.com/groups/1531616163740269/>
17. Recommendations of the Round Tables
18. Monitoring Report on Fair Trial
19. Monitoring Reports on Housing Rights (September-December 2014; December 2014 - February 2015)
20. Monitoring Reports on Minorities Rights (September-November 2014; December 2014-February 2015)
21. Report on Monitoring and Participation in Courts in Dushanbe, March 2015
22. Concluding observations on the combined second and third periodic reports of Tajikistan, UN Economic and Social Council, March 2015
23. Draft United Nations Development Assistance Framework (UNDAF) for Tajikistan for 2016-2020
24. Protocol on Consultation Meeting between Representatives of the Government Delegation and Civil Society, Dushanbe, Tajikistan, February 16, 2015
25. Application to the Trust Fund on the UPR Tajikistan
26. Project bids for Conflict Pool for Central Asia
 - <http://webarchive.nationalarchives.gov.uk/20130217073211/http://ukinkz.fco.gov.uk/en/news/?view=News&id=836355082>
27. UK Government's Building Stability Overseas Strategy
28. Human Rights Watch Report for 2013 and 2014

APPENDIX 6.3. LIST OF INTERVIEWS

#	Name	Position/Organization	Country	Gender
1	Ms. Joana Miquel-Gelabert	Desk Officer, OHCHR	Switzerland	F
2	Mr. Vrej Atabekian	Desk Officer, OHCHR	Switzerland	M
3	Mr. Pablo Espiniella	Programme Officer, FOTCD, OHCHR	Switzerland	M
4	Ms. Hulan Tsedev	Chief, Europe and Central Asia Section, OHCHR	Switzerland	F
5	Mr. Gianni Magazzeni	Chief, Americas, Europe and Central Asia Branch, OHCHR	Switzerland	M
6	Mr. Darko Kleut	Administrative Assistant, OHCHR	Switzerland	M
7	Ms. Valerie Jeantet	Administrative Assistant, OHCHR	Switzerland	F
8	Ms. Azra Behnke	Assistant OHCHR	Switzerland	F
9	Mr. Sabas Monroy	Evaluation Officer, PPMES, OHCHR	Switzerland	M
10	Ms. Maria Engman	Senior Donor and External Relations Officer, OHCHR	Switzerland	F
11	Ms. Mercedes Morales	Chief, DEXREL, OHCHR	Switzerland	F
12	Ms. Daniela Maniu	Finance Officer, Finance and Budget Section, OHCHR	Switzerland	F
13	Ms. Cecile Bouvard	Finance Assistant, Finance and Budget Section, OHCHR	Switzerland	F
14	Ms. Elisabeth da Costa	Regional Representative, ROCA	Kyrgyzstan	F
15	Ms. Nurgul Temirbekova	Project Officer, UK Embassy	Kyrgyzstan	F
16	Mr. Sergey Romanov	Head of NGO "Independent Centre for Protection of Human Rights"	Tajikistan	M
17	Mr. Subhiddin Bahriddinzoda	National Centre of Legislation	Tajikistan	M
18	Mr. Zainiddin Iskandarov	Doctor of Law, National State University	Tajikistan	
19	Ms. Lilia Zaharieva	Human Rights Adviser and Former Project Manager of the UK CP project, UN OHCHR Office	Tajikistan	F
20	Ms. Natalya Seitmuratova	Human Rights Adviser, ROCA and Project Manager of the UK CP project (January-March 2015), UN OHCHR Office	Tajikistan	F
21	Mr. Nurmahmad Halilov	NGO "Human Rights Centre"	Tajikistan	M
22	Ms. Parvina Navruzova	NGO "Human Rights Centre"	Tajikistan	F
23	Mr. Abdumumin Shoimov	Lawyer of the NGO "Mehrubon"	Tajikistan	M
24	Ms. Nasiba Tursunova	Psychologist, NGO "Mehrubon"	Tajikistan	F
25	Mr. Kiemeddin Negmatov	Lawyer, ICNL	Tajikistan	M
26	Mr. Bobodjon Saidov	Khukumat – local state authority	Tajikistan	M
27	Ms. Khursheda Rakhimova	NGO "Office of Civil Freedoms"	Tajikistan	F
28	Ms. Tatyana Hatyuhina	NGO "Human Rights Centre"	Tajikistan	F
29	Ms. Madina Usmanova	Local branch office of the NGO "Bureau	Tajikistan	F

		for Human Rights and the Rule of Law”		
30	Mr. Sadriddin Saidov	Head, Local branch office of the NGO “Bureau for Human Rights and the Rule of Law”	Tajikistan	M
31		Deputy head, local branch office of NGO “League of Women Lawyers”	Tajikistan	
32	Ms. Dilorom Atabaeva	Head, NGO “Consortium Initiative”	Tajikistan	F
33	Ms. Kanoat Khamidova	Director, Judicial Training Centre	Tajikistan	F
34	Ms. Guldjahan Boboevna Bobosadykova	Head, NGO “Women with High Education”	Tajikistan	F
35	Ms. Nodira Rakhmonberdieva	Head, NGO “NANSMIT”	Tajikistan	F
36	Ms. Zebo Sharifova	Head, NGO “League of Women Lawyers”	Tajikistan	F
37	Ms. Dilbar Khalilova	Head, NGO “Fidokor”	Tajikistan	F
38	Ms. Marhabo Naimzoda	Judge	Tajikistan	F
39	Ms. Nargis Zokirova	Head, Bureau for HR and ROL	Tajikistan	F
40	Ms. Takhmina Juraeva	Deputy Head, Bureau for HR and ROL	Tajikistan	F
41	Ms. Patricia Dvorachek	Human Rights Adviser, SDC	Tajikistan	F
42	Ms. Elena Wasylew	Human Rights Officer, OSCE	Tajikistan	F
43	Mr. Alisher Karimov	RoL and Access to Justice Program Manager, UNDP	Tajikistan	M
44	Mr. Zulfikor Zamonov	RoL and Access to Justice Program Coordinator, UNDP	Tajikistan	M
45	Ms. Aliona Nikulita	Deputy Country Director, UNDP	Tajikistan	F
46	Mr. Zarif Alizoda	Ombudsman of the Republic of Tajikistan	Tajikistan	M
47	Mr. Abdumuttalib Dodov	Lawyer, NGO “Hingob”	Tajikistan	M
48	Ms. Nagris Shomansurova	Head, NGO “Shifo”	Tajikistan	F
49	Ms. Toshburi Hotamova	Head, NGO “Hamdilon”	Tajikistan	F
50	Mr. Mirzoev Shamsullo	Head, NGO “Marifatnoki”	Tajikistan	M
51	Ms. Xeniya Mironova	Project Coordinator, UK CP Project (November 2014-March 2015)	Tajikistan	F
52	Ms. Sayora Saimurodova	Project Coordinator, UK CP Project (March-October 2014)	Tajikistan	F
53	Mr. Suhrob Shoev	National Program Officer UN OHCHR Office	Tajikistan	M
54	Ms. Mohira Oripova	Administrative Clerk, UK CP Project	Tajikistan	F
55	Ms. Firuza Babakhanova	Finance Assistant, UK CP Project	Tajikistan	F
56	Ms. Akvile Normatiene	Political Affairs Officer, EUD	Tajikistan	F

APPENDIX 6.4. INTERVIEW GUIDES

Questions for OHCHR HQ, ROCA and UK CP PS

Relevance

1. How relevant is the project from your point of view? In your opinion, is the Project's theory of change clearly articulated?
2. How was the project developed? How the needs of the target groups were assessed? (Probe: Was a context analysis conducted?) To what extent was ROCA involved in the planning and the elaboration of the Project?
3. Do the problems/needs that gave rise to the Project still exist, have they changed or are there new needs that should be addressed?

Efficiency

4. Was the management structure of the Project enabling its efficient implementation? Describe strengths and weaknesses.
5. Please describe the level of your communication and coordination with ROCA and OHCHR HQ in terms of programmatic, financial and administrative issues. In your opinion, was it effective?
6. In your opinion, how adequate was the funding allocated for the Project? Were there any financial constraints (if any) in the Project implementation process?
7. Did the Project deliver outputs and services in a timely manner?
8. How the M&E work under the Project has been conducted? Is data for the project gender disaggregated? How M&E data has been used?

Effectiveness

9. Could you describe the main achievements of the Project during 15 months its implementation? (Probe: To what extent does the Project achieve its stated objectives?)
10. Are there notably differences in the results obtained in some particular geographical zones or thematic areas of intervention?
11. What factors were crucial for the achievements and/or failures?
12. Were there particular limitations or country specific conditions that affected the project implementation? If yes, how? How, if at all, have the challenges/constraints been addressed?
13. In your opinion, what strategies were the most effective in achievement of project's results?
14. Please describe your level of collaboration with project's partners, local stakeholders or other UN agencies?
15. Did the Project plan results that contributed to challenge unjust power relations in the area of gender?

Sustainability

16. Were sustainability issues adequately integrated in Project design?
17. What measures have you put in place to ensure the project is sustainable?
18. Now that the project is ending, what will happen to the results and processes?
 - Financial Sustainability
 - Organizations arrangements and continuation of activities
 - Enabling Environment
 - Institutional and individual capacity building
 - Political sustainability
19. What issues addressed by the project need to be considered when applying for the upcoming round of financial support by the UK Conflict Pool?

Lessons Learned – Good Practices

20. What lessons have been learnt by the Project to achieve its outcomes?
21. What changes should be made (if any) to the design of this type of project in order to improve the achievement of the Project' expected results?
22. How could the Project more efficiently address its key priorities (in terms of management structures and procedures, partnerships arrangements etc...)?
23. Which areas/arrangements under the Project show the strongest potential for lasting long-term results?
24. What are the key challenges and obstacles to the sustainability of results of the Project initiatives that must be directly and quickly addressed?
25. Is there anything more you would like to add?

Questions for a donor (British Embassy)

Relevance

1. What is the link between the Project and the British Embassy objectives in Tajikistan in the field of the human rights?
2. How relevant is this Project from your point of view? How well do you think the Project has responded to the needs of the target group?

Efficiency

3. How successful in your point of view was the Project in establishing effective collaboration with project's partners, local stakeholders or other UN agencies?
4. Is the management structure of the Project enabling an efficient implementation of the Project? Describe strengths and weaknesses.
5. In your opinion, how adequate is the funding allocated for the Project? Were there any financial constraints (if any) in the Project implementation process?

Effectiveness

6. Could you describe the main achievements of the Project during the last 15 months of its implementation? Please explain your response.

Sustainability

7. From your point of view, to what extent the Project's results will be sustainable? How effectively has the Project built national ownership?
8. In your opinion, what issues addressed by the Project need to be considered when applying for the upcoming round of financial support by the UK Conflict Pool?

Lessons Learned – Good Practices

9. What are the major lessons learnt through the Project implementation?
10. Is there anything else you would like to add?

Questions for partners, duty bearers and rights holders, other donors

Introduction

1. Please describe your role/involvement with the UK CP Project (length of time, responsibilities, nature of interactions, etc.).

Relevance

2. How relevant is the Project from your point of view? How the needs of the target groups were assessed? (Probe: Was a context analysis conducted? Were the local stakeholders, strategies and policy frameworks consulted during the planning process?) Is it still appropriate to the problems/needs?

Efficiency

3. How the Project management process was organized? Please describe main roles and responsibilities of participating agencies. Are they clearly identified? Recommendations?

4. Have the various partners contributed to project implementation as planned? (Probe: What was the level of coordination between relevant players including any partnership arrangements with other organizations?
 - ✓ cooperation and participation within OHCHR;
 - ✓ cooperation with the UN country team and other international actors in Tajikistan and beyond;
 - ✓ cooperation and participation within implementing partners.
 Comment their strengths and weaknesses).
5. Is there an appropriate mechanism in place to monitor and assess the overall progress of the Project? Are indicators included in the Project document appropriate to track the project performances, if not, suggested suitable indicators. Is it necessary to collect additional data? (To be asked only for partners)
6. What were the main obstacles encountered during Project implementation? What corrected measures have been adopted? To what extent were they efficient, timely and appropriate?

Effectiveness

7. In your opinion, what were the major achievements of the project and what project results area is the most successful? Please explain your response.
8. What were the major strengths and weaknesses of the Project? (Probe: How would things have been different in Tajikistan if the project hadn't existed?)
9. What factors were crucial for the achievements and/or failures?
10. Were there particular limitations or country specific conditions that affected the project implementation? If yes, how? How, if at all, have the challenges/constraints been addressed?
11. Have the different needs of men and women been addressed in the delivery process? (Probe: Have the men and women in the target group benefited equitably from the Project activities?)

Sustainability

11. What is the likelihood that the Project's benefits will be sustained after the withdrawal of external support? Do conditions exist to ensure that the Project's results will have lasting effects? (Probe: How effectively has the Project built national ownership?)
12. What are the next steps that arise out of the Project, now that it is finished?
13. In your opinion, what issues addressed by the project need to be considered when applying for the upcoming round of financial support by the UK Conflict Pool?

Lessons-learned- Good practices

14. What are the major lessons learnt through the Project implementation?
15. What changes should be made (if any) to the design of this type of project in order to improve the achievement of the Project' expected results?
16. Is there anything else you would like to add?

APPENDIX 6.5. SURVEY QUESTIONNAIRE

1. Please indicate the name of your organization

2. How did you hear about the creation of a network?

3. When you become a member of the network?

Please indicate the month and year _____

4. Why did you decide to become a member?

5. To what extent the goals and tasks of the network are clear to you?

- Fully clear
- Partly clear
- Not clear

6. Are you an active member of the network?

- Yes
- No

If "no", why not? _____

7. How would you rate the usefulness of the information obtained in the newsletter and / or via Facebook?

- Very useful
- Useful
- Partly useful
- Not useful

If "not useful", why? _____

8. Do you use the information obtained through the network in your work?

- Yes

If "yes", how and what information? _____

- No

9. How convenient is for you an online network?

- Very convenient
- Convenient
- Partly convenient
- Not convenient

If "not convenient " why? _____

10. To what extent your expectations from the membership in the network were fulfilled?

- Fully fulfilled
- Partly fulfilled
- Not fulfilled

If "not fulfilled", why? _____

11. Please describe the main results achieved by you from membership in the network?

12. In your opinion, will it be possible in the future to use the network to develop strategies to promote human rights in your region or at the national level?

- Yes
- No

13. Were there already any examples, when the network has helped you with your human rights advocacy?

- Yes

If "yes", please give examples? _____

- No

14. Do you have any suggestions on how to improve the effectiveness of the network?

15. What kind of information would you like to receive via the network after the project will be over that you were still interested in participating in the network?

16. Would you recommend to other members of civil society to sign up and become a member of the network?

- Yes
- No

17. As of now, did anyone become a member of the network after your recommendation?

- Yes
- No

18. What is the most important change that you would recommend to make in order to ensure the sustainability of the network?

19. Is there a need to integrate the network with existing networks, for example, a network of "NGO Coalition Against Torture"?

- Yes
- No

APPENDIX 6.6. STATUS OF ACHIEVEMENT OF THE SET TARGETS UNDER EACH AREA OF RESULTS

The chart below summarizes the performance of Project indicators as identified in its logical framework versus the targets set at the beginning of the Project.

Outcome: Improved compliance of international human rights standards related to fair trial, minorities and housing rights in key conflict prone regions of Tajikistan and established relevant reporting and coordinating mechanisms of main human rights stakeholders					
Outputs	Indicator	Baseline	Target	Status	Remarks/Observations
Output 1: Increased understanding and capacity of rights holders and duty bearers regarding international human rights standards, and the use of national and international human rights mechanisms	1.1. # of NGOs, local human rights defenders and staff NHRI trained by ROCA who refer to human rights principles and standards and use international human rights mechanisms.	Weak civil society in the regions, lack of understanding and use of the international HRs mechanisms to defend HRs.	Strengthened and vibrant HRs community including NGOs, NHRI, HRs defenders' able to use HRs mechanisms and defend HRs in conflict prone regions.	No info is available	139 human rights actors trained (63F/76M) 149 CSOs & local authorities (49F/100M) ¹⁵ participated in round-tables Recommendations on round-tables will be through MFA with MoJ, MoI, GPO, MoE, MoM, MoH, Committee for Women and Family, Committee on Youth, Sports and Tourism under the Administration of President, Ombudsman and distributed among human rights defenders network at the end of March 2015. However, the monitoring of the level of usage of recommendations could be done only after project's end
	1.2. Extent to which training module for judges refers to international HRs principles and standards.	No systematic and comprehensive training module for judges on international HRs principles and standards.	International HRs principles and standards are reflected in the training module for judges.	Achieved	Content of the module corresponds with IHRs
	1.3. # of judges trained by ROCA that refer to constitutional provisions related to HRs or IHRs in their judicial decisions.	Judges are not applying the constitutional provisions or the norms of the international human rights law and standards in their judicial decisions.	Enhanced knowledge among judges on HRs standards and at least two judges trained by ROCA refer to constitutional provisions related to human rights or IHRs in their judgments.	No info is available	In total, 73 judges (16 F/57 M) were trained on usage of IHRs in Dushanbe, Khatlon and Sughd regions & 15 trainers judges of JTC will be trained on teaching the module for judges on IHRs (27-28 Mar 2015); however, any monitoring of judicial decisions on how trained judges refer to constitutional provisions related to HRs or IHRs have been conducted. The Project sent request to the Supreme Court in Feb 2015, no info provided.
	1.4. # of young lawyers trained by ROCA jointly with HRs and	Young lawyers in the clinic are not trained or exposed to	Up to 30 young lawyers have increased their understanding of	Achieved	15 young lawyers from Legal Clinic of Tajik State University and 15 from Legal Clinic of Ombudsman Office in Khujand

¹⁵ The figures does not include the sex-disaggregated data of the last round-table held on March 20, 2015

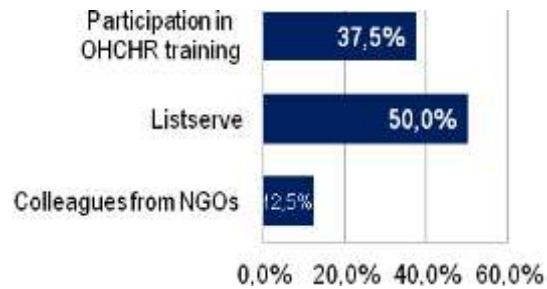
	Comparative Law chair of the Tajik State University make use of IHRs.	human rights standards.	the IHRs and apply them in cases.		
Output 2: Improved coordination between NHRI, NGOs and international organisations on protection and promotion of human rights in Tajikistan	2.1. A network established and maintained between the key HRs actors in the targeted regions.	No network of human rights actors exists in the targeted regions.	Well-coordinated and fully functioning Network established and further maintained by the NGO partners.	Achieved partly	Established, but it is not fully operational due to low level of members interaction
	2.2. # of joint meetings between NHRI, NGOs and HRs defenders of <i>facilitated</i> by ROCA.	No regular coordination meetings held between NHRI, NGOs and HRs defenders.	Up to 5 joint meetings by March 2015.	Exceed the set targets	1 round table in February 2014 on SRT; 1 round-table on 20 of March on compilation of recommendations; 5 of March meeting; 2 UPR meetings
	2.3. # of meetings held with IOs and # of advocacy strategies developed.	Interactions with international organizations have been on an ad hoc basis.	Up to 5 discussion and information sharing meetings held with IOs and up to 3 joint advocacy strategies developed.	Exceed the set targets	10 UNCT mtgs on UNDAF(Oct 2014-March 2015) 6 ROL WG mtgs (Feb 2014-March 2015) 6 advocacy strategies developed with HR Coordination Group developed 6 HR Coordination Group mtgs (Apr 2014-Feb 2015) 1 mtg with NGO Coalition Against Torture on SRs visit 2 mtgs with NGO UPR Coalition on mid-term Gov't Report on UPR (Feb 2014) 1 round-table on domestic violence in Sughd (Aug 2014) 2 mtgs on OPCAT ratification (Dec 2014) 1 mtg bw representatives of the Gov't delegation and CS on submission of the report to UN Committee on Economic, Social and Cultural Rights (16 Feb 2015) 1 round-table on Prevention of Torture (27 Mar 2015)
	2.4.# of issues in the field of fair trial, right of minorities and adequate housing brought by staff in TJ to the attention of ROCA Bishkek for further discussion and consideration at	Issues of fair trial, right of minorities and adequate housing have been brought to the attention of ROCA on an ad hoc basis.	Up to 10 issues brought to the attention of ROCA in Bishkek by the end of March 2015.	Achieved	10 issues brought to ROCA attention 8 cases brought to UN bodies

	the central level.				
Output 3: Better understanding and addressing by ROCA of the human rights situation in the conflict prone regions of Tajikistan, including in the area of fair trial, minority rights and right to adequate housing	3.1. # of situation monitoring conducted by ROCA in coordination with the NHRI and human rights NGOs in the regions.	Currently situation monitoring has been carried out on an ad hoc basis and did not include information from the regions.	Up to 5 monitoring reports of the situation for a better understanding of the human rights developments on the ground.	Achieved	4 Quarterly Policy Committee decisions on Central Asia (Jan-Dec 2014) 1 report under the Human Rights Up Front Action Plan
	3.2. # of allegations of HRs violations related to fair trial monitored including in cooperation with NHRI and NGOs.	Up to 30% cases of human rights violations reported to ROCA are monitored and followed up.	Up to 60% allegations of human rights violations related to fair trial reported to ROCA are monitored and followed up.	Achieved	45 complaints incl 18 on housing issues received by ROCA (Jan 2014-Mar 2015) 4 cases were submitted to Ombudsman Office for taking measures 3 cases monitored by OHCHR ROCA in TJ 9 cases were monitored during the court hearings on housing issues by NGO
	3.3. # of monitoring of the situation of minority rights and right to housing land and property monitored including in cooperation with NHRI and NGOs.	Currently the situation of minority rights and rights to housing has not been regularly monitored.	Up to 3 periodic monitoring of the situation of minority rights and right to housing land and property.	Achieved	6 monitoring reports (3 reports on minority rights and 3 on rights to housing)
	3.4. # of internal reports submitted to ROCA Bishkek on the HRs situation.	12 inputs to ROCA monthly reports in a year.	15 inputs for ROCA monthly reports, an internal interim report in June 2014, and final internal report in March 2015.	Exceed the set targets	19 (15 internal monthly reports. 3 Interim, 1 annual report of ROCA, 4 quarterly progress reports and 1 Final report to be submitted at the end of project implementation. 3 updates on HRs situation in TJ)

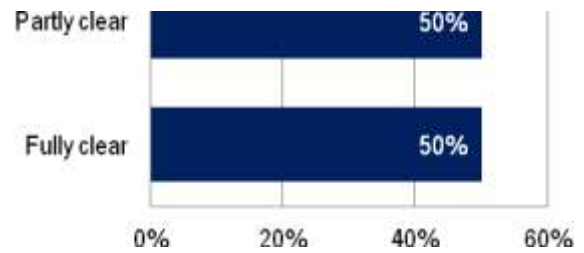
APPENDIX 6.7. ANALYSIS OF SURVEY RESULTS

Answers for close-ended questions, sample size=8

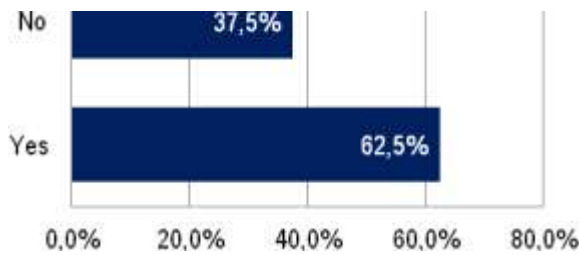
How did you hear about the creation of a network?



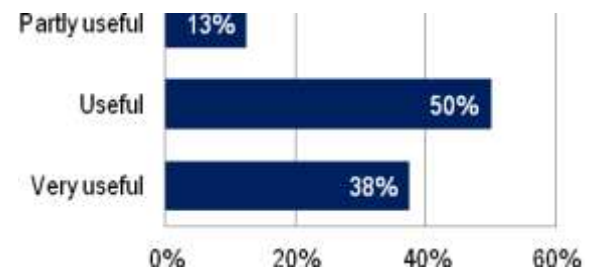
To what extent the goals and tasks of the network are clear to you?



Are you an active member of the network?



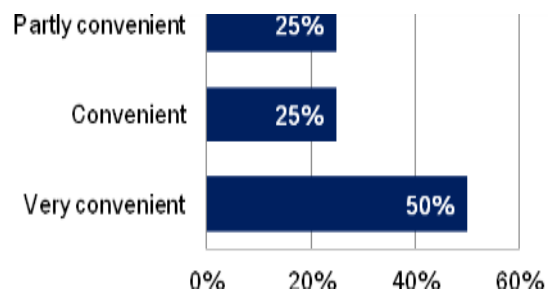
How would you rate the usefulness of the information obtained in the newsletter and / or via Facebook?



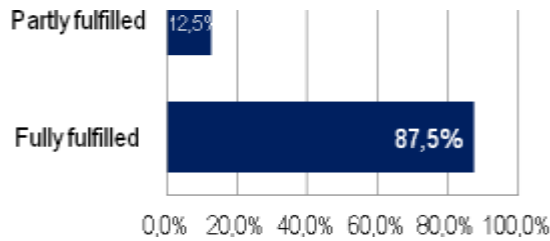
Do you use the information obtained through the network in your work?



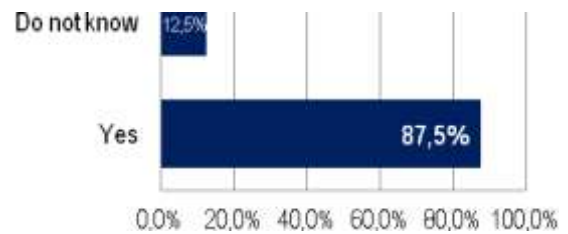
How convenient is for you an online network?



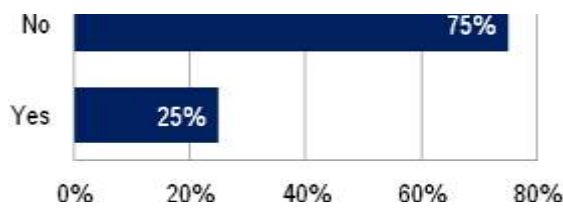
To what extent your expectations from the membership in the network were fulfilled?



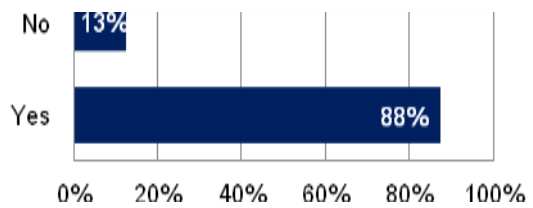
In your opinion, will it be possible in the future to use the network to develop strategies to promote human rights in your region or at the national level?



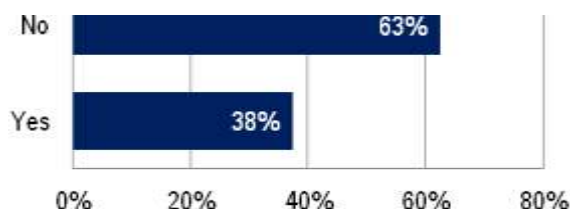
Were there already any examples, when the network has helped you with your human rights advocacy?



Would you recommend to other members of civil society to sign up and become a member of the network?



As of now, did anyone become a member of the network after your recommendation?



Is there a need to integrate the network with existing networks, for example, a network of "NGO Coalition Against Torture"?

