
**Empowering the youth to combat sexual violence against
young women and girls in rural Malawi Districts of
Nkhatabay, Dowa, Machinga and Nsanje.**

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Executive summary

Decker et., al 2015, estimated that 1 in 4 (25%) sexually active young women in Malawi between the ages of 15 and 19 identify their first sexual encounter as forced, which is the highest rate in the sub-Saharan region (21%) and globally (15%). Sexual violence places young women at risk of early pregnancies, unsafe abortions, child marriages, stigma, risky behaviors, and STIs including HIV. This project aims to reduce sexual violence in four rural districts in Malawi and targets out-of-school young men and women aged between 15 and 25 who are usually sidelined in GBV prevention programmes.

In this project, a range of approaches will be employed to impart knowledge and skills that will be used to counter patriarchal ideas, negative gender norms, and practices that promote sexual violence against young women and girls. These approaches include awareness campaigns, mentorship, and training sessions. A rigorously tested approach known as the Empowerment Transformation Training (ETT) programme which uses standardized curricula for young women and young men will also be utilized. The boy's curriculum focuses on positive masculinities and questions young men's views and their attitudes towards gender stereotypes and sexuality. On the other hand, the girl's curriculum empowers young women with knowledge and skills to enable them to play an active role in challenging structural violence that disempowers them.

Through these activities, engaged young men and women will gain knowledge, confidence, and courage to counter societal expectations and negative cultural traditions that promote sexual violence. Young men and women who participate in the activities in this project will also be engaged as agents of change and they will implement awareness campaigns on VAWG and lobby for the elimination of harmful cultural practices even after completion of the main project activities.

Keywords: Violence Against Women and Girls, sexual violence, girls empowerment, engaging young men, positive masculinities, out-of-school youth, transformation, gender norms, harmful cultural practices.

Acronyms

CCJP	Catholic Commission for Justice and Peace
CECOYD	Center for Concerned Youth and Development
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
Covid-19	Corona Virus Disease 2019
DFID	Department for International Development (United Kingdom)
DREAMS	Determined, Resilient, Empowered, AIDS-free, Mentored and Safe
GBV	Gender-Based Violence
HIV	Human Immunodeficiency virus
MDHS	Malawi Demographic and Health Survey
MoGCDSW	Ministry of Gender, Children, Disabilities and Social Welfare
NGO	Non-Governmental Organisation
SGBV	Sexual and Gender Based Violence
SRH	Sexual Reproductive Health
STI's	Sexually Transmitted Infections
UN	United Nations
UNDP	United Nations Development programme
VACS	Violence Against Children Survey
VAWG	Violence Against Women and Girls
WOLREC	Women's Legal Resources Center
YONECO	Youth Net and Counselling

1.0 Introduction

This introductory chapter discusses the context of the project, including an overview of Malawi's policy efforts to end Gender Based Violence (GBV), highlights common interventions in combating violence against women in rural Malawi, and assesses the availability and accessibility of aftercare services for rural Malawi survivors of violence.

1.1 Context of the project

According to the 2018 Population and Housing Census report, the total population of Malawi is around 18 million up from 13 million in 2008. The report estimates that 51% of the total population lives in rural areas and that 51% of the total population is female. Malawi also has a youthful population since 51% of the total population is under 18 years of age, and just 4% of the population is 65 years of age or older (NSO & ICF, 2018). Also, 52.6 % of the population is considered multidimensionally poor, and an additional 29% are vulnerable to multidimensional poverty (UNDP, 2019).

Figure 1: Map of Malawi



According to the United Nations Development Programme (UNDP) report for 2019, Malawi has a Human Development Index score of 0.485, placing it at 172 out of 187 countries and an overall Gender Inequality Index (GII) score of 0.615; ranked 149 out of 162 countries reflecting high levels of inequality in reproductive health, women's empowerment, and economic activity (UNDP, 2019).

Violence Against Women and Girls (VAWG) in Malawi as a reproductive health indicator also contributes to the above mentioned GI score. The Malawi Demographic and Health Survey (MDHS) 2016, approximated that over 42% of ever married women between the ages of 15 and 49 have experienced Intimate Partner Violence (IPV), including sexual violence (19%), physical violence (26%), and emotional abuse (30%). In the same report, 33% of the women revealed that

they had experienced IPV at least once annually (NSO, 2017). Sexual violence against young women is also predominantly high, with data from the Violence Against Children Survey (VACS) revealing that 20% of the girls in the study had experienced sexual violence before the age of 18, and 68% of those who experienced sexual abuse had suffered multiple incidences during their childhood (Ministry of Gender, 2014).

The results of the studies above and many others reflect the negative impact of harmful cultural practices and values that are ingrained in Malawian culture, particularly in rural areas, where cultural emphasis on gender norms negatively affect women and girls. In a typical Malawian community, young men are expected to be aggressive, tough, providers, decision makers, and having multiple sexual partners is naturalized as boys progress from infancy to adulthood. In addition, boys are prioritized in terms of education and other socioeconomic opportunities, which often create deep inequalities that perpetuate VAWG including sexual violence. Young women on the other hand, are expected to be submissive to men, and through existing social structures, they are taught to take on childbearing and rearing roles at an early age, commonly at the onset of puberty (UNESCO, 2011).

Moreover, traditional sex education is provided to both young men and young women through initiation ceremonies such as *Jando*, *Kusasa fumbi*, *Msondo*, *Chiputu* and *Ndakula*, which encourage young people to practice sex as they transition to adulthood (Molloy, 2017). Such traditions justify sexual victimization against young women and put young women at risk of unwanted pregnancies, child marriages and Sexually Transmitted Infections (STI's) including HIV.

According to the MDHS 2016 report, among young women and men aged 15 to 19 in Malawi, 13% of young women and 22% of young men had their first sexual intercourse before the age 15 (NSO, 2017). It is not surprising then that half of the girls in Malawi marry before the age of 18, 24% aged 15 to 19 have at least one child, and 6% of the girls in the same age group are pregnant with their first child (NSO, 2017; UNICEF, 2017a)

This powerful normative system which exists in most rural communities reduces a girl's likelihood of obtaining education and also of graduating from high school, with estimates by the National Statistical Office (NSO) showing that 23% of girls between the ages of 14 and 17 have no formal education (NSO, 2017). The data is also supported by significant differences in dropout rates as 4.5% of boys and 7.1% of girls enrolled in schools in 2014 dropped out the same academic year (Robertson et al., 2017). With also a lack of role models, and lack of access to vocational education programmes for dropouts in remote communities, many young people who drop out of school indulge in risky behaviors including unprotected sexual acts, sexual violence, and substance abuse at an early age (UNESCO, 2018).

Women in Malawi are also overwhelmingly affected by HIV/AIDS. The prevalence of HIV among women (aged 15 to 64) is estimated to be around 13% compared to 8% among men (UNAIDS, 2019). Among women aged 25 to 29, the prevalence of HIV is three times higher among women (14%) than men (5%) and 4% of girls (under 18) were living with HIV compared with 2% of boys of the same age in 2016 (Ministry of Health, 2016).

It is, however, difficult to estimate the cultural, social, and health related costs of sexual abuse in Malawi. There are high costs borne by the health care system to treat physical injuries suffered during the abuse, as well as the psychological and behavioral consequences from the experience of the abuse that pervade a survivor's life. Survivors of sexual violence are typically more depressed and less active in society due to psychological trauma that causes low self esteem, depression, and the development of phobias (Bass et al., 2016). There are also certain costs related to the justice system, the expense of seeking justice to ensuring that the perpetrator of the abuse is prosecuted and also to protect the victim and future victims and survivors ¹ from similar crimes (Post et al., 2002) .

Violence at a young age also increases the risk of subsequent violence victimization and increased sexual risky behaviors (Champion et al., 2004). Sexual violence greatly affects gender equity by limiting the participation of survivors of violence in education, employment, societal mobility, because survivors become demoralized and they fear society stigmatization.

1.2 The fight to eradicate Gender Based Violence in Malawi.

In the last decade, GBV, with a focus on VAWG has been recognized as a serious gender and health issue by the Malawian government. The discussion in this section highlights efforts by the government in partnership with civil society in ending GBV through the implementation of national and international instruments, as well as primary and secondary interventions.

1.2.1 Relevant national instruments and multilateral agreements

The first National Strategy to combat GBV was introduced in 2002 to supplement the first National Gender policy that was launched in March 2000 which mainly focused on women's economic empowerment. The first Gender policy aimed to support earlier local women's movements that focused on providing women with microloans as a poverty reduction tool, and there was little concern on the power disparities between men and women that normalized GBV (Moser et al., 2014).

¹ In this proposal, the term victim is assigned to individuals that have recently been abused. The term survivor denotes an individual who is going or has gone through the recovery process; this word is being used mostly when discussing t long term effects of sexual violence

In 2015, the Government of Malawi reviewed the National Gender policy and took into account women's and children's vulnerabilities owing to patriarchal power structures and has given significant support to already existing frameworks focusing on the elimination of GBV including sexual violence against women. Such instruments include the 1974 Penal Code; the Prevention of Domestic Violence Act which was crafted in 2006; the Child Care, Protection and Justice Act of 2010; the Deceased Estates (Wills, Inheritance, and Protection) Act of 2011; the Gender Equality Act which was adopted in 2013 and the National Plan to combat GBV (2014 to 2020).

The government of Malawi has also ratified several international agreements to support its work in eradicating GBV including the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), the Maputo protocol, the Convention on the Rights of Children, and the 1995 Beijing Declaration Platform for Action.

Since the launch of the revised gender policy, the Malawian government has enacted new progressive laws and reviewed old laws and strategies in efforts to end GBV. In 2015, the Ministry of Gender, Children, Disability and Social Welfare (MoGCDSW) and several Non Governmental Organisations (NGO's) lobbied for the review of the historical Marriage, Divorce, and Family Relations Act, which adjusted the legal marriage age of a girl from 16 to 18. The government in 2017, was also pressured to revise the constitution to align previously conflicting definitions of a child between the constitution (which defined a child as persons below the age of 16) and the amended Marriage, Divorce, and Family Relations Act (Masina, 2017). Furthermore, the enactment of the first Electronic Transactions and Cyber Security Act of 2016, provides data security and privacy rights to protect vulnerable groups including women and children, from revenge porn, extortion, cyberbullying, etc. The legislation has generated considerable backlash recently (Freedom House, 2019), as the government has mostly used this law to censor government's social media critics.

Even though the legal and justice system has been equipped with a very good framework to end GBV, enforcement of these laws seems to be lacking at all levels due to underfunding, and various political obstacles, which has seen both survivors, activists, and NGO's criticizing the low level of implementation publicly (Kayira, 2019).

1.2.2 Government efforts to alter behaviors and practices that perpetuate VAWG.

Despite limited implementation and enforcement of the statutes, the government is supporting several primary interventions implemented by the MoGCDSW, and NGO's to reduce VAWG in Malawi. Such interventions seek to address deep societal disparities in gender attitudes and expectations that also establish hierarchical power structures between men and women which

increase women's likelihood to be exposed to VAWG and obstruct their ability to access and obtain care and help.

The government through its ministries has worked with local and international agencies to deliver national wide school based interventions, for example, the Safe School's programme, the Joint Programme for Girls Education (JPGE), the Dreams project, Keeping Girls in School etc (FAWEMA, 2015; UNICEF, 2017b). Common activities in these programmes include, teachers training on positive discipline, life skills education, health education (including menstrual hygiene management), formulation of community bylaws by traditional leaders to annul child marriages, and use of transformative approaches to change gender attitudes and behaviors that are deeply engrained in boys and girls.

Community based programmes have brought about an improvement in the general population by creating awareness and providing support to victims and survivors of VAWG. This has since been complemented by the growing amount of VAWG preventive strategies targeting men and women to reduce spousal related abuse. Initiatives like the Women's Empowerment Programme (2015 – 2020) led by Trocaire² which engages both men and women, on the prevention of VAWG using the SASA! Faith methodology³ has created an important forum for active groups to implement sustainable reforms by tackling gender inequality which is a root cause of VAWG (Trocaire, n.d.). In 2016, Trocaire conducted a study on this programme, and the report (Molloy, 2017) revealed that the programme had influenced the elimination and modification process of 22 harmful cultural practices that negatively affected women and girls and 13 local bylaws were created to end VAWG in the targeted areas.

The use of Mass media has also created awareness on the existence of VAWG, government statutes on GBV, and has increased knowledge about available social services. Organizations, like Theatre for A Change, air an interactive radio drama, while radio stations like YouthNet and Counselling (YONECO), have youth programmes where they discuss GBV prevention strategies and they promote a hotline for victims and survivors of GBV.

1.2.3 Provision of accessible aftercare social services for victims and survivors of GBV.

The government of Malawi is also supporting the implementation of secondary interventions that support victims and survivors of GBV, including routine inquiries in hospitals, counseling, medical attention, accommodation of victims and survivors of GBV, and justice through the legal and justice system. The 2013 Gender equality Act makes specific provisions also to ensure that victims and

² Trocaire is an international NGO from Ireland supporting several national programmes in Malawi

³ SASA! Faith is an approach, in which leaders, members and allies of a religion come together to prevent violence against women and HIV.

survivors of GBV have access to secondary treatments including Sexual Reproductive Health (SRH) Services and guarantees victims and survivors the right to receive care, the right to access post-exposure HIV prophylaxis, and emergency contraception upon approval (Southern Africa Litigation Centre, 2017).

In improving service delivery, the Malawian government introduced the first one stop center in 2010 at the Queens Elizabeth Central Hospital in Blantyre where victims and survivors of GBV have access to legal, medical, protection, and counseling services in one place. By 2018, the government had constructed 4 major and 23 smaller one stop centers across the country. One stop centers have been very effective, with recent evidence revealing improved coordination between agencies, quicker case resolution, higher levels of conviction than before, and, most importantly, enhanced victim welfare, protection, and wellness (Mulambia et al., 2018).

However, the one stop centers are only found in major towns and cities, victims, and survivors of GBV from rural areas still struggle to access social services because of long distances to the nearest town. Victims also must hop from one lengthy queue to another to receive medical help, and then hurry to the nearest police to file a case. This is exhausting and quite costly, victims fail to complete the process within the 72-hour reporting period stipulated by law for sexual assault cases and if a case is registered most claimants fail to follow through with court proceedings. In addition, despite the introduction of one stop centers, there are only a handful of professionals with the expertise and equipment to successfully investigate sexual assault cases. Results of a 2014 survey revealed that medical staff in hospitals have insufficient knowledge and expertise to investigate and write conclusive reports on rape cases, as only 24% of the doctors were able to translate genital reports correctly, and also lacked expertise in forensic tests and medical examination (Miller & Barlup Toombs, 2014).

NGO's like the Catholic Commission for Justice and Peace (CCJP) and Women's Legal Resources Center (WORLEC) in collaboration with the judiciary have also supported mobile court sessions in rural areas and facilitated the renovation of many courtrooms to enhance the provision of justice. The mobile courts, however, are expensive, unsustainable, and unreliable because they largely depend on donor funding.

2.0 Project justification

This chapter aims to analyze the problem and justify the relevance of this project in Malawi and discusses the need to incorporate out-of-school youths⁴, especially young men, to effectively

⁴ In this project, an out-of-school youth is a person of school going age, who dropped out of school, or received the Malawi secondary school certificate or its equivalent but lacks basic skills

address sexual violence against young women and girls. The section also discusses the theoretical framework and introduces the approaches that will be used in this project.

2.1 Problem statement

Results from a recent randomized controlled trial by Decker et al., 2018 revealed that sexual violence against young women continues to rise as 23 % of young women in secondary schools reported experiencing sexual violence 12 months before the study. The perpetrators were people close to the victims, largely intimate partners (69%) (boyfriends and spouses), followed by relatives, friends, and neighbors. Several studies including a regional study by Decker et al., (2015), and the MDHS, (2017) back up the findings of this study.

In addition, the Violence Against Children Survey (Ministry of Gender, 2014) showed that 76% of victims and survivors of sexual violence between the ages of 13 and 17 in Malawi experienced multiple incidents of sexual assault and the perpetrators were mostly young men who were 5 or more years older than the victim at the time when the incident occurred.

There is also a general increase in reported sexual violence incidences in Malawi which ofcourse can be attributed to government's commitment to improving the legal and justice framework and implementation of national GBV awareness, prevention and response programmes. However, Madison et al., 2015 assert that there is still underreporting and under prosecution of sexual violence cases in Malawi, largely because of the blame and stigma assigned to victims and survivors and lack of resources to ensure the rapid prosecution of cases.

According to Sangala et al., (1999) the general perception in Malawi is that women do not have to actively agree to sexual intercourse and that coercion is part of the sexual act (Ministry of Health, 2014). Thus, gender inequalities including sexual violence, which persist among young men, and young women stem from a long socialization process that is promoted by adults and endorsed by peers in Malawian societies. The socialization process in Malawi normalizes the objectification of women, promotes ideologies of men's dominance over women, emphasizes that female sexuality is passive, and supports the notion that male desires are uncontrollable and aggressive (Vergaerde, 2015).

Nevertheless, the information above is very significant in designing and implementing Malawian specific VAWG prevention programmes and Sexual Reproductive Health (SRH) programmes, as these two social issues are interwoven. Addressing sexual violence against young women solves half of Malawi's Sexual Reproductive Health (SRH) related issues including unplanned pregnancies and HIV which result in loss of educational opportunities, social stigmatization, and physical harm from attempting unsafe abortions. Unsafe abortion is the leading

cause of death among Malawian young women, costing the health care system approximately 326 million Malawian Kwacha (\$450,000) per year in post abortion care services (Sangala, 2019).

2.2 Problem analysis

VAWG prevention programmes that prioritize on awareness campaigns are unable to break sociocultural barriers because they do not directly challenge gender norms and harmful cultural practices that create power differences between young men and women, which particularly limits young women's uptake of messages and access to protection services. As also highlighted earlier, common youth VAWG prevention interventions that target behavior and attitude change are in schools, and usually, community based approaches target adults, sidelining a significant population of at risk out-of-school youths including young men who remain uninformed, uninvolved and disempowered; despite being identified in several studies as the main perpetrators of sexual violence against young women.

According to the Malawi population and health survey, the total number of out-of-school youths in 2018 was 2.4 million, which was 41% of the total number of school aged young men and women who were not attending any type of education. Most of the out-of-school youths are unlikely to return to school (Jere, 2012).

In the transition to adulthood, the decision for young men and women of school going age to stay out of school is typically rooted in several economic and sociocultural determinants that pose a disproportionate risk to girls, making them more vulnerable to all forms of exploitation, abuse, and harassment (Robertson et al., 2017). During this stage of development, where rapid brain maturation is particularly malleable to these social-cultural determinants, most young men and women in Malawi give in to social pressure and end up leaving school to marry early or engage in economic activities while others turn to risky behaviors, including substance abuse (Jere, 2012).

But this development phase through which young people pass is also an appropriate stage where their morals of respect, equality, and leadership can be activated and harnessed to enable them to challenge inequalities and pursue social and gender justice. Mobilizing young people, particularly those that are out of school, and empowering them with skills and knowledge provides young people with a lifelong purpose of empowering others and ensuring that their communities are free from violence against women, children, and other marginalized groups.

This group is not targeted by similar projects in this field because the group is difficult to mobilize, hard to engage, and there are also limited places in rural communities available to provide weekly training or mentoring sessions for effective rural community programming. Nevertheless, this project builds on lessons learned from previous successful in, discussed below, where interactive and engaging sessions increased participation levels, and continued participant

involvement in critical project implementation decisions such as choosing appropriate days and venues for sessions created a sense of ownership of the project in project participants.

The Empowerment Transformation Training (ETT) approach employed in this project is cost effective and has demonstrated the potential to counter structural forces that promote sexual assault. In boosting confidence in young women, educating them on how to identify and respond to violence, studies have shown that numbers of victim self reported cases of sexual violence increase, and the annual rate of sexual assault incidences decreases (Decker et al., 2018; Sinclair et al., 2013). Engaging young men using similar approaches used in this project has also been linked to improved gender equitable attitudes, increased likelihood of boys seeking consent for sex, and also increased odds of bystander intervention (Keller et al., 2017).

2.3 Theoretical Framework

According to Kaler, (2003), and Munthali et al., (2006), the social identity of a man has been maintained throughout history in Malawi. Similar to Sangala et al., (1999); Izugbara et al., (2010) concluded that being able to take risky sexual behaviors, having multiple sexual partners and assuming control over women is what it meant to be a 'real man' in the popular discourse in Malawian societies (Cornwall et al., 2011). The young men who took part in this study highlighted that a real man has sex without a condom, cannot be rejected by any woman, and does not fear STI's including HIV.

The ideologies described above have been inhabited in different forms of masculinities and are portrayed in so many ways in Malawian young men. The continued use of awareness programmes to address social issues including, VAWG, and HIV, has failed to effectively challenge risky male behaviors and attitudes that perpetuate sexual violence because they fail to offer an alternative socially acceptable model of heterosexuality in Malawian cultures (Izugbara, 2010). The programmes do not directly challenge harmful cultural practices, negative gender norms, and religious beliefs that condone toxic masculinities.

Using the theory of Connell & Messerschmidt, (2005) these toxic masculinities cannot be biologically explained since they are socially constructed and performed in various ways in relation to the expectations, attitudes, behaviors, and values of a society. A power imbalance is automatically created as the hierarchy of masculinities is being created, which leads to violence against other genders and those that are portrayed to possess subservient forms of masculinities. This is why worldwide studies have supported the engagement of men, using the concept of positive masculinities as part of the solution to the eradication of sexual violence against women and girls (Katz, 1995; Keller et al., 2017; Powell et al., 2014; Swan et al., 2015).

Flood, (2019) theorized three positions that men should play to build social change through positive masculinities. Firstly, men can be involved in influencing other men, secondly, men's privilege and power can be used to effect change, and thirdly, involving men in men's violence against women's prevention programmes can lead to more gender equitable behaviors, which in turn would minimize violence against women.

Approaches that focus on reducing women's risk of sexual assault through empowerment have also had positive results in the global south (Decker et al., 2018; Keller et al., 2017; Sarnquist et al., 2014). Critiques of strategies that exclusively target men or women have argued for interventions that avoid the perpetrator victim binary and promoted approaches that focus on positive roles that both women and men can play in ending VAWG including sexual assault (Baiocchi et al., 2017)

A narrative example from Malawi is a study by Action Aid (Gaynor & Cronin, 2016) which had found out that men identify GBV as a 'woman's issue' as a result of an increased number of GBV prevention strategies that targeted women only. The report demonstrated that the coming in of approaches that engaged both men and women in recent years has produced positive results in most gender related programmes. For example, it was proven in this study that involving men in village savings and loans associations which were earlier comprised of women only, greatly improved communication between couples, reduced economic stress within households, in turn, reduced levels of GBV in households.

2.4 Gender Transformative programming

Learning from the discussion in the problem analysis, theoretical framework, and as supported by studies done by international agencies including the World Health Organization (Barker et al., 2007), this project will use a Gender Transformative Approach which will involve different stakeholders at the community level including social workers, community leaders, parents, women, men, girls, and boys.

Casey et al., 2018, defined Gender Transformative programmes as initiatives that aim to reconstruct gender roles, norms and power relations to create more gender equitable outcomes, fostering constructive roles for men, and women to promote gender equality and Sexual Reproductive Health and Rights (SRHR). Furthermore, a Gender Transformative approach continuously evaluates, questions, and challenges rigid gender norms and power imbalances and focuses on religious, cultural, and social ideologies that promote the justification of violence against women and children (NI & NI, 2018).

In order to achieve the principles of this approach, this project will run a campaign using different platforms to address sexual violence and lobby for commitments from community leaders

to end sexual violence against young women. Knowledge of harmful impacts of violence will also be passed to community members through posters, documentaries, and snippets that will be showcased during public events.

Young women and young men will undergo the ETT programme, facilitated by Ujamaa Pamodzi Africa, which will equip them with skills and knowledge to lead sustainable community activities that have been proven to be effective in challenging social constructs; gender norms and practices that perpetuate sexual violence against women.

This community based approach will rely on sustainable solutions derived from the community by the community members identified through dialogue, mentorship, and training. Through these activities, the project will impact every individual in the community, and influence positive interpersonal relations between young men and women, and this will lead to a change in social cultural factors that determine gender related attitudes and behaviors that encourage VAWG.

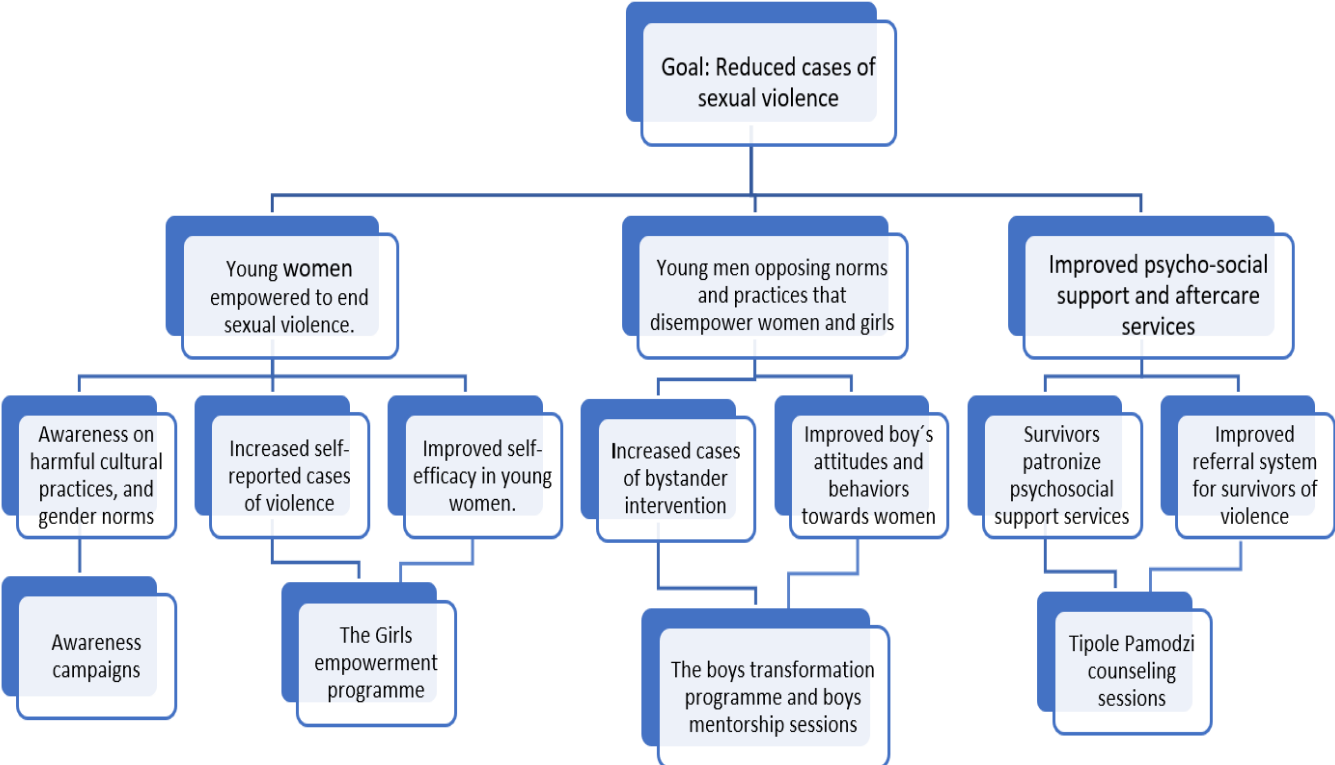
2.5 Theory of change

In this project, the theory of change assumes that a holistic approach that engages both genders, involves the whole community, combines violence prevention activities, and strengthens the referral system for aftercare services for victims and survivors of violence is more likely to be effective in addressing sexual violence.

This theory of change model also addresses the “Hero complex” in most developmental programmes that engage men which imply that men need to save women. In this project however young women will be empowered with knowledge and skills to protect themselves, defend others from abuse, and they will gain the courage to report violence.

Empowering both genders will lead to a collective youth effort aimed at challenging negative social norms and harmful practices that disempower marginalized groups in rural communities in Malawi. The figure below depicts the theory of change and shows the connection between different activities to project outputs and outcomes to achieve the stated goal.

Figure 2: Theory of change



3.0 Project framework

This section presents the objectives for this project and outlines the outputs. In addition the section discusses the targeted groups and describes the earmarked communities.

3.1 Project goal

The project goal is to reduce the rate of annual sexual assault incidences against young women in targeted communities through gender transformative programming.

3.2 Project objectives

- ❖ To increase the number of young women and girls with knowledge and skills to combat sexual violence.
- ❖ To improve boy's gender equitable attitudes and behaviors towards women.
- ❖ To enhance psychosocial support and aftercare services in the targeted communities for victims and survivors of abuse.

3.3 Project outputs

- ❖ Increased victim self reported cases of sexual violence.
- ❖ Improved self efficacy in young women.
- ❖ Increased awareness of harmful cultural practices, and gender norms that disempower women and girls in the targeted communities.
- ❖ Increased cases of bystander intervention.
- ❖ Increased number of young men seeking consent for sex.
- ❖ 6000 young women reached through the Girls empowerment programme.
- ❖ 6000 young men trained using the boy's transformation curriculum.
- ❖ 4000 young men will patronize 'Dolo 101' sessions.
- ❖ Identification, mapping, and strengthening of social services for victims and survivors of sexual violence.
- ❖ 1000 victims and survivors of sexual violence will have access to available social services.
- ❖ 60 percent of the targeted total population will have participated in the community discussions on inequitable gender norms and harmful cultural practices using several platforms.

3.4 Direct beneficiaries.

This three year long project targets 12000 young men and young women between the ages of 15 and 25 in four districts in rural Malawi. Project stakeholders at the community level will make a call

for registration in community halls, churches, and mosques. Young women and men will then be interviewed by Ujamaa Pamodzi Africa's field officers alongside representatives from the engaged stakeholders. To participate in the project, interested applicants will have to be;

- Recognized as an out-of-school youth who is a member of the targeted community and fluent in the spoken native language.
- Between the ages of 15 and 25.
- Willing to participate throughout the implementation of the project and
- Other areas identified during the inception process.

3.5 Indirect beneficiaries

Since the project will have awareness campaigns, it is anticipated that the project's impact will reach beyond the targeted communities. Through social media, radios, and road shows, messages promoting positive masculinities and ending sexual violence will be disseminated across the country.

Establishment and strengthening of community structures and systems to prevent and respond to VAWG will also result in safer communities, impacting the lives of untargeted beneficiaries. Through the training scheduled for the project stakeholders, capacity building for social workers will be enhanced, which will also result in improved aftercare services given to victims and survivors of sexual violence.

Lastly, the district leadership will also be engaged in these community based activities. This will reduce the gap that exists between the community members and those in power, which will then lead to more effective communication on community issues that disempower young women and girls, in turn benefiting a larger population.

3.6 Description of project sites

This project will be implemented in Nkhatabay, Dowa, Machinga and Nsanje districts in rural Malawi. Nkhatabay is a lakeshore district in the northern region of Malawi, and it shares borders with Mzimba, Rumphi, and Nkhotakota districts. The district covers an area of 4,182 km² and has a population of 284,681 (NSO & ICF, 2018). The population is mostly made up of people from the Tonga, Nyanja, and Tumbuka tribes.

Figure 3: Map of Malawi showing the four targeted districts; Nkhatabay, Dowa, Machinga and Nsanje districts.



Dowa district is 38 kilometers away from the capital city Lilongwe. The district has an area of 3,077 km² with a population of 772,569 people of which, 40,000 are refugees living in the Dzaleka refugee camp. Nsanje is a flood-prone area and the warmest district in Malawi with temperatures reaching up to 42 degrees Celsius during the hot dry season. The district is found further down south and covers a land of 1,945 Km² and neighboring districts for Nsanje include Chikwawa and Thyolo, and for the most of Nsanje, it is surrounded by Mozambique. Nsanje has a population of 299,168 people, whose majority are from the Sena tribe.

Machinga is in the eastern region, south of Lake Malawi and it borders several districts: Mangochi, Balaka, Zomba and to the east, Mozambique. Machinga is predominantly an Islamic district with a huge proportion of the population belonging to the Yawo tribe and a considerably number of people belonging to the Lomwe and Chewa ethnic groups. Machinga has a population of 735,438 people and with a total land area estimated at 3771 km².

District	Male	Female	Total population
Nkhatabay	139,341	145,340	284,681
Dowa	378,160	394,409	772,569
Machinga	350,742	384,696	735,438
Nsanje	143,578	155,590	299,168

Table 1: Total population in the targeted districts.

According to the MDHS 2016 report these districts have;

a) High rates of annual sexual assault cases.

26%, 22.3 %, 17% and 22.4 % of women between the ages of 15 and 49 in Nkhatabay, Dowa, Machinga and Nsanje districts, respectively, experienced sexual assault 12 months before the study.

b) High rates of physical violence.

The survey also reported that 37.9 % of women in the same age group in Nkhatabay, 27.6% in Dowa, 28.5% in Machinga, and 37.3% in Nsanje districts, had experienced physical violence at least once in their lifetime.

In addition, the four districts represent the four regions in Malawi (Northern, Southern, Eastern and Central), and therefore provide a realistic representation of rural Malawian societies. Notably, the districts have high poverty levels, low literacy rates, social norms, and beliefs that hinder women's participation in economic, social, political, and decision-making spheres. Ujamaa Pamodzi Africa also has offices and a network of certified facilitators readily available in the targeted four districts.

4.0 Project implementation

This section justifies the capacity of the lead organization to implement the activities and elaborates on the planned activities in this project. Ujamaa Pamodzi Africa will lead the implementation of all the activities and the organization will have the responsibility to manage the budget, human resources, and all monitoring and evaluation activities, with support from the MoGCDSW, Community Based Organisation's (CBO's) and other existing partners in the targeted areas.

4.1 Capacity to implement the project.

Ujamaa Pamodzi Africa was established in 2014 in Malawi, under the 2001 Non-Governmental Organizations Act number 3. Ujamaa Pamodzi Africa is also registered with both the Non Governmental Organizations board in Malawi and the Malawi Non-Governmental Organizations Council (CONGOMA). Ujamaa Pamodzi Africa has four outcomes from the interconnected objectives in its 2018 to 2023 Strategic plan which have been stated below.

1. Reduced sexual and gender based violence against children and women.
2. Increased awareness of sexual reproductive health and rights among adolescents.
3. Increased demand for SRH services among adolescents; and
4. Evidence generation

Ujamaa also relies on three comparative organizational strengths to implement this project.

1. The capacity of Ujamaa to connect regional and national gender equality and women's empowerment policies.
2. Ujamaa Africa has established scientifically successful initiatives that have operated in four sub-Saharan African countries (Kenya, Somali, Sudan, and Malawi).
3. Ujamaa Pamodzi Africa has an exceptional track record working with other international and local agencies including UNICEF, Plan Malawi, Action Aid Malawi, Trocaire, Johns Hopkins University, and the Korean International Cooperation Agency.

4.2 Collaboration with other stakeholders and actors in the field.

In this project, reflecting on lessons learned from similar projects implemented in Malawi, Ujamaa will be collaborating with the Ministry of Gender, Children, Disability and Social Welfare, the police, Community Based Organizations, community leaders and other key partners working to achieve related outcomes in the targeted areas.

4.3 Previous projects implemented

Ujamaa Pamodzi has collaborated with many organizations since its registration in Malawi in 2014 to offer the ETT programme. Between 2015 and 2017, Ujamaa and its partners UNICEF, Plan Malawi

and Action Aid reached more than 40,000 young men and women in seven districts in Malawi during the phase one of the Safe Schools national programme.

Ujamaa Pamodzi Africa also has an active partnership with Trocaire since 2017, and several activities are currently being conducted in Machinga district under the Women Empowerment programme with support from the Irish Aid and the Human Dignity Foundation. In 2019, Ujamaa Pamodzi Africa also received a multi-year grant from UNICEF under the Spotlight initiative and the Joint Programme for Girls Education phase 3, to implement activities in 9 districts, namely; Machinga, Mangochi, Dedza, Salima, Dowa, Ntchisi, Nsanje, Nkhatabay, and Mzimba Districts.

In 2018, Ujamaa Pamodzi Africa, published its first research paper in Malawi, together with researchers from Johns Hopkins University, which assessed the effectiveness of the Girls empowerment programme in reducing sexual violence among young women in Malawi. This was a randomized controlled trial that invited participants who took part in the Girls empowerment programme in 2016 (in partnership with UNICEF, Plan Malawi, and Action Aid Malawi) and results showed a significant reduction in annual incidences of sexual assault in the intervention group from 15.2% to 9.2% while the control group remained unchanged (Decker et al., 2018).

4.4 Implementation of activities

4.4.1 Inception meetings

Key to the successful implementation of the project will be programme inception meetings which will be conducted before implementation of the project's core activities. District managers, including the District Commissioner, the District Social Welfare Officer, senior police officers and the Director of Planning and Development, will be consulted on the viability of the project in the targeted districts, and a possible date will be set for a District Executive Committee meeting to introduce the project to other stakeholders.

Community sensitization meetings shall also be held in specific Traditional Authorities (T.A's) where leaders for CBO's including mother groups, religious leaders, community youth based organizations, and chiefs will be introduced to the new project and engaged to build a meaningful consensus on community expectations before rolling out the project.

Through these meetings the goal and expected outcomes of the project will be presented, areas of need for support will be established, and leaders will be encouraged to get involved in the activities and track the progress of implementation.

4.4.2 The Empowerment and Transformation Trainings Programme.

Ujamaa Africa's Empowerment Transformation Training (ETT) curricula will be used for teaching in male and female-only spaces, with 2 hours weekly sessions for six weeks.

a) The Girls empowerment programme

The Girls empowerment curriculum has been customized to fit Malawian rural settings and focuses on the prevention of sexual assault by equipping girls with knowledge to identify and respond to life threatening situations.

Topics in this project will focus on personal and social norms, types of abuses, verbal assertiveness (i.e calling out potential harmful behaviors), negotiation and diffusion tactics (i.e warning for consequences), physical skills (which is 15 % of the curriculum), reporting of abuse, victim blaming and referral systems. In comparison to the typical “life skills” taught in schools, the Girls empowerment programme has highly participatory sessions allowing young women to master a wide range of techniques, gain confidence, and internalize the skills.

b) The Boys transformation programme

Previously known as the Your Moment of Truth programme, the Boy's transformation programme has been proven to be effective in Kenya (Keller et al., 2017), with participants showing improved gender equitable attitudes, and increased likelihood to intervene in possible instances of VAWG. The new curriculum has been improved as well, with lessons learned from Kenya, Malawi, Sudan, and Somali.

The curriculum assumes that boys possess the ability and the desire to treat women and girls respectfully but condone and commit acts of sexual violence in response to immense social and community pressures related to masculinity norms. Rather than seeking to instil a new sense of morality, the programme activates an existing set of morals within the boys and enables them to build the confidence and skills to act on these morals every day.

Through knowledge sharing, and role-playing, young men learn about victim blaming, gender equitable attitudes and behaviours as well as bystander intervention techniques they can use to support their mothers, sisters, friends, and children during violent situations. This programme will be crucial in achieving outcome 2 of the project which seeks to improve negative boys' attitudes and behaviours that condone VAWG.

4.4.3 Dolo 101 sessions

The Chichewa dictionary directly translates the word ‘*Dolo*’ to mean a ‘real man’, and the term is locally associated with courage, strength, sportsmanship, professionalism, etc. These ‘real men’ or ‘*Madolo*’ sessions will aim to challenge young men between the ages of 18 and 25 on what it means to be a ‘real man’ by discussing societal and personal views on 5 themes; self-sustenance, rigid masculine gender roles, sexuality, hygiene, aggression, and control.

The themes have been selected based on findings from a study by Promundo (Heilman et al., 2017), and aims to redefine manhood for young men including young fathers and husbands, by challenging negative social norms that restrict men from being their true selves and building better relationships with their spouses, children, and friends.

By implementing this programme we seek to ensure long lasting impact and to transform the mutually reinforcing social and structural factors that support gender based violence and allow it to persist. Unlike the boy's transformation programme, the 'Madolo' sessions will provide more insight on date violence. The sessions will have contextualized stories, and role plays, which will trigger discussions on positive masculinities and date violence. Role modelling will also be employed and occasionally, a male public figure, who is a champion of gender equality will be called to inspire the young men in the programme.

4.4.4 Psychosocial support and referral services for victims and survivors of Sexual and Gender Based Violence.

Sexual assault victims and survivors are often afraid of opening up to people on the violence they faced. It might be because of their environment, their cultural beliefs, fear of more victimization, threats by the assailant, fear of parent's reaction, victim blaming, self-blame, etc. It is estimated that 60% of young women in Malawi report sexual abuse usually to friends and family relations, and less than 10% of the victims and survivors receive care services (Ministry of Gender, 2014).

In achieving outcome three of the project, which is to enhance psycho-social support and aftercare services for victims and survivors of abuse, local organizations and available social services will be identified and involved to support victim and survivors of abuse including those that are being targeted for attack, abuse or harmful cultural practices.

Ujamaa Pamodzi Africa has developed booklets which will be used for the Tipole Pamodzi group sessions, and in this project, community social welfare workers will be trained on how to facilitate the sessions to support the Tipole Pamodzi facilitators.

Victims and survivors in this project will be identified during the 'break the silence' session, which is part of the ETT curriculum. The topic encourages young men and women to continue to tell their stories, including the acts of violence they face until they get help. After a scrupulous process, victims and survivors of violence will be identified, and some will go for peer counselling, others will be provided with professional help, and some will be enrolled in the Tipole Pamodzi programme for weekly group sessions for survivors of sexual assault that aim to facilitate the healing of psychological and social wounds.

4.4.5 Public awareness activities.

Lastly, innovative strategies will be used to reach dispersed audiences, the illiterate, those with no access to electricity or the internet. Media messages on ending sexual violence, VAWG and those that will promote positive masculinities, and the modification of harmful practices and negative gender norms will be disseminated through posters, social media, radios, and road shows.

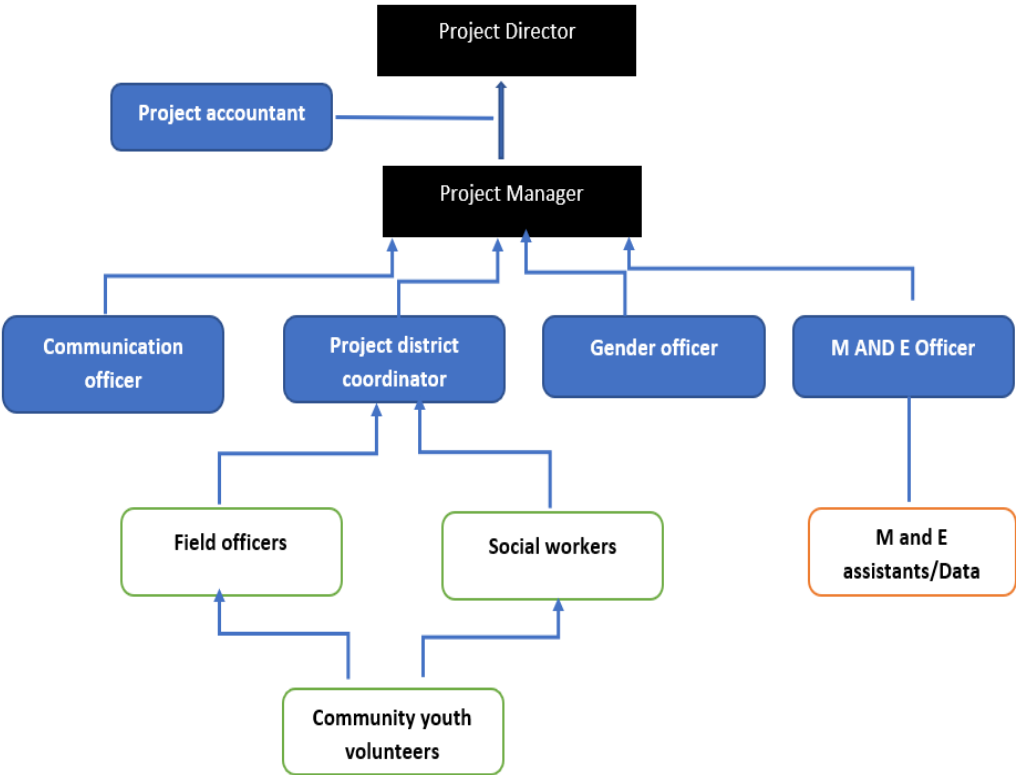
Participants in the project will share their experiences, testimonials, and other creative messages that will be showcased in video showrooms (this is where most young men spend their time in the targeted areas), on social media, and during roadshows.

5.0 Project management

This section discusses the duties and responsibilities of the project staff within this project. The project positions to be filled are Project Director, Project Manager, Project District coordinator, Gender officer, Project Accountant, Monitoring and Evaluation (M&E) officer, Facilitator, and Community Youth Volunteers. A rigorous process will be followed to recruit project staff to ensure that the project has the right human resource in each position.

The positions of Project Director, Project Manager, Project Accountant, M&E Officer, Communication Officer, and Gender Officer will be tenable at Ujamaa Pamodzi Africa's (headquarters) in Lilongwe, while the respective targeted districts will be the duty stations for the other posts.

Figure 4: Project personnel structure



The Project Director will be the national team leader and will liaise with the donor, collaborate with stakeholders at the national level, supervise project team leaders, and will oversee the project management, finances, administration, reporting, and project monitoring and evaluation. The Director will be the contact person for various ministries and government departments including the MoGCDSW and the Ministry of Home Affairs and Internal Security.

The Project Manager will report to the Project Director on the progress being made in the implementation of activities in various targeted districts. The manager will be responsible for day to day running of activities in the districts, monitoring the implementation of activities, and the

personnel will be in close contact with the donor to ensure that there is timely disbursement of funds.

The Project Accountant will have a more autonomous function and will be monitoring the expenditure schedule, estimating variances, approving expenditures, and reconciling project payments, invoices, and budget balances. The Accountant will schedule audits and will work closely with the Project Director and the Project Manager to ensure there is accountability in the usage of project funds.

Since the Project has awareness campaigns, among many other activities the Communication Officer will be the face of the project to the public and will be responsible for media content production which will include, documentaries, snippets, social media posts, posters, community roadshows, and all media-related interviews. The officer will project materials needed for activities, produce terms of reference for consultants, and ensure that all requested Information, Education, and Communication (IEC) materials have been produced and delivered.

Further, the Gender officer will be at the center of gender mainstreaming activities in the project. The Gender Officer will provide technical assistance to all project departments as well as partners to ensure that equity principles are incorporated into all project policies and activities. In addition, the officer will work closely with the M&E department to ensure that the data collected is gender disaggregated and that there is available qualitative data for triangulation. In collaboration with the Project Manager, the Gender Officer shall inform the manager on gaps in the project that may lead to inequalities, and the officer will schedule and conduct a gender analysis.

At the district level, all activities will be supervised by the District Coordinator. The coordinator will be responsible for the welfare of his team as well as the participants, and all project-related daily activities in the field. The coordinator will report directly to the Project Manager and he or she will provide administrative support to the other project officers. In the three targeted districts, the District Coordinators will be the main contact for the donor, the community, and district leadership. He or she will document district activities, write reports, keep files on all expenses, and liaise with the project manager on funding related issues.

Reporting to the District coordinator will be the Facilitators (Field officers), who will be responsible for the recruitment of participants and community youth volunteers. The field officers will oversee mentorship and training sessions and will coordinate case follow ups. Since these facilitators will be on the ground, they will work closely with the social workers from government departments and other stakeholders. Social workers will play a crucial role in case management, and they will not be under a fixed contract, but they will be given allowances whenever they are involved in the project.

Similarly, Community youth volunteers will be recruited in the targeted communities on a temporal basis and will be given a small stipend to cover for transport and related costs. The community youth volunteers will be responsible for mobilization of out-of-school youths, booking of training venues, case follow up, and will represent the field officers in community based meetings. The position will be filled by passionate gender equality community activists, residing in the targeted community, well informed on the community's culture, norms, practices, traditions, and religious beliefs. These community youth volunteers will be closely monitored and groomed by field officers to lead community based activities after the completion of project activities.

Lastly, to assess the progress, and the impact of the project, and to ensure accountability in project implementation, the project will have a Project M&E officer. The officer will be responsible for the design, coordination, and implementation of the monitoring and evaluation plan in Annex 7 and will ensure timely collection, analysis, and reporting of data. Since some of the data collected in this project will be sensitive, the ballot box anonymous paper-based survey method will be used. This confidential type of survey will require respondents to submit their questionnaires in locked ballot boxes and data will be entered using statistical software packages, preferably SPSS. The M&E officer will have four data entry clerks, responsible for individual districts, to assist in data collection and data entry, since the paper based method is tedious and time consuming.

6.0 Risk Analysis and Management

Risk identification, analysis, and management is a very important project management method that will guide the implementation of this project to ensure that the least amount of complications occur when the project is in progress. The table in annex 2 is forecasting several significant project uncertainties, suggesting controls that are already in place and proposes mitigation measures to ease the impact. The analysis uses the Risk Score, which is a multiplication of the severity score and the likelihood score (see the two tables in annex 1). (Luppino et al., n.d.).

6.1 External risks

The number one external threat to the implementation of this project is the Covid-19 pandemic, which has crippled socioeconomic development work in Malawi and beyond. From recent statistics, the virus is spreading at an alarming rate forcing countries to ban social gatherings, traveling, etc. (WHO, 2020). If the situation does not change, the pandemic will have a devastating effect on the project activities including travel arrangements, procurement of materials, and group meetings of any form.

Secondly, on the 2nd of July 2020, the government plans to hold a fresh election after the constitutional court in Malawi nullified the 2019 May presidential elections in February this year (Aljazeera, 2020). In recent years, elections in Malawi have been marred with violence; before, during, and after the elections. In this project, activities will be suspended in areas that will experience violence due to the political impasse after the elections.

Furthermore, due to the political instability in Malawi, and the Covid-19 pandemic, the Malawian Kwacha continues to deteriorate on the world market causing a rise in the inflation rate. An increase in the costs of goods and services will strain the proposed budget. However, project partners will continue to monitor the political situation and hold regular budget reviews with the donor and other stakeholders once the budget is approved.

6.2 Project level risks

The fact that this project focuses on sexual violence, will in itself present unique challenges. Addressing sexual violence in public discussion is not commonplace. Noting how sensitive sexual violence as a topic is, several unique ethical challenges may affect project implementation. Issues of confidentiality, reporting, and safety for participants as well as the staff involved in the project require well thought solutions. Thus, certain ethical principles must be adhered to when implementing activities as listed below.

i. Voluntary participation.

Participants will have to consent for participation in any of the project activities and those that are 18 and below, participation approvals will be collected from their parents and guardians.

ii. Confidentiality

For potential sensitive activities, confidentiality will be emphasized throughout the project implementation period to protect young women and other vulnerable groups in the project from exploitation, harm, and abuse. Ujamaa Pamodzi Africa's code of conduct, and ethical guidelines as stipulated in several policies including Ujamaa Pamodzi Africa's Confidentiality policy, Child protection policy, Sexual harassment, and abuse policy, will be enforced. A refresher training course on ethical principles will also be organized for the staff in the project.

6.3 Capacity and related challenges

a) Poor staffing and team management.

Ujamaa already has an experienced field and management team which will guide on the effective implementation of the project. Project officers in the targeted districts have at least three years of experience and have all been trained and certified as facilitators by the parent organization Ujamaa Africa. As previously discussed, social workers and community youth volunteers who will be involved in the project will receive training to ensure the effective delivery of the project.

b) Logistical and transportation challenges.

Due to adverse weather conditions, long distances between the targeted areas, rough, rocky, and dusty roads, it is time consuming and very expensive to use public transport or hire private vehicles for the three years of project implementation. Therefore, in this project, a proposition has been made for a project car for monitoring, motorcycles for field officers, and bicycles for community youth groups. The project vehicle and motorcycles will also be used for case follow-ups and transportation of related project materials to the four targeted districts.

c) Work plans, targets, and data collection.

Before the implementation of activities, a project inception meeting for staff members shall be held to define goals and issue targets for all the activities in the project. The meeting will be held to ensure that there is a common understanding within the project team on responsibilities, expected risks, challenges, mitigation measures, and data collection schedules. Regular field and management meetings will also be held to address concerns and resolve the challenges emerging from the implementation of activities.

7.0 Monitoring, Evaluation and Project sustainability

7.1 Monitoring and Evaluation

In this project, an elaborate M&E framework has been developed to enable the timely collection, collation, and analysis of data. The framework shall use participatory M&E methodologies in assessing the outcomes of the project. The M&E team shall be responsible to ensure that the M&E (see annex 7) is implemented accordingly, and the team will also ensure that monthly, quarterly, and annual project reports detail the progress on performance indicators in the plan.

As a preliminary, an external consultant shall be contracted to work with the M&E team to conduct an integrated baseline survey to collect data on selected variables that shall be agreed upon between the project partners on indicators that will be impacted on through the implementation of the project.

7.2 Sustainability of the project.

The impact of the project is expected to be sustained at all levels after implementing the planned activities.

Individual level: At the individual level, participants will acquire new knowledge that will improve their attitudes and behaviors when it comes to gender and sexuality. In addition, through the weekly meetings, the out-of-school youths will find purpose, hope, friendships, and a sense of belonging. These rewards will benefit participants far more, especially in their personal and social lives.

Community level: The accessibility of the concepts and notions shared in the project will spark community debates on toxic masculinities, harmful cultural practices, and negative gender norms which will result in modification and elimination of practices that disempower women and girls. Secondly, through documentation and sharing of individual stories by the participants, community members will be reminded of the social roles everyone plays in strengthening patriarchal structures that normalize negative gender norms.

District level: Through review meetings, joint monitoring visits with stakeholders in the project at the district level, lessons drawn will be used by the district administration in the implementation of similar projects. The district leadership will also benefit from the mapping exercise of referral pathways for survivors of GBV. The pathways will be established in areas that do not have them and strengthened in targeted areas that already have them.

7.3 Exit strategy

In understanding that the implementation of activities in this project will not be able to proceed past 2023, exit plans will be initiated in the course of implementation to ensure a smooth phaseout of the project. Engaged community youth volunteers and selected programme participants will be mentored by Community based facilitators and they will mobilize more community youths to establish community youth clubs to meet weekly to continue the activities. The groups will be guided and supervised by identified social workers in the communities who will also be involved throughout the project implementation period.

In these weekly meetings, young men and young women will share knowledge and skills gained from the project as well as hold discussions on Sexual and Gender Based Violence, harmful cultural practices, negative gender norms, and related issues. Together, in these groups, the youth will create awareness activities on VAWG, and positive masculinities, plus lobby for gender justice at the community and district level.

There is potential that these community youth clubs can be sustained for a long time because apart from the activities mentioned above, soccer, and netball uniforms will be provided to keep the clubs active. Furthermore, with the clubs already organized, it will be easier to mobilize more resources for other empowerment activities and these clubs will provide access to the government and the civil society to engage more out-of-school youths who are usually side-lined in developmental work.

8.0 Costed workplan

The estimated budget for this project is 829,697 United States Dollars and the money has been allocated to project activities, operation costs, staffing expenses, and other project related support costs for a total period of 36 months, starting from January 2021.

Table 2: Workplan and budget

Result	Activities	Timeframe in months						Total Budget (US\$)
		0-6	6-12	12-18	18-24	24-30	30-36	
Project inception	Inception meeting and field assessment							\$1.600
	District Executive Committee (DEC) meetings							\$2.443
	Sensitization meetings							\$3.893
	Review meetings							\$7.328
Outcome 1: Empowered young women with knowledge and skills to identify and respond to violent situations.	Girls empowerment training in communities.							\$85.283
	Awareness campaign activities.							\$39.333
	Refresher classes on Girls programme							\$36.000
Outcome 2: Improved boy's attitudes and behaviors that oppose violence against women and girls.	Boys training using the boy's transformation curriculum.							\$85.283
	Conduct Dolo 101 sessions							\$42.000
	Refresher classes for boys							\$36.000
Outcome 3: Enhanced Psycho-Social Support and aftercare services for survivors of abuse.	Social workers training							\$4.000
	Tipole Pamodzi sessions for survivors of sexual violence.							\$28.200
Subtotal for activity costs								\$371.363
Operational cost	Equipment							\$99.227
	Running cost for vehicle and motorcycle							\$28.800
	Insurance							\$6.784
	Monitoring and Evaluation							\$4.067
	Consultancies (plus gender analysis)							\$30.134
Subtotal for operational costs								\$169.012
Administrative costs	Staff costs (Salaries and fringe benefits)							\$249.813
Total cost								\$790.188
HQ support cost (5%)								\$39.509
Total budget cost (USD)								\$829.697

9.0 Conclusion

Addressing Violence Against Women and Girls is key to achieving global and national outcomes including the Sustainable Development Goals (SDGs). Sexual violence as a form of VAWG continues to flourish despite efforts from the government and civil society to eliminate this form of inequality in Malawian society. Several studies have identified sexual violence perpetrators against young women as mostly young men, who are somehow related to their victims. The literature has linked this type of violence to the socialization process in Malawi and patriarchal values that promote toxic masculinities and gender inequalities.

This project proposal outlines a feasible way of addressing sexual violence in rural Malawi by targeting out-of-school youths, including young men, who have been left out of VAWG prevention programming. Mobilizing young out-of-school men and women using an empowering platform for social change will expose young people to new ideas, where they will learn skills to analyse and diagnose social, economic, and political problems.

A holistic and evidence based strategy will be used to empower the out-of-school youths to counter structural forces that promote sexual violence against young women as shown in the theory of change (Figure 2). This methodology has the potential to improve community dialogue on this sensitive issue and improve VAWG community response mechanisms. Strengthening community level support to victims and survivors of VAWG will improve the provision of specialist VAWG services which is lacking in most rural communities in Malawi.

Using this gender transformative approach in communities to address violence against women and girls is consistent with Malawi government's objectives to achieving Sustainable Development Goal number 5.

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Annex 1: Risk analysis scales (severity and likelihood)

Severity/Impact		
Severity/Impact	Score	Definition
Catastrophic	5	Complete disruption of programme implementation.
Serious	4	Widespread problems affecting programme implementation.
Moderate	3	Significant problems in some programme activities.
Minor	2	Minor problems delaying some programme activities.
Insignificant	1	Minor problems delaying a few programme activities.

Likelihood		
Likelihood	Score	Definition
Almost certain	5	99% likely to happen or has happened on a regular basis over the last 12 months.
Likely	4	75% likely to happen or has happened at least once or twice in the last 12 months.
Moderate	3	50% likely to happen or has happened once or twice in the last 24 months.
Unlikely	2	20% likely to happen or has happened once or twice in the last 5 years.
Rare	1	5% likely to happen or hasn't happened within the last 5 years.

Annex 2: Risk analysis table

Description of Risk	Rationale to Support Risks	Current Controls	SEVERITY /IMPACT	LIKELIHOOD	Risk Score (Severity x Likelihood)	Risk Owner	Key Risk Indicators	Proposed Mitigations, Responsible Party & Implementation timeline
Covid 19; Loss of life of potential participants, tougher lockdown measures, including a ban on social gathering which will negatively affect implementation of activities.	The Covid-19 pandemic has already triggered fear in people, as the death toll rises, and a halt to important social development work in Malawi; The government is yet to finalize on appropriate measures to fight the pandemic.	Monitoring of the trends in the fight of the Covid-19 pandemic in Malawi as well as globally.	4	4	16	Lead organization's Country Representative.	1. Infection rates 2. Death rates 3. Recovery rates.	1. Agencies to coordinate with the National response team on Covid-19 to defeat the pandemic 2. Continued monitoring the situation on Covid-19.
Continued worsening of the economic situation in Malawi which might force government to devalue the Kwacha and this could lead to inflation which could have an impact on programme delivery.	Malawi Kwacha fluctuations during or after the Coronavirus will have an impact on programme delivery due to price increases of materials and services.	Ongoing monitoring of Covid-19 pandemic and economic developments in Malawi, including the price index. Frequent review or modification of budgets is necessary.	3	4	12	Lead organization's Country Representative.	1. Inflation rate 2. Exchange rates	1. Continued review of exchange and inflation rates. 2. Monthly budget review meetings with partners. 3. Quarterly budgeting and reporting. Programme Officer/Programme Accountant: Monthly.
Unrest surrounding the results period of the fresh elections in 2020.	Previous unrest in 2014, 2019 and early 2020, campaign, voting and results period, leading to a temporary suspension of project activities.	Activities will be suspended if there will be violence when the project starts in 2021.	3	4	12	Lead organizations Country Representative	1. Emergence of Disputes between political parties at district and national level	1. Monitoring the campaign period, subsequent voting, tallying and results periods 2. Partners to be briefed on security protocols by the lead organization

Annex 3: Result level Logframe

Results	INDICATORS	MEANS OF VERIFICATION	RISK/ASSUMPTIONS
Impact: Reduced sexual assault incidences in the targeted districts.	Annual Incidences of sexual violence	Base-line, mid-term and end-line surveys	Key risk: Covid19 pandemic Key Assumption : The pandemic ends before the project starts in 2021 Secondary assumption: Commitment of partners for complementary activities; the district leadership, community leaders, and parents, are supportive of the project
Outcome 1: Increased number of young women with knowledge and skills to combat sexual violence.	Usage of skills learnt to get away from a potential violent situation	Confidential surveys, testimonials.	Key assumptions: Trainers develop strong and trusting relationships with girls and boys to open dialogue to influence change on existing social behaviors and norms.
Output 1.1: Increased self-reported cases of violence against young women	Number of self-reported cases of sexual violence; Number of self-reported cases on physical abuse.	Confidential surveys.	
Output 1.2: Improved self-efficacy in young women.	Level of confidence in young women.	Confidential surveys	
Output 1.3: Increased awareness of harmful cultural practices, and gender norms that disempower women and girls.	Number of documentaries made and shared per quarter	Reports, interviews	

Outcome 2. Improved boy's gender-equitable attitudes and behaviors towards women.	Percentage of boys showing attitudes that oppose violence against women and girls.	Confidential surveys, testimonials.	Key assumptions: Trainers develop strong and trusting relationships with boys to open dialogue to influence change on existing social behaviors and norms.
Output 2.1: Increased cases of bystander intervention.	Percentage of boys who intervene after witnessing abuse.	Confidential surveys, testimonials	
Output 2.2; Increased number of boys seeking consent for sex.	Percentage of boys seeking consent for sex.	Confidential surveys, testimonials	
Outcome 3: Enhanced Psycho-Social Support and aftercare services for survivors of abuse.	Percentage of girls enrolled in the ETT programme with knowledge of at least three care service providers in their communities.	Surveys, interviews.	Key risk: Accurate information not obtainable due to the sensitive nature of issues. Key assumption - Interventions will help to 'break the silence' and the stigma of talking about sexual and physical violence.
Output 3.1 Survivors access psychosocial support	Number of girls enrolled in the Tipole Pamodzi Programme receiving psychosocial support	Records, testimonies, field monitoring	Effective trainers can build strong and trusting relationships with survivors allowing the creation of anonymous groups.
Output 3.2 Improved referral system for survivors of violence	Number of survivors of violence referred to other stakeholders	Case registers, reports, testimonials.	

Annex 4: Input level Logframe

Activities	OBJECTIVE VERIFIED INDICATORS	TARGET	MEANS OF VERIFICATION	ASSUMPTIONS
Outcome 1: Increased number of young women and girls with knowledge and skills to combat sexual violence.				
Output 1.1: Increased self-reported cases of violence against young women				
Activity 1.1.1: inception meetings	# of meetings held per district	6 per district	Attendance registers	The district leadership accepts the implementation of the project
Activity 1.1.2: District Executive Committee (DEC) meetings	# of participants during the DEC meeting	1 per district	Attendance registers	
Activity 1.1.3: Community sensitization Meetings	# of community sensitization meetings held	2 per district	Attendance registers	Communities are willing to participate in the project.
	# of participants during the sensitization meeting	70	Attendance registers	
Activity 1.1.4: Identification and recruitment of female community-based facilitators.	# of female facilitators recruited	6	Registration forms.	There are available certified facilitators for the project.
Activity 1.1.5: Engagement of community youth volunteers and other stakeholders	# of female community volunteers and stakeholders engaged	12 per district	Attendance registers	Community youth volunteers and stakeholders allowances for mobilization, referrals, follow ups and related activities
Output 1.2: Improved self-efficacy in young women.				
Activity 1.2.2: Procure and distribute training materials for the Girls	# of uniforms distributed for facilitators	6	Delivery note	Facilitators uniforms during the training

program (manuals, uniforms, and t-shirts for participants)	# of manuals distributed	6	Delivery note	Training manuals
Activity 1.2.3: Girls training using the girl's empowerment curriculum.	# of young women between the ages of 15 and 25 trained in the targeted communities	4500	Attendance list and reports	Young women in the targeted areas are willing and able to join the girl's programme.
Activity 1.2.4 Refresher classes for the girl's program	# of refresher classes conducted	3 per district.	Attendance list and field reports	Most of the participants one year after the programme will have migrated to other areas.
	# of participants during the refresher classes	2500	Attendance list and field reports	
Output 1.3: Increased awareness of harmful cultural practices, and gender norms that disempower women and girls.				
Activity 1.3.1: Procure and distribute materials for outreach activities (t-shirts, banners, and other IEC materials)	# of t-shirts for awareness campaigns distributed.	5000	Delivery note	Filming the documentaries and snippets created
	# of banners and other promotional materials distributed	50	Delivery note	Production of snippets and documentaries for the outreach activities.
Activity 1.3.2: Develop content to air on radios, showcase during road shows, and to share on social media	# of activities conducted.	3	Delivery note	Promotion materials, snippets, documentaries (testimonial, stories of change) etc.
Activity 1.3.3: Conduct outreach activities in rural areas; road shows, open days, etc.	estimated # of people reached	3 per district.	Field reports	Community members, young and old, male and female, patronize the activities and participate in the debates.

Outcome 2. Improved boy's gender equitable attitudes and behaviors towards women.				
Output 2.1: Increased cases of bystander intervention.				
Activity 2.1.1: Identification and recruitment of male community-based facilitators.	# of male facilitators recruited	6	Registration forms.	There are available certified facilitators for the project.
Activity 2.1.2: Engagement of community youth volunteers and other stakeholders	# of male community volunteers and stakeholders engaged	12 per district	Attendance registers, reports	Community youth volunteers and stakeholders' allowances for participation during mobilization of participants, training, referrals, follow ups and related activities
Activity 2.1.3: Procure and distribute training materials for the boy's programme (manuals, uniforms, and t-shirts for participants)	# of uniforms distributed for facilitators	6	Delivery note	Facilitators uniforms during the training.
	# of manuals distributed	6	Delivery note	Training manuals
Activity 2.1.4: Train boys and young men on positive masculinities using the boys transformation curriculum.	# of young men between the ages of 15 and 25 trained in the targeted communities	4500	Attendance list and reports	Young women in the targeted areas are willing and able to join the girl's programme.
Activity 2.1.6 Refresher classes for the boy's ETT programme	# of refresher classes conducted	6 per district.	Attendance list and field reports	Most of the participants one year after the programme will have migrated to other areas.
	# of participants during the refresher classes	2500	Attendance list and field reports	
Output 2.2: Increased number of young men seeking consent for sex.				

Activity 2.2.1: Train community youth volunteers on ETT positive masculinities, dating violence, and referrals	# of community facilitators trained.	25 per district	Attendance list and reports.	Selected male facilitators from Ujamaa will undergo the training.
Activity 2.2.2: Conduct Dolo 101 sessions.	# of young men between the ages of 18 and 25 trained in intimate relationships engaged.	3000	Attendance list and reports	
Outcome 3: Enhanced Psycho-Social Support and aftercare services for survivors of abuse.				
Output 3.1 Survivors access psychosocial support				
Activity 3.1.1: Procure and distribute training materials.	# of SASA booklets printed	6	Delivery note	Sexual Assault Survivors Anonymous booklet is used -during the Tipole Pamodzi sessions for survivors of sexual violence.
Activity 3.1.2 Conduct the Tipole Pamodzi sessions	# of survivors of sexual violence patronizing the Tipole Pamodzi psychosocial counseling sessions	1500	Attendance registers, reports.	Safe spaces are available in the communities to protect the identity of survivors of violence.
Output 3.2 Improved referral system for survivors of violence				
Activity 3.2.1: Activity 3.2.1: Training on referral pathways and the administration of Sexual Assault Survivors Anonymouse group	# of social welfare officers trained	20	Attendance registers	To sustain the impact of the project, social workers have to be trained to carry on the activities under this outcome

Activity 3.1.2; Identification of social services through mapping.	# of stakeholders providing care for survivors of VAWG including sexual violence	8	Field reports.	The targeted areas already have structures and systems in place to provide care and support for survivors of violence.
Activity 3.1.3: Conducting referrals for survivors of sexual violence	# of survivors of sexual violence referred to other service providers including the police	90	Case registers, and reports	A good relationship has already been built in the targeted districts to enable running of effective referral pathways

Annex 5: Activity budget

Activities	Unit	Target	Unit cost	Duration	Toal Cost MK	Total Cost USD
Outcome 1 Young women in the targeted communities are empowered with knowledge and a range of skills to identify and respond to violent situations.						
Output 1.1: Increased self-reported cases of violence against young women						
Activity 1.1.1: Community inception	# of inception meetings held per district and field assessment	40	30000	1	1,200.000	\$1.600
Activity 1.1.2: District Executive Committee (DEC) meetings	# DEC meetings held	4	458000	1	1,832.000	\$2.443
Activity 1.1.3: Community sensitization Meetings	# of community sensitization meetings held	8	365000	1	2,920.000	\$3.893
Activity 1.1.4: Identification and recruitment of female community-based facilitators.	# of female facilitators recruited	8	30000	1	240.000	\$320
Activity 1.1.5: Engagement of community youth volunteers and other stakeholders	# of female community volunteers and stakeholders engaged	36	6000	3	648.000	\$864
Subtotal					6.840.000	\$9.120
Output 1.2: Improved self-efficacy in young women.						

Activity 1.2.2: Procure and distribute training materials for the Girls program (manuals, uniforms, and t-shirts for participants)	# of uniforms distributed for facilitators	8	5000	1	40.000	\$53
	# of manuals distributed	8	4300	1	34.400	\$46
Activity 1.2.3: Girls training using the girl's empowerment curriculum.	# of young women between the ages of 15 and 25 trained in the targeted communities	6000	1500	7	63.000.000	\$84.000
Activity 1.2.4 Refresher classes for the girl's program	# of refresher classes conducted	6000	1500	3	27.000.000	\$36.000
Subtotal					90.074.400	\$120.099
Output 1.3: Increased awareness of harmful cultural practices, and gender norms that disempower women and girls.						
Activity 1.3.1: Procure and distribute materials for outreach activities (t-shirts, banners, and other IEC materials)	# of t-shirts for the awareness campaign.	5000	4500	1	22.500.000	\$30.000
	# of banners and other promotional materials distributed	50	6000	2	600.000	\$800
Activity 1.3.2: Develop content to air on radios, showcase during road shows, and to share on social media	# of activities conducted.	4	700000	1	2.800.000	\$3.733
Activity 1.3.3: Conduct outreach activities in rural areas; road shows, open days, etc.	estimated # of people reached	4	300000	3	3.600.000	\$4.800
Subtotal					223.328.800	\$39.333
Outcome 2. Improved boy's gender-equitable attitudes and behaviors towards women.						
Output 2.1: Increased cases of bystander intervention.						
Activity 2.1.1: Identification and recruitment of male community-based facilitators.	# of male facilitators recruited	8	30000	1	240.000	\$320

Activity 2.1.2: Engagement of community youth volunteers and other stakeholders	# of male community volunteers and stakeholders engaged	36	6000	3	648.000	\$864
Activity 2.1.3: Procure and distribute training materials for the boy's program (manuals, uniforms, and t-shirts for participants)	# of uniforms distributed for facilitators	8	5000	1	40.000	\$53
	# of manuals distributed	8	4300	1	34.400	\$46
Activity 2.1.4: Train boys and young men on positive masculinities using the boys transformation curriculum.	# of young men between the ages of 15 and 25 trained in the targeted communities	6000	1500	7	63.000.000	\$84.000
Activity 2.1.5 Refresher classes for the boy's program	# of refresher classes conducted	6000	1500	3	27.000.000	\$36.000
Subtotal					90.962.400	\$121.283
Output 2.2: Increased number of young men seeking consent for sex.						
Activity 2.2.1: Train community youth volunteers on ETT positive masculinities, dating violence, and referrals	# of community facilitators trained.	75	50000	2	7.500.000	\$10.000
Activity 2.2.2: Conduct the Dolo 101 sessions	# of young men between the ages of 18 and 25 trained in intimate relationships engaged.	4000	1500	4	24.000.000	\$32.000
Activity 2.2.3: Conduct a gender analysis of the project	# of gender analyses conducted	2	100000	1	2.000.000	\$2.667
Activity 2.2.4: Review meetings	# of Review meetings held	4	458000	3	5.496.000	\$7.328
Subtotal					215.424.800	\$51.995
Outcome 3: Enhanced Psycho-Social Support and aftercare services for survivors of abuse.						
Output 3.1 Survivors access psychosocial support						

Activity 3.1.1: Procure and distribute training materials.	# of SASA booklets printed	30	5000	1	150000	\$200
Activity 3.1.2 Conduct the Tipole Pamodzi sessions	# of survivors of sexual violence patronizing the Tipole Pamodzi psychosocial counseling sessions	1500	2000	7	21000000	\$28.000
Subtotal					21150000	\$28.200
Output 3.2 Improved referral system for survivors of violence						
Activity 3.2.1: Training on referral pathways and the administration of Sexual Assault Survivors Anonymouse groups.	# of social welfare officers trained	20	50000	3	3000000	\$4.000
Subtotal					3000000	\$4.000
Grand total						\$374.030

Annex 6: Support costs

Item	Unit	Quantity	Unit Cost	Total Cost MK	Total Cost USD
Equipment					
4 x 4 Vehicle	Each	1	25000000	25000000	\$33.333
Cameras	Each	3	500000	1500000	\$2.000
Motorcycles for field facilitators	Each	8	4400000	35200000	\$46.933
Bicycles for community youth club leaders	Each	24	130000	3120000	\$4.160
Projectors	Each	4	550000	2200000	\$2.933
Printers	Each	4	500000	2000000	\$2.667
Laptops	Each	9	600000	5400000	\$7.200
Subtotal				74420000	\$99.227
Running cost for vehicle and motorcycle					
4 x 4 Vehicle	Mileage	12000	800	9600000	\$12.800
Motorcycles	Mileage	15000	800	12000000	\$16.000
Subtotal					\$28.800
Insurance					

4 x 4 Vehicle	Annual	2	2500000	5000000	\$6.667
Motorcycles	Annual	2	44000	88000	\$117
Subtotal					\$6.784
Field visits for monitoring and evaluation					
Stationary	Lumpsum	1	1400000	1400000	\$1.867
Per diem (field visits)	Days	30	30000	900000	\$1.200
Accommodation (field visits)	Days	30	25000	750000	\$1.000
Subtotal					\$4.067
Consultancies					
Audit	Annual	3	1000000	3000000	\$4.000
External evaluations	Annual	2	7000000	14000000	\$18.667
Legal fees	Annual	3	1200000	3600000	\$4.800
Subtotal					\$27.467
Resource	Frequency	Quantity	Unit Cost	Total Cost MK	Total Cost USD
Personnel costs					
Project Director	36	1	650000	23400000	\$31.200
Project accountant	36	1	470000	16920000	\$22.560
Project Manager	36	1	520000	18720000	\$24.960
Gender officer	36	1	400000	14400000	\$19.200
District coordinator	36	4	230000	33120000	\$44.160
Facilitator	36	6	150000	32400000	\$43.200
M and E officer	36	1	500000	18000000	\$24.000
M and E assistants (For data entry)	20	4	200000	16000000	\$21.333
Communications officer	36	1	400000	14400000	\$19.200
Subtotal				147040000	\$249.813
Total operational cost				135690000	\$416.157

Annex 7: Monitoring and Evaluation Plan

Indicator code	Indicator	Indicator definition	Data source	Method of Data Collection	Frequency	Responsible personnel
Goal: Reduced annual incidences of sexual assault						
1	Annual Incidences of sexual violence against young women	A percentage of yearly sexual abuse cases against young women.	Confidential Survey	Surveys	Baseline, midline and endline	M and E officer
Outcome 1: Increased number of young women and girls with knowledge and skills to combat sexual violence.						
1.1	Usage of skills learnt to get away from a potential violent situation	Number of girls that have used the skills learnt to end any form of abuse (sexual and/physically assault)	Confidential Survey, Interviews	Surveys, interviews.	Baseline, midline and endline	M and E officer
Output 1.1: Increased self-reported cases of violence against young women						
1.1.1	Number of self-reported cases of sexual violence.	Recorded number of cases reported by the victims of sexual violence	Case registers, Monitoring reports	Field visits, interviews.	Quarterly	M and E officer, Project coordinator
1.1.2	Number of self-reported cases on physical abuse.	Recorded number of cases reported by the victims of sexual violence				

Output 1.2: Improved self-efficacy in young women.

1.2.1	Level of confidence in young women.	Increased level of self belief in young women participants that they have the power to protect themselves from any form of violence	Confidential surveys	Surveys	Baseline, midline and end line.	M and E officer.
1.2.2	Level of knowledge in self defense	Increased knowledge of simple but effective skills that young women will use to protect themselves and others in life threatening situations.				

Outcome 2. Improved boy's gender equitable attitudes and behaviors towards women.

2.1	Percentage of boys showing attitudes that oppose violence against women and girls.	An increased percentage of young men demonstrating positive masculinity attributes, creating a safe environment for women and girls.	Confidential surveys	Surveys	Baseline, midline and end line.	M and E officer.
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Output 2.1: Increased cases of bystander intervention.						
2.1.1	Percentage of boys who intervene after witnessing abuse.	An increased percentage of young men using the skills learnt to assist young women in preventing a violence from happening.	Confidential surveys	Surveys	Baseline, midline and end line	M and E officer
Output 2.2; Increased number of boys seeking consent for sex.						
2.2.1	Percentage of boys seeking consent for sex in relationships.	Increased number of boys asking for sex in relationships; sex without using force or coercion.	Confidential surveys	Surveys	Baseline, midline and end line.	M and E officer
2.2.2	Level of respect for girls and women.	Increased percentage of young men who consider value women's rights as human rights.				
Outcome 3: Enhanced Psycho-Social Support and aftercare services for survivors of abuse						
3.1	Percentage of girls enrolled in the ETT programme with knowledge of at least three care service providers in their communities.	Increased knowledge and access of after care services by targeted youths.	Confidential surveys	Surveys	Annual	

Output 3.1 Survivors access psychosocial support						
3.1.1	Number of survivors of sexual violence enrolled in the Tipole Pamodzi Programme.	Increased number of survivors of sexual violence who receive psychosocial support	Case registers, Monitoring reports	Field visits, interviews.	Biannually	Project coordinator
Output 3.2 Improved referral system for survivors of violence						
3.2.1	Number of survivors of violence referred to other stakeholders	Increased number of victims of sexual violence who have received all the required aftercare services, including protection, legal, psychosocial services.	Case registers, Monitoring reports	Field visits, interviews.	Biannually	Project coordinator