

Acknowledgment

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This report stands as a collective product, reflecting the voices and contributions of all stakeholders who made the FATE project possible and who informed this evaluation with honesty, commitment, and vision for more equitable access to justice in Uganda.

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Abbreviations

AAIU	ActionAid International Uganda
ADR	Alternative Dispute Resolution
ANARDE	Advocates for Natural Resources and Development
ASF	Avocats Sans Frontières
BFL	Barefoot Law
CAO	Chief Administrative Officer
CBO	Community-Based Organisation
CDO	Community Development Officer
CFPU	Child & Family Protection Unit
CID	Criminal Investigations Department
CLO	Community Liaison Officer
COM-B	Capability, Opportunity, and Motivation – Behaviour
COP	Community of Practice
COVID-19	Coronavirus Disease 2019
CSO	Civil Society Organisation
DPC	District Police Commander
DV	Domestic Violence
EKN	Embassy of the Kingdom of the Netherlands
EOI	Expression(s) of Interest
FATE	From Access to Equality
FGD	Focus Group Discussion
FIDA	Uganda Association of Women Lawyers
GBV	Gender-Based Violence
GESI	Gender Equality and Social Inclusion
GWED-G	Gulu Women with Disabilities Union - Gulu
HURIFO	Human Rights Focus
IP	Implementing Partner(s)
JLOS	Justice Law and Order Sector
KII	Key Informant Interview
LASP	Legal Aid Service Provider
LC	Local Council
M&E	Monitoring & Evaluation
MEL	Monitoring, Evaluation & Learning
MoU	Memorandum of Understanding
NAVODA	Navigators of Development Association
NGO	Non-Governmental Organisation
NUPIDU	National Union of Disabled Persons of Uganda
OECD-DAC	Organisation for Economic Co-operation and Development - Development Assistance Committee
ODPP	Office of the Director of Public Prosecutions
PAL-LEGAL	Pal Legal Aid Clinic
PRI	Penal Reform International
RSA	Resident State Attorney
SGBV	Sexual and Gender-Based Violence
SDG	Sustainable Development Goal
ToC	Theory of Change
ToR	Terms of Reference
UCLF	Uganda Christian Lawyers' Fraternity
UN	United Nations
UWONET	Uganda Women's Network
VSLA	Village Savings and Loan Association
WWD	Women with Disabilities

Executive Summary

This evaluation assesses the "From Access to Equality: Empowering Women to Access Justice in Uganda" (FATE) project, implemented by a four-partner consortium led by Avocats Sans Frontières (ASF) with Uganda Women's Network (UWONET), Barefoot Law (BFL), and Penal Reform International (PRI) from April 2021 to August 2025. The €4,895,500 project, funded by the Kingdom of the Netherlands, aimed to empower women and girls to pursue justice in environments that serve their needs across 11 districts in Uganda: Northern Region (Gulu, Lamwo), Western Region (Hoima, Masindi), Karamoja (Moroto, Napak), Eastern Region (Mbale, Soroti), and Central-Eastern Corridor (Jinja, Namutumba, Kamuli).

The evaluation employed a participatory mixed-methods approach, combining document review, quantitative surveys (350 respondents – 289 women (primary beneficiaries) and 61 men (secondary beneficiaries), qualitative interviews (59 key informant interviews), focus group discussions (13 groups), informal consultations (4), and a site observation, across all 11 target districts, and validation workshops (2). Analysis utilised OECD-DAC criteria combined with COM-B (Capability, Opportunity, Motivation-Behaviour) behavioural framework and gender-responsive approaches.

Key Findings

1. Strong Performance Across OECD-DAC Criteria

FATE demonstrated **very strong performance** across the evaluation criteria:

Relevance: The project effectively addressed critical access to justice barriers identified at baseline, with interventions well-aligned to women's expressed needs and national priorities. This included access to justice issues across a range of age and social demographics, including both women with access to justice issues and women in conflict with the law. Between 2021 and 2025, as per FATE documentation¹, 22,663 women and girls accessed justice services through advisory centres, shelters, digital platforms, mediations, and community-based organisations who offered legal aid.

Coherence: Consortium coordination was assessed as effective, leveraging complementary expertise across all partners, with adaptive management enabling the consortium to build on its performance year on year and manage to deliver effective results even during COVID-19. Internal coherence grew progressively, whilst external coherence with government systems remained partial, due to the nature of the justice environment in Uganda.

Effectiveness: FATE saw substantial achievement of outcome indicators with 89%² awareness of women's land rights (from 77% baseline), 96% recognizing domestic violence as a crime, and 77% understanding crime reporting is free (from 48% baseline). Land rights practice improved to 77% (from 60% baseline), with notable district-level gains. FATE also built on this change in knowledge, by also generating empowerment and enabling the women and girls with increased knowledge to take practical action.

Efficiency: Community-based approaches and digital innovation across multiple partners demonstrated strong cost-effectiveness with high satisfaction rates. Coordination costs were substantial, estimated at 15-20% of management time, but this is proportionate to the added

¹ The results presented are based on project documentation, with reporting status available annually up to August 2025 and limited to the result level. Information from the final quarter of implementation was provided in early October and has been captured in the Final Report.

² Unless otherwise indicated, all statistics in this report are based on the beneficiary survey conducted by the evaluation team in September 2025 with a sample of 350 respondents, which captured the perspectives of beneficiaries across all project districts.

value the consortium brought. Mini grants were only provided in the last year of implementation. Beneficiaries reported the mini grants led to a strong level of economic improvement and would help them to overcome justice barriers and that these showed exceptional returns on investment.

Impact: FATE was assessed as delivering meaningful transformation at individual, household, and community levels. Beneficiaries reported improved economic situations (83%), enhanced decision-making power, and reduced domestic violence in several districts. Notably, the FATE project contributed highly to prison decongestion for women³ and improved police capacity to handling of women offenders.

Sustainability: Strong individual commitment (97% of survey respondents likely to continue using services) provides a foundation for continuity based on work of multiple partners. Community-based mechanisms, developed and enhanced through the programme, were found to show high sustainability potential and women and girls demonstrated above-average confidence in managing legal issues without external support (mean 3.84/5). The evaluation however, noted delayed implementation of sustainability planning (Year 4 vs Year 1), limited institutional transition preparation, but the programme overall left a strong legacy of change, which in some cases can be enhanced and sustained with minimal external support but in other cases would require greater investment and effort.

2. Behavioural Change Delivered In Line with COM-B Framework

The project successfully enhanced all three dimensions of behavioural change:

Capability Development: Women gained comprehensive legal knowledge (92% aware of right to legal advice), practical navigation skills, and confidence to act on the knowledge gained. Overall satisfaction reached 8.5/10, confirming valued capacity building.

Opportunity Creation: FATE interventions built strong trust in community mechanisms, 82% for mediators, 71% for LC1s, and 69% for paralegals, leaving a lasting program legacy. Community attitudes showed positive shifts with traditional leaders increasingly supportive of women's rights and LCs mobilising to work with police on SGBV, and this change was also confirmed by criminal justice actors in interviews (please see sections 4.5.3 and 4.7.2).

Motivation Strengthening: There was a 95% increased likelihood of seeking help, with 68% of women and girls now reporting complaints/crimes, demonstrating that enhanced motivation translated into concrete action, which was confirmed by stakeholders (please see section 4.7). Additionally, women's voice in household decisions has been strengthened, their resilience and ability to protect themselves from violence by knowing how and where to seek justice and practically seeking justice has been increased, contributing to building confidence and agency (please see section 4.7).

3. Key Delivery Achievements

FATE's programme approach has included a wide range of service delivery achievements:

Community Excellence: Household surveys conducted during the evaluation demonstrated that 82% of respondents trust mediators and satisfaction survey results of the project show that in 2023, "93% of women (were) satisfied with the way their complaints were handled by mediators" and 96% in 2024.

³ Through legal representation, 182 of 200 cases were handled, resulting in 108 women released from prison, 74 sentenced, and notably 3 women acquitted after 5 years in pre-trial detention (FATE Annual Report 2023). Prison decongestion was cited in an interview with a FATE representative who stated: "There are no women from 2021. There isn't anyone. Maybe the women you find from 2024, 23. So decongestion has been perfect."

Institutional Strengthening: This included prison service improvements, including improved adherence to policies and human rights standards, enhanced police capacity, including on SGBV and on the rights of women in conflict with the law, strengthened court efficiency, including additional sessions of the High Court and backlog reduction.

Innovation: This included not just digital innovation, but also prioritisation of economic empowerment through mini-grants and starter packs to enhance the ability of women and girls to overcome the economically driven access to justice barriers.

Multiplier Effects – Beneficiaries Catalysed to Support Others: Beneficiaries confirmed through primary data-collection that having benefited from FATE, they advised others, assumed informal leadership positions, and expressed interest in future roles. Men participated with positive attitude shifts. This achieved a cross-cutting impact across all areas of justice needs for women and girls, including land rights, inheritance, succession, conflict with the law and SGBV response.

Rapid Learning Cycles & Approach to Innovation: FATE established valuable reflection opportunities, including mid-project staff retreats following satisfaction surveys, which enabled partners to consider and implement changes to their approaches, as well as quarterly reflection meetings. These mechanisms generated useful learning and enabled the programme to improve coordination and share learning with one another. FATE used quarterly reporting as a way to cascade innovation across consortium members and implementing partners and was able to develop and adopt new approaches during the programme lifespan.

Local Coordination: Across many programme districts, FATE consortium members developed interconnected systems bringing together multiple stakeholders from the formal and informal justice sectors as well as local government. Implementing partners and stakeholders felt empowered and were sighted on activities through information shared following quarterly reporting.

Key Recommendations

FATE has proved to be a highly successful programme delivering significant change across a wide range of districts each with different challenges and needs across Uganda. The programme provides an opportunity for good practice to be continued as well as for adaptation based on what FATE itself has learned. Set out below are key recommendations broken down by audience.

For Kingdom of the Netherlands

- 1. Shift to systems thinking:** Fund 7-10-year institutional capacity building and behaviour change programming (potentially with break clauses to ensure consistent performance of implementer) rather than 3–5-year projects creating parallel systems with significant risk of delays between programmes
- 2. Mandate integrated programming:** Link justice empowerment with economic development, SRHR, food security addressing interconnected barriers
- 3. Propose early piloting:** Propose early piloting with 20-30% Year 1 budgets allocated for testing approaches so that successful approaches can then be taken to scale early in the life of the programme
- 4. Establish government co-financing requirements:** Engage with government to secure a 10% government contribution Year 1, scaling to 50% by project end to enable greater sustainability and an integrated offering between government and donor funded programmes

5. **Lead coordinated donor advocacy:** Establish quarterly coordination meetings and joint advocacy on women and girls' access to justice to share learning across programmes and continue to foster innovation and adaptation

For Consortium Members

1. **Integrated Community Based Approach:** Maintain community-based approach bringing together formal and informal justice sectors together with local government, women and girls and civil society so that all stakeholders are mobilised, sensitised and engaged
2. **Systematic male engagement:** Build on FATE's learnings from male engagement by designing systematic male engagement as a core component in future programming with tailored M&E to capture change
3. **Innovation labs:** Programmes should establish quarterly innovation reviews – complementary to the general reflection opportunities on activity implementation – supported by a dedicated innovation fund and rapid scaling protocols, enabling promising approaches to be tested, refined, and scaled systematically throughout implementation rather than only towards the end of programmes. Dedicate 20-30% of Year 1 budgets to testing multiple approaches with rapid scaling mechanisms.
4. **Differentiated financial management:** FATE demonstrated the role that CBOs can play in effective implementation. To deepen this, create a tiered financial management approach that takes into consideration diverse partner capacities, especially for CBOs and balances financial management best practice with mentoring and tailored accountability for smaller organisations.

For Government of Uganda

1. Develop and Implement a National Strategy on Women's Access to Justice with dedicated budget
2. Institutionalise community-based approaches within JLOS with government financing
3. Address police trust deficit through mandatory training and accountability
4. Prioritise marginalised districts with intensive interventions
5. Establish sustainable financing for mediators/paralegals in district budgets

For Civil Society Organisations

1. Develop national innovation platform for knowledge sharing and scaling
2. Form coordinated advocacy coalition addressing systemic barriers
3. Establish safety networks for women's rights defenders facing retaliation
4. Develop male engagement strategies
5. Systematically leverage existing community and grassroots based structures rather than creating parallel systems

Conclusion

The FATE project achieved significant successes in empowering women with knowledge, confidence, and access to community-based justice services. The 89-96% awareness levels, 95% increased help-seeking likelihood, and 68% actual reporting behaviour demonstrate meaningful behavioural change. The establishment of trusted community mediators (82% trust), innovative digital platforms (10,000+ beneficiaries), and significant prison decongestion for women resultant from prioritisation by courts of cases involving women and girls represent some of the substantial accomplishments.

The evaluation reveals some strategic gaps that limited optimal impact; however, these gaps are not implementation failures but design issues that future programming should address. These include: delayed implementation and late sustainability planning (Year 3 rather than

Year 1); safety protocols not embedded from the design phase; short-term project timeframes (3-5 years) insufficient for sustainable systems change; geographic spread across 11 districts limiting depth of investment; and limited national-level advocacy components. These gaps are detailed in Sections 4.3 (Effectiveness), 4.4 (Efficiency), 4.6 (Sustainability), and 5.3 (Lessons Learned).

The fundamental insight: Individual projects, regardless of quality, cannot achieve sustainable systemic change in women and girls' access to justice in a short period. The structural barriers of corruption, cost, stigma, gender norms, and institutional bias require long-term systems strengthening with genuine government ownership that 3–5-year donor-funded projects cannot deliver. FATE has made outstanding progress including through no-cost extensions. The programme's momentum has been significant with real changes delivered for women and girls, but with the possibility that even more could have been achieved with extended donor funding.

The pathway forward requires not incremental improvement but strategic repositioning - from short-term service delivery to long-term systems strengthening; from parallel structures to government ownership; from women-only to gender-transformative; from legal knowledge to comprehensive empowerment addressing economic, social, and cultural dimensions.

FATE demonstrated what is possible through well-designed, community-based interventions. The challenge now is to build on these achievements while addressing strategic gaps to achieve sustainable, systemic transformation in women's access to justice across Uganda and potentially serving as model for regional replication.

1. Introduction

1.1 Purpose and Scope of the Evaluation

This evaluation assesses the "From Access to Equality: Empowering Women to Access Justice in Uganda" (FATE) project implemented from April 2021 to August 2025 by a consortium led by Avocats Sans Frontières (ASF) with Uganda Women's Network (UWONET), Barefoot Law (BFL), and Penal Reform International (PRI). Conducted between August and October 2025, the evaluation examines project achievements, partnership effectiveness, and sustainability prospects using OECD-DAC criteria together with the COM-B framework.

Key Evaluation Questions:

1. **Relevance:** Did FATE align with beneficiary needs, national priorities, and donor strategies?
2. **Coherence:** How effectively did consortium partners complement each other and coordinate with external actors?
3. **Effectiveness:** To what extent did FATE achieve intended outcomes across three expected results: women's legal empowerment (Result 1.1), improved legal aid and protection services (Result 2.1), and institutional accountability (Result 2.2)?
4. **Efficiency:** How well were resources managed across the consortium?
5. **Impact:** What changes occurred at individual, community, and institutional levels?
6. **Sustainability:** What is the likelihood of benefits continuing beyond project closure?
7. **Partnership dynamics:** How effectively did the consortium function and what lessons emerged?

Evaluation Scope: The evaluation covers the entire project period from April 2021 to August 2025, across all 11 target districts: Northern Region (Gulu, Lamwo), Western Region (Hoima, Masindi), Karamoja (Moroto, Napak), Eastern Region (Mbale, Soroti), and Central-Eastern Corridor (Jinja, Namutumba, Kamuli). It examines all aspects of the €4,895,500 project funded by the Kingdom of the Netherlands, including the work of the four consortium partners (ASF, UWONET, BFL, and PRI) and implementing partners who received legal aid grants.

Evaluation Limitations: The evaluation was conducted after project closure and was subject to the following constraints:

- **Beneficiary mobilisation:** Locating beneficiaries proved challenging due to time elapsed since closure and geographic dispersion, resulting in 7 beneficiary focus groups (vs 11 planned), partially offset by 6 additional groups with paralegals, mediators, and community leaders providing insight into support systems.
- **Survey adjustments:** Achieved 350 completed surveys (78% of 450 target), with 289 women (83%) and 61 men (17%). Modifications resulted from end-of-programming mobility, limited beneficiary contact information, seasonal farming obligations, rainy season accessibility issues, geographic challenges in remote Karamoja districts, and confidentiality considerations for shelter users and women formerly in conflict with the law.
- **Regional variations:** Sample distribution diverged from planned proportions. Karamoja fell short due to accessibility; shelter users were severely underrepresented (5 respondents, 1%); and certain districts like Jinja had minimal representation (2 respondents, 1%). Despite adjustments, overall margin of error was maintained at $\pm 5.2\%$ at 95% confidence level (vs planned $\pm 4.6\%$).
- **Data verification:** The evaluation relied substantially on project documentation triangulated with primary data collection.
- **Attribution challenges:** Definitively attributing observed changes solely to FATE proved complex given multiple actors in Uganda's access to justice sector.

These limitations were mitigated through comprehensive triangulation across project documentation, beneficiary surveys, key informant interviews, focus group discussions, peer review processes, and validation workshops.

1.2 Report Structure and Organisation

This report is organised as follows: **Section 1** provides evaluation purpose, scope, and methodology overview. **Section 2** presents project overview, partnership structure, target groups, and policy context. **Section 3** briefly describes methodology, with detailed information in Annex A. **Section 4** presents findings against OECD-DAC criteria plus COM-B behavioural analysis, baseline-to-endline comparison, consortium management assessment, cross-cutting themes, and logframe analysis. **Section 5** documents innovation approaches, implementation challenges, lessons learned, and recommendations. **Annexes** include detailed methodology, data collection tools, participant lists, risk assessment, survey findings, and supporting documentation.

2. Background and Context Analysis

2.1 Project Overview

Table 1: FATE project overview

Component	Description
Project Name	From Access to Equality (FATE): Empowering Women to Access Justice in Uganda
Overarching Goal	Empowering women and girls to pursue justice in environments that serve their needs
Specific Objective 1	Women are in a position to demand justice
Expected Result 1.1	Women are legally empowered to act
Specific Objective 2	Decision makers mobilise to make women and girls' rights effective
Expected Result 2.1	Legal aid and protection services are improved and tailored to respond to women and girls' access to justice needs
Expected Result 2.2	Institutions are accountable for protecting and promoting women and girls' rights
Implementation Period	April 2021 – March 2025 (No cost extension – April 2025 to August 2025) (4 years + 5 months inclusive of 2 no-cost extensions ⁴)
Total Funding	€4,895,500 (funded by the Kingdom of the Netherlands)
Lead Partner	Avocats Sans Frontières (ASF)
Consortium Members	ASF, Uganda Women's Network (UWONET), Barefoot Law (BFL), Penal Reform International (PRI)
Target Districts	11 districts spanning five regions: Northern (Gulu, Lamwo), Western (Hoima, Masindi), Karamoja (Napak, Moroto), Eastern (Mbale, Soroti), and Central-Eastern (Jinja, Namutumba, Kamuli)
Primary Beneficiaries	Ugandan women and girls seeking justice, especially survivors of SGBV, adolescent girls, women with HIV, women with disabilities, and female offenders
Target Beneficiaries	16,720 women and girls

⁴The first no cost extension period run from April to June 2025 and the second from July to August 2025.

Component	Description
Actual Beneficiaries (August 2025)	22,663 women and girls (136% of target)
Linked SDGs	SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities), SDG 16 (Peace, Justice & Strong Institutions)

Project Theory of Change: The FATE project was designed with a comprehensive theory of change addressing systemic barriers preventing women and girls from accessing justice through both demand-side empowerment and supply-side institutional strengthening. The theory posits that:

The empowerment of women and girls to pursue justice in an environment that serves their needs can be achieved if (1) Decision makers mobilise to make women and girls' rights effective and (2) Women are in a position to demand for justice. This will require that (3) Institutions are accountable for protecting and promoting women and girls' rights (4) Legal aid and protection services are improved and tailored to respond to women and girls' access to justice needs and (5) Women are legally empowered to act and negative attitudes towards women and girls' rights are challenged (at the community level).

Geographic Scope: FATE's geographic scope was strategically designed to address diverse contexts across Uganda whilst leveraging consortium partners' existing networks and expertise. The eleven target districts span five distinct regions:

- **Northern Region (Post-Conflict Recovery Context):** Gulu & Lamwo
- **Western Region (Extractive Industries Impact):** Hoima & Masindi
- **Karamoja Region (Marginalised Pastoralist Communities):** Moroto & Napak
- **Eastern Region (Cultural Diversity):** Mbale & Soroti
- **Central-Eastern Region (Varied Socio-Economic Contexts):** Jinja, Namutumba, & Kamuli

2.2 Target Groups and Beneficiaries

Primary beneficiaries (women and girls): FATE's primary beneficiaries are Ugandan women and girls seeking justice, particularly the most vulnerable populations facing intersecting barriers: adolescent girls, women survivors of Sexual and Gender-Based Violence (SGBV)⁵, women in rural areas, women with disabilities, single mothers, women with HIV, and female offenders and women in conflict/contact with the law.

Secondary stakeholders, include:

- **Implementing partners (IPs):** Nine legal aid grant recipients (GWED-G, HURIFO, NUDIPU, ANARDE, NAVODA, AAIU, UCLF, FIDA(U), and PAL LEGAL) selected through Calls for Expression of Interest (EOI) supporting grassroots service delivery
- **Community-level stakeholders:** Traditional leaders, religious leaders, and local government officials (parish chiefs at the parish level, sub-county and district levels), and LCs (especially LC 1 and LC 3, sometimes LC5s) who were engaged through community-based outreach, mediations, and dialogues
- **Men and boys:** Husbands, fathers, sons, brothers, uncles, male community leaders, and peer networks

⁵ Acts of SGBV include domestic violence, arbitrary killings, torture, sexual violence, forced marriage, forced prostitution, forced impregnation, and sterilisation, encompassing sexual, physical, mental, and economic harm inflicted publicly or privately.

- **Justice sector actors:** Probation officers, police (including Criminal Investigation Department (CID), Child & Family Protection Unit (CFPU), District Police Commanders (DPCs), Officers Commanding (OC) Station and Community Liaison Officers (CLOs)), Resident State Attorneys (RSAs) from Office of the Director of Public Prosecutions (ODPP) , judiciary, especially magistrates and chief magistrates, legal aid providers, and JLOS Secretariat

2.3 Consortium Partnership Dynamics

The FATE project was implemented through a four-partner consortium, with each organisation bringing complementary expertise and geographic focus. The consortium model enabled integrated programming combining digital innovation, community-based legal empowerment, GBV response services, and justice sector strengthening. Individual partner contributions are set out in the table below.

Table 2: Consortium Roles & Contributions

Partner	Primary Role	Core Expertise	Key Contributions	Budget Allocation
ASF (Lead)	Project coordination and management; Alternative Dispute Resolution (ADR), legal advice and assistance, M&E oversight	International access to justice programming; Legal representation; Justice sector capacity development; Donor accountability; Programme and financial management; M&E	Coordinated consortium activities and donor reporting; Managed finances; Selected, contracted and managed IPs; Established networks of community mediators and coaches; Oversaw M&E framework; Provided technical support to IPs; Led visibility and advocacy campaigns; Initiated and led communities of practice (COPs) and district coordination meetings; Implemented women's economic empowerment mini grants; Capacity building for female district councillors on gender justice	€1,943,024.51 (39% of total project budget), comprising €1,722,600.34 direct costs and €220,424.17 indirect costs (including consortium management functions)
UWONET	Community engagement; Advocacy; GBV support services, including shelters	Grassroots women's networks (800+ member organisations); Policy advocacy; Community mobilisation; Network of shelters	Operated GBV shelters and advisory centres; Led public legal education and community dialogues; Facilitated community mediation services; Supported policy development (e.g., Kamuli Child Protection Ordinance, 2024)	€1,124,380.65 (23%), comprising €1,086,358.11 direct costs and €38,022.53 indirect costs
BFL	Digital innovation; Legal technology platforms; Community sensitisation	Tech-enabled legal services; Digital platform development; Mobile technology solutions; Community-based legal sensitisations	Developed and expanded I-Nodes and C-Nodes digital platforms through integrating M&E module; Deployed Law Boxes for remote legal access;; Delivered virtual legal consultations and information through USSD and apps; Conducted community sensitisation and developed referral pathways; Provided accompaniment of local community members through the criminal justice system;	€808,392.15 (17%), comprising €781,055.22 direct costs and €27,336.93 indirect costs. Budget revised multiple times during implementation to address capacity challenges and

Partner	Primary Role	Core Expertise	Key Contributions	Budget Allocation
			Operated quasi-mediation services for dispute resolution	implementation pace
PRI	Criminal justice reform; Women offenders / women and girls in conflict with the law support	Institutional capacity building; Prison system reform; Criminal justice expertise; Women's economic and legal empowerment	Provided legal aid to female offenders and women and girls in conflict with the law including pre-trial detainees; Conducted resocialisation and reintegration training and provided financial starter-packs; Led work with prisons and law enforcement on Bangkok Rules; Trained justice sector actors including police, prison officers, state attorneys, and judicial officers; Conducted research on effect of long imprisonment on women in Uganda;	€1,019,702.08 (21%), comprising €985,219.40 direct costs and €34,482.68 indirect costs

Consortium Coordination:

The consortium established formal coordination structures to ensure effective collaboration, joint decision-making, and accountability details of which are set out below:

Management Committees:

- Steering Committee comprising representatives from all consortium members plus EKN, which met every 6 months focusing on strategic decision-making, problem solving, budget reallocations and project governance.
- Sub-Committees on M&E (coordinating M&E) and Finance (administrative and financial monitoring) for mutual capacity building support.

Partnership Agreements: Formal agreements signed between ASF and each partner detailing budget allocations, roles and responsibilities, reporting requirements (quarterly narrative and financial reports), procurement procedures, and dispute resolution mechanisms.

Demonstrated Synergies: The four-partner consortium successfully capitalized on several strengths:

- **Complementary expertise** creating comprehensive service delivery addressing multiple justice barriers
- **Geographic reach** across 11 districts exceeding individual organisational capacity, serving over 24,000 women and girls
- **Resource multiplication** through shared activities and coordinated advocacy
- **Innovation diffusion** with successful approaches scaled across partners
- **Stronger donor offer** than any single organisation could provide

Resolution and Improvement: A consortium member representative confirmed significant progress:

"Our communication and our suggestions were heard at the steering committee level and going forward we were able to participate well in each other's activities when convened and we reduced the clashes."

This demonstrates consortium learning capacity and commitment to collaborative problem-solving.

The consortium model successfully delivered comprehensive services while creating valuable learning opportunities and partnerships. The evaluation identified several refinements that could enhance future consortium effectiveness such as streamlined coordination mechanisms to reduce substantial management investment required, and incentive structures that better reward collaborative achievement alongside individual partner contributions.

Implementing Partners: Nine CSOs received legal aid grants totaling €211,004: GWED-G (Gulu Women with Disabilities Union) – Gulu, HURIFO (Human Rights Focus) – Gulu, NUDIPU (National Union of Disabled Persons of Uganda) - Multiple districts, ANARDE (Advocates for Natural Resources and Development) – Moroto, Napak, NAVODA (Navigators of Development Association) – Hoima, FIDA- U (Uganda Association of Women Lawyers) – Moroto, Napak, Lamwo, UCLF (Uganda Christian Lawyers’ Fraternity) – Masindi, PAL-LEGAL (Pal Legal Aid Clinic) – Moroto, and AAIU (ActionAid International Uganda) – Gulu.

2.4 Country, Policy and Institutional Context

Country Context: Uganda's context for women and girls' access to justice is shaped by complex intersections of historical, cultural, economic, and political factors. Post-conflict recovery dynamics continue to influence Northern Uganda (Gulu and Lamwo). Economic transformation and extractive industries particularly affect western region districts where oil discovery and extraction activities are transforming local economies. Despite progress in recent years, Uganda continues to be a highly patriarchal society with institutional gender inequalities. While women constitute 51% of Uganda's population, they often play a secondary role to men in most aspects of social, economic, and political life.

Pervasive gender inequalities include women's limited share in wage employment in non-agricultural sectors, lack of control of productive resources such as land, exposure to sexual and gender-based violence (SGBV), educational inequalities with men, limited participation in political and economic decision-making, and cultural norms prioritizing male authority and control. Gender-based violence remains widespread, with baseline findings showing 68% of women experienced or knew of rights violations, and 87% identified partners as GBV perpetrators.

National policies targeted by the project: FATE's interventions align with multiple national policies:

- **The Uganda Gender Policy (2007, revised 2010)** provides the overarching framework for gender mainstreaming across all sectors
- **National Action Plan on Women** operationalises commitments under the Beijing Platform for Action
- **The National Policy on Elimination of Gender-Based Violence (2016-2021)** provides comprehensive framework for GBV prevention and response
- **National Land Policy (2013)** recognises women's land rights and calls for elimination of discriminatory practices
- **Judiciary Access to Justice Strategy** provides framework for improving court accessibility and service delivery, including a focus on mediation
- **Office of the Director of Public Prosecutions (ODPP) strategic plans** guide prosecution service delivery and case management approaches
- **National Development Plan III (NDP III):** Included objectives to strengthen governance, justice, law and order services; strengthen people-centered delivery of security, justice, law and order services; and reform and strengthen JLOS business processes to facilitate private sector development
- **Uganda Vision 2040:** Seeks to improve access to justice through enhancing physical presence of justice institutions

- **Justice, Law and Order Sector (JLOS) Strategic Development Plan IV:** Objective 3.8 "To enhance infrastructure and access to JLOS services" and strategic intervention to "Promote gender equality and equitable access to justice"

Justice, Law and Order Sector (JLOS) Context: FATE worked with multiple JLOS institutions: **Judiciary** (courts at all levels including specialized GBV and family courts), **Uganda Police Force** (particularly Child and Family Protection Units (CFPU)), **Directorate of Public Prosecutions (ODPP)** (including Resident State Attorneys), **Uganda Prisons Service** (prison facilities and rehabilitation programs), **Ministry of Justice and Constitutional Affairs** (policy and legal reform), and **Uganda Human Rights Commission** (alternative justice mechanisms).

FATE's alignment with justice sector reforms: The project's emphasis on community mediation and integration of formal/informal justice systems directly supports this national strategy of alternative dispute resolution. Key Informant Interviews with formal criminal justice actors repeatedly confirmed FATE's alignment too at the local level both in terms of strategy / priorities as well as supporting effective ways of working, such as cross-sector coordination, including with informal justice mechanisms. An interviewed Magistrate stated:

"Information sharing has changed because we have noticed that there has been an increase. If there is a concern from the police, they bring it to the attention of the judiciary. If there is a concern from the prison, they will bring it to the judiciary. If there is a concern that we have with the office of the Prosecution, we are able to bring it. There is more information sharing and concern which is improving the justice system."

Donor/implementer context: FATE operated within a complex landscape of donor investments. Major donors during implementation included EU, USAID, UN (through UN Women and the UN Spotlight Initiative), World Bank, and bilateral agencies including Irish, Austrian, Belgian, and Swiss development programmes. Uganda also has numerous civil society organisations working on women and girls' access to justice, including International Justice Mission, Redeem and Refugee Law Project. Coordination mechanisms through JLOS, District Coordination Committees led by the Chief Magistrate and Regional Coordination Committees led by the High Court, but significant gaps remain with approaches varying significantly by location.

3. Evaluation Design and Approach

The evaluation employed a comprehensive participatory mixed-methods approach, applying OECD-DAC criteria (relevance, coherence, effectiveness, efficiency, impact, and sustainability) through Uganda-specific lenses and integrating COM-B behavioural analysis to understand how FATE interventions influenced women's capability, opportunity, and motivation to seek justice. The methodology combined quantitative and qualitative data collection methods to triangulate findings and ensure robust evidence for conclusions and recommendations. Conducted between August and October 2025, the evaluation covered the entire project period (April 2021 to August 2025) across all 11 target districts.

Evaluation Timeline: The evaluation comprised three phases conducted from August to October 2025:

1. **Inception (August 2025):** Methodology agreement with consortium partners, stakeholder validation, and finalisation of instruments
2. **Data Collection (September 2025):** Intensive fieldwork implementing trauma-informed approaches across target districts

- 3. Analysis and Reporting (September-October 2025):** Data analysis, validation workshops, stakeholder feedback, and presentation of initial results at the national conference in Kampala on 19 September 2025

Data Collection Methods

The evaluation utilised multiple complementary data collection methods to ensure comprehensive coverage and triangulation:

1. Document Review: Comprehensive review including original project proposal and logframe (original and revised versions), consortium agreements, annual reports (2021-2024) and quarterly reports, baseline study and satisfaction surveys (2023, 2024), indicator tracking tables, financial reports and budget documentation, training materials and technical reports.

2. Household Beneficiary Survey (n=350): Structured questionnaires administered to 350 respondents (289 women, 61 men) across all 11 districts, using stratified random sampling to ensure geographic representation and demographic diversity. Face-to-face interviews using structured questionnaires administered by trained enumerators (14 female, 8 male) supervised by field supervisors (3 female, 1 male). Margin of error: $\pm 5.2\%$ at 95% confidence level. Geographic distribution: Northern Region 88 (25%), Western Region 95 (27%), Eastern Region 43 (12%), Karamoja 71 (20%), Central Corridor 53 (15%).

3. Key Informant Interviews (KIs) (n=59): Semi-structured interviews conducted with 65 participants (32 female, 33 male) through 59 interviews: 10 with beneficiaries, 19 with justice sector actors, 11 with government officials, 5 with community leaders, 9 with consortium partners, and 5 with implementing partners. Interviews lasted 45-60 minutes and explored institutional capacity changes, service delivery improvements, coordination dynamics, and sustainability prospects.

4. Focus Group Discussions (FGDs) (n=13): Thirteen discussions conducted across regions, comprising 90 participants (85 female, 5 male): 7 with beneficiaries, 5 with mediators and paralegals, and 1 with community leadership. Each 90-minute session used participatory techniques including ranking exercises, mapping activities, and storytelling to capture lived experiences, norm shifts, and service access barriers.

5. Informal Consultations (n=4): Four informal consultations provided contextual validation and captured opportunistic insights during field visits, included 7 participants (4 female, 3 male), and were conducted with beneficiaries, justice actors, and community leadership.

6. Site Observation (n=1): A direct observation of service delivery site conducted to assess physical infrastructure, accessibility, and community dynamics.

7. Validation Workshops (n=2): The evaluation team utilised two opportunities to validate findings with stakeholders. A joint consortium workshop for internal validation and national conference on 19 September 2025 for external validation with broader stakeholder group including EKN, government officials, and civil society.

Analytical Frameworks

The evaluation applied three complementary analytical frameworks:

- OECD-DAC Criteria:** All six OECD-DAC criteria (relevance, coherence, effectiveness, efficiency, impact, sustainability) were applied as the primary evaluative framework.
- COM-B Framework:** The Capability, Opportunity, Motivation-Behaviour (COM-B) framework was applied to analyse behavioral change, examining how FATE enhanced women's capability (legal knowledge, skills), created opportunities (accessible services, supportive environment), and strengthened motivation (confidence, community norms).

- **Gender-Responsive Analysis:** All findings were analysed through a gender lens, examining differential impacts across demographic groups (age, socio-economic status, geographic location, disability status) and assessing how FATE addressed gender-specific barriers to justice.

Quality Assurance Mechanisms

- **Multi-level validation processes:**
 - Internal peer review of data collection instruments and analytical processes
 - Daily debriefings with enumerator teams during fieldwork
 - Random supervisor sit-ins on interviews for quality control
 - Validation workshops with consortium partners to review preliminary findings
 - External stakeholder validation at national conference
- **Triangulation strategies:**
 - **Source triangulation:** Cross-validated findings across stakeholder groups (beneficiaries, service providers, government officials, community leaders)

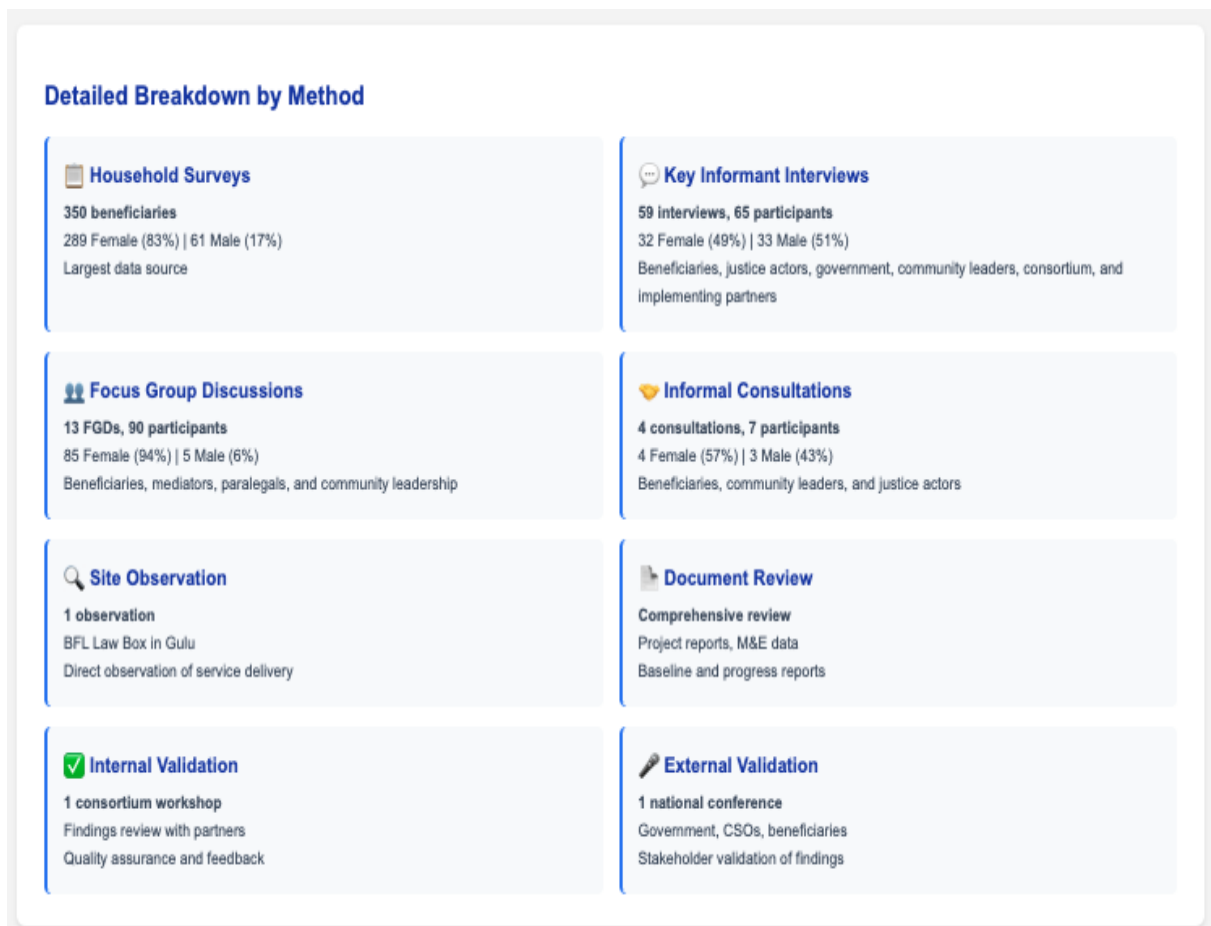


Figure 1: Data collection summary

- **Method triangulation:** Validated findings through different data collection approaches (surveys, interviews, focus groups, document review)
- **Analyst triangulation:** Multiple evaluators independently reviewed data and findings
- **Trauma-informed protocols:** Given FATE's focus on survivors of gender-based violence, the evaluation implemented comprehensive trauma-informed protocols:
 - Safe space creation for sensitive discussions
 - Established referral systems linking participants to support services if needed

- Do-no-harm principles throughout data collection
- Cultural sensitivity measures adapted to Uganda's diverse contexts
- Voluntary participation with informed consent procedures
- Confidentiality protection for all participants

Evaluation Team: The evaluation was conducted by a team of three (3) lead consultants with expertise in access to justice programming, gender equality, and monitoring and evaluation, supported by 22 trained enumerators and four (4) field supervisors with prior experience in trauma-informed research and familiarity with Uganda's justice sector context.

Ethical Considerations: The evaluation adhered to ethical research principles including informed consent from all participants with clear explanation of evaluation purpose, voluntary participation with right to withdraw at any time, confidentiality and anonymity in reporting, do-no-harm protocols particularly for GBV survivors, respectful engagement with all stakeholders, and secure data storage and handling procedures

Full methodological details, including sampling procedures, data collection instruments, analytical frameworks, quality assurance mechanisms, and comprehensive risk assessment matrix, are provided in [Annex A](#).

4. Findings and Conclusions

The FATE project demonstrates substantial achievements in advancing women's access to justice across Uganda's diverse contexts, whilst revealing important lessons for future programming design and consortium implementation. This section presents findings organised according to OECD-DAC criteria, integrated with COM-B behavioural analysis to understand not only what was achieved but how and why specific outcomes emerged.

4.1 Relevance

Key Finding: FATE maintained **exceptional relevance** throughout its implementation period, directly addressing critical barriers that systematically excluded women from accessing justice services.

4.1.1 Alignment with Women's Justice Needs

Survey evidence confirms the project's strategic alignment with documented needs, with **89% of survey respondents⁶ demonstrating awareness of women's legal right to own land** (compared to 77% at baseline), **96% recognising domestic violence as a crime**, and **77% understanding that crime reporting is free** (up from approximately 48% at baseline).

Legal knowledge outcomes are very strong, evidencing FATE's effectiveness in information dissemination. However, knowing rights does not equate to enjoying them in reality. This reflects ongoing challenges where laws exist and are increasingly known, but enforcement and cultural acceptance lag due to opportunity barriers including corruption, distance, economic constraints, and cultural resistance that require systemic interventions beyond legal education alone.

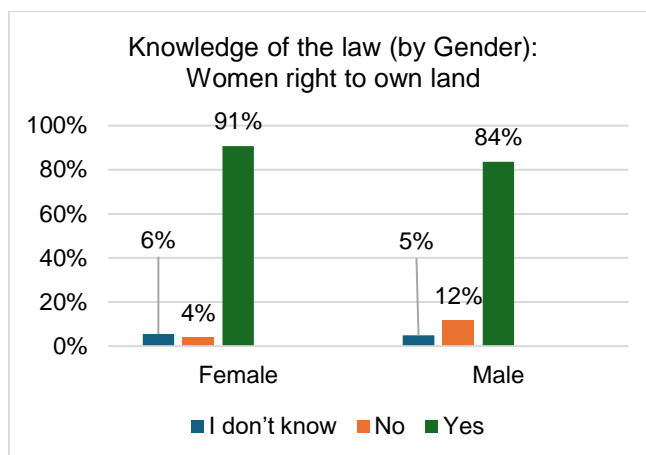


Figure 2: Knowledge of Ugandan law on women's right to own land

Beneficiary testimonies consistently validated the accuracy of problem identification. As one participant in Hoima articulated:

"Before FATE, I was not aware of what is going on, I was misinformed. I could not report because of poverty. The case needed money to report but we had no money. There was corruption so if you needed to talk to a lawyer, you had to first pay but now a lawyer attends to you for free."

This testimony illustrates how the project addressed interconnected barriers of knowledge gaps, economic constraints, and institutional corruption that the baseline study had identified as primary obstacles to justice access.

Table 3: Knowledge Gains - Baseline to Endline Comparison

Indicator	Baseline	Endline	Change
Awareness of women's land rights	77%	89%	+12pp ⁷
Recognition that DV is a crime	Not measured	96%	-
Knowledge that crime reporting is free	~48%	77%	+29pp
Correct knowledge of legal marriage age (18)	Not measured	92%	-

4.1.2 Alignment with National Priorities

FATE aligned strongly with Uganda's national policy framework:

- **JLOS Sectoral Development Plan IV:** Objective 3.8 ("enhance infrastructure and access to JLOS services") and strategic intervention to "promote gender equality and equitable access to justice". FATE provided quality and independent civil society contribution to JLOS strategies of mainstreaming gender in sector institutions

⁶ Unless otherwise indicated, all statistics in this report are based on the beneficiary survey conducted by the evaluation team in September 2025 with a sample of 350 respondents, which captured the perspectives of beneficiaries across all project districts.

⁷ Pp to mean percentage points

- **Third National Development Plan (NDP III):** Objectives to strengthen governance, security, and JLOS business processes
- **Uganda Vision 2040:** Improving access to justice through enhancing physical presence of justice institutions; FATE's community-based approach provided alternative pathways where formal institutions were absent
- **Judiciary Priorities:** FATE's community mediation directly supported the Judiciary's Alternative Justice System Strategy launched in 2023.

Alignment with development frameworks: The FATE project contributes directly to:

- Sustainable Development Goals (SDG) 5: Achieve gender equality and empower all women and girls
- SDG 10: Reduce inequality within and among countries
- SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
- **International Frameworks:** **The Lilongwe Declaration** on accessing legal aid in criminal justice systems (2004) and **The Bangkok Rules** on the treatment of women prisoners (2010)
- **National Frameworks:** **JLOS Sectoral Development Plan IV** (particularly Objective 3.8 "To enhance infrastructure and access to JLOS services" and strategic intervention to "Promote gender equality and equitable access to justice"), **Third National Development Plan (NDP III)**, Objectives 2, 3, and 4 focusing on governance, justice delivery, and JLOS business processes, and **Uganda Vision 2040**, which seeks to improve access to justice through enhancing physical presence of justice institutions

4.1.3 Alignment with Embassy of the Kingdom of the Netherlands Development Priorities

The FATE project demonstrated exceptionally strong alignment with the Embassy of the Netherlands' **Multi-Annual Country Strategy (MACS) 2023-2026**, particularly supporting the overarching objective to *"enhance the rule of law and access to justice because peace, security and democracy, and a free and fair society, including access to justice for all, are preconditions for development."*

The project directly advanced the Netherlands' priority of **increasing people's awareness of their human rights** through comprehensive legal literacy programmes reaching 18,823 women and girls across diverse contexts. Evidence from beneficiaries in Moroto illustrates this achievement:

"Through the training received by FATE, she was able to understand these laws better" and "I'm now empowered that I know my rights... I know my legal rights now... I'm more confident of my rights."

The MACS priority of **enhancing fair and effective formal and informal justice systems** was directly addressed through the project's innovative approach integrating ADR - through mediation, working with LCs and traditional leaders - with formal justice sector technical assistance. The project strengthened both systems simultaneously whilst creating effective referral mechanisms between them, with traditional leaders, LCs and mediators gaining enhanced understanding of formal law and formal institutions developing better appreciation for community-based dispute resolution and the value it could bring to their roles.

Strengthening justice institutions to be more independent, fair, effective, accountable, and better coordinated represented another area of strong alignment. The project achieved measurable improvements including enhanced police capacity for handling women's cases

(through PRI's training curriculum and manual for Uganda Police that was subsequently approved and integrated into official police training), **significant prison decongestion results** (complete elimination of women held since 2021 in some locations), improved court efficiency, better coordination between justice actors, and greater support being offered to justice institutions by LCs (including supporting with arrests and crime scene preservation) and community members (including proactive reporting of offenders).

The project strongly supported the Netherlands' **cross-cutting priority of gender equality** through multiple dimensions: women's economic participation, voice and agency, and prevention of sexual and gender-based violence. The mini-grants programme and starter packs demonstrated direct connections between economic empowerment and justice access, whilst community mediation roles enabled women to exercise voice and leadership transforming both individual lives and community dynamics and work with traditional leaders helped to remove or mitigate harmful cultural practices.

4.1.4 Contextual Responsiveness and Cultural Adaptation

Cultural Integration: The project demonstrated good understanding of Uganda's diverse cultural contexts, with evidence of successful adaptation across different regions: for instance, site observations at the BFL Box in Gulu revealed high levels of cultural integration where all services provided in Acholi language, staff comprised of local community members, and active engagement with traditional leaders integrated into service delivery. A community observer noted:

"The community really values the box, the team who work there and the services provided... A deep rapport and bond was observed between the box and the community including a strong sense of community ownership."

Similar levels of cultural integration were observed in UWONET's work in the Busoga Kingdom to address cultural beliefs and engage with the cultural leader's role in the justice system. This included engagements with community, cultural and religious leaders, the development of toolkits on domestic violence cases and referral pathways and support to cultural leaders on community mobilization.

Regional Adaptation: Different regions required different approaches:

- **Northern Region (post-conflict context):** Focus on rebuilding trust in justice systems, psychosocial support integration
- **Karamoja (marginalization context):** Emphasis on reaching remote communities, addressing pastoralist-specific justice needs
- **Western Region (extractive industries impact):** Attention to land rights, economic empowerment
- **Eastern Region:** Diverse programming combining legal empowerment, GBV services, women in detention support

4.2 Coherence

Key Finding: The consortium demonstrated **progressive improvement** in internal ways of working whilst managing coordination challenges inherent in any multi-partner project. External coherence with government institutions and other development partners was strong, with FATE effectively positioning itself within Uganda's justice sector architecture and contributing to national strategies. The project's alignment with JLOS sector reforms, particularly on alternative dispute resolution and community-based justice mechanisms, positioned FATE's innovations for potential institutionalisation beyond project closure.

4.2.1 Internal Coherence - Consortium Coordination

The four-partner consortium model demonstrated significant synergies together with some coordination challenges requiring ongoing adaptive management, as is the case in most multi-partner projects. The original partnership agreement allocated 42.25% to ASF, 28.1% to UWONET, 14.9% to BFL, and 14.5% to PRI. Partners brought complementary experience: ASF's 25 years internationally and 13 years in Uganda, UWONET's 28 years in GBV programming spanning 80+ districts, PRI's 30+ years in criminal justice reform (in Uganda since 1990), and BFL's digital innovation expertise. Coordination operated through a Steering Committee meeting bi-annually and two sub-committees (M&E and Finance).

Partner Complementarity: Each partner contributed distinct expertise: ASF provided overall coordination and legal services, UWONET brought grassroots networks (800+ member organisations), shelters and advocacy capacity, BFL delivered technological innovation, and PRI focused on criminal justice, especially penal system, reform and support to women in conflict with the law. This division of labour maximised impact whilst minimising duplication.

Progressive Improvement: Consortium coordination strengthened progressively throughout implementation:

- **Year 1 (2021):** Establishing coordination mechanisms, clarifying roles, addressing COVID-19 disruptions
- **Year 2 (2022):** Addressing financial management challenges with one partner, strengthening reporting quality
- **Year 3 (2023):** Improved coordination, more effective joint activities
- **Year 4 (2024-2025):** Strong coordination, effective joint closure activities including national conference

Development over time: A consortium member representative confirmed significant positives and progress:

"Our communication and our suggestions were heard at the steering committee level and going forward we were able to participate well in each other's activities when convened and we reduced the clashes."

This demonstrates consortium learning capacity and commitment to collaborative problem-solving enabling inevitable issues to be overcome.

District-Level Coordination Gaps: As per evaluation findings, the absence of systematic consortium/IP coordination mechanisms at district level created both challenges and opportunities that varied by context. The consortium structure had partners working primarily in separate districts, with the exception of BFL and UWONET both operating in Namutumba and ASF and BFL operating in Gulu. However, in districts where implementing partners worked alongside consortium members, the lack of a coordination structure led to some instances of duplication and gaps in prioritisation and problem-solving. In Gulu, for instance, GWED-G, the mediators and BFL coordinated to a certain extent because of prior relationships between key people in organisations. A more systematic approach could have created more links between community sensitisation between different partners and helped institutional stakeholders, such as police and judiciary to fully appreciate and understand all that FATE was doing at the District level.

Coordination with government institutions varied by partner and district and was left to individual discretion rather than standardised approaches. This created mixed outcomes: where partners coordinated closely with government stakeholders, FATE work was seen as part of regular government duties without requiring facilitation fees; where coordination was weak, opportunities for government integration were missed. A standardised approach to government engagement and systematic coordination protocols, particularly in districts with multiple implementers, would have maximised coherence and impact.

The creation of Communities of Practice (CoPs) initially overlapped with other mechanisms and generated a risk of duplication. FATE’s adaptation to integrating into ongoing initiatives was positive, especially in relation to providing a focus on gender sensitive activities and mainstreaming specialisations to members. However, it may have been better to create shared convening capacity across others, rather than have this focused on FATE.

4.2.2 External Coherence

Trust patterns revealed persistent institutional asymmetry: trust is highest in mediators (82%) and LC1s (71%), followed by paralegals (69%), with police scoring lowest (40%) based on household surveys conducted as part of the evaluation. This shows a persistent trust deficit in formal actors, contrasted with stronger legitimacy of community-based mechanisms. FATE successfully built community-based mechanisms that women trust, but low confidence in formal institutions may limit sustainability of justice outcomes in two ways: some cases whose only appropriate resolution is through the formal criminal justice system (such as defilement), and mediated settlements that do not always “stick” and parties can become dissatisfied and forum shop as a way of getting an alternative result. FATE sought to resolve the first issue by working closely with individuals and offices across the criminal justice system (police, ODPP and Judiciary) to follow cases, change behaviours and improve outcomes for women and girls, and based on justice sector stakeholder interviews significant progress has been made. A judicial actor stated during their interview:

“Because of the training and the sensitivity that we’re exposed to, we tend to treat them fairly differently because we always try to give them an opportunity to try and resolve an issue if it comes up... it has really helped us a lot change our perspective towards them.”



Figure 3: Overall trust comparison across all justice actors

FATE addressed the second issue by engaging community structures, improving coordination, and providing follow-on support to women and girl justice seekers. Therefore, although a coherence challenge may exist, FATE has done all it can within its scope to mitigate it.

4.3 Effectiveness

Key Finding: FATE achieved **substantial progress** across its primary objectives, with transformational change at individual, household, and community levels. The project demonstrated particular strength in digital innovation (14,154 users), GBV survivor support (2,500+ women), and justice system strengthening (321 women in detention supported), though sustainability of these achievements remains a concern.

4.3.1 Achievement against project objectives

Overall Achievement against Project Goal: 25,956 women and girls accessed justice services against target of 16,720 (between 2021-2025 per FATE documentation)

A Masindi KI stated:

“Yes, the changes I've seen that they are able to speak up. Women are not left behind. They are empowered. And the issue of confidentiality has been observed... Confidentiality is very much key... Representation has been given and the project has shown commitment through training and sensitization and inclusiveness that has not left anybody behind.”

Specific Objective 1: Women are in a position to demand justice

Achievement – Outstanding:

The FATE project achieved exceptional results in empowering women to demand justice, with outcomes substantially exceeding baseline measures across all key indicators. The transformation in women's legal empowerment is particularly striking: **89% of women now know their legal rights**, a remarkable increase from the 77% baseline, surpassing the 85% target. This represents a fundamental shift in legal consciousness among project beneficiaries.

Equally impressive is the growth in women's awareness of available support services. Whilst only 8% of women could cite a local service providing legal advice at baseline, this figure increased to **37%** by project end, nearly doubling the 20% target. This indicates not merely theoretical knowledge, but practical awareness of actionable resources for accessing justice.

The project's mediation services demonstrated exceptional quality, with **94% of women reporting satisfaction** with how their complaints were handled by mediators, significantly exceeding the 70% target. This high satisfaction rate reflects both the effectiveness of mediator training and the appropriateness of community-based dispute resolution mechanisms for women's justice needs.

Expected Result 1.1: Women are legally empowered to act

Legal Knowledge Indicators:

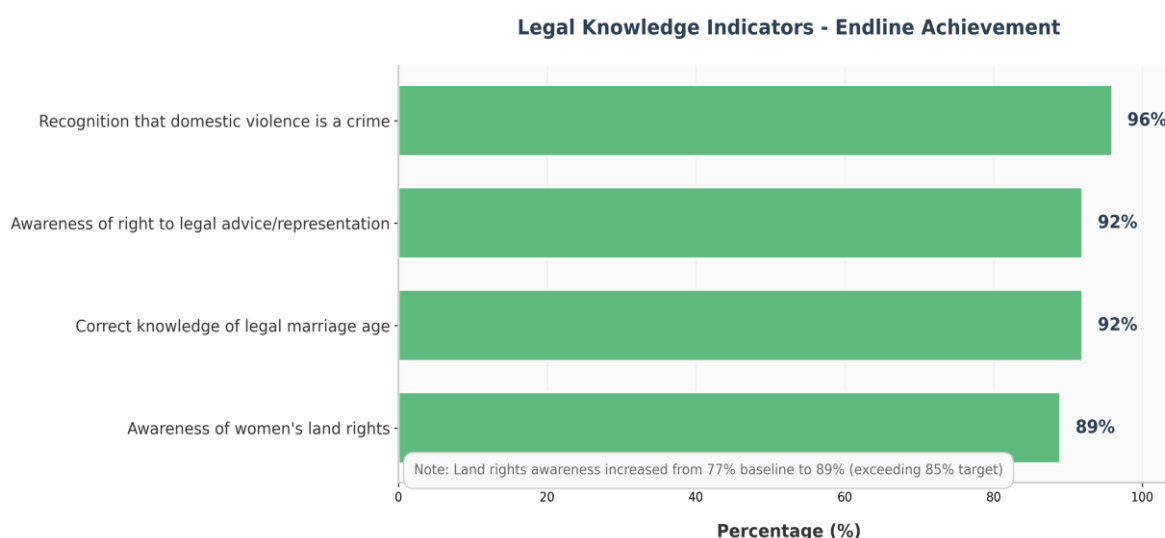


Figure 4: Survey respondents' legal empowerment

Women's legal knowledge expanded comprehensively across multiple dimensions. The data reveals particularly strong awareness in areas critical to women's rights and safety. Nearly all respondents (**96%**) now recognise that domestic violence is a crime, which is a foundation for reporting and seeking redress. Similarly robust is awareness of the right to legal advice and representation (**92%**) and correct knowledge of the legal marriage age (**92%**).

A particularly noteworthy achievement is the **89% awareness of women's land rights** (compared to 77% at baseline), addressing one of the most contentious and economically significant issues facing women in Uganda. The overall satisfaction rating of **8.5 out of 10** suggests that beneficiaries found the legal education not only informative but also relevant and empowering for their specific circumstances.

Table 4: Project Activities and Achievements Under Expected Result 1.1

Area	Target	Result	Achievement
Digital Platform Access (BFL)	10,000 women accessing first line legal support through SMS, IVR platforms	14,154 women accessing tailored first line legal support through SMS, IVR platforms and other entry points for legal information	BFL's digital platforms (I-Nodes, C-Nodes supported later in the programme through law boxes) represented the project's primary innovation in expanding access to legal information and services, particularly reaching remote and underserved communities. Overall digital platform users reported satisfaction when surveyed and the platform experienced 100% uptime
Paralegals and Mediators (ASF and UWONET)	80 paralegals trained and active 60 Community-based mediators established across project districts	78 paralegals trained and active (44 females, 34 males) 60 Community-based mediators (30 females, 30 males)	Paralegals and mediators provided first-line support in communities, with exceptionally high satisfaction rates demonstrating the effectiveness of community-based justice mechanisms

Area	Target	Result	Achievement
		95% satisfaction with mediators per FATE documentation	
Community Sensitization (ASF, UWONET, BFL)	10,000 beneficiaries participating (2,500 per year)	21,378 beneficiaries (12,369 females, 9,009 males)	Community sensitisation exceeded targets, reaching a diverse audience and contributing to broader shifts in community attitudes towards women's rights

Specific Objective 2: Decision-makers mobilise to make women and girls' rights effective

Achievement - Good Progress:

JLOS institutions reported that across project districts their capacity had been built through FATE and that they felt better able to make women and girls' rights effective. This included, for instance, through a greater understanding of the need to prioritise cases involving women and girls before the courts, greater consideration of the challenges in accessing justice for mothers and those with caring responsibilities, and a deeper understanding of referral mechanisms available.

Programme activities provided an evidence base for policy dialogue through research as well as advocacy. A key element of this was FATE's national conference bringing together over 75 stakeholders for policy engagement enabling significant progress to be made.

The nature of the justice sector in Uganda and external challenges, such as corruption, lack of funds, mean that persistent challenges do remain in achieving systemic institutional change at the national level.

Expected Result 2.1: Legal aid and protection services are improved and tailored to women and girls' access to justice needs

Service Access: The project achieved remarkable reach in service provision, with **22,663 women and girls accessing justice services** through advisory centres, shelters, digital platforms, mediations, and litigation, representing 136% of the target. Furthermore, **68% reported filing a complaint or crime since FATE engagement**, demonstrating actual behaviour change beyond knowledge gains.

GBV Shelters and Advisory Centers:

UWONET operated two GBV shelters and advisory centres in Kamuli and Namutumba, providing critical safe spaces and comprehensive support services throughout the project period. Over the programme implementation, the centres demonstrated sustained service delivery with **a total of 5,263 walk-in clients** (4,169 females, 1,094 males) receiving support, alongside **3,173 individuals accessing online support** via toll-free lines established during the project.

The shelter component provided life-saving refuge to **428 survivors of GBV, including 191 minors**. The steady increase in shelter utilization (from 23 survivors in 2021 to 204 survivors in 2024) reflects both growing community awareness of available services and increasing trust in UWONET's capacity to provide safe, confidential support. The satisfaction rate of **94%** amongst GBV advisory centre and shelter service users (data from the evaluation survey), underscores the quality and responsiveness of these interventions.

UWONET's grassroots networks (800+ member organisations) enabled effective community mobilisation and sustained engagement, whilst their policy advocacy work contributed to local policy development including the Kamuli Child Protection Ordinance 2024.

Women in Detention Support: PRI's work with female offenders and women in conflict with the law represented a critical component addressing a highly vulnerable and often overlooked population. The project provided comprehensive legal representation to over 250 women in courts of law, resulting in releases and case dismissals that achieved significant prison decongestion. This included a particular focus on resocialisation and reintegration. One part of this was start-up packs, which fall under FATE's economic empowerment work. Alongside this FATE provided a range of skills-based courses especially on business skills and helped connect women with their families through a family visit programme.

Legal Aid Grants:

- Nine civil society organisations across the FATE programme districts received legal aid grants with a total value of €211,004. These were GWED-G, HURIFO, NUDIPU, ANARDE, NAVODA, UCLF, FIDA-U, PAL-LEGAL, and AAIU. Through these legal aid grants psychosocial support, counselling and mediation assistance was provided.

Service Quality and Satisfaction:

Satisfaction with service delivery across FATE was very high based on interviews and surveys with a rating of 8.5/10. Trust was strongest in mediators (82%), followed by LC1s (71%) and paralegals (69%), with all ratings being very high demonstrating the effectiveness of the programme. Overall, 93% of those surveyed said that they were satisfied with treatment by FATE staff, with 91% noting that women and girls' needs were being put first. Alongside this, 95% reported not just trust, but also satisfaction in the work of FATE mediators.

Expected Result 2.2: Institutions are accountable for protecting and promoting women and girls' rights

JLOS Capacity Building

FATE's JLOS capacity building work included support for police, ODPP and prisons. For police, FATE developed a **specialised training curriculum and manual on handling female offenders**. This curriculum was subsequently approved by Uganda Police Force leadership and integrated into the official police training curriculum used across police training schools. Through ODPP, 19 State Attorneys were trained (10 male, 9 female) across multiple districts with the focus being international standards and effective strategies during prosecution of female offenders. RSA's reported a knowledge increase of 33%. Prison officers were trained on gender-sensitive and human rights-based approaches in the management of women in prisons (20 prison officers trained with 5 men and 15 women). This group reported a 32% increase in knowledge following the sessions. In addition, a further 20 prison staff from training schools were also supported (13 females and 7 males).

These changes are important and positive, with the adoption of the new training manual enabling capacity development to be taken to scale in the police and continued beyond the life of the programme. For other areas and stakeholders, such as ODPP and prisons, there is significant scope for other organisations or donor programmes to take FATE's work to scale.

Research and Documentation:

The project's research agenda provided crucial evidence for policy advocacy and programme refinement. PRI's research "*Women who kill in the context of domestic violence: how does the criminal justice system respond?*" (launched October 2021) examined circumstances under

which victims of domestic violence kill, how the criminal justice system treats such women, and the extent to which Ugandan law aligns with the Bangkok Rules.

The research revealed systemic gaps in gender-responsive justice and informed specific advocacy priorities, including recommendations for specialised training, improved access to legal representation, and consideration of domestic violence context in sentencing. These findings directly shaped FATE's training curriculum for justice sector actors and provided an evidence base for policy dialogue with government institutions.

UWONET's Gender Assessment of JLOS services strengthened evidence-based advocacy by documenting specific barriers women face in accessing justice and gaps in service provision. The assessment contributed to UWONET's alternative report to the CEDAW Committee and informed recommendations for institutional reform, including the need for increased budget allocation for gender-related issues, reduction of detention periods, provision of basic necessities such as sanitary products for women in custody, and employment of more female police officers.

Advocacy and Policy Engagement:

The project's advocacy strategy culminated in a **national conference in September 2025** under the theme "Strengthening eco-systems that sustain women legal empowerment in an environment that serves their needs." This high-level forum brought together **over 75 participants** including representatives from the Judiciary, Ministry of Gender Labour and Social Development, Uganda Police Force, Uganda Prisons, CSOs, and community-based mediators.

The conference achieved concrete outcomes: stakeholders collectively devised a roadmap for future engagements on access to justice for women, government representatives reiterated commitments to prioritise GBV cases and expedite hearings, and participants committed to incorporating research recommendations into their institutional priorities.

Beyond the national conference, FATE conducted three regional multi-stakeholder meetings attended by **182 participants (100 males, 82 females)**, addressing context-specific issues such as gender inclusion in climate change adaptation in Karamoja and reparations for victims in Acholi region. The 16 Days of Activism campaigns included legal aid camps, community dialogues, and radio talk shows, whilst International Women's Day activities provided additional platforms for policy discussions with key stakeholders.

Capacity Building for Female Leaders (PRI and UWONET):

Building on previous training for female LC5 councillors, FATE extended capacity-building sessions to LC3 councillors, recognising their critical role in resource allocation and legislation at sub-county level. This strategic expansion targeted decision-makers closest to grassroots communities, where many justice issues first arise. Female MPs and councillors received training on gender justice and gender responsiveness, equipping them to champion women's rights within their constituencies and legislative roles. These interventions strengthened the pipeline of gender-responsive leadership and created advocates for women's access to justice at multiple governance levels.

Institutional Impact:

The project achieved demonstrable change across multiple justice sector actors. Most significantly, stakeholder interviews reported **reduced decongestion of women prisoners held on remand for extended periods** in some facilities, a transformation from the situation in 2021 when women had languished in detention for years without trial. A FATE representative stated:

"There are no women from 2021. There isn't anyone. Maybe the women you find from 2024, 23. So decongestion has been perfect."

This achievement reflects both improved legal representation and enhanced institutional awareness of women offenders' rights.

Police officers reported improved knowledge about handling female offenders, with one KII participant noting: A KII stated:

"Officers got knowledge about handling of female offenders... They make a follow up through investigation officers".

The institutionalisation of the new training manual ensures this capacity extends to all new UPF recruits, creating lasting systemic change. and a new training manual in place institutionalised good practice across all new recruits into UPF.

Some magistrates and ODPP staff began applying gender-responsive approaches in case management, considering factors such as caring responsibilities and domestic violence context. Trust data indicates moderate to high levels of confidence in formal institutions amongst beneficiaries: police (3.12), LC1 (3.95), paralegals (3.84), and mediators (4.36) on a scale of 1-5, with mediators commanding the highest trust—validating the community-based justice approach.

Persistent Challenges in Achieving Systemic Change: Despite substantial district-level and institutional progress, the project encountered limitations in achieving systemic change at the national policy level. Pending legislation critical to women's rights, including the Marriage and Divorce Bill and Sexual Offences Bill, remains unenacted, reflecting broader challenges in Uganda's legislative process that extend beyond the project's sphere of influence.

Institutional equality perceptions vary dramatically by district. Across the 11 districts, perceptions of whether women and men are treated equally by the justice system are sharply divided and highly localised. At the positive end, **Moroto (73% Yes)** and **Namutumba (71% Yes)** show clear majorities reporting equal treatment. At the other extreme, **Napak (3% Yes, 94% No)** and **Jinja (0% Yes, 100% No)** demonstrate overwhelming negative perceptions, though Jinja's sample size is very limited.

Table 5: Perceptions of Equal Treatment by Justice System (by District)

District	% Yes (Equal Treatment)	% No (Unequal Treatment)	Assessment
Gulu	48%	50%	Evenly split
Hoima	61%	39%	Majority positive
Jinja	0%	100%	Unanimously negative (limited sample)
Kamuli	35%	59%	Lean negative
Lamwo	43%	55%	Lean negative
Masindi	65%	35%	Majority positive
Moroto	73%	25%	Majority positive
Namutumba	71%	29%	Majority positive
Napak	3%	94%	Overwhelmingly negative
Soroti	25%	75%	Strongly negative
Mbale	19%	74%	Strongly negative

Overall, while four districts reflect majority-positive perceptions, the majority of districts lean negative, revealing substantial variation and underlining the need for district-specific interventions.

Differential Impacts Across Demographic Groups and Districts:

Table 6: Land Rights Practice by District - Baseline vs Endline

District	Baseline	Endline	Change
Gulu	28%	78%	+50 pp
Hoima	Not available	80%	–
Jinja	–	100%	–
Kamuli	65%	100%	+35 pp
Lamwo	Not available	81%	+81 pp
Masindi	35%	86%	+51 pp
Moroto	33%	60%	+27 pp
Namutumba	Not available	94%	–
Napak	39%	32%	–77 pp
Soroti	Not available	88%	–
Mbale	Not available	74%	–

The data reveals **transformative gains where baseline was weakest** (Lamwo, Moroto), demonstrating the project's ability to address entrenched inequalities., Napak appears to be a persistent challenge with only 32% reporting ability to practice land rights, however this was due to a different focus on activities there.

Age-Based Variations

When responding to the question “In your community, are women able to practice this right?” (referring to the right to own land), younger respondents (18-30) reported slightly lower land rights practice than those aged 31-45 in some districts, reflecting lower bargaining power and asset control among younger women. This suggests the need for tailored legal education, potentially with more of a digital focus, and paralegal outreach for youth cohorts, including potentially early engagement through schools or youth programmes.

Gender Trust Patterns: Women and men reported broadly similar trust patterns in justice actors, though women showed slightly lower institutional trust. More significantly, perceived equal treatment in justice systems showed gender gaps in some districts, with male respondents more likely to perceive equality.

4.3.2 Legal Aid Grants: Expanding Reach Through Implementing Partners

ASF managed sub-grants totaling **€211,004** to nine implementing partners, extending geographic reach and targeting specialized populations beyond the four main consortium partners' capacity.

Grant Distribution and Focus

Table 7: Legal Aid Grant Disbursements (2021-2025)

Partner	Amount Disbursed
GWED-G	€56,302
HURIFO	€52,034
NUDIPU	€17,617

Partner	Amount Disbursed
FIDA-U	€20,007
NAVODA	€10,000
PAL-LEGAL	€9,997
ANARDE	€24,999
UCLF	€10,048
AAIU	€10,000
TOTAL	€211,004

4.3.3 Implementation Timeline and Preparedness:

Effectiveness could have been increased by:

- **Earlier provision of mini grants**
- **Earlier engagement of implementing partners**
- **Business skills gap:** In the context of mini-grants and start-up packs, women possessed technical skills but lacked business management knowledge. This was recognised but too late for systematic integration.

Sustainability planning could have been enhanced by:

- Building uniform knowledge at district level about project closure and continuation
- Strengthening institutional handover processes especially at the local level
- Questions about mediator and coach sustainability, with mediators unpaid after the programme and potentially unable to continue

4.3.4 Unintended Consequences and Spillover Effects:

Positive Spillovers:

- **Peer-to-peer diffusion:** Women becoming community resources, with participants reporting: *"I learnt how to mediate cases and now I mediate most families undergoing domestic violence"* and going on to refer other women and girls seeking justice to legal advice and ADR services established through FATE
- **Male ally development:** Some evidence of changed male attitudes, though not systematically captured. A key informant highlighted an example that captured a concrete change where a father who initially saw no value in educating his daughter changed his perspective after engaging with FATE services:

"The man said he went back home, reflected and came back to the BFL box to just say that, you know what? I learned a thing with you. And next term my daughter is going to start school as I have seen what women can do. Now for me, that's a win... The gentleman mentioned he had three sons. So other three sons were actually going to school, but his mindset was around why would I be paying for a girl?"

- **Economic multiplier effects:** Mini-grants recipients supporting other women

Potential Negative Consequences:

- **Backlash risks:** Example of LC1 opposing programme: *"when women are given money, they will become bossy"*
- **Appropriation concerns:** Cases where men appropriated women's income despite enhanced legal awareness
- **Location concerns:** Law boxes located in visible areas where women may not want to be seen "informing on husbands"

4.3.5 Coordination Between Formal and Informal Justice Systems

The project achieved significant success in **strengthening coordination and integration between formal courts, police, and traditional mediation systems**. This coordination created more comprehensive and accessible justice pathways for women whilst enhancing the effectiveness and legitimacy of both formal and informal mechanisms. **Community based mediators received enhanced training** that improved their understanding of formal legal frameworks whilst maintaining their cultural competence and community acceptance. This enabled them to make more informed referrals to formal systems when appropriate whilst handling cases that could be effectively resolved through traditional mechanisms. The enhanced legitimacy was confirmed through **increased community acceptance and utilisation** of their services, with survey data showing 82% trust in mediators and 95% satisfaction with mediator services (per FATE documentation). Qualitative evidence from focus group discussions confirmed strong community acceptance, with mediators reporting increased community demand for their services and Local Councils proactively calling them for mediation support. A mediator stated:

“At the beginning the community was not trusting us because I stay among them but with time they have started believing what I say. I can call a meeting and they respond immediately... Even the LC can now call us to mediate cases. Even after the project closed, they still call us.”

Formal justice institutions developed better understanding of community-based dispute resolution mechanisms, leading to improved coordination and referral systems. Police officers learned to work more effectively with traditional mediators, whilst courts developed better procedures for incorporating community-based resolution into formal proceedings when appropriate.

The integration proved particularly effective for **complex case types** affecting women, in cases of property disputes, inheritance conflicts, and domestic violence, requiring both immediate safety responses and longer-term relationship mediation, as well as potentially formal justice actor support. The project created **clear protocols** for determining which cases were most appropriately handled through traditional mechanisms versus formal courts, whilst ensuring women's rights were protected regardless of pathway chosen.

4.4 Efficiency

Key Finding: The project demonstrated **mixed efficiency results**, with a wide range of highly cost-effective community-based mechanisms offset by coordination complexity. Implementation delays in 2022 and uneven spending patterns across partners indicate moderate inefficiencies, while adaptive management during COVID-19 enabled continued progress despite challenges.

4.4.1 Budget Execution and Financial Efficiency

Overall Project Budget:

- **Approved budget:** €4,895,499.39
- **Audited expenses 2021 – 2024:** €3,77,005.65 (provided by FATE representatives in November 2025)
- **Budget on Books (BOB) 2025:** €1,096,217.00
- **Balance:** €25,276.74

Data source: Financial data in section 4.4.1 and 4.3.2 were provide by FATE representatives in November 2025.

Table 8: Consortium Partner Budget Execution

Partner	Budget	Total Actual	Execution Rate
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ASF	€1,943,024.51	€1,631,112.97	844%
UWONET	€1,124,380.65	€1,005,929.28	89%
PRI	€1,019,702.08	€831,736.12	82%
BFL	€808,392.15	€690,730.74	85%

Financial Management Strengths:

- Professional communication between finance leads
- High quality, standardised reporting templates ensuring consistency and transparency
- Effective financial reporting systems appropriate for different organisational capacities at consortium level
- Investment in financial management capacity building support
- Prudent approach assessing capacity to absorb funds and changing disbursement cycle accordingly

Financial Management Opportunity for Improvement: Developing, securing donor sign-off and rolling out a bespoke grants facility for implementing partners⁸ with integrated capacity building and accessible financial reporting requirements would have reduced investment of financial management time and potentially improved compliance and delivery whilst meeting donor expectations.

KI partner perspective on budget execution: *"We disbursed funds quarterly based on workplans, but COVID-19 and other delays meant partners couldn't spend as quickly as planned. In 2023, we adjusted to request-based disbursements, which improved alignment."*

4.4.2 Cost-Effectiveness Analysis

Project interventions demonstrated **exceptional cost-effectiveness with high impact relative to investment levels:**

High-Value Interventions:

- **Mediation training:** One-time investment created sustained community-level capacity with trained mediators continuing services beyond project period without external support. Mediators expressed lifelong commitment: *"We can do up to the end of life"* (Masindi) and *"I expect to do this work till death whether FATE is there or not"* (Hoima)
- **Digital platform:** Achieved **100% uptime serving 10,000+ beneficiaries** with relatively low ongoing operational costs, representing significant value-for-money in expanding justice access across geographic and economic barriers
- **Prison decongestion:** Stakeholders reported PRI achieved significant individual outcomes whilst creating system-wide benefits improving court efficiency and improved approaches to women in conflict with the law
- **Cultural leader engagement:** This provided significant legitimacy benefits with relatively low investment through multiplier effects on community attitudes
- **Mini grants programme:** Despite limited implementation time, the mini grants programme showed exceptional return on investment through economic empowerment enabling sustained justice access by addressing transportation costs and economic dependency.

4.4.3 Efficiency Challenges: Several factors limited cost-effectiveness:

- **Consortium management:** Required **15-20% of management time**, consuming resources through coordination requirements and reporting systems
- **Late implementation:** Mini-grants showed exceptional promise, but limited time prevented full impact realisation

⁸ These are CSOs/CBOs that received legal aid grants to provide tailored legal aid services under the project

Operational and Strategic Efficiency: Strategic efficiency could be improved through:

- **Depth -v- Breadth:** Very effective for individual beneficiaries but questions remain about concentration across 11 districts vs fewer districts with deeper investment
- **Network density:** Mediator network described as "drop in the ocean" considering transport and access challenges
- **Structural duplication:** FATE selected mediators from across existing structures, such as LCs, traditional, cultural and religious leaders and this was one of the criteria of selection so that existing local structures were mobilised. Limited efficiency issues remained due to duplication, but this was more due to the existing range of mediation actors at the District level, rather than through FATE.
- **Missing advocacy component:** Additional lobbying with JLOS at national level to secure government investment

4.4.4 Implementation Timeline

The FATE project experienced a five-month extension beyond its original timeline, expanding from a planned 48-month period (April 2021 to March 2025) to an actual 53-month implementation (April 2021 to August 2025). This extension was necessitated through No-Cost Extensions (NCE) to ensure proper activity completion and project closure. This timeline adjustment demonstrates prudent adaptive management in response to significant external constraints and evolving project needs.

The primary driver of timeline disruption was the COVID-19 pandemic, which fundamentally altered the operating environment during the project's first two years. National lockdowns occurred in three distinct waves: April to June 2021, June to July 2021, and January to February 2022. These restrictions directly suspended critical field activities, with cumulative delays of approximately four to five months across the implementation period. The pandemic's impact was particularly severe on activities requiring face-to-face interaction, including training sessions, community dialogues, and focus group discussions. Prison access was suspended for extended periods, which significantly limited PRI's capacity to provide legal representation to incarcerated women. Additionally, travel restrictions complicated field coordination across the project's 11 geographically dispersed districts.

Beyond pandemic-related disruptions, the project timeline was affected by the mid-project introduction of the legal aid grants component in 2023. This strategic addition required additional implementation time to establish grant mechanisms, conduct partner selection processes, and support grantees through their implementation cycles. The grants addressed an identified need for expanded geographic coverage and specialised services, but naturally extended the time required for comprehensive project delivery. Furthermore, the complexity of managing a four-partner consortium with diverse organisational capacities and systems required longer than initially anticipated for coordination, learning, and adaptation. Complex partnerships inherently demand time for partners to align approaches, establish coordination mechanisms, and build collaborative working relationships.

Despite these significant challenges, the FATE project demonstrated strong adaptive management capacity throughout the disrupted implementation period. When in-person training became impossible, the project rapidly pivoted to virtual training platforms for paralegals and JLOS officials. While these online sessions had limitations due to connectivity issues in rural areas, they maintained programme momentum during lockdown periods. Barefoot Law accelerated the expansion of its digital platform infrastructure during lockdowns, with SMS usage increasing by 35% as an alternative communication channel for beneficiaries unable to access physical services. UWONET strategically shifted from planned in-person sensitisation sessions to radio programmes, which offered less interactivity but achieved wider geographic reach across target districts. ASF worked closely with EKN to secure quarterly

workplan adjustments, enabling consortium partners to reallocate resources toward feasible activities during restriction periods while maintaining overall project objectives.

These adaptations proved effective in mitigating pandemic impacts. Despite experiencing six to nine months of COVID-19 disruptions across the implementation period, the FATE project exceeded its original beneficiary target, ultimately reaching 36,845 individuals compared to the planned 34,000. This 8% over-achievement demonstrates that adaptive management strategies successfully compensated for lost time, enabling the project to maintain service delivery quality whilst navigating unprecedented external constraints. The NCE represented a reasonable response to documented challenges rather than implementation weakness, allowing the consortium to complete strategic activities including the final evaluation, the national close-out conference, and litigation cases that had been initiated under the project.

4.5 Impact

Key Finding: FATE contributed to **meaningful transformation** at individual, household, community, and institutional levels, with evidence of sustained behavioural change, empowerment gains, and positive norm shifts.

4.5.1 Individual Level Transformation: The project achieved profound and sustained individual-level changes extending beyond temporary service provision to represent fundamental shifts in women and girls' relationship with justice systems and their own empowerment. Survey evidence demonstrates substantial individual-level changes:

- **83% reported improved economic situation** following FATE engagement
- **Enhanced legal literacy:** 89% awareness of land rights, 96% recognising domestic violence as crime, 92% knowing right to legal advice
- **Confidence building:** Women expressed increased self-efficacy: *"I'm now empowered that I know my rights... justice is accessible for all no matter the gender... I have the right to be heard in court... I can report the case free... I'm more confident of my rights... I know my legal rights and can express them"*
- **Behavioural change:** 68% reported filing complaint/crime since FATE engagement, demonstrating knowledge translating into action

Sustained Behaviour Change: Evidence of continued application of legal knowledge after direct project support ended demonstrates depth of impact. Women reported to have become community mediators independently, with participants providing specific examples:

- Respondent 1 mediating the case of domestic violence
- Respondent 2 referred the case of neglect and abandonment to the army commander
- Respondent 3 referred the assault to police and the matter was taken to court and the offender convicted

Economic Empowerment Synergies: Mini grants were provided to beneficiaries in the final year. While some beneficiaries expressed satisfaction, the limited implementation period makes it difficult to assess the full extent of transformation or sustained impact on justice access. One beneficiary's experience illustrates impact:

"She just started crying. But the joy she has because she used to hire people and say let me put mine in your fridge for two hours. But now she has her own. So that means she will be very stable."

4.5.2 Household and Family Dynamics Transformation:

Changes extended to household dynamics:

- **Women's voice in decision-making:** Increased participation in household resource allocation, children's education decisions, and land use planning

- **Protection from violence:** Enhanced capacity to seek help and access support services
- **Economic contribution:** Mini-grants recipients (ASF) and starter packs (PRI) enabled income generation, shifting household power dynamics
- **Family relationships:** 51 women reconnected with families through PRI's family visit programmes

Comprehensive household improvements reported across multiple participants:

- A beneficiary said: *"No more domestic violence at household, I'm economically empowered, social network has increased, I'm now the parastatal worker"*
- Another stated: *"Domestic violence has reduced in my household, my husband provides, I'm well respected in the community"*
- A third said: *"I can defend myself from violence or report"*

Male Engagement Results: An interviewee in Masindi observed: *"The men have responded by speaking out the silence by breaking the silence of domestic violence... A man knows that there's certain kind of responsibility that he has to do as a man which is not supposed to be for the woman."*

4.5.3 Community Level Changes and Social Norms:

Community-level changes included:

- **Normative shifts:** 78% believe women and men deserve equal rights, with 44% "strongly agreeing" indicating deep conviction. A Kamuli FGD participant stated: *"People used to laugh at women who reported issues. Now, many encourage them to speak up and find help... The attitude has shifted from blame to support. People listen more and judge less."*
- **Leadership emergence:** 19.4% assumed informal leadership positions, 9.4% assumed formal positions
- **Peer support networks:** Beneficiaries advised others 3 times on average, creating multiplier effects
- **Traditional authority engagement:** Cultural leaders increasingly supportive of women's rights; paramount chief of Acholi's public declaration endorsing legal compliance provided cultural permission: *"What we have seen as very good result areas... the paramount chief of the Acholi coming out and making... the declaration that you know what guys use the law and if something is against the law, don't engage in that."* Traditional authority endorsement enabled programme acceptance and sustainability. Cultural permission for community members to engage with legal advice mechanisms
- **Male ally development:** Some evidence of changed male attitudes, though not systematically captured.

GBV Reduction Trends:

- **Overall, 34% respondents** reporting GBV is "less common" or "much less common" compared to before FATE began working there
- **Baseline:** 68% had experienced or knew of rights violations; 87% identified partners as GBV perpetrators
- **Geographic variation:** 75% reporting reduction in Hoima; 0% in Jinja (where PRI focused on women in detention, not community GBV prevention)
- **Interpretation:** Trend suggests community-level interventions contributed to reducing tolerance for GBV and increasing reporting, though causation complex

However, a beneficiary noted:

"The culture of violence against women is still strong in the community. Forced marriages still occur which affects young girls and makes them miss out on an education."

4.5.4 Institutional Level Transformation:

Prison System - Exceptional Achievement: An interviewee reported: "There are no women from 2021. There isn't anyone. Maybe the women you find from 2024, 23. So decongestion has been perfect." This represents not only individual justice outcomes but systematic improvement in prison administration and court efficiency. Furthermore, **274 women prisoners received services** across project period, **108 women secured releases** out of 182 supported in 2023, 3 women who spent 5 years on remand were acquitted, and 45 women received business skills training; 24 women started businesses; 51 women reconnected with families

Police Capacity - Measurable Improvement: Officers confirmed: "Officers got knowledge about handling of female offenders....". This resulted into enhanced capacity for gender-responsive approaches and improved understanding of women's rights, **but** trust in police remains lower in multiple districts, indicating persistent institutional challenges

Court System Enhancement: Improved case management for women's matters, enhanced magistrate capacity, better coordination with support services, and reduced case backlog through facilitated special sessions.

Institutional Capacity Building:

- **91 prison staff trained** from training schools
- **8 orientation and capacity building workshops for district women councilors** from Kamuli and Namutumba
- Multiple trainings for law enforcement officers, magistrates, prosecutors on gender-sensitive approaches
- Development of training curricula for JLOS institutions

4.5.6 Attribution and Contribution Analysis:

Table 9: Evidence of FATE Contribution to Observed Changes

Change Domain	Baseline Status	Current Status	FATE Contribution Evidence	Alternative Explanations
Land Rights Practice	60% overall	77% overall	Targeted legal education, mediation training, paralegal support in FATE districts	National legal reforms, other NGO activities
GBV Reporting	Limited reporting	68% reported since FATE	Direct service provision, safe reporting mechanisms, legal representation	Government campaigns, media attention
Institutional Capacity	Weak responsiveness	Enhanced procedures	Systematic training, coordination protocols, performance monitoring	JLOS reforms, donor investments

Attribution and Contribution Analysis:

Attribution of changes specifically to FATE is complex given concurrent external factors including other development programmes, the activities of civil society organisations, government initiatives, such as the greater focus on mediation within the Judiciary and ODPP, broader societal shifts, economic recovery post-COVID-19, and policy changes. While direct attribution is difficult, FATE plausibly contributed to observed changes through unique interventions (digital platform, Law Boxes, specific mediation training), geographic specificity (changes most pronounced in areas with intensive FATE programming), temporal alignment (improvements coinciding with FATE implementation), stakeholder testimony (beneficiaries

explicitly attributing changes to FATE), and mechanism verification (clear pathways from FATE activities to observed outcomes).

4.6 Sustainability

Key Finding: Strong individual commitment and community-level mechanisms provide foundation for **continued benefits and sustainability**, but moderate confidence in managing legal issues without external support reveals some dependency concerns. Some elements of the programme can be sustained with minimal effort and support, but other elements may require more investment over time.

4.6.1 Strong Foundation for Continuity

The project created substantial sustainability mechanisms ensuring continued benefits. **Individual commitment showed exceptional depth**, and requires minimal effort to be sustained, with participants expressing lifelong dedication suggesting fundamental identity changes. Community-level mechanisms include self-organising support groups, integration with existing governance structures (LCs, traditional authorities), peer training networks, and economic empowerment providing foundation conditions for justice engagement. A Napak KII stated:

“With the increased knowledge on legal rights any opportunity will be used to apply the knowledge that was got through the project. If there are specific issues, the referral system will be used to refer cases.”

The programme enabled new access to justice infrastructure including the Barefoot Law boxes in two districts and contributed to organisational change within consortium members and IPs.

Government integration shows promise, with officials confirming continued commitment and institutionalised changes, including enhanced police procedures, improved prison rehabilitation programmes, court case management improvements, and developed training curricula for law enforcement, but would likely require some form of continued investment over time.

4.6.2 Critical Sustainability Challenges

Some financial sustainability concerns persist across multiple dimensions. Transportation and communication costs remain ongoing barriers limiting service access and mediator follow-up capacity. Government budget limitations and management of resources constrain enhanced service delivery without external support, while digital platform maintenance requires continued technical and financial investment. Institutional resource requirements, such as ongoing training, coordination mechanisms, and support systems, lack secured funding except in a limited number of districts where IPs have effective coordination systems.

Structural sustainability risks emerged from late sustainability planning (Year 3 rather than Year 1), which limited institutional transition preparation and scope for government ownership and/or co-funding. Mixed knowledge about project closure at district level indicates variable handover processes. **Key questions remain about mediator and coach continuation:** mediators may not continue beyond the life of the programme without any form of remuneration, while coaches were described as *“shopping”* for secure employment.

Community mechanisms show potential for continuation. With government recognition and integration into existing structures, these mechanisms could operate with minimal external inputs. This dependency pattern indicates **exit strategies must strengthen formal government ownership and resource allocation** rather than assuming community mechanisms can self-sustain. Paralegals require ongoing training, supervision, and modest compensation; mediators need continued legitimacy through LC, traditional leader and judicial

system recognition; advisory centres depend on operational funding beyond volunteer contributions.

4.6.3 Gender-Inclusive Sustainability

Positive indicators include women's leadership roles increasing (19.4% informal positions, 9.4% formal positions) and male ally networks providing supportive household environments. However, equal benefit persistence across diverse groups remains uncertain without targeted monitoring, and power dynamics may shift post-project without active protection mechanisms.

4.7. COM-B Behavioural Change Analysis

Key Finding: FATE's theory of change recognises that women's access to justice is constrained by intersecting barriers across capability (knowledge, skills, confidence), opportunity (structural barriers, service accessibility), and motivation (social norms, safety concerns) domains. The project's design directly addressed all three behavioural domains through comprehensive interventions creating sustained behavioural changes. A Napak community leader stated:

"More children are going to school because some women now own property like cows which they milk and sell the milk to buy books for school or contribute to school fees unlike before when they wouldn't work."

4.7.1 Capability Development and Knowledge Enhancement

The project achieved comprehensive capability development through psychological and physical capacity enhancement. **Psychological capability** was achieved through legal literacy programmes providing detailed understanding of rights, services, justice system pathways, and advocacy skills. Evidence shows 95% of respondents demonstrated knowledge of legal rights, including 89% awareness of women's land rights (from 77% baseline), 96% recognition that domestic violence is a crime, 92% awareness of right to legal advice, and 92% correct knowledge of legal marriage age. Beneficiaries reported: *"Through the training received by FATE, she was able to understand these laws better"* and *"I know my legal rights and can express them."* The overall satisfaction rating of 8.5/10 confirms capacity building was valued and delivered appropriately. **Physical capability** was addressed through ASF's mini-grants programme providing financial resources for transportation, communication, and documentation, whilst BFL's digital platform enabled remote consultation overcoming geographic barriers, reducing travel costs, providing services in local languages, and achieving 100% uptime serving 10,000+ beneficiaries.

4.7.2 Opportunity Enhancement and Environmental Change

The project systematically enhanced social and physical opportunities. **Social opportunity enhancement** was achieved through community dialogue processes engaging traditional leaders, male community members, government officials, and women's groups. Traditional authority engagement proved particularly effective, with the paramount chief of the Acholi's public declaration providing cultural permission for community members to engage with legal mechanisms. Male engagement strategies developed male allies supporting women's justice-seeking behaviour. Community acceptance strengthened considerably, with 78% believing women and men deserve equal access to rights. **Physical opportunity enhancement** was achieved through expanded service availability via trained community mediators (ASF and UWONET), improved justice institution responsiveness (PRI's institutional capacity building), BFL's digital platform provision of remote consultation, and enhanced coordination between service providers. Service-use patterns reinforce this expansion: 40.3% of beneficiaries used FATE services 2–3 times and 39.4% used them once, indicating that most users accessed support for single-episode or short-sequence needs, while a smaller but significant cohort required more intensive engagement (10.3% using services 4–5 times and 9.1% more than

five times). This distribution suggests that FATE's reach translated into both broad first-time access and sustained follow-up for more complex cases, reflecting effective physical opportunity enhancement across different user groups. However, geographic variations remained, with Napak showing persistent low land rights practice at 32% compared to national 77%. Structural opportunity barriers including corruption, cost, distance, and institutional bias remain largely unchanged, particularly within the formal justice system, though FATE achieved some progress in these areas.

4.7.3 Motivation Strengthening and Empowerment

The project achieved significant motivation strengthening through automatic and reflective motivation enhancement. **Automatic motivation** was enhanced through successful case outcomes, peer support, economic benefits, and social recognition. Evidence included 95% more likely to seek help, 68% reported complaint since FATE engagement, and 97% likely to continue using services. The mini-grants programme of which starter packs were a component enhanced automatic motivation by providing immediate economic benefits demonstrating connections between legal empowerment and economic opportunity. **Reflective motivation** was strengthened through education about systemic issues, understanding of collective action importance, development of identity as advocates, and recognition of benefits. As an officer from Masindi stated:

“Yes, the changes I've seen that they are able to speak up. Women are not left behind. They are empowered.”

Evidence includes 19% assuming informal leadership positions, 15% expressing interest in future formal leadership roles, and beneficiaries advised others 3 times on average. However, motivation challenges remained due to ongoing risks creating fear, limited resources, and persistent structural barriers.

4.7.4 COM-B Pathway Integration and Overall Impact

The project achieved impact through **interconnected behavioural pathways**, where **capability** provided the foundation, through legal knowledge and economic resources that enhanced women's capacity to navigate justice systems, **opportunity** created the enabling environment through community-based services, institutional improvements, and traditional authority support, ensuring enhanced capability translated into actual justice access, and **motivation** sustained engagement through positive experiences and peer support, with success experiences reinforcing commitment to continued justice-seeking. The project achieved **transformative rather than transactional change** by addressing underlying attitudes and power relations.

Sustainability Considerations and Dependencies

While women gained **capability** (95% knowledge retention) and **motivation** (97% likely to continue using services), **confidence to manage legal issues without FATE support is relatively high (mean 3.84/5)**, though still could be interpreted as not full self-reliance. This suggests that, despite strong gains in skills and awareness, many beneficiaries continue to perceive certain legal processes, particularly formal-system cases, as difficult to navigate alone. As a result, some degree of dependency on external facilitation remains, reflecting the **persistent structural barriers** that may constrain long-term sustainability without continued institutional support and government ownership.

4.8 Comparative Analysis: Baseline to Endline Transformation

4.8.1 Overview of Change Trajectory

The FATE project demonstrated substantial progress between baseline (2021) and endline (2025), revealing a comprehensive transformation in women's access to justice. The baseline study identified critical barriers preventing women from accessing justice services, including

limited legal knowledge, institutional distrust, economic constraints, and normalised gender-based violence. Four years later, the endline survey reveals marked improvements in most indicators, though with important geographic and demographic variations. A Kamuli FGD participant stated:

“Before FATE, most widows were denied land by clans. Now, more women can claim their property rights without fear.”

Table 10: Baseline to Endline Comparison - Key Indicators

Indicator	Baseline Value (2021)	Survey Value (2025)	Direction/Magnitude of Change
Knowledge of rights (land ownership proxy)	77% knew rights overall	89% answered Yes	↑ Increase (+12 pp)
Ability to practice land ownership	60% overall; Lamwo 0%, Gulu 28%, Moroto 33%, Kamuli 65%	77% answered Yes	↑ Increase (+17 pp)
Awareness DV is a crime	Many unaware	96% answered Yes	↑ Major improvement
Awareness crime reporting is free	40% No; 12% didn't know (≈48% yes/uncertain)	77% answered Yes	↑ Increase (+29 pp)
% of participants across the project who believe that women and men deserve to have equal access to their rights	78% agreed	78% (34% Agree + 44% Strongly Agree)	≈ Stable
Perception of equal treatment in justice	53% baseline said not equal	48% equal, 50% not equal, and 2.0% didn't know	Mixed - strong regional disparities
Prevalence of GBV	68%+ rights violations; 87% partner-perpetrated	34% report GBV now "less/much less common"	↓ Positive reduction (perceived)

4.8.2 Key Findings from the Comparative Analysis:

Transformative Knowledge Gains: The most substantial improvements occurred in legal awareness, with dramatic increases in knowledge of women's land rights (+12 percentage points), domestic violence recognition (reaching 96%), and understanding of free crime reporting (+29 percentage points).

Practice Improvements with Geographic Disparities: While land rights practice improved from 60% to 77% overall (+17 percentage points), this national figure conceals dramatic variations across districts. Transformative gains occurred in locations where baseline performance was weakest, particularly Lamwo (0% to 81%) and Moroto (33% to 60%).

Normative Shifts in Rights Perception: While overall agreement that women and men deserve equal rights remained stable at 78%, the endline data reveal a qualitative shift in conviction, with 44% now "strongly agreeing" compared to mixed agreement levels at baseline. This intensification of normative support suggests deeper attitudinal change beyond surface-level awareness.

Institutional Trust Remains Fragmented: Trust in justice actors showed modest improvement from very low baseline levels, though with continued fragmentation between community-based mechanisms and formal institutions. While trust in paralegals, mediators,

and LC1s increased substantially, confidence in police remained low in multiple districts. This persistent trust deficit reflects the baseline finding that corruption, cost, and institutional bias systematically excluded women from formal justice channels.

Gender-Based Violence: Perceived Reduction with Geographic Variation: From a baseline where 68% had experienced or knew of rights violations and 87% identified partners as GBV perpetrators, endline results show that 34% of respondents report GBV is now "less common" or "much less common." This strongly suggests that community-level interventions contributed to reducing tolerance for GBV and increasing reporting.

4.8.3 Methodological Considerations:

Some baseline indicators were compiled from mixed methods (FGDs/KIIs + survey) and reported as narrative with district exemplars, whereas the endline survey uses fixed-choice items. Comparisons are interpreted cautiously. The baseline survey covered 401 women under COVID-19 constraints; this dataset covers 350 respondents with potentially different exposure to FATE services.

4.9 Cross-Cutting Themes and Gender-Responsive Analysis

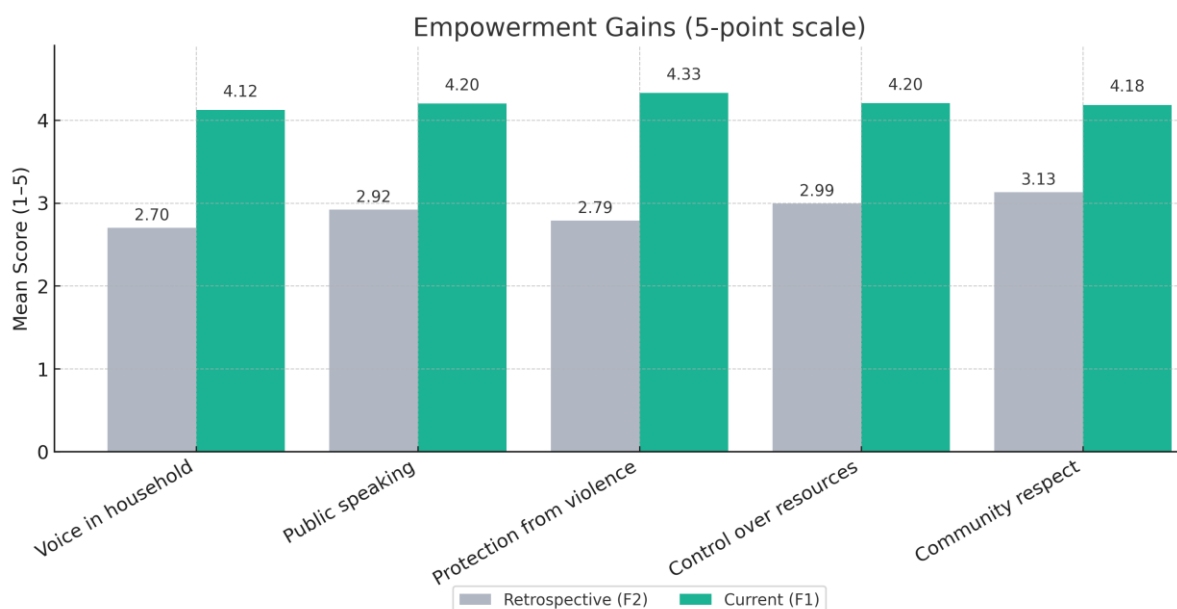


Figure 5: **Empowerment measurement results**

Key Finding: FATE demonstrated **strong commitment to gender equality and social inclusion**, with notable achievements in women's empowerment and vulnerable group targeting. However, **opportunities existed to strengthen youth engagement, male involvement documentation, and disability inclusion** to achieve deeper transformative impact across intersectional identities.

Across all five empowerment domains, survey participants reported substantial gains from the period before joining FATE compared to now. Retrospective baseline scores ranged between 2.7 and 3.1 on the 5-point scale, indicating moderate capability prior to the program. Current scores, however, ranged between 4.1 and 4.3, reflecting strong levels of agency, confidence, and social recognition. The largest improvement was observed in women's perceived ability to protect themselves from violence (+1.54 points), followed by significant gains in voice within the household and confidence in public speaking. These multi-dimensional increases suggest

that the program contributed not only to skill acquisition but to a broader shift in self-perception, social standing, and practical empowerment.

4.9.1 Gender Equality and Transformative Change

The project achieved **meaningful shifts in gender power relations** extending beyond individual empowerment to transform household dynamics and community norms. As a beneficiary noted: *"domestic violence has reduced in my household, my husband provides, I'm well respected in the community and most often mediate the case at the community level."*

Findings from the evaluation showed 78% of those surveyed and interviewed believing that women and men deserve equal access to rights (44% "strongly agree"). However, perceived institutional equality remains mixed (48% yes vs 50% no), suggesting that whilst normative acceptance has increased, institutional systems continue adapting to deliver equal treatment in practice.

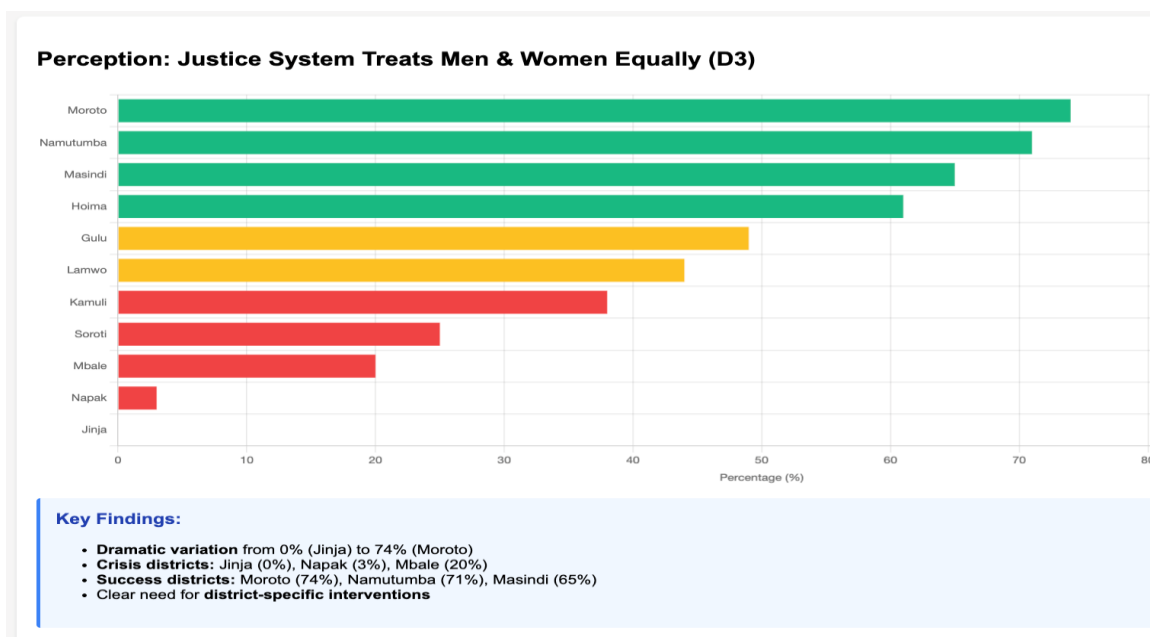


Figure 6: Perception of institutional equality

4.9.2 Male Engagement - Significant Scale with Documentation Opportunities

FATE's male engagement was a highly positive, unintended outcome of the programme and achieved significant scale, including development of male champion networks, changed household dynamics with reduced domestic violence, and positive attitude shifts. A probation officer in Masindi observed: *"The men have responded by speaking out the silence by breaking the silence of domestic violence... A man knows that there's certain kind of responsibility that he has to do as a man."* Despite reaching a high number of men, this engagement was not fully captured in project M&E frameworks. Some cases emerged where men appropriated women's income despite enhanced legal awareness, highlighting the need to address power dynamics alongside economic interventions.

4.9.3 Social Inclusion and Intersectional Approaches

FATE successfully targeted each of the vulnerable groups it was designed to benefit. In particular, widows benefited from a will-writing campaign; reduced congestion of women in conflict with the law held since 2021; and single mothers experienced reduced economic

vulnerability through targeted support. Geographic inclusion showed differential outcomes, with Napak presenting particular challenges requiring intensive targeted interventions. Women with disabilities require strengthened reasonable accommodations, and younger women (18-30) showed lower land rights practice (68% vs 82% for 31-45 age group), suggesting opportunities for age-appropriate legal education and more systematic school engagement.

Table 11: Service Access by District Type

District Category	Land Rights Practice	Service Satisfaction	Trust in Mediators
Urban/accessible (Gulu, Jinja)	86%	8.7/10	85%
Rural accessible (Hoima, Kamuli)	82%	8.4/10	80%
Remote/marginalised (Napak)	32%	7.1/10	65%

Table 11: Service Access by Age Group

Age Group	% Accessing Services	Land Rights Practice	Key Barriers
18-30 years	29%	68%	Limited household authority, economic dependence
31-45 years	42%	82%	Family responsibilities, time constraints
46+ years	29%	79%	Mobility challenges, traditional norms

4.9.4 Environmental and Climate Considerations

FATE addressed **intersections between natural resource management and women's justice access**. Women's enhanced understanding of property law created foundation conditions for long-term land management and environmental protection. The project's dispute resolution capacity building created community mechanisms for addressing resource conflicts constructively whilst ensuring women's rights to natural resources were protected.

4.10 FATE Project Logframe, MEL, & Reporting Analysis

4.10.1 Logframe Evolution and Strategic Adaptations

The FATE project's monitoring framework underwent significant evolution during implementation, reflecting both adaptive management principles and challenges in results-based monitoring for complex access to justice programming.

The project operated under two distinct logframes: the original 2021 framework and the 2023 revised version. Key changes included substantial target adjustments. The most significant changes occurred in female offender indicators: "# of female offenders assisted" increased from 150 to 320 (113% increase), and "# of female offenders access training led by PRI" increased from 40 to 210 (425% increase).

Information provided to the evaluation⁹ suggests the target increases reflected responsive programming based on field-identified need rather than initial planning inadequacies. However, the scale of the adjustment (a 425% increase in training access) indicates the original logframe may not have adequately captured the scope of women's justice needs in the target areas.

⁹ A concept note provided by FATE offers important context for these adjustments. The document reveals that initial project allocation for PRI covered "only 40 women for the entire project period," yet field observations identified 98% of women in target prisons as unrepresented, with 53% on remand. The female prison population had increased from 294 in 2021 to 321 in 2022 (a 9.2% increase), with projections suggesting growth to 1,034 by project end.

Document analysis revealed different beneficiary figures across different levels, with outputs feeding into outcomes which in turn feed into the impact of the programme. Clearer definitions of each would make the figures more accessible and easier to assess.

4.10.2 Monitoring, Evaluation and Learning (MEL) System Assessment

The FATE project implemented a multi-layered MEL system involving four consortium partners, presenting both opportunities for comprehensive monitoring and challenges for data quality assurance.

The project established Standard Operating Procedures (SOPs) for data collection, storage, and analysis signed by all institutional heads. Key features included unified templates and reporting tools across all consortium partners, regular validation by M&E team and project coordinator, quarterly reporting cycles with partner databases feeding consolidated scoreboard, satisfaction surveys to assess service quality, frequent monitoring visits providing on-site verification, and cross-partner standardization through agreed SOPs and institutional sign-off.

Overall, this approach demonstrated several strong characteristics that supported effective project management and accountability. These included:

- **Multi-Partner Coordination:** Successfully established standardized reporting across four diverse organisations with different technical capacities and institutional cultures
- **Beneficiary-Centered Quality Assurance:** Integration of satisfaction surveys provided crucial beneficiary voice in quality verification
- **Adaptive Framework:** Logframe revisions demonstrated responsive management, adjusting targets based on implementation learning
- **Documentation Standards:** SOPs provided clear guidance for data collection, storage, and sharing protocols

The project's integration of digital platforms (iNodes, C-Nodes, SMS, IVR) with traditional service delivery created opportunities for real-time monitoring, though this also introduced complexity in beneficiary tracking.

Some limitations remained such as dramatic target increases (113-425%) which may indicate potential underestimation in initial planning. The MEL approach could also have been enhanced through clearer indicator definition sheets and standardised beneficiary counting methodologies. Additionally, digital platform limitation in tracking names made it harder to remove duplicate names.

4.10.5 Recommendations for MEL System Enhancement

Future access to justice programming should consider clearer indicator definitions with comprehensive indicator definition sheets; integrated digital-physical tracking; independent quality verification mechanisms when performance significantly exceeds targets; real-time data integration through project end; and enhanced baseline development with additional time for target-setting.

5. Good Practices, Lessons Learned, and Recommendations

5.1 Innovation Approaches and Critical Success Factors

5.1.1 Cultural Competence and Traditional Authority Engagement

Working within existing cultural frameworks rather than challenging traditional systems directly proved transformational for programme acceptance and sustainability. This approach is replicable because traditional authority endorsement provides crucial legitimacy for

programme acceptance and sustainability, particularly in contexts where traditional governance maintains significant influence alongside formal systems.

The programme's cultural competence manifested through multiple dimensions. Services were adapted to **local languages**, active engagement with traditional leaders was systematically integrated into service delivery rather than treated as optional, and working with **existing governance structures**, including Local Councils and traditional authorities, enhanced the programme's legitimacy and reduced the resistance. Employment of **community-based staff** proved invaluable, brought local knowledge and established trusted relationships.

5.1.2 Digital Platform Innovation

BFL's I-Nodes and C-Nodes platforms achieved 100% uptime whilst serving over 10,000 beneficiaries, demonstrating that **hybrid models** combining digital innovation with human support can scale legal services beyond traditional geographic and economic barriers. This is replicable as a template for technology-enabled access to justice, particularly when designed to address digital literacy barriers through community-based support.

5.1.3 Community Engagement and Empowerment Strategies

UWONET's grassroots mobilisation approach leveraged existing networks of **over 800 member organisations** demonstrated that community-based empowerment mechanisms have exceptional sustainability potential. The **mini grants programme** proved that economic independence directly enables justice access, making economic-legal empowerment integration essential for replication in future programming.

Trained community members evolved into **permanent resources providing ongoing services** well beyond the formal project period. Established mechanisms include peer support groups continuing independently and community mediators maintaining trusted status in their areas.

5.1.4 Male Engagement Strategies

Role model men networks demonstrated remarkable effectiveness in shifting household dynamics, with men becoming active advocates for women's rights. This approach is replicable when elevated from an ancillary activity to a core programmatic component with dedicated resources and robust monitoring frameworks.

5.1.5 Consortium Complementarity

The consortium model enabled **comprehensive service delivery** exceeding what any single organisation could have achieved through complementary expertise: ASF's international legal expertise in access to justice programming, UWONET's extensive grassroots networks spanning over 800 member organisations, BFL's innovative digital platforms and technological capacity, and PRI's specialised criminal justice reform knowledge combined to create a comprehensive service offering. This is replicable when proper coordination investment, clear roles, and differentiated financial management approaches are established from inception.

5.2 Implementation Challenges and Areas Requiring Improvement

5.2.1 Implementation Timing and Strategic Sequencing

Late implementation of the most effective interventions (mini-grants programme, cultural leader engagement, role model men networks) limited their potential impact on project objectives by reducing time for comprehensive evaluation, limiting scope for iteration and improvement, and constraining sustainability planning and transition processes.

5.2.2 Financial Management and Partnership Coordination

Whilst consortium financial management was transparent and effective overall, the standardised approach was insufficiently tailored for CBOs, affecting their implementation capacity. A differentiated approach based on organisational capacity could have yielded stronger results from partner CBOs and reduced administrative burdens that limited their programmatic focus.

5.3 Lessons Learned by Theme

5.3.1 Strategic Design and Implementation

Front-Load High-Impact Interventions: The pattern of delayed implementation of represents a missed opportunity. Future programming should conduct rapid prototyping in Year 1, implement proven approaches early, and reserve later years for consolidation and sustainability rather than innovation introduction. Dedicating 20-30% of Year 1 budgets to testing multiple approaches with rapid scaling mechanisms is essential.

Economic Empowerment is Essential: Evidence demonstrates that legal knowledge alone is insufficient without economic resources. The mini-grants programme showed exceptional results, proving that relatively small economic investments create significant justice access improvements.

5.3.2 Partnership and Coordination

Differentiate Partnership Approaches by Capacity: The standardised financial management approach proved unfair to smaller partners. Future programming must implement differentiated support approaches based on organisational capacity, with enhanced technical assistance for community-based partners, practical grants management processes, and systematic capacity building investment from project start.

Coordination Complexity Requires Investment: Consortium models require significant coordination investment but produce comprehensive service offerings when complementary expertise is properly leveraged.

5.3.3 Cultural and Community Engagement

Work Within, Not Against, Existing Structures: Traditional authority engagement proved essential for programme acceptance and sustainability. Future programming must systematically identify and engage traditional leaders whilst promoting progressive change.

Male Engagement Must Be Systematic: Evidence shows male engagement reduces household resistance and builds sustainable support systems, but ad-hoc approaches limit potential impact.

5.3.4 Sustainability and Protection

Embed Safety from Design Phase: The evaluation identified safety gaps in economic empowerment activities and retaliation risks for women challenging traditional norms. Future programming must integrate do-no-harm principles throughout design, conduct periodic risk re-assessments for all interventions, more regularly update emerging risks, establish systematic safety planning, develop violence-mitigation safeguards for economic empowerment, create confidential reporting mechanisms, and establish protection systems for women challenging traditional norms.

Operationalise Sustainability from Year 1: FATE developed some sustainability strategies including establishment of Law Boxes, mediator networks, and institutional capacity building. However, future programming should integrate sustainability planning into project design from

inception with government co-financing requirements, gradual transition planning beginning in Year 1, systematic exit strategies, and formal closure events celebrating achievements whilst transferring responsibilities.

5.3.5 Enabling Contextual Factors

Persistent Institutional Asymmetry: Sustainability is strongest where community mechanisms are reliable but could erode without State accountability improvements. Formal institutional reform must accompany community empowerment for comprehensive justice access.

5.4 Categorized Actionable Recommendations

5.4.1 For Kingdom of the Netherlands (Donor)

FATE provides a robust and positive starting point for learning not only for future programming on women & girls' access to justice in Uganda, but also in similar contexts across the wider region. The programme demonstrates the value of multi-disciplinary consortia bringing together expertise across the key challenges that women and girls' face. It also demonstrates the value of adaptation over time and new approaches as more is understood about practical challenges and issues at the local level.

The recommendations below relate not just to specific programmes that Kingdom of the Netherlands may choose to develop but are also designed to inform the donor's broader approach in a context like Uganda where significant challenges exist.

- 1. Shift to systems thinking:** FATE followed a standard timeline for much donor programming and was able to achieve significant results, including through the period of no cost extensions. Building relationships and trust with stakeholders and communities takes time and a programme such as FATE could have achieved more if able to continue for longer. Therefore, we recommend, considering funding 7-10 year institutional capacity building and behaviour change programming (potentially with break clauses to ensure consistent implementer performance) rather than 3-5 year projects creating parallel systems with significant risk of delays between programmes
- 2. Mandate integrated programming:** FATE demonstrates the value of building connections and bridges between legal empowerment and economic empowerment. It also demonstrates the value that legal empowerment can deliver to communities, as well as to individuals. Development issues are inherently interconnected. Therefore, we recommend integrating justice empowerment with economic development, SRHR, food security addressing interconnected barriers. We also propose that Kingdom of the Netherlands should consider investing in integrated programming that addresses the interconnected nature of women's empowerment challenges
- 3. Propose early piloting:** FATE provided a lot of practical solutions for women and girls' access to justice challenges. For future programming we would propose early piloting with 20-30% of Year 1 budgets allocated for testing multiple approaches so that successful approaches can be taken to scale early in the programme lifecycle. This can help quickly and effectively build innovation.
- 4. Establish government co-financing requirements:** Engage with government to secure 10% government contribution Year 1, scaling to 50% by project end to enable greater sustainability and an integrated offering between government and donor funded programmes. We recommend that Kingdom of the Netherlands explore this directly with government as a donor is better placed than implementers to secure engagement and support from government.
- 5. Lead coordinated donor advocacy:** FATE provided robust learning through the programme, and the consortium members conducted their own advocacy and engagement. Alongside this we consider that there is an additional opportunity for

Kingdom of the Netherlands to establish quarterly coordination meetings and joint advocacy on women's justice access to share learning across programmes and continue to foster innovation and adaptation

5.4.2 For ASF and Consortium Partners

FATE has delivered very significant and practical changes to the lives of women and girls across Uganda transforming their ability to access justice through a combination of targeted interventions drawing on the diverse skills, experience and networks of consortium partners.

We set out below recommendations for ASF and consortium members that can inform future programming in Uganda as well as similar contexts for those consortium members that operate internationally.

1. **Integrated community-based approach:** Maintain community-based approach bringing together formal and informal justice sectors together with local government, women and girls and civil society so that all stakeholders are mobilised, sensitised and engaged. Engagement at the community level through multiple entry points to create a unified access to justice approach has been a key reason for FATE's success.
2. **Systematic male engagement:** FATE engaged with women and girls and with men and demonstrate the value of so doing. Therefore, we suggest that future programming should include systemic male engagement as a core component with tailored M&E to capture change
3. **Innovation labs:** Establish quarterly reviews supported by a dedicated innovation fund (15% of annual budget) and rapid scaling protocols so that good ideas can rapidly be taken to scale. This should include structured processes for testing, evaluation, and decision-making on scaling successful pilots
4. **Differentiated financial management:** Create a tiered financial management approach that takes into consideration diverse partner capacities, that balances financial management best practice with mentoring and tailored accountability for smaller organisations. This would see a similar approach to the one used on FATE for consortium partners and larger organisations, but a scaled back approach for local or community-based organisations with a heavier emphasis on mentoring that can build organisational capacity beyond the life of a programme.
5. **Comprehensive safety protocols:** Conduct risk assessment for every intervention; establish protection mechanisms for survivors and advocates
6. **Systematic economic empowerment integration:** Through mini-grants and related starter packs FATE demonstrated the value of economic empowerment as a core building block of legal empowerment that can help women and girls navigate the persistent barriers to access to justice that remain especially in the formal justice system. Building on this we propose that future programming should link economic and legal empowerment from inception
7. **Sustainability planning:** Initiate from Year 1 with government co-financing (assuming donor support for this)

5.4.3 For Government of Uganda

FATE has aligned well with Government of Uganda strategies and provides good learning that can be incorporated across JLOS, but especially within the Judiciary's approach on mediation and alternative dispute resolution.

1. **Develop and Implement a National Strategy on Women's Access to Justice** with dedicated budget allocation
2. **Institutionalise successful innovations:** Law Boxes, mediator training, police curriculum into JLOS systems potentially working initially in partnership with donors but with an aspiration for government ownership over time.

3. **Address police trust deficit:** Through mandatory gender-sensitive training and accountability, building on the module from FATE that has been incorporated in the police training curriculum and looking for other opportunities to engage in initial and ongoing professional development for police officers.
4. **Prioritise marginalised districts:** Intensive differentiated interventions for Napak and similar contexts
5. **Allocate budget resources:** For enhanced service delivery maintaining improvements beyond project periods
6. **Establish sustainable financing:** For community mediators/paralegals in district budgets

5.4.4 For Civil Society Organisations

FATE worked with multiple civil society organisations across the 11 districts demonstrating the fundamental role that they can play in delivering accessing to justice for women and girls.

1. **Develop national innovation platform** for knowledge sharing and scaling
2. **Form coordinated advocacy coalition** addressing systemic barriers
3. **Establish safety networks** for women's rights defenders facing retaliation
4. **Develop comprehensive male engagement strategies** addressing household power dynamics
5. **Systematically leverage existing community and grassroots based structures** rather than creating parallel systems

5.5 Transferable Strategies for Regional Application

1. **Hybrid Digital-Community Service Model:** The combination of digital platforms with community-based support creates scalable, accessible justice services adaptable to diverse contexts. Technology enables reach whilst human support ensures accessibility and cultural appropriateness.

2. **Traditional Authority Partnership Approach:** Working within cultural frameworks through traditional authority engagement creates legitimacy and reduces resistance. This approach is transferable to contexts where traditional governance systems maintain significant influence.

3. **Economic-Legal Empowerment Integration:** The synergy between economic resources and legal knowledge demonstrates that holistic approaches addressing interconnected barriers achieve greater impact than single-sector interventions.

4. **Community-Based Capacity Building:** Training community members as paralegals and mediators creates sustainable local capacity continuing beyond project periods. This approach reduces dependency whilst ensuring cultural competence and accessibility.

5. **Police Curriculum Integration:** Developing and integrating training into official police curricula creates lasting institutional change.

6. **Consortium Model with Complementary Expertise:** The multi-partner approach leveraging different organisational strengths enables comprehensive service delivery addressing complex, multi-faceted challenges. Whilst requiring significant coordination investment, benefits justify costs when properly managed with clear roles, differentiated financial management, and systematic coordination mechanisms.

5.6 Adaptive Management and Future Risk Mitigation

5.6.1 Successful Problem-Solving Examples

The consortium demonstrated adaptive capacity through maintaining steering committees as a way of bringing consortium members together to problem solve and resolve challenges and

issues. This was complemented by reflection sessions and peer learning sessions to capture and share learning and ensure effective cross-consortium working.

5.7 Conclusion

5.7.1 Key Achievements and Impact

The FATE project achieved transformational change across Uganda's diverse contexts, demonstrating that culturally competent, community-based interventions can fundamentally shift women's access to justice. Three critical takeaways emerge from the evidence:

First, behaviour change is achievable at scale. The project reached 155% of its beneficiary target whilst achieving near-universal awareness levels (89-96%) and translating knowledge into action, with 95% increased help-seeking likelihood and 68% actual reporting behaviour. This demonstrates that well-designed interventions can overcome deeply entrenched barriers to justice-seeking.

Second, community-based mechanisms can be trusted and sustainable. The 82% trust in community mediators and 97% likelihood to continue using services indicate that local justice mechanisms, when properly established, create lasting community assets that function beyond project timelines. The 100% digital platform uptime serving 14,000+ beneficiaries further proves that hybrid technology-community models can scale access effectively.

Third, systemic change is possible when multiple actors are engaged. Improved human rights and policy compliance within prisons, and prioritisation by courts of cases involving women and girls demonstrate that institutional transformation occurs alongside community empowerment.

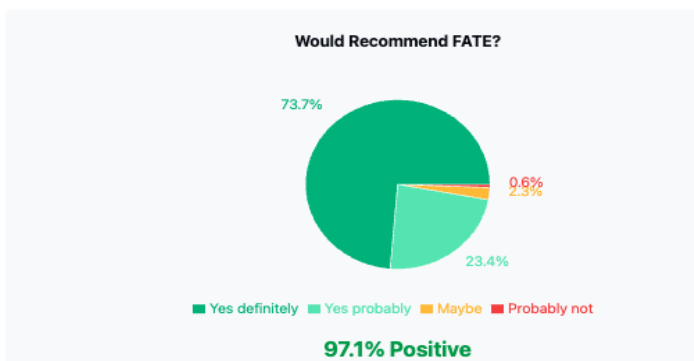


Figure 8: Would beneficiaries recommend FATE to others?

When asked “Would you recommend FATE to others?”, of the 350 survey respondents, 258 choose “Yes, definitely”, 82 “Yes, probably”, 8 “Maybe”, and 2 “Probably not”. The overwhelmingly positive recommendation rate reflects beneficiary confidence in the programme's comprehensive approach.

These achievements validate the theory of change: when women and girls are empowered with knowledge, supported by trusted community mechanisms, and backed by responsive institutions, they will access justice and challenge violations of their rights.

5.7.2 Strategic Repositioning Required

The evaluation reveals that whilst individual projects like FATE can achieve significant successes, sustainable systemic change in women's access to justice requires strategic repositioning: from short-term service delivery to long-term systems strengthening; from parallel structures to government ownership; from ADR and informal justice to formal justice sector transformation and legal representation; from women-only to gender-transformative

approaches incorporating the next generation of girls and boys; and from legal knowledge to comprehensive empowerment addressing economic, social, and cultural dimensions.

5.7.3 The Fundamental Insight

Individual projects, regardless of quality, cannot achieve sustainable systemic change in women's access to justice. The structural barriers of corruption, cost, stigma, gender norms, and institutional bias require long-term systems strengthening with genuine government ownership that 3-5 year donor-funded projects cannot deliver alone.

5.7.4 The Pathway Forward

The evidence is clear: **transformation is possible**, but requires fundamental shifts in how we design, implement, and sustain access to justice programming. The question is not whether to invest in women and girls' access to justice as the evidence overwhelmingly supports this priority, but how to design interventions that maximise impact whilst ensuring sustainability, safety, and inclusion. The path forward requires building on FATE's demonstrated successes whilst systematically addressing the identified strategic gaps through more comprehensive planning, earlier implementation of effective interventions, and stronger integration with existing structures and resources. With strategic adjustments informed by this evaluation, future programming can achieve the sustainable, systemic transformation in women's access to justice that FATE initiated.

6. Annexes

Annex A. Comprehensive Evaluation Design and Approach

A.1 Methodological Framework and Design Principles

Participatory co-design methodology: The evaluation adopted a comprehensive participatory co-design methodology that prioritised meaningful collaboration with consortium partners throughout all phases. Joint inception workshops facilitated collaborative review of evaluation frameworks whilst ongoing partnership throughout implementation included regular briefing sessions and joint problem-solving.

Mixed-methods approach: The evaluation employed a comprehensive mixed-methods design combining quantitative and qualitative data collection techniques. Qualitative methods provided deep understanding of stakeholder experiences whilst quantitative methods enabled measurement of project reach and outcome indicators. Integration employed joint displays and systematic triangulation during analysis phases.

OECD-DAC criteria application: The evaluation applied OECD-DAC criteria through Uganda-specific lenses, examining relevance (alignment with needs), coherence (internal and external), effectiveness (objective achievement), efficiency (resource utilization), impact (higher-level changes), and sustainability (benefit continuation). Each criterion incorporated COM-B behavioural analysis and gender-responsive approaches. The comprehensive evaluation questions matrix (Annex A) details specific inquiry areas and evidence sources.

COM-B Behavioural Framework Integration: The evaluation incorporated the Capability, Opportunity, and Motivation-Behaviour (COM-B) model as a complementary analytical lens to understand how FATE interventions influenced women's justice-seeking behaviour. This framework recognises that sustainable behaviour change requires addressing three interconnected domains:

- **Capability factors:** Women's psychological and physical capacity to seek justice, including legal literacy, confidence levels, practical navigation skills, language competencies, and economic capacity to engage with justice systems.
- **Opportunity factors:** Structural elements that facilitate or constrain justice access, including geographic accessibility, service availability and quality, institutional responsiveness, economic barriers, and social/cultural environmental factors.
- **Motivation factors:** Elements influencing women's willingness to seek justice, including social norms and cultural expectations, family/community pressure, previous experiences with justice systems, safety concerns, and development of hope and agency.

The COM-B integration enabled the evaluation to move beyond outcome reporting toward understanding mechanisms of change, examining not only what FATE achieved but why certain interventions worked and how behaviour change pathways contributed to observed outcomes. This approach directly supports the Terms of Reference emphasis on learning "what worked (or did not work) and why."

A.2 Sampling Strategy and Data Collection Methods

Sampling methodology: The evaluation employed sophisticated sampling strategies ensuring comprehensive representation across Uganda's diverse contexts. Household surveys employed multi-stage cluster sampling across all eleven target districts with district-level sampling ensuring proportional representation. The **initial sampling framework envisioned 450 women and girls** across all districts, stratified by service type (30% legal aid, 25% mediation, 20% digital platforms, 15% shelter services, 10% legal education) and

demographics (age brackets, vulnerabilities including disability and single parenthood). The evaluation planned to conduct a purposive sampling for qualitative methods targeted stakeholders with direct FATE experience, ensuring comprehensive stakeholder representation across consortium partners, government officials, community leaders, and beneficiary groups through the survey, key informant interviews (KIIs), focus group discussions (FGDs), site observations, informal consultations, and validation workshops.

Adjustment of Survey Sampling Approach in Practice: The initial survey sampling framework envisioned a total beneficiary sample of **450 women and girls** across all 11 districts, proportionally distributed to reflect intervention intensity and accessibility: 125 in the Northern Region, 110 in the Western Region, 120 in the Eastern Region, 70 in Karamoja, and 25 in the Central Corridor. This distribution was designed to ensure a $\pm 4.6\%$ margin of error at 95% confidence for overall analysis, and between $\pm 8.8\%$ and $\pm 19.6\%$ for regional insights. Stratification by service type (e.g., 30% legal aid, 25% mediation, 20% digital platforms, 8% shelter services, 10% legal education, 7% economic empowerment) and demographics (45% in the 18-30 age bracket, 40% in the 31-45, and 15% in the 40+) was intended to allow detailed disaggregation of results.

In practice, however, the realities of fieldwork required adjustments, but taking these into consideration the overall analysis margin of error was maintained at $\pm 5.2\%$ margin of error at 95% confidence. Several challenges necessitated modifications including: **end of programming timeline** meaning that some key interlocutors had moved on to other activities or locations; **limited beneficiary contact information** as some implementing partners had incomplete retention of beneficiary contacts and locations; **seasonal constraints** with farming season obligations limiting availability of rural women and rainy season conditions creating accessibility issues in remote areas; **geographic accessibility** challenges in remote Karamoja districts due to security considerations and infrastructure limitations; **beneficiary mobility** as some had relocated from their original districts for economic or family reasons; and **service type availability** issues, particularly difficulty reaching shelter service users and women who had formerly been in conflict with the law due to confidentiality and mobility considerations.

These constraints meant that the actual sample diverged from the planned proportions in both size and distribution. The evaluation ultimately achieved **350 with women and girls and men**

and boys completed surveys, of whom 289 (83%) female and 61 (17%) male (78% of target). For example, Karamoja region fell short of targets due to accessibility challenges, shelter service users were severely underrepresented (only 5 respondents, 1%), and certain districts like Jinja had minimal representation (2 respondents, 1%). Conversely, mediation service users were oversampled (260 respondents, 74% versus the planned 25%). Then, it achieved all of the service type disaggregation, but with a different distribution: 74% mediation, 28% legal aid, 25% legal education, 17% economic empowerment, 9% paralegal support, 4% digital platforms, 1%

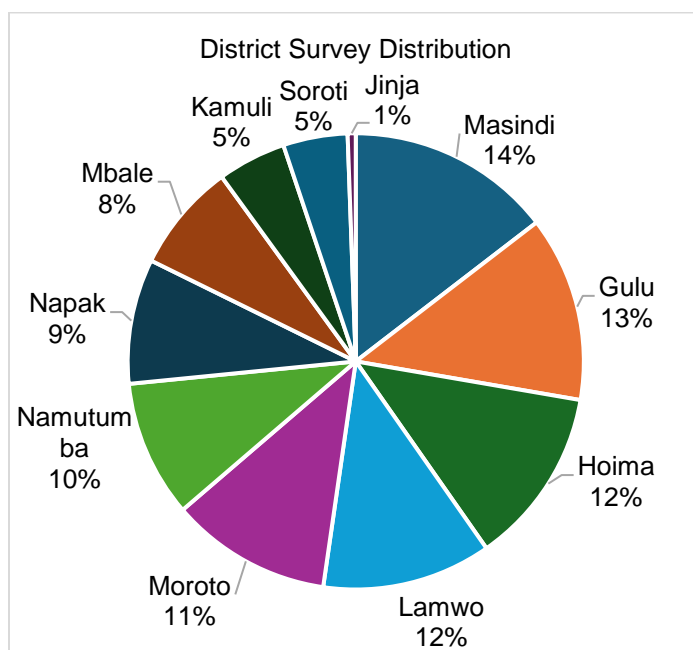


Figure A.1: Percentage district survey distribution

shelter services) and demographics of 101 respondents (29%) in the 18-30 age group, 148 (42%) 31-45, and 101 (29%) 46+.

The achieved sample provides $\pm 5.2\%$ margin of error at 95% confidence level for overall analysis and $\pm 10\%$ to $\pm 15\%$ for regional-level insights. The overall margin of error increased slightly from $\pm 4.6\%$ to $\pm 5.2\%$, while the regional margins increased more noticeably (from $\pm 9\%$ to $\pm 20\%$ in the original plan, to $\pm 10\%$ to $\pm 15\%$ in the achieved sample), with the Eastern Region showing the largest margin due to its smaller achieved sample size (43 vs. planned 120). While overall precision decreased marginally (from $\pm 4.6\%$ to $\pm 5.2\%$), regional precision became more consistent across areas. The achieved margins ($\pm 10\%$ to $\pm 15\%$) represent an improvement on the original plan in terms of reducing extreme variation (previously $\pm 9\%$ to $\pm 20\%$). Thus, regional results remain indicative but are more evenly reliable than initially anticipated

Table A.1: Planned vs. Achieved Beneficiary Sample Distribution

Region / Group	Planned Sample (n)	% of Total	Achieved Sample (n)	% of Total
Northern Region	125	28%	88	25%
Western Region	110	24%	95	27%
Eastern Region	120	27%	43	12%
Karamoja Region	70	16%	71	20%
Central Corridor	25	6%	53	15%
Total	450	100%	350	100%

A.3 Trauma-Informed Methodology

Given FATE's focus on justice-seeking women and girls including survivors of SGBV, the evaluation implemented comprehensive trauma-informed protocols throughout data collection. These included safe space creation, established referral systems for participant support, do-no-harm principles implementation, and cultural sensitivity measures adapted to Uganda's diverse contexts. *Detailed risk assessment and mitigation strategies, including trauma-related risks, are comprehensively addressed in Section 3.5.*

A.4 Quality Assurance Mechanisms

Multi-level validation processes: The evaluation implemented comprehensive quality assurance mechanisms across multiple levels. Internal quality assurance involved peer review processes whilst data collection quality control included daily briefings and random sit-ins on interviews by supervisors. Analysis validation employed multiple analytical approaches and expert review processes.

Triangulation strategies across data sources: The evaluation employed comprehensive triangulation strategies cross-validating findings from different sources, methods, and analytical approaches. Source triangulation compared findings across stakeholder groups whilst method triangulation validated findings through different data collection approaches.

Internal and external validation workshops: The evaluation incorporated systematic validation processes engaging stakeholders in reviewing findings. An internal validation meeting with the Consortium provided an opportunity to discuss preliminary findings, lessons, and recommendations in detail and feedback from that session has been incorporated into this report.

Then, the evaluation team presented preliminary findings at the "**Break the Barriers, Secure Her Justice**" National Conference on **September 19, 2025, at Golf Course Hotel, Kampala**, providing a critical external validation opportunity. The presentation allowed physical participants plus online attendees – including government officials, development

partners, judiciary representatives, security sector actors, CSOs, and project beneficiaries – to scrutinize, validate, and provide feedback on the findings, but within constraints of limited time.

In addition to these two mechanisms, during the week of 22nd September additional validation KIIs will be conducted with JLOs, through Q&A sessions at consortium members, meetings with consortium Executive Leadership and a debrief with EKN.

This diverse stakeholder engagement enables robust triangulation of evaluation results against multiple perspectives across the justice ecosystem, from grassroots implementers to national policymakers, thereby enhancing the credibility and relevance of the evaluation conclusion.

Totals:

- **Enumerator Team Structure**
 - 22 trained enumerators (14F, 8M) across 11 districts
 - 4 field supervisors (3F, 1M) for quality control
- **350 Household Surveys**, including 350 participants (289F, 61 M)
- **59 Key Informant Interviews**, including 65 participants (32F, 33M): 10 with beneficiaries + 19 with justice sector + 9 with consortium + 5 with implementing partners + 11 with government officials + 5 with community leaders
- **13 Focus Group Discussions**, including 90 participants (85F, 5M): 7 with beneficiaries + 5 with mediators and paralegals + 1 with community leadership
- **4 Informal Consultations**, including 7 participants (4F, 3M): 1 with beneficiaries + 1 with community leadership, and 2 with justice actors
- **1 Site Observation**
- **Document review of project reports and monitoring data**
- **1 Joint Consortium Workshop**: internal validation
- **1 National Conference**: external validation

A.5 Risks, Limitations and Mitigation Measures

The evaluation identified several risks and limitations requiring careful management to ensure participant safety, data quality, and evaluation effectiveness. Through proactive risk management and adaptive strategies, the evaluation team successfully navigated these challenges while maintaining methodological rigour and participant safety throughout data collection. These are detailed in the comprehensive risk assessment matrix below.

Table A.2: Risk Assessment and Mitigation Matrix

Risk Category	Potential Impact	Likelihood	Risk Description	Mitigation Strategy	Mitigation Measures
SGBV Trauma and Re-traumatization Status: Managed	Participant harm, psychological distress	High	The evaluation's focus on women and girls' access to justice required discussing SGBV. Survivors risked distress when recounting experiences or inadequate institutional responses, compounded by cultural stigma and power dynamics that could inhibit authentic sharing.	Trauma-informed protocols, referral systems, trained personnel	Supervisors with prior experience in trauma-informed research were recruited to oversee data collection. Enumerators received training in do-no-harm principles, recognition of trauma signs, and supportive interviewing. Interview procedures emphasized participant control, voluntary participation, and the right to withdraw. All evaluators are highly experienced in trauma-informed ways of working.
Cultural Sensitivities in Gender Discussions Status: Managed	Community resistance, restricted participation, participant harm	Medium	Traditional gender norms and community dynamics sometimes discourage women and girls from sharing experiences. Male family members, community members or leaders – or other female community members - could restrict or influence participation. Different ethnic groups have varying norms around women's public voice and justice-seeking behaviour. Risk of inadvertently doing harm by contacting survivors of violence, potentially triggering stigma, reprisal, or re-traumatisation. Risk of creating a backlash by highlighting women's successful justice seeking behaviour.	Cultural competence training, local engagement, gender-sensitive protocols	Female enumerators and supervisors were available for women beneficiaries, where appropriate. Community leaders and gatekeepers were engaged to secure support while preserving confidentiality and autonomy. Scheduling and venues accommodated cultural preferences and family responsibilities. The evaluation leveraged consortium members and implementing partners' networks to ensure cultural appropriateness, credibility, and participant comfort and ensure no risk of backlash or harm from a participant engaging. Enumerators were trained on do no harm principles, including trauma-informed interviewing, ensuring privacy during data collection, and minimising risk of renewed exposure to violence.

Risk Category	Potential Impact	Likelihood	Risk Description	Mitigation Strategy	Mitigation Measures
Geographic Accessibility Challenges Status: Managed	Data collection delays, fieldwork disruption, safety risks	Medium	The eleven-district scope created logistical and potential safety constraints. Remote areas lacked infrastructure, while Karamoja districts faced security risks from cattle raids and disarmament programmes. Northern districts retained sensitivities linked to post-conflict dynamics. Seasonal rains further restricted access. Farming season meant that people were at the garden and so maybe less accessible than usual.	Flexible scheduling, advance planning, local partnerships, security protocols	Advance planning covered transport, accommodation, and local security protocols. Evaluators' prior security training and experience enhanced preparedness. ASF provided logistics and advisory support. Local authorities and partners provided briefings and real-time monitoring, when needed. Scheduling flexibility, reliable transport, and backup data collection methods were used during weather disruptions and where necessary focus was pivoted to beneficiaries in alternative areas.
Language Barriers and Enumerator Preparedness Status: Mitigated	Data quality issues, protocol deviations, inconsistency	High	Deploying 22 enumerators (14 F, 8M) and 4 supervisors (3F, 1M) across linguistically diverse districts created risks of language misinterpretation, protocol deviations, and data inconsistency. Uganda's diversity (English, Luganda, Luo, Ateso, Rukiga, and others) increased potential for mistranslation or recording errors. Sensitive topics could also affect enumerator well-being and adherence.	Multi-lingual enumerators, translation protocols, quality assurance systems	Enumerators were selected for language fluency and underwent three-day training covering survey methodology, trauma-informed approaches, and mock interviews, with particular emphasis on understanding key phrases and expressing them relatably through local languages. Field testing reinforced readiness. Supervisors conducted daily check-ins, spot-checks on 10% of interviews, and callback verification. Evaluators regularly provided guidance to supervisors. Real-time escalation systems and communication channels provided ongoing support.
Consortium Data Quality Challenges Status: Managed	Inconsistent data quality, tracking difficulties	Medium	Multiple partners maintained separate systems, complicating beneficiary tracking and risking inconsistent data quality.	Systematic triangulation, independent verification, standardised tools	The evaluation applied systematic triangulation, independent verification of partner-reported outcomes, and standardised evaluation tools across all interventions. The evaluation worked with consortium members aligning with their ways of working and data sensitivities, adapting to ensure beneficiaries could be mobilised and confidentiality maintained.

Risk Category	Potential Impact	Likelihood	Risk Description	Mitigation Strategy	Mitigation Measures
Political Sensitivities Status: Monitored	Limited government participation, compromised independence, restricted access	Low	Uganda's civil society environment, high levels of government surveillance, and sensitivities around government criticism posed risks for independence and access, especially when engaging with local community members on the quality of formal justice services.	Neutral positioning, diplomatic engagement, confidentiality assurances	The team maintained neutral positioning and emphasised confidentiality of conversations. Government engagement strategies ensured cooperation without compromising independence.

A.6 Key Updates Required During Evaluation Inception Phase

Timeline adjustments

The evaluation timeline required several adjustments during Inception Phase to accommodate stakeholder availability, logistics, and quality assurance requirements while maintaining overall evaluation objectives and deliverable commitments.

Stakeholder Availability Coordination: Key Informant Interview (KII) scheduling required adjustment to accommodate government officials' schedules, consortium partner commitments and feedback, and community availability. Flexible scheduling was implemented to ensure comprehensive stakeholder participation while maintaining evaluation timeline commitments and delivery to deadline. This included using a combination of face-to-face meetings and, where necessary, virtual engagement to ensure that discussions took place in an appropriate timeline. Where necessary, contact was initiated with a stakeholder multiple times to encourage engagement. This included, on a case-by-case basis, contact being initiated by a supervisor or by one of the evaluation team depending on what route was thought likely to achieve the greatest success.

Weather and Accessibility Planning: Timeline adjustments incorporated weather pattern considerations and seasonal accessibility challenges, particularly for Karamoja region districts and northern areas with challenging road infrastructure during rainy periods.

Data collection modifications

Data collection modifications were implemented during inception phase based on stakeholder feedback, pilot testing results, and contextual considerations identified through collaborative planning processes.

Survey Instrument Refinement: Household survey instruments were refined based on pilot testing feedback, consortium partner input, and cultural appropriateness considerations.

Interview Guide Adjustments: KII guides were modified to incorporate partner-specific questions addressing consortium dynamics, coordination mechanisms, and organisational learning priorities. FGD guides were adjusted to ensure psychological safety while maintaining productive dynamics for collective perspective gathering.

Technology Platform Optimization: ODK Collect forms were optimised based on field testing results, incorporating improved skip logic, constraint validation, and offline functionality enhancements to ensure reliable data collection across challenging connectivity environments.

Quality assurance enhancement: Quality assurance mechanisms were strengthened during Inception Phase to address identified risks while maintaining evaluation rigor and stakeholder confidence in findings credibility. Overall, the planned quality assurance was maintained throughout the process and additional communication channels were introduced between enumerators and supervisors and evaluators to allow for rapid escalation if any issues.

Enhanced Supervisor Training: Field supervisor training was expanded to include additional quality control protocols, enhanced trauma-informed supervision approaches, and strengthened escalation procedures for managing complex situations during data collection. This was further strengthened by engaging supervisors with which the evaluators had previous direct and positive experience of working on programming concerning access to justice for women and girls, including survivors of violence. Regular communication took place between evaluators and supervisors to coordinate and provide quality assurance.

Validation Process Expansion: Stakeholder validation processes were expanded to include additional community-level validation opportunities, enhanced virtual engagement options for geographically distributed stakeholders, and structured feedback protocols enabling systematic input incorporation.

Data Verification Protocols: Additional data verification protocols were implemented including enhanced callback procedures, systematic verification of key findings through multiple sources, and strengthened triangulation strategies ensuring robust evidence foundation for evaluation conclusions.

Protocol implementation: Standardised protocols were operationalised across all data collection activities, including consistent application of informed consent procedures, trauma-informed approaches, and quote permission protocols. Field staff demonstrated full compliance with safety and ethics guidelines, with participant wellbeing prioritised over data collection, when required.

Daily operations: Daily supervisor check-ins were conducted and documented throughout data collection, with immediate communication channels maintained for safety concerns. Regular progress updates and equipment support procedures operated smoothly, ensuring consistent data quality across field locations. Regular supervisor check-ins with evaluators ensured a team-based approach with effective support available at all times.

Annex B: Comprehensive Evaluation Questions

Our evaluation framework used OECD DAC criteria and contextualised them within FATE's work. As a result, we ensure systematic coverage of all evaluation dimensions and maintain a focus on the critical learning priorities identified in the ToR.

The evaluation is then enhanced through application of the COM-B model, as outlined in our proposal, which will examine the behavioural change pathways that have enabled women and girls to access justice more effectively, provide deeper insights into why certain interventions worked and inform future programming recommendations.

We set out our matrix below using the six complementary dimensions for each OECD DAC criterion. The next column - Primary Evaluation Questions - addressed core ToR requirements for accountability, while the next Sub-Questions enables us to undertake a more detailed assessment.

The framework integrates COM-B behavioural analysis, contribution analysis for causal understanding, and gender-responsive approaches to move beyond outcome reporting towards understanding mechanisms of change. This multi-dimensional approach will ensure that the evaluation provides both accountability evidence and strategic insights for future programming, directly responding to the Terms of Reference emphasis on learning "what worked (or did not work) and why."

Table B.1: Comprehensive Evaluation Questions Matrix

OECD Criteria	DAC	Primary Evaluation Questions	Sub-Questions for Deep Analysis	COM-B Integration Questions	Contribution Analysis Questions	Gender-Responsive Questions	Evidence Sources	Analysis Methods
Relevance		To what extent were FATE's objectives and design aligned with the identified needs and priorities of women and girls concerning access to justice?	<ul style="list-style-type: none"> • How accurately did project design identify barriers women prioritized in seeking justice? • How well did the project align with national policies and legal frameworks related to gender equality and access to justice? • Did the project adequately respond to evolving contexts throughout implementation? • How well did the project address specific barriers (cultural, economic, social, security-related) that women face? 	<p>Capability: Did the project correctly identify knowledge gaps and skills deficits that women prioritized for justice-seeking?</p> <p>Opportunity: How well did project design address structural barriers women actually faced?</p> <p>Motivation: Were interventions aligned with women's attitudes and cultural contexts around justice-seeking?</p>	<p>What evidence links project design choices to accurate identification of women's justice needs?</p> <p>How do we distinguish FATE's contribution to needs alignment from other factors?</p>	<p>How did project design address differential needs across diverse groups of women (age, ethnicity, disability, socio-economic status)?</p> <p>To what extent were men and boys engaged as allies in identifying relevant barriers?</p>	<ul style="list-style-type: none"> • Beneficiary interviews • Baseline studies • Policy analysis • Government stakeholder interviews • Disaggregated community consultations • Primary data collection 	<ul style="list-style-type: none"> • Needs-COM-B alignment analysis • Policy coherence assessment • Contribution pathway mapping • Intersectional barrier analysis
	Coherence		To what extent was the FATE project internally coherent among consortium partners (ASF,	<ul style="list-style-type: none"> • What mechanisms ensured coordination among consortium partners and how did these evolve? • Was this the optimal consortium composition for achieving FATE's objectives? 	<p>Capability: How did different partners' capacity-building approaches complement each other?</p> <p>Opportunity: Did consortium coordination</p>	<p>What specific coordination mechanisms can be credited with ensuring coherence?</p> <p>How do we separate FATE's alignment achievements</p>	<p>How effectively did the consortium address power dynamics among partners?</p> <p>Did coordination mechanisms ensure equal voice for women-led organisations like</p>	<ul style="list-style-type: none"> • Partnership agreements • Coordination records • Gender-disaggregated partner interviews • Power mapping assessments

OECD Criteria	DAC	Primary Evaluation Questions	Sub-Questions for Deep Analysis	COM-B Integration Questions	Contribution Analysis Questions	Gender- Responsive Questions	Evidence Sources	Analysis Methods
		UWONET, BFL, PRI) and externally aligned with other justice/gender initiatives?	<ul style="list-style-type: none"> • How effectively did FATE complement existing initiatives while avoiding duplication with other actors? • Were there unintended negative interactions or contradictions with other interventions? 	create or remove structural barriers? Motivation: Were partner approaches aligned in addressing attitudes and social norms?	from pre-existing coordination structures?	UWONET? How did the consortium resolve challenges and disagreements and was this effective?	<ul style="list-style-type: none"> • External initiative mapping • Primary data collection 	through triangulation • Gender-responsive partnership assessment
Effectiveness		To what extent has FATE achieved its goal of empowering women and girls to pursue justice, and what progress was made on Specific Objectives 1 and 2?	<ul style="list-style-type: none"> • What progress was made toward Specific Objective 1: "Women are in a position to demand justice" and Expected Result 1.1? • What progress was made toward Specific Objective 2: "Decision-makers mobilize to make women/girls' rights effective" and Expected Results 2.1 and 2.2? • Were project activities implemented timely and was the project equipped to meet objectives? • What enabling factors and 	<p>Capability: What knowledge, skills, and confidence changes occurred among women and girls?</p> <p>Opportunity: How did service accessibility and institutional responsiveness improve?</p> <p>Motivation: What attitude and social norm changes supported justice-seeking behaviour?</p>	Which specific FATE interventions contributed most to observed empowerment outcomes? What alternative explanations exist for justice access improvements?	What were the differential results across various groups of women and girls? What were the differential results across different locations? Were there unintended negative consequences for specific groups? How did the project transform masculine norms and engage men as allies?	<ul style="list-style-type: none"> • Progress reports with disaggregated data • Beneficiary surveys by demographic groups • Most Significant Change stories • Service delivery observations • Institutional capacity assessments • Primary data collection 	<ul style="list-style-type: none"> • Results framework analysis with contribution verification • COM-B effectiveness pathways • Intersectional outcome analysis • Gender transformative change assessment

OECD Criteria	DAC	Primary Evaluation Questions	Sub-Questions for Deep Analysis	COM-B Integration Questions	Contribution Analysis Questions	Gender-Responsive Questions	Evidence Sources	Analysis Methods
			constraints influenced effectiveness?					
Efficiency		To what extent were resources utilized economically and efficiently, and could results have been achieved differently?	<ul style="list-style-type: none"> • How were financial, human, and material resources converted into outcomes? • Could same results be achieved with fewer resources or greater results with same resources? • Were activities implemented cost-effectively and timely? • What factors influenced the project's efficiency? • How effectively did the consortium manage resources across partners? • How effectively did the project adapt interventions based on learning, and which approaches demonstrated the greatest potential for cost-effective scale-up? 	Resource-to-Behaviour Efficiency: Which interventions delivered greatest behavioural changes per unit cost across capability, opportunity, and motivation domains?	What evidence demonstrates that FATE's resource allocation decisions specifically led to efficient outcomes? How do we isolate FATE's efficiency from external cost factors?	Did resource allocation reflect gender-responsive budgeting principles? Were efficiency gains achieved at the expense of reaching the most marginalized women?	<ul style="list-style-type: none"> • Budget analysis with gender coding • Cost-effectiveness data by intervention • Resource allocation reviews • Partner financial reports • Activity cost comparisons • Documentation of adaptations made and their resource implications • Primary data collection 	<ul style="list-style-type: none"> • Cost-per-behavioural-change analysis • Resource efficiency calculations with contribution verification • Gender-responsive budgeting evaluation • Value-for-money assessment • Adaptive efficiency analysis comparing original vs. modified approaches • Scalability cost modeling for most effective interventions

OECD Criteria	DAC	Primary Evaluation Questions	Sub-Questions for Deep Analysis	COM-B Integration Questions	Contribution Analysis Questions	Gender-Responsive Questions	Evidence Sources	Analysis Methods
Impact		<p>What significant positive and negative changes has FATE contributed to regarding women's access to justice and institutional capacity?</p>	<ul style="list-style-type: none"> • What significant positive and negative changes occurred in women's lives regarding access to justice and empowerment? • How has the project influenced institutional capacity of justice actors? • What broader, indirect effects has the project had on the justice sector? • How has the project contributed to changes in perceptions and behaviours regarding women's access to justice? • Are there indications of systemic changes attributable to FATE? 	<p>Individual Level: What sustained capability, opportunity, and motivation changes occurred?</p> <p>Institutional Level: How did COM-B factors influence institutional accountability changes?</p> <p>Systemic Level: What broader behavioural and norm changes can be attributed to the project?</p>	<p>What plausible causal links exist between FATE activities and observed higher-level changes? Which impacts can reasonably be attributed to FATE versus other concurrent factors?</p>	<p>What transformative changes occurred in gender power relations? How did impacts vary across intersectional identities? What unintended gendered consequences emerged (including potential backlash)?</p>	<ul style="list-style-type: none"> • Long-term outcome assessments • Institutional change documentation • Community norm shift evidence • Policy influence tracking • Backlash and safety monitoring • Primary data collection 	<ul style="list-style-type: none"> • Theory of change validation through COM-B and gender lenses • Multi-level contribution analysis • Intersectional impact assessment • Unintended consequence evaluation
	Sustainability	<p>To what extent are benefits likely to continue, and what is the level of local ownership</p>	<ul style="list-style-type: none"> • Are positive changes likely to continue after project completion? • What is the level of ownership and commitment from local stakeholders? 	<p>Capability Sustainability: Will knowledge and skills persist without external support?</p> <p>Opportunity Sustainability: Are structural</p>	<p>Which FATE investments specifically contributed to sustainable capacity and commitment? What evidence suggests project-</p>	<p>Are sustainability mechanisms gender-inclusive and power-sensitive? Will benefits persist equally across different groups of women and girls?</p>	<ul style="list-style-type: none"> • Capacity retention assessments • Institutional commitment evaluations • Women's leadership 	<ul style="list-style-type: none"> • Sustainability framework analysis through COM-B and gender lenses • Contribution-based durability assessment

OECD Criteria	DAC	Primary Evaluation Questions	Sub-Questions for Deep Analysis	COM-B Integration Questions	Contribution Analysis Questions	Gender-Responsive Questions	Evidence Sources	Analysis Methods
		and commitment?	<ul style="list-style-type: none"> • Are there adequate financial, institutional, and technical capacities to maintain services? • How resilient are changes in face of emerging social, economic, or political changes? • What sustainability strategies were implemented, when, and how effective were they? 	<p>changes and service improvements sustainable?</p> <p>Motivation Sustainability: Have attitude and norm changes been internalized for long-term impact?</p>	driven versus naturally occurring sustainability factors?	Is local ownership genuinely inclusive of women's leadership?	<p>continuity analysis</p> <ul style="list-style-type: none"> • Community ownership indicators • Policy integration examination • Primary data collection 	<ul style="list-style-type: none"> • Gender-inclusive ownership evaluation • Long-term behaviour change sustainability analysis

Annex C: Data Collection Tools

D1.1 Women & Girls Beneficiaries Interview Guide

Duration: 45-60 minutes

Language: Local language with English backup

Setting: Private, comfortable location chosen by participant

Opening Script: "Good morning/afternoon. My name is [NAME] and I am part of a team conducting an evaluation of the FATE project. We want to understand how the project has worked for women and girls like yourself, what has been helpful, and how things could be improved in the future.

Your participation is completely voluntary. You can choose not to answer any question, take a break at any time, or stop the interview completely. Everything you tell me will be kept confidential - your name will not appear in any reports.

The interview will take about 45-60 minutes. With your permission, I would like to record our conversation, but this is optional. Do you agree to participate?"

Section A: Background Information (5 minutes)

A1. Can you tell me about yourself - your age, where you live, household situation, education, and main source of income?

A2. Before FATE, had you ever tried to get help with a legal problem or used formal justice services?

- *If yes:* Who did you approach? What was that experience like?

A3. Besides FATE, have you participated in or received support from any other organisations or projects related to women's rights, legal issues, or empowerment?

- *If yes:* Which organisations or projects?
- When did you engage with them (before, during, or after FATE)?
- What type of support did they provide?

A4. Where else have you tried to seek help for legal or justice problems, either before or during your time with FATE?

- Traditional authorities/LC courts
- Police or formal courts
- Religious leaders
- Family/community networks
- Other NGOs or government services
- *For each mentioned: What was that experience like?*

Section B: Service Access and Experience (10 minutes)

B1. How did you first learn about FATE services?

B2. Which FATE services have you used? (*Probe: legal aid, mediation, digital platforms, paralegal support, shelter, legal education, economic empowerment*)

B3. Can you walk me through what happened when you first contacted FATE for help?

B4. What new knowledge and skills did you gain through FATE services?

- Legal rights knowledge
- Justice system procedures
- How to seek help effectively

B5. How confident do you feel now about your legal rights compared to before FATE?

- What makes you feel more/less confident?

B6. Can you give me a specific example of when you used what you learned from FATE?

Section C: Barriers and Opportunities Assessment (10 minutes)

C1. Before FATE, what were the main barriers preventing you from seeking justice?

C2. What support or resistance did you experience from your community when you sought help through FATE?

C3. Tell me about the quality of services you received from FATE.

- How were you treated by staff?
- Were services accessible and understandable?
- Were staff sensitive and responsive?

C4. How have barriers to seeking justice changed since using FATE services? Have other organisations or experiences also contributed to reducing these barriers?

Section D: Behavioural Changes and Empowerment (10 minutes)

D1. How have your feelings and confidence about seeking justice changed since working with FATE?

D2. What motivated you to continue working with FATE even when things were difficult?

D3. How has your family and community responded to your involvement with FATE?

D4. How has your position in your household and community changed?

D5. Tell me about how you've helped other women since your experience with FATE.

Section E: Legal Knowledge Assessment - BASELINE COMPARISON (5 minutes) *[These questions replicate baseline survey questions 15-20 for direct comparison]*

E1. I'm going to ask a few questions about legal knowledge. There are no right or wrong answers:

a. Under Ugandan law, do women have the right to own land? b. In your community, are women able to practice this right? c. Under Ugandan law, is domestic violence a crime? d. In Uganda, are you entitled to report any crime for free? e. Do you agree with the statement: In Uganda, a child is anyone under the age of 18? f. Under Ugandan law, at what age is it legal for a person to get married?

E2. How did you learn about these legal rights? Did FATE help you understand any of these better?

Section F: Impact and Sustainability (10 minutes)

F1. What are the most important positive changes in your life since working with FATE? Thinking about all the positive changes in your life - which ones do you think came specifically from FATE, and which might have come from other sources or experiences as well?

F2. What challenges remain in accessing justice?

F3. How likely are you to continue using FATE services if available?

F4. If FATE services were no longer available, how confident do you feel handling legal problems?

F5. What needs to happen for the positive changes you've experienced to continue?

F6. What would you recommend to improve FATE services for other women and girls?

Section G: Community Changes Assessment - BASELINE COMPARISON (3 minutes) *[These questions allow comparison with baseline FGD findings]*

G1. How have community attitudes toward women seeking justice changed since FATE began working here? Besides FATE, have other organisations or initiatives been working on women's rights in your community? How do you think they've contributed to the changes you've described?

G2. How do men in your community now view women who seek formal justice services compared to before?

G3. What role have traditional authorities played alongside FATE interventions?

Closing Questions (2 minutes)

H1. What has been the most important thing you've learned through FATE?

H2. Is there anything else about your experience that we haven't talked about?

D1.2 Community Leaders Interview Guide

Duration: 40-50 minutes

Language: English or local language

Opening Script: "Thank you for agreeing to speak with me. I am evaluating the FATE project that has been working in this community. As a respected community leader, your perspective on community changes is very important."

Section A: Leadership Role and Community Context (8 minutes)

A1. What is your role in this community and what are your primary responsibilities? What are your specific responsibilities in relation to access to justice?

A2. What were the main justice-related problems affecting women and girls in this community before FATE arrived in 2021? [*Comparison with baseline findings on injustices*]

Section B: Community Changes and FATE Impact (12 minutes)

B1. How have community attitudes toward women seeking justice changed since FATE began working here?

B2. How do community members now view women who use formal justice services?

B3. What has been the community's response to women becoming more assertive about their rights?

B4. How have men in the community responded to FATE's work?

B5. Can you give examples of cases where traditional and formal justice approaches worked well together?

Section C: Traditional-Formal Justice Integration (10 minutes)

C1. How do traditional justice mechanisms in your community work with the formal justice system now?

C2. How has the role of traditional authorities in handling women's justice issues changed?

C3. How do you personally work with paralegals and mediators trained by FATE?

Section D: Legal Knowledge and Attitudes - BASELINE COMPARISON (5 minutes) *[Replicating baseline questions for comparison]*

D1. I'd like to ask a few questions about legal knowledge: a. Under Ugandan law, do women have the right to own land? b. In your community, are women able to practice this right? c. Under Ugandan law, is domestic violence a crime? d. In Uganda, are you entitled to report any crime for free? e. Under Ugandan law, at what age is it legal for a person to get married?

D2. How has community knowledge of these legal rights changed since FATE began working here?

Section E: Sustainability and Future (5 minutes)

E1. Which changes brought by FATE are most likely to continue in your community?

E2. What role do you see yourself playing in supporting continued improvements in women's access to justice?

D1.3 Consortium Partners Interview Guide

Duration: 60-75 minutes

Language: English

Setting: Partner office or neutral location

Materials: Audio recorder, note-taking materials, project documents for reference

Opening Script: "Thank you for taking the time to participate in this evaluation interview. As you know, we're conducting a comprehensive evaluation of the FATE project to assess its effectiveness and generate lessons learned for future programming."

This interview focuses on your organisation's experience as a consortium partner, partnership dynamics, implementation achievements, and sustainability prospects. Your responses will be kept confidential in terms of attribution, though we may quote general insights about consortium functioning.

The interview will take about 60-75 minutes. With your permission, I'd like to record our conversation for accuracy. Do you have any questions before we begin?"

STANDARD QUESTIONS FOR ALL PARTNERS (50 minutes)

Section A: Partnership Dynamics (15 minutes)

- What attracted your organisation to join the consortium?
- Organisation's role and contribution to FATE consortium
- Complementarity of each organisation's role
- Effectiveness of consortium coordination mechanisms
- Benefits and challenges of consortium approach
- Consortium response to problem solving and challenges

Section B: Implementation Effectiveness (15 minutes)

- Key organisational achievements through FATE
- Most/least effective interventions and why
- Adaptations made based on learning
- Other changes that could have been made
- Key risks and effectiveness in mitigating them together
- Looking back is there anything you would have done differently

Section C: Sustainability and Learning (15 minutes)

- Elements most likely to continue beyond funding and why
- Elements least likely to be sustainable and why
- Institutional capacity changes within organisation
- Operational gaps that remain
- Key lessons learned for future programming

Section D: Recommendations (5 minutes)

- Recommendations for future women's access to justice programming
- Advice for future consortium arrangements
- Suggestions for donor investment priorities

PARTNER-SPECIFIC QUESTIONS (15 minutes)

For ASF (Lead Agency):

- How effective was your leadership and coordination role across the consortium?
- What were the main challenges of managing a multi-partner consortium?
- How did you balance accountability to the donor with partner autonomy?
- What would you do differently in future consortium leadership roles?

For UWONET (Women-Led Network):

- How effectively did your extensive network of women's organisations contribute to FATE's reach?
- Did consortium dynamics ensure equal voice for women-led organisations?
- How did FATE strengthen or challenge existing women's networks?
- What recommendations do you have for engaging women's networks in future programming?

For BFL (Digital Innovation):

- How effective were digital legal aid platforms in reaching rural women?
- What were the main barriers to digital uptake and how were they addressed?
- How sustainable are the digital solutions without continued technical support?
- What lessons learned can inform future digital justice programming?

For PRI (Criminal Justice Focus):

- How effectively did FATE address criminal justice aspects of women's access to justice?
- What changes occurred in criminal justice institutions' responsiveness to women?
- How did your criminal justice expertise complement other partners' approaches?
- What criminal justice reforms are most needed to improve women's access?

D1.4 Government Officials Interview Guide

Duration: 45-60 minutes

Language: English

Setting: Official government office or neutral venue

Materials: Audio recorder, note-taking materials, government protocol letters

Opening Script: "Thank you for agreeing to participate in this evaluation of the FATE project. As a government official working in [relevant sector], your perspective on how FATE has aligned with government priorities and influenced institutional capacity is very important.

This interview explores government-FATE collaboration, institutional changes, policy alignment, and sustainability within government systems. Your responses will contribute to understanding what has worked well and what could be improved in future programming.

The interview will take approximately 45-60 minutes. With your permission, I would like to record our conversation. Do you have any questions before we begin?

Section A: Government-FATE Collaboration (15 minutes)

- Institution's role and collaboration with FATE
- What were your expectations of FATE and to what extent did they meet them
- How well FATE aligned with government priorities
- Quality of coordination mechanisms and communication
- What were the main justice-related problems affecting women and girls before FATE arrived?

Section B: Institutional Capacity Changes (15 minutes)

- Capacity building received through FATE
- Changes in procedures, policies, or practices
- Improvements in service delivery to women and girls
- Changes towards overall Uganda government priorities

Section C: Sustainability and Commitments (15 minutes)

- Which improvements are most likely to continue and why
- Government commitments for continuation and why in those areas
- Policy changes needed to further improve women's access to justice
- Areas that were not sustainable and why

D1.5 Justice Sector Actors Interview Guide

Duration: 45-60 minutes

Language: English

Setting: Justice institution office or neutral venue

Materials: Audio recorder, note-taking materials, institutional courtesy protocols

Opening Script: "Thank you for participating in this evaluation of the FATE project. As someone working within the justice sector, your perspective on how FATE has influenced institutional practices, service delivery, and coordination is crucial for understanding the project's effectiveness.

This interview focuses on changes in how your institution serves women and girls, coordination improvements, capacity developments, and sustainability prospects. Your insights will help identify what has worked well and what could be strengthened.

The interview will take approximately 45-60 minutes. May I record our conversation for accuracy?"

Section A: Institutional Role and FATE Engagement (8 minutes)

A1. Please describe your role and your institution's mandate within the justice system.

A2. How did your institution become involved with the FATE project?

- Initial engagement process
- Formal agreements or partnerships
- Expectations established
- Other similar projects with which you are involved
- Others that you decided not to work with because you work with FATE

A3. What was your understanding of what FATE aimed to achieve regarding women's access to justice?

A4. How did FATE activities relate to your institution's existing or planned work with women and girls?

Section B: Institutional Changes and Capacity Development (15 minutes)

B1. What changes have you observed in how women and girls access your institution's services since FATE began?

- Numbers of women and girls seeking services
- Types of cases or issues presented
- Women and girls' comfort level and confidence
- Women and girls' understanding of how to access justice services
- Follow-through on cases

B2. How has FATE influenced your institution's procedures or approaches to serving women and girls?

- New procedures introduced
- Existing procedures modified
- Procedures discontinued
- Service delivery improvements
- Staff practice changes
- Staff training needs identified
- Resources allocated

B3. What capacity building or training did your institution receive through FATE?

- Type and duration of training
- Staff involved – number, group size, seniority, location
- Relevance to institutional needs
- Quality and effectiveness

B4. How has this capacity building influenced daily practices?

- Changes in staff behaviour
- New skills applied
- Attitude shifts observed
- System improvements implemented
- Sensitivity and responsiveness improved

B5. Can you give specific examples of how your institution handles cases involving women differently now compared to before FATE?

B6. How has coordination with FATE consortium partners functioned?

- Regular communication mechanisms
- Joint activities or initiatives
- Problem-solving collaboration
- Resource or information sharing

B7. What new systems, tools, or resources has your institution adopted as a result of FATE collaboration?

Section C: Service Quality and Responsiveness (12 minutes)

C1. How has the quality of services your institution provides to women and girls changed?

- Service delivery speed
- Staff sensitivity and responsiveness
- Appropriateness of services
- Interagency coordination
- Case outcome quality

C2. What specific improvements have made your institution more responsive to women's and girls' needs?

- Physical environment changes
- Procedural modifications
- Staff attitude improvements
- Improved management processes
- New service options
- Service user feedback options

C3. How do you handle referrals from community-level justice actors trained by FATE, such as paralegals or mediators?

- Referral procedures established
- Quality and appropriateness of referrals received
- Level of information provided
- Follow-up mechanisms
- Coordination effectiveness

C4. What changes have you observed in the types of cases or issues women bring to your institution?

- New categories of problems
- Changes in case complexity
- Evolution of women's expectations
- Changes in understanding of how justice institutions work and accessing rights

C5. How has your institution's relationship with traditional or customary justice mechanisms evolved through FATE?

C6. What feedback have you received from women and girls about service improvements?

- How can women and girls give feedback
- Who does that feedback go to and what happens next
- How do you ensure that feedback has been incorporated

Section D: Coordination and System Integration (10 minutes)

D1. How has coordination between your institution and other justice sector and community actors improved through FATE?

- Inter-institutional relationships
- Referral mechanism effectiveness
- Information sharing improvements
- Joint problem-solving initiatives

D2. Can you give examples of successful inter-institutional coordination that has benefited women seeking justice?

D3. How well do formal and traditional justice mechanisms work together in your area? What do you think the role of traditional justice mechanisms should be?

- Complementarity achieved
- Conflicts or tensions
- Referral patterns between systems

D4. What role do community-level justice actors (paralegals, mediators) play in your institution's work? What do you think their role should be?

- Integration with formal processes
- Quality of community-level interventions
- Support needed for community actors

D5. How has information sharing between institutions improved? What change has this led to in terms of women seeking access to justice?

Section E: Challenges and Constraints (8 minutes)

E1. What challenges remain in your institution's ability to serve women and girls effectively?

- Resource constraints
- Policy or legal limitations
- Capacity gaps
- Cultural or social barriers
- Coordination with other institutions

E2. What systemic barriers still prevent effective service delivery to women and girls?

E3. How have you addressed resistance to changes in institutional practices?

- Sources of resistance encountered
- Strategies used to manage resistance
- Ongoing challenges

E4. What external factors limit your institution's effectiveness in serving women and girls?

E.5. Is there anything more that you think FATE should or could have done, but which wasn't possible during the life of the programme?

E.6. Looking back is there anything you would have wanted FATE to do differently and if so what and why?

Section F: Sustainability and Future Directions (10 minutes)

F1. Which improvements in your institution are most likely to continue without FATE support?

- Changes most embedded in institutional practice
- Factors supporting sustainability
- Evidence of institutionalization
- What has made these changes more sustainable

F2. What improvements are most at risk of not continuing?

- Threats to sustainability
- Dependencies on external support
- Resource requirements for continuation
- What has made these changes less sustainable

F3. What ongoing support would be most valuable for your institution to maintain and expand improvements?

- Continued capacity building needs
- Technical assistance requirements
- Resource or equipment needs
- Partnership support needed

F4. How can your institution's coordination with community-level justice actors be strengthened and sustained?

F5. What policy or procedural changes would further improve your institution's ability to serve women and girls?

F6. What commitments can your institution make regarding continued focus on women's access to justice?

Section G: Lessons and Recommendations (7 minutes)

G1. What are the most important lessons your institution has learned from working with FATE? What are the most important lessons that you have learned personally?

G2. What practices or approaches should be scaled up across the justice sector?

G3. What would you recommend for future programming aimed at improving women's access to justice?

- Most effective intervention types
- Best partnership approaches
- Priority capacity building needs

G4. How can the justice sector better coordinate to serve women and girls?

G5. What advice would you give to other justice institutions about working with civil society organisations like FATE partners?

Closing: "Thank you for sharing your institution's experience with FATE. Your insights provide valuable understanding of how the project has influenced justice sector responsiveness to women and girls. Is there anything else about your institution's experience that you think would be important for this evaluation?"

D2.1 Women Beneficiaries Focus Group Guide

Participants: 6-8 women who used FATE services

Duration: 2 hours

Language: Local language

Opening: "Welcome everyone. Thank you for coming today to share your experiences with FATE services. My name is [NAME] and I will be facilitating our discussion today.

We are here because we want to learn from your experiences - what has worked well, what could be better, and what you think should happen in the future. There are no right or wrong answers. We want to hear your honest thoughts and experiences.

Everything we discuss today will be kept confidential. We will not use your real names in any reports. You can choose to participate as much or as little as you want, and you can leave at any time.

We will be together for about 2 hours with a short break in the middle. With your permission, I would like to record our discussion, so I don't miss anything important. Is everyone comfortable with this?"

Introductions (10 minutes) "Let's start by introducing ourselves. Please share your first name, how long you have been using FATE services, and one word that describes how you feel about your experience."

Round 1: Justice-Seeking Journey Mapping (30 minutes)

Activity: "In pairs, draw your journey from when you first had a problem needing justice help to where you are now. Include barriers faced and support received."

Discussion: Share your journeys - what common challenges did you face before FATE?

Round 2: FATE Service Effectiveness (25 minutes)

Question 1: Which FATE services were most helpful? Why?

Question 2: Which services were less useful? What would have made them better?

Question 3: How did different services work together to support your needs?

Round 3: Community Changes - BASELINE COMPARISON (20 minutes) *[Incorporating baseline FGD themes]*

Question 1: What were the main forms of injustice affecting women in your community before FATE? How has this changed?

Question 2: How have community attitudes toward women seeking justice changed?

Question 3: How do men in the community respond to these changes now compared to before?

Round 4: Legal Knowledge Assessment - BASELINE COMPARISON (15 minutes)

Activity: Group discussion on legal knowledge questions:

- Women's right to own land
- Domestic violence as a crime
- Free crime reporting
- Legal marriage age
- Definition of a child

Question: How has your legal knowledge changed since working with FATE?

Round 5: Empowerment and Behavioural Changes (25 minutes)

Question 1: How has your confidence changed since working with FATE?

Question 2: What changes have happened in your households and community roles?

Question 3: How many of you have helped other women with justice problems? What kind of help do you provide?

Round 6: Sustainability and Future (20 minutes)

Question 1: How have you continued using knowledge and skills after your case ended?

Question 2: What needs to happen for positive changes to continue?

Question 3: If FATE services were no longer available, how confident do you feel about handling justice problems?

Closing Activity: Group recommendations for improving justice services (15 minutes)

D2.2 Paralegals and Mediators Focus Group Guide

Participants: 8-10 paralegals and mediators trained by FATE

Duration: 2.5 hours (including breaks)

Language: English

Setting: Neutral community venue accessible to all participants

Materials: Case scenario cards, flipchart paper, markers, audio recorder

Opening: "Welcome and thank you all for participating in this discussion. As paralegals / mediators trained through FATE, you have unique perspectives on how community-level justice services work and how they can be improved.

Today we want to learn from your experiences: What has worked well in your training and practice? What challenges do you face? How effective are you in serving community members? How can these services be sustained and strengthened?

Our discussion will last about 2.5 hours with breaks. Everything shared here will be confidential - we won't use your names in reports. You can participate as much or as little as feels comfortable.

May I record our discussion to ensure I capture your insights accurately?"

Opening Activity: Case Study Review and Introductions (20 minutes)

Round 1: Introductions (10 minutes) "Let's start with introductions. Please share:

- Your name and community
- How long you've been working as a paralegal/mediator
- One type of case you handle most often"

Round 2: Success Story Sharing (10 minutes) "Now, briefly share one case where you felt you were particularly effective - where you really helped someone. Don't use real names, but tell us what made this case successful."

Section A: Training and Capacity Development (30 minutes)

Question A1: "Let's talk about the training/mentoring you received through FATE. What aspects of the training/mentoring were most valuable and useful in your actual work?"

- Technical knowledge provided
- Skills development components
- Practical exercises and role plays
- Materials and resources provided

Question A2: "What knowledge and skills have been most useful in your day-to-day practice as paralegals and mediators?" *[Create grouped list on flipchart]*

Question A3: "What aspects of the training/mentoring were less useful or relevant to the actual work you do?"

Question A4: "How confident do you feel in handling different types of cases?" Let's go through different case types:

- Domestic violence cases
- Land and property disputes
- Inheritance issues
- Child custody matters
- Debt and financial disputes
- Marriage and divorce issues

[Use confidence scale: Very confident, confident, somewhat confident, not confident]

Question A5: "What additional training/mentoring or support would strengthen your effectiveness?"

- Technical areas needing reinforcement
- New skills needed
- Ongoing mentorship needs
- Resource requirements

Question A6: "How well did the training/mentoring prepare you for the cultural and social challenges you face in this work?"

Question A7: "In what way was it different from training/mentoring you've received before?"

Section B: Community-Level Implementation (40 minutes)

Question B1: "What types of cases do you most commonly handle? Let's create a ranking of the most frequent to least frequent." *[Create visual ranking on flipchart]*

Question B2: "How do communities respond to your services as paralegals and mediators?"

- Initial community acceptance
- Changes in acceptance over time
- Differences across different community groups
- Difference between men and women
- Factors that increase community trust

Question B3: "What challenges do you face in maintaining neutrality and trust in your communities?"

- Balancing relationships with impartiality
- Managing community expectations
- Dealing with powerful community members
- Protecting confidentiality

Question B4: "How do you balance traditional and formal justice approaches in your work?"

- When do you refer to traditional authorities?
- When do you refer to formal systems?
- How do you explain formal law to community members?
- How do you explain traditional systems to community members?
- How do you handle conflicts between traditional and formal approaches?

Question B5: "Tell us about your referral mechanisms with formal justice institutions. How well do these work?"

- Which institutions do you refer to most often?
- How responsive are formal institutions to your referrals?
- What challenges exist in referral relationships?
- What follow up do you do on referrals?
- Examples of successful referrals

Question B6: "What safety concerns do you face in your work, particularly when handling sensitive cases like domestic violence?"

- Personal safety issues
- Community backlash experiences
- Strategies for staying safe
- Support systems available

Question B7: "As mediators please can you tell us about the processes that you follow? How do you ensure that all parties' views are heard and how do you resolve challenging situations?"

Question B8: "As mediators, what does someone tend to do if they are not happy with your decision?"

[Take 10-minute break]

Section C: Peer Support and Networking (25 minutes)

Question C1: "How do you coordinate and communicate with other paralegals and mediators in your area?"

- Formal meeting structures
- Informal communication networks

- Frequency of interaction
- Topics commonly discussed

Question C2: "What peer support mechanisms have been most valuable to you?"

- Learning from each other's experiences
- Moral support during difficult cases
- Problem-solving together
- Sharing resources and information
- Structured mentoring programme

Question C3: "How do you handle cases that are beyond your capacity or expertise?"

- Decision-making process for complex cases
- Referral networks available
- Support from more experienced colleagues
- Support from mentors
- Backup systems when needed

Question C4: "What would strengthen the paralegal and mediation network in your region?"

- Better communication systems
- Regular meeting opportunities
- Advanced training opportunities
- Resource sharing mechanisms

Section D: Case Management and Effectiveness (25 minutes)

Activity: Case Scenario Discussion (15 minutes) *[Present 2-3 challenging case scenarios relevant to local context. Have groups discuss how they would handle each case, then share approaches]*

Question D1: "Based on our scenario discussion, what factors make you most effective in resolving cases?"

Question D2: "What are the most common obstacles to successful case resolution?"

- Community resistance
- Institutional barriers
- Power imbalance
- Resource limitations
- Cultural constraints
- Forum shopping

Question D3: "How do you measure success in your work?"

- Individual case resolution criteria
- Community satisfaction indicators
- Personal satisfaction measures
- Long-term impact observations

Question D4: "What feedback do you receive from community members about your services?"

- Positive feedback received
- Complaints or criticisms
- Suggestions for improvement
- Changes in community attitudes
- How do you receive that feedback
- What have you done differently as a result of feedback

Section E: Sustainability and Future Continuation (30 minutes)

Question E1: "How do you plan to continue providing paralegal / mediation services beyond the FATE project period?"

- Personal motivation for continuation
- Community demand for services
- Economic sustainability plans
- Time availability considerations

Question E2: "What ongoing support would be most valuable for you to continue this work effectively?"

- Refresher training needs
- Ongoing mentorship or supervision
- Resource and material needs
- Recognition and motivation support

Question E3: "How can the paralegal / mediation network be strengthened and sustained without external project support?"

- Self-organisation possibilities
- Peer mentorship systems
- Community fundraising or support
- Government recognition or integration

Question E4: "What community resources exist that could support continuation of your work?"

- Local government support
- Central government support
- Traditional authority backing
- Community organisation or civil society partnerships
- Private sector or individual sponsorship

Question E5: "How likely are you personally to continue this work in the next 2-3 years?" [*Show of hands or individual responses*]

- What would make continuation more likely?
- What barriers might prevent continuation?

Question E6: "What would you need to train new paralegals / mediators in your communities?"

- Training materials and curricula
- Skills and experience requirements
- Support systems needed
- Quality assurance mechanisms

Section F: Lessons Learned and Recommendations (20 minutes)

Question F1: "What are the most important lessons you've learned from your work as paralegals / mediators?"

Question F2: "What would you recommend to improve training for future paralegals and mediators?"

- Content improvements
- Training methodology changes
- Duration and timing adjustments
- Follow-up support enhancements

Question F3: "What recommendations do you have for improving coordination between community-level and formal justice systems?"

Question F4: "If you were designing a programme to train paralegals / mediators today, what would you do differently?"

Question F5: "What advice would you give to new paralegals / mediators starting this work?"

Closing Activity: Commitment and Vision (10 minutes) "Let's close by each sharing:

1. One commitment you make to continue serving your community through this work
2. Your vision for community-level justice services in the future"

Closing: "Thank you all for sharing your experiences and expertise today. Your work is crucial for making justice accessible to community members, especially women and girls. Your insights will help improve training and support for community-level justice actors in the future."

D.3 FATE Project Final Evaluation - Beneficiary Survey

Survey Introduction: "I'm conducting an evaluation of the FATE project. We'd like to understand how it has worked and how services could be improved. Your participation is voluntary and confidential. The survey takes about 45 minutes."

Consent: Yes No

Section A: Background Information (5 minutes)

A1. Age: _____ years

A2. Highest education completed: No formal education Primary Secondary Tertiary Professional training Other

A3. Marital status: Single Married Cohabiting In relationship Divorced Widowed

A4. Number of children (if any): _____

A5. Main source of income: Farmer Business owner Teacher Student Unemployed Housewife Seamstress Miner Other

A6. Monthly income: No income Under 50,000 UGX 51,000-100,000 101,000-200,000 201,000-500,000 501,000+

A7. Resident status in the community: Refugee Immigrant Internally Displaced Person National Other

A8. Where are you currently living: Prison Remand centre Shelter In my permanent home With friends or family Rented space Other

A9. Before FATE, had you ever used formal justice services? Yes No Don't remember

A10. Before FATE, had you ever used community or informal justice services? Yes No Don't remember

Section B: FATE Service Utilization (8 minutes)

B1. How did you first learn about FATE services? Community meetings Friends/family Radio Posters Local leaders Other

B2. Which FATE services have you used? (Check all that apply) Legal aid Mediation Digital platforms Paralegal support Legal education Shelter Economic empowerment Other

B3. How many times have you used FATE services? Once 2-3 times 4-5 times More than 5 times

B4. Rate satisfaction with FATE services (1=Very dissatisfied, 2=Dissatisfied, 3=Neutral, 4=Satisfied, 5=Very satisfied):

- Legal aid services: 1-2-3-4-5
- Staff treatment: 1-2-3-4-5
- Service accessibility: 1-2-3-4-5
- Information provided: 1-2-3-4-5

B5. What was the main problem that brought you to FATE? Domestic violence Land disputes Inheritance Child custody Divorce Debt Sexual violence Physical violence Economic violence Theft/robbery Other

Section C: Legal Knowledge Assessment - BASELINE COMPARISON (8 minutes)

C1. Under Ugandan law, do women have the right to own land? Yes No I don't know

C2. In your community, are women able to practice this right? Yes No I don't know

C3. Under Ugandan law, is domestic violence a crime? Yes No I don't know

C4. In Uganda, does the law entitle you to report a crime for free? Yes No I don't know

C5. Do you agree: 'In Uganda, a child is anyone under the age of 18' Yes No I don't know

C6. Under Ugandan law, at what age is it legal to get married? 18 years 16 years 14 years I don't know

C7. Do women and girls have the right to access legal advice and legal representation? Yes No I don't know

C8. Which local services do you know of that can provide legal advice? (Check all that apply) Police LC Paralegal CSOs/CBOs Local Interest Groups Legal Advisory Centre Other

C9. How did you learn about these legal rights? Did FATE help you understand any better? (Open-ended)

Section D: Justice System Attitudes and Trust (7 minutes)

D1. To what extent would you say women are treated as equal to men at the household and community level? (1=Strongly disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly agree): 1-2-3-4-5

D2. Do you believe that women and men deserve to have equal access to their rights? (1=Strongly disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly agree): 1-2-3-4-5

D3. In your experience, are women and men treated equally by the justice system (customary and state-led)? Yes No I don't know

D4. Do you trust the police to take effective action when a crime against women and girls is reported? (1=Definitely not, 2=Probably not, 3=Probably, 4=Very probably, 5=Definitely): 1-2-3-4-5

D5. Do you trust your LC1 to take effective action when a crime against women and girls is reported? (1=Definitely not, 2=Probably not, 3=Probably, 4=Very probably, 5=Definitely): 1-2-3-4-5

D6. Do you trust paralegals to provide adequate legal advice on women and girls' rights? (1=Definitely not, 2=Probably not, 3=Probably, 4=Very probably, 5=Definitely): 1-2-3-4-5

D7. Do you trust mediators to manage disputes fairly regardless of age, gender and tribe/nationality? (1=Definitely not, 2=Probably not, 3=Probably, 4=Very probably, 5=Definitely): 1-2-3-4-5

Section E: Behavioural Change Indicators (8 minutes)

E1. Since using FATE, how has your likelihood of seeking help for legal problems changed? (1=Much less likely, 2=Less likely, 3=No change, 4=More likely, 5=Much more likely): 1-2-3-4-5

E2. How do you typically handle conflicts now? (Check all that apply) Direct negotiation Mediation Paralegal consultation Police Formal courts Family intervention LCs Traditional authorities Civil society Friends Other

E3. Have you or someone you know reported a complaint or crime since using FATE services? Yes No I would rather not say

E4. If yes, which justice system did you report to? Formal justice Traditional justice LC Both I don't know

E5. In the past year, how many times have you:

- Advised other women about legal rights: _____ times
- Accompanied someone to seek legal help: _____ times
- Spoken at community meetings about women's rights: _____ times

Section F: Empowerment Outcomes (7 minutes)

F1. Rate your agreement (1=Strongly disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly agree):

- I have more voice in household decisions now: 1-2-3-4-5
- I feel more confident speaking in public: 1-2-3-4-5
- I am better able to protect myself from violence: 1-2-3-4-5
- I have more control over financial decisions: 1-2-3-4-5
- Community members respect me more: 1-2-3-4-5

F2. How would you have rated these BEFORE using FATE? (Same scale)

F3. Have you taken on any leadership roles since using FATE? Yes, formal position Yes, informal role No, but interested No

F4. How has your economic situation changed since FATE? (1=Much worse, 2=Somewhat worse, 3=No change, 4=Somewhat better, 5=Much better): 1-2-3-4-5

Section G: Community Changes Assessment - BASELINE COMPARISON (6 minutes)

G1. In your community, how common are cases of gender-based violence now? (1=Very frequently, 2=Often, 3=Sometimes, 4=Rarely, 5=Never): 1-2-3-4-5

G2. Compare this to before FATE began working here: (1=Much more common now, 2=More common, 3=No change, 4=Less common, 5=Much less common): 1-2-3-4-5

G3. In your community, how common are women having other justice needs now? (1=Very frequently, 2=Often, 3=Sometimes, 4=Rarely, 5=Never): 1-2-3-4-5

G4. How have community attitudes toward women seeking justice changed since FATE? (1=Much less accepting, 2=Less accepting, 3=No change, 4=More accepting, 5=Much more accepting): 1-2-3-4-5

G5. How has your family's attitude toward you seeking help changed? (1=Much less supportive, 2=Less supportive, 3=No change, 4=More supportive, 5=Much more supportive): 1-2-3-4-5

G5. What is the major barrier preventing women and girls from accessing justice currently? Corruption within the justice system Distance to advisory centres Cost of accessing justice Lack of knowledge on where to go No knowledge of rights Fear of stigmatisation Other

Section H: Networks and Community Leaders (4 minutes)

H1. Do you know any networks/local interest groups/organisations within your community that help women and girls access their rights? Yes
 No

H2. If yes, what services do they provide? (Open-ended)

H3. Are there particular leaders in your community that are champions of women and girls' rights? Yes No I don't know

H4. If yes, please identify them and explain why you think they are champions of women and girls' rights. (Open-ended)

Section I: Sustainability Assessment (7 minutes)

I1. How likely are you to continue using FATE services if available? (1=Very unlikely, 2=Unlikely, 3=Unsure, 4=Likely, 5=Very likely): 1-2-3-4-5

I2. If FATE services were no longer available, where would you go for help? Traditional authorities Local government Police Other NGOs Religious leaders Family/friends Wouldn't seek help Don't know

I3. How confident are you that you could handle legal problems without FATE support? (1=Not confident at all, 2=Not very confident, 3=Somewhat confident, 4=Confident, 5=Very confident): 1-2-3-4-5

I4. Rate likelihood these will continue in your community (1=Very unlikely, 2=Unlikely, 3=Neutral, 4=Likely, 5=Very likely):

- Women continuing to seek formal justice: 1-2-3-4-5
- Community accepting women's rights: 1-2-3-4-5
- Paralegal/mediator services continuing: 1-2-3-4-5
- Government services remaining responsive: 1-2-3-4-5

Section J: Overall Assessment (3 minutes)

J1. What has been the most important change in your life from FATE services? (Open-ended)

J2. What would you change about FATE services to make them better? (Open-ended)

J3. On a scale of 1-10, rate your overall experience with FATE: _____

J4. Would you recommend FATE services to other women? (1=Definitely not, 2=Probably not, 3=Maybe, 4=Yes, probably, 5=Yes, definitely):
1-2-3-4-5

D.4.1 Site Observation Detailed Implementation Plan

The assumption is that the activities to observe will take place during the data collection week or have not already ended for the project period.

C4.1.1 Site Selection and Distribution

Total Sites: 22 observations across 11 districts (2 per district) prioritising those directly funded through FATE (i.e. the lawbox and shelters)

Selection Criteria:

- **Site Type 1:** Formal service delivery location (legal aid office, court session, government office)
- **Site Type 2:** Community-level intervention site (community meeting, paralegal session, mediation centre, law box, training session)

Geographic Distribution:

Northern Region (4 sites total) – indicative suggestions below:

Gulu District:

- *Site 1:* FATE legal aid service office during client consultation hours
- *Site 2:* Community paralegal session in rural subcounty

Lamwo District:

- *Site 1:* Court proceedings involving women's cases
- *Site 2:* Women's group meeting discussing legal rights

Western Region (4 sites total):

Hoima District:

- *Site 1:* FATE legal aid service delivery centre
- *Site 2:* Community mediation centre during active mediation

Masindi District:

- *Site 1:* District Probation and Social Welfare Office service delivery
- *Site 2:* Community sensitization meeting on women's rights

Eastern Region (6 sites total):

Mbale District:

- *Site 1:* Legal aid service provider office (consortium partner)
- *Site 2:* Community dialogue session on gender-based violence or other justice issues affected women and girls

Soroti District:

- *Site 1:* Chief Magistrate Court during women's case hearings
- *Site 2:* Women's empowerment meeting organised by local women's group

Jinja District:

- *Site 1:* Digital platform training session for women
- *Site 2:* Community mediation session led by FATE-trained mediator

Karamoja Region (4 sites total):

Napak District:

- *Site 1:* Mobile legal aid service delivery session
- *Site 2:* Traditional authority meeting discussing integration of formal and traditional justice

Moroto District:

- *Site 1:* Community meeting on legal rights awareness
- *Site 2:* Paralegal training session or follow-up meeting

Central Region (4 sites total):

Kamuli District:

- *Site 1:* Legal aid office during peak service hours
- *Site 2:* Women's group meeting focused on economic empowerment and legal rights

Namutumba District:

- *Site 1:* Community mediation session
- *Site 2:* Legal education session in community setting

C4.1.2 Site Observation Protocol Implementation

Pre-Observation Preparation:

Scheduling and Permissions:

- Advance scheduling with site coordinators (1 week notice minimum)
- Formal permission letters for government sites except if public hearings
- Informal permission from community leaders for community sites
- Confirmation of observation dates 24 hours prior

Observer Preparation:

- Review of relevant background information about site and services
- Preparation of observation materials (checklists, recording devices, note-taking supplies)
- Cultural orientation briefing for each site type and location
- Safety and security assessment for each location

Observation Implementation:

Duration and Timing:

- Formal service sites: 2-3 hours to observe complete service delivery cycles
- Community meetings/trainings: Full session duration (typically 1.5-3 hours)
- Multiple time periods where possible to observe variation (morning/afternoon sessions)

Observer Positioning:

- Unobtrusive positioning to minimize disruption of natural activities
- Close enough to observe interactions but respecting privacy needs
- Permission from participants for observation presence
- Clear explanation of observer role and purpose

Data Collection During Observation:

- Real-time completion of structured observation checklists
- Detailed field notes on interactions, processes, and dynamics observed
- Documentation of physical environment and accessibility factors
- Notes on any unusual circumstances or deviations from normal practice

Post-Observation Activities:

- Immediate completion of observation forms while details are fresh
- Brief informal discussions with service providers or facilitators (where appropriate)
- Thank you acknowledgments to observed sites and participants
- Secure storage of observation records and materials

C4.1.3 Service Delivery Observation Detailed Checklist**Observer Information:**

- Date: _____
- Time: Start : End :
- Location: _____

- District: _____
- Type of Service/Activity: _____
- Observer Name: _____
- Weather/Environmental Conditions: _____

Pre-Observation Context:

- Number of clients/participants present at start: _____
- Gender breakdown: Women: _____ Men: _____ Girls: _____ Boys: _____
- Estimated age ranges of participants: _____
- Any special circumstances or unusual factors: _____

A. PHYSICAL ENVIRONMENT AND ACCESSIBILITY

Location and Accessibility: Location is easily accessible Clear signage directing people to services (in local language) Location is known in the community and shared through word of mouth Safe environment

Distance Assessment: How far do most clients travel to reach this location? Less than 1km 1-5km 5-10km More than 10km

Operating Hours: Observed hours: : to : Hours appear convenient for working women Flexible scheduling observed for urgent cases
Waiting time for services: _____ hours & minutes (average)

Physical Space and Privacy: Adequate private space for confidential consultations Conversations cannot be overheard by others waiting Visual privacy maintained Comfortable seating arrangements Clean and well-maintained facilities Appropriate lighting and ventilation

Cultural and Religious Appropriateness: Space feels welcoming to women and girls Cultural/religious considerations respected in setup Appropriate dress codes observed by staff Local cultural symbols or materials present No exclusionary symbols or messages visible

Safety and Security: Location feels safe for women visiting alone Safe spaces for children if mothers bring them

Overall Physical Environment Rating: Excellent Good Fair Poor

Notes on Physical Environment:

B. SERVICE PROVIDER INTERACTIONS AND COMMUNICATION

Staff Professionalism and Approach:

Greeting and Initial Contact: Clients greeted respectfully upon arrival Staff explain procedures and what to expect Clients asked about language preferences Comfortable and welcoming tone established

Communication Style Observation: Staff maintain respectful and non-judgmental tone throughout Active listening demonstrated (eye contact, nodding, summarizing) Appropriate body language (open posture, respectful positioning) Questions asked sensitively, especially about personal matters Staff allow clients adequate time to explain their situations

Language and Interpretation Services: Services provided in client's preferred language Technical legal terms explained in simple language Staff check client understanding throughout consultation Written materials available in appropriate languages

Client Treatment and Respect: All clients treated with equal respect regardless of background No discriminatory language or behaviour observed Client's choices and decisions respected No pressure applied for specific courses of action Client's story believed and validated

Sensitivity to Trauma and Vulnerability: Staff demonstrate awareness of potential trauma Gentle questioning techniques used for sensitive topics Clients offered breaks if becoming distressed Referral to psychosocial services mentioned when appropriate Special consideration for particularly vulnerable clients (disabled, elderly, very young)

Information Provision: Clients receive clear information about their rights Options and alternatives explained thoroughly Risks and benefits of different approaches discussed Realistic expectations set about likely outcomes Written information provided to take home

Overall Staff Interaction Quality: Rate on scale 1-5 (1=Poor, 5=Excellent): _____

Specific Examples of Good Practice Observed:

Areas Needing Improvement:

C. SERVICE DELIVERY PROCESS AND QUALITY

Service Efficiency and Organisation:

- Average waiting time before being seen: _____ hours & minutes
- Average consultation duration: _____ minutes
- Number of clients served during observation period: _____

Process Efficiency Assessment: Services provided within reasonable timeframes Efficient use of consultation time observed Clear next steps provided to clients Appointment systems work effectively Minimal bureaucratic delays observed

Comprehensiveness of Service: All presenting client concerns addressed Full range of available options discussed with clients Clients asked about additional support needs Holistic approach to client problems demonstrated Links made between legal and social issues

Client-Centered Approach: Services tailored to individual client's specific situation Client preferences and constraints considered in recommendations Empowerment approach used (building client capacity vs. dependency) Client's capacity to implement advice realistically assessed Follow-up arrangements made based on client needs

Documentation and Record Keeping: Client information recorded systematically Confidentiality maintained in record storage Client consent obtained for documentation Records appear organised and accessible to appropriate staff

Quality Assurance Mechanisms: Supervision or mentoring of staff observed Client feedback mechanisms visible or mentioned Standardized procedures appear to be followed Staff consultation with colleagues on complex cases

Service Coordination and Referrals: Links to other services discussed with clients when relevant Clear referral procedures explained Contact information for referral services provided Follow-up on referrals planned or mentioned Coordination with other service providers evident

Overall Service Quality Rating: Excellent Good Fair Poor

D. CLIENT EMPOWERMENT AND CAPACITY BUILDING

Information and Education Approach: Clients educated about their legal rights during consultation Information provided in empowering rather than paternalistic manner Clients encouraged to ask questions and seek clarification Educational materials provided for clients to take home

Skill Building Observed: Clients taught how to advocate for themselves Guidance provided on gathering evidence or documentation Negotiation or communication skills development encouraged Problem-solving approaches discussed with clients

Confidence Building: Staff affirm client's strength and capabilities Previous client successes shared as encouragement (without violating confidentiality) Clients supported to make their own informed decisions Realistic hope and optimism conveyed about outcomes

Network and Support Building: Connections made between clients with similar issues Information provided about support groups or networks Peer support opportunities mentioned or facilitated Community resources identified and connected

E. GENDER-RESPONSIVE AND INCLUSIVE PRACTICES

Gender Sensitivity: Staff demonstrate understanding of gender-specific barriers to justice Services adapted to accommodate women's schedules and responsibilities Safety considerations for women clients prioritized Gender-based violence handled with appropriate sensitivity

Inclusive Practices: Services accessible to women with disabilities Young women and older women both served appropriately Cultural and ethnic diversity respected and accommodated Economic barriers to access addressed or minimized

Male Engagement (where observed): Male partners or family members engaged constructively Men's attitudes addressed when they accompany women Male allies supported in their advocacy for women's rights Male resistance handled diplomatically but firmly

F. COMMUNITY INTEGRATION AND SUSTAINABILITY

Community Connection: Strong relationship between service providers and community evident Local community ownership or involvement in services Integration with traditional or community leadership structures Services adapted to local cultural and social context

Sustainability Indicators: Local capacity building evident Community contributions to service provision Plans for continuation discussed or evident Local leadership development observed

G. OVERALL ASSESSMENT AND OBSERVATIONS

Strengths Observed:

1. -
2. -
3. -

Areas for Improvement:

1. -
2. -
3. -

Unexpected Observations or Insights:

Recommendations for Service Enhancement:

Overall Assessment of Site Effectiveness: Highly effective Effective Moderately effective Needs significant improvement

Observer Confidence in Assessment: Very confident Confident Somewhat confident Would need more observation time

Additional Comments:

D4.2 Informal Consultations Detailed Implementation Framework

D.4.2.1 Informal Consultation Strategy and Selection

Total Informal Consultations: 20 across all districts

Purpose and Approach: Informal consultations capture perspectives from stakeholders not included in formal data collection while providing contextual understanding and validation of formal findings. These consultations are brief, semi-structured conversations that provide additional insights without the formality of scheduled interviews.

Consultation Approach:

- Brief conversations (15-30 minutes maximum)
- Casual, conversational tone rather than formal interview
- Opportunity to clarify or expand on observations
- Flexible scheduling around other fieldwork activities
- Documentation through brief notes rather than audio recording

D.4.2.2 Stakeholder Categories and Selection Criteria

Community Members (Not Direct FATE Beneficiaries) - 6 consultations

Selection Criteria:

- Women and men who are aware of FATE services but have not used them directly
- Community members who have observed changes in their communities
- Representatives of different age groups and social positions
- Mix of rural and semi-urban community perspectives

Geographic Distribution:

- Northern Region: 2 consultations (1 Gulu, 1 Lamwo)
- Western Region: 2 consultations (1 Hoima, 1 Masindi)
- Eastern Region: 1 consultation (rotating between Mbale, Soroti, Jinja)
- Karamoja Region: 1 consultation (rotating between Napak, Moroto)

Sample Consultation Questions:

- "What changes have you noticed in how women in this community handle conflicts or legal problems?"
- "What do people in the community say about women using FATE services?"
- "How do you think the community has responded to these changes?"

Local Government Officials (Sub-county level) - 4 consultations

Selection Criteria:

- Sub-county chiefs, community development officers, LC3 chairpersons
- Officials who interface with both formal and traditional justice systems
- Representatives from different regions showing varied FATE engagement levels

Geographic Distribution:

- One consultation per region (Northern, Western, Eastern, Karamoja)

Sample Consultation Questions:

- "How has FATE's work complemented or conflicted with local government programs?"
- "What changes have you observed in how women approach local government for help?"
- "How do you see formal and traditional justice systems working together now?"

Traditional Leaders and Cultural Authorities - 3 consultations

Selection Criteria:

- Traditional chiefs, clan leaders, or cultural institution representatives

- Authorities who have experience with both traditional and formal justice mechanisms
- Leaders from different cultural groups represented in FATE districts

Geographic Distribution:

- Northern Region: 1 consultation (traditional authority in post-conflict context)
- Eastern Region: 1 consultation (cultural diversity context)
- Karamoja Region: 1 consultation (pastoralist cultural context)

Sample Consultation Questions:

- "How has the relationship between traditional and formal justice systems evolved?"
- "What is your view on women accessing formal courts versus traditional mechanisms?"
- "How do you balance respect for tradition with changing legal rights?"

Private Sector Actors (Lawyers, Service Providers) - 2 consultations

Selection Criteria:

- Private lawyers who have worked with or observed FATE activities
- Private service providers in justice sector (court clerks, legal assistants)
- Individuals who can provide perspective on formal justice system changes

Geographic Distribution:

- 1 consultation in major town (Gulu, Mbale, or Hoima)
- 1 consultation in smaller district center

Sample Consultation Questions:

- "How has the demand for legal services from women changed?"
- "What changes have you observed in how formal justice institutions handle women's cases?"
- "How do community-level justice actors coordinate with formal legal services?"

Civil Society Representatives (Non-consortium) - 3 consultations

Selection Criteria:

- Representatives from organisations working on related issues (women's rights, human rights, development)
- Organisations that complement or occasionally compete with FATE services
- Mix of local and national organisations

Geographic Distribution:

- Northern Region: 1 consultation
- Eastern Region: 1 consultation
- Western Region: 1 consultation

Sample Consultation Questions:

- "How has FATE's approach complemented or duplicated your organisation's work?"
- "What changes have you observed in the broader landscape of women's access to justice?"
- "What lessons from FATE could inform similar programming?"

Youth Representatives and Male Allies - 2 consultations

Selection Criteria:

- Young men (18-30) who have been engaged in FATE activities or observed changes
- Male community members who demonstrate support for women's access to justice
- Representatives from different educational and economic backgrounds

Geographic Distribution:

- 1 consultation in Northern or Eastern region
- 1 consultation in Western or Karamoja region

Sample Consultation Questions:

- "How do young men in your community view women's increased access to justice services?"
- "What has influenced positive male attitudes toward women's rights?"
- "How can more men become allies in supporting women's access to justice?"

D.4.2.3 Informal Consultation Implementation Protocol

Pre-Consultation Preparation:

Identification and Approach:

- Identification of potential consultation participants through community networks
- Informal approach through mutual contacts or community introductions
- Brief explanation of evaluation purpose and voluntary nature of participation
- Flexible scheduling around participant availability and convenience

Setting and Approach:

- Casual settings comfortable for participants (community centers, local meeting places, participant's workplace)
- Conversational approach rather than formal interview structure
- Respect for cultural norms around appropriate interaction
- Clear explanation that participation is voluntary and can end at any time

Consultation Process:

Opening Approach: "Hello, my name is [NAME] and I'm part of a team evaluating the FATE project that has been working in this area. I'd like to have a brief conversation with you about any observations you might have about how things have changed regarding women's access to justice. This is completely voluntary and informal - we can chat for just a few minutes or longer if you're interested."

Conversation Guidelines:

- Keep conversations focused but allow natural flow of discussion
- Use open-ended questions to encourage sharing of observations
- Probe for specific examples or stories that illustrate points
- Respect if participants prefer not to discuss certain topics

- Maintain conversational tone throughout

Documentation Approach:

- Brief note-taking during or immediately after conversation
- Focus on key insights rather than verbatim quotes
- No audio recording - rely on written notes only
- Immediate completion of consultation record form

Closing Approach: "Thank you for taking the time to share your observations with me. Your perspective helps us understand how the community has experienced these changes. Is there anything else you think would be important for us to know?"

D.4.2.4 Informal Consultation Documentation Form

Consultation Record Form:

Basic Information: Date: / /2025 Time: : to. : Location: _____
 District: _____ Consultant: _____

Participant Information: Participant Category: _____ Approximate Age: _____ Gender: _____ Role/Position: _____
 _____ Community/Area: _____

Key Discussion Topics Covered: Community changes in women's justice-seeking behaviour Attitudes toward FATE services and activities Integration of formal and traditional justice systems Male engagement and attitude changes Sustainability of observed changes Unintended consequences or unexpected outcomes Other: _____

Key Insights and Observations:

1. Main Changes Observed:

2. Community Reception/Attitudes:

3. Specific Examples or Stories Shared:

4. Challenges or Concerns Mentioned:

5. Sustainability Perspectives:

6. Unexpected or Unique Insights:

Participant's Overall Assessment: Very positive about changes Mostly positive Mixed/neutral Mostly negative Very negative

Quality of Information: Very informative Informative Somewhat informative Limited information

Consultation Environment: Very comfortable/open Comfortable Somewhat reserved Cautious/guarded

Follow-up Potential: Participant interested in further contact Open to follow-up if needed Prefers no further contact

Consultant Assessment: High confidence in insights shared Moderate confidence Some concerns about accuracy

Additional Notes:



Annex D: Indicator Tracking Table

Impact / Overall Objective	Indicator	Baseline	Target	2021 Total	2022 Total	2023 Total	2024 Total	2025 Total	Final Evaluation Results (as per 350 respondents, 289F, 61M)	Final Evaluation Results Comments
Women and girls are empowered to pursue justice in an environment that serves their needs	% of GBV crimes prosecuted	10.2% of cases taken to court in 2019 (Economic Policy Research Centre, November 2020) .	25% of crimes against women and girls taken to court (disaggregated across the four targeted regions)							
	# of women and girls able to access justice	0	16720	328	4 897	7 225	8 153	5 353		
	% increase in the number of women and girls accessing legal and protection services	41% stated that they had accessed legal and protection services	20% increase in the number of women and girls accessing legal and protection services			18%				
	% of women and girls who report that barriers preventing them from accessing effective access to justice have been reduced	4% of women and girls reported that barriers preventing them from accessing justice have been	35% (increase) of women and girls report that barriers preventing them from accessing effective access to			77%			73%	I3. How confident are you that you could handle legal problems without FATE support?; I4b. Community accepting women's rights: Averaged "confidence to handle legal

		reduced. (96% stated that barriers existed for women and girls to access justice)	justice have been reduced							problems” and “community accepting women’s rights”
	% of participants across the project who believe that women and men deserve to have equal access to their rights	78% of participants interviewed	85% of participants across the project believe that women and men deserve to have equal access to their rights						78%	D2. Do you believe that women and men deserve to have equal access to their rights? Based on “agree/strongly agree” responses
Outcome / Specific Objective 1	Indicators			2021 Total	2022 Total	2023 Total				Comments
Women are in a position to demand justice	% of women and girls who know their legal rights	77% of women and girls know their legal rights (based on right to own land, reporting a crime, child marriage and GBV)	85% of women and girls know their legal rights			95%				89% of survey respondents demonstrating awareness of women's legal right to own land 96% recognising domestic violence as a crime 92% correct knowledge of legal marriage age 77.4% understanding that crime reporting is free
	% of women and girls who can cite a local service	8% can cite a local service that	20% can cite a local service that			37%			74%	I2. If FATE services were no longer available, where would you go

	that provides legal advice	provides legal advice	provides legal advice							for help? Respondents who named a valid legal/government/NGO service when asked where they would go for help
	% of women satisfied with the way their complaints were handled by mediators	N/A	70% of women satisfied with the way their complaints were handled by mediators			93%	96%			
Outcome / Specific Objective 2	Indicators			2021 Total	2022 Total	2023 Total	2024 Total			Comments
Decision makers mobilise to make women and girls' rights effective	% of women and girls who are satisfied with the legal aid services provided	50% are satisfied with legal services currently provided in their community	65% are satisfied with legal services currently provided in their community			83%	91%		76%	B4a. Legal aid services: Rated "satisfied" or "very satisfied"
	% of decision makers who demonstrate legal awareness of women and girls' rights	54% of decision makers demonstrate legal awareness of women and girls' rights	65% of decision makers demonstrate legal awareness of women and girls' rights							
Result 1.1	Indicator			2021 Total	2022 Total	2023 Total				Comments

Women are legally empowered to act	# of women who access tailored first line legal support through SMS, Interactive Voice Response (IVR) Platforms and other entry points for legal information	0	10,000 women (2,500 women per year)	378	2 157	5 479	5 834	4 475	
	% of paralegals with improved legal knowledge	TBD	60%	0	0	44%	20%	0%	
	# of paralegals trained and active	0	80	0	0	78 (44F, 34M)	69 (45F, 24M)	0	
	# of beneficiaries participating in community sensitisations	0	10,000 (2,500 per year)	724 (437F, 287M)	4,172 (2467 F, 1705M)	4,945 (2725F, 2220M)	7946 (4726F, 3220M)	3591(2014F, 1577M)	
	Number of beneficiaries of the mini grants (disaggregated by age, zone, sex)	0	160 beneficiaries of mini grants	0	0	0	64(62F, 2M)	171(144F, 27M)	
Result 2.1	Indicator			2021 Total	2022 Total	2023 Total			Comments
Legal aid and protection services	# of beneficiaries accessing advisory	0	6,720 beneficiaries	542(401F, 141M)	1,502 (1239 F, 263M)	1566(1296 F, 270)	1453(1226 F, 227M)	615(422F, 193M)	

are improved and tailored to respond to women and girls' access to justice needs	centres and shelters									
	# of female offenders assisted	0	320	197	742	313	465	631		
	% of CSOs with improved knowledge and capacity to respond to women's justice needs	TBD	60%	0%	0	40%	30%	0%		
	% of mediators with improved knowledge of how to lead gender-sensitive and fair mediations	41% of mediators had fair knowledge of how to lead gender-sensitive and fair mediations	60%	76%	0	78%	0%	0%		
	# of cases supported by the project	0	410 (670 beneficiaries)							
	# of female offenders access training led by PRI	0	210	0	129	45	39	36		
Result 2.2	Indicators			2021 Total	2022 Total	2023 Total				Comments
Institutions are accountable for protecting	% of law enforcement staff with improved knowledge	TBD	80%	0%	82%	88%	33%	21%		

and promoting women and girls' rights	% of female councillors and MPs with increased knowledge on how to influence policies	TBD	80%	0%	0%	0%	74%	0%		
	# of alternative reports submitted to UN treaty bodies	0	1	0	0	0	0	0		

Annex E: Document Review

1. Project Design and Planning Documents

- Original project proposal
- Project Logical Framework and Theory of Change (original and revised versions)
- Consortium agreement between ASF, UWONET, BFL, and PRI
- Workplans and implementation strategies
- Overall project budget and partner-specific budget allocations

2. Monitoring, Evaluation, and Learning Documents

- Project Monitoring, Evaluation, and Learning Plan
- Baseline study/assessment
- Indicator tracking tables and performance monitoring reports (original and revised versions)
- Results measurement frameworks (original and revised versions) and progress reports

3. Activity Reports and Technical Documents

- Annual reports (2021-2025)
- Quarterly reports from all consortium partners
- Technical reports on legal empowerment activities
- Digital legal aid services reports (BFL's SMS and IVR platform outcomes)
- GBV shelter and services reports (UWONET activities)
- Institutional capacity building reports (PRI's work with JLOS institutions)
- Training materials and capacity building documentation

4. Beneficiary and Stakeholder Information

- Beneficiary databases
- List of coaches and mediators
- List of partners
- List of stakeholders

5. Partnership and Coordination Documents (as available)

- Individual partner implementation reports (ASF, UWONET, BFL, PRI roles and achievements)
- Inter-partner coordination meeting minutes and joint planning documents
- MoUs with Local CBOs/implementing partners

6. Financial Documents

- Financial reports

7. Risk Management and Adaptation Documents

- Risk assessment and mitigation strategies
- Security protocols and incident reports

8. Impact and Learning Documents

- Case studies and success stories of women accessing justice
- Feedback mechanisms and beneficiary satisfaction surveys

9. Gender and Access to Justice Specific Documents (as available)

- Gender assessment of barriers to women's access to justice
- Documentation of legal empowerment training curricula and outcomes
- Evidence of institutional accountability improvements
- Cultural and traditional justice system engagement reports
- GBV response protocols and service delivery models

10. Any Additional Documents

- Relevant correspondence with the Embassy of Kingdom of the Netherlands