

REPORT ON JOINT END OF PROJECT EVALUATION FOR GENDER JUSTICE PROGRAMME (2014-2016)



“...At the moment one cannot talk about counter-human trafficking in Malawi without mentioning NCA in the process...”

Alfred Dzilankhulani
Bertha Chiudza

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ACRONYMS

ADC	Area Development Committee
CAPT	Child Anti-Trafficking Prevention Team
CCJP	Catholic Commission for Justice and Peace
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CID	Criminal Investigations Department
CPW	Child Protection Worker
CSO	Civil Society Organization
CUC	Court Users Committee
DC	District Council
DFID	Department for International Development
DLO	District Labour Office
DSWO	District Social Welfare Office
EAM	Evangelical Association of Malawi
ECM	Episcopal Conference of Malawi
FBO	Faith-Based Organisation
FGD	Focus Group Discussion
GBV	Gender Based Violence
KII	Key Informant Interview
M&E	Monitoring and Evaluation
MACOHA	Malawi Council for the Handicapped
MANA	Malawi News Agency
MBC	Malawi Broadcasting Corporation
MCC	Malawi Council of Churches
MNAT	Malawi Network against Trafficking
MoGCDSW	Ministry of Gender, Children, Disability and Social Welfare
NCA	Norwegian Church Aid
NCC	Norwegian Church Council
NCCATIP	National Coordination Committee against Trafficking in Persons
NPA	National Plan of Action
RAC	Rights Advice Centre
RNE	Royal Norwegian Embassy
SADC	Southern Africa Development Community
TA	Traditional Authority
TIP	Trafficking in Persons
TOT	Training of Trainers
TSA	The Salvation Army
TVM	Television Malawi
UNTOC	The UN Convention against Transnational Organized Crime
VAC	Violence against Children
VDC	Village Development Committee
VSU	Victim Support Unit
WOJAM	Women Judges Association of Malawi

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For copies of this report, please contact:

Norwegian Church Aid
P.O Box 30793
Lilongwe
MALAWI

EXECUTIVE SUMMARY

1. INTRODUCTION

Gender Justice Programme (2014-2016) has been one of the three priorities of NCA Malawi with the goal of “Contributing to reduction of gender-based violence by promoting gender equality and empowerment in Malawi”. The programme has two components: Human Trafficking Project and Human Rights and Theology Project. Both projects have been funded by the Royal Norwegian Embassy (RNE) in Malawi during the three phases of the programme and both are aimed at contributing to greater recognition and respect of women’s and children’s rights.

The Human Trafficking project is continuation of previous projects which aimed at reducing trafficking of women and children through faith-based partners while the Human Rights and Theology component was a new project from 2015. Under this project, efforts focused on churches and their theology given their important role in influencing promotion and protection of human rights and human dignity.

Upon expiry of project period, NCA Malawi commissioned an end of project evaluation of the programme. Objectives of the evaluation are to assess:

- a. Extent to which results (outcomes, outputs) have been achieved
- b. Relevance of the programme to national/local context in Malawi
- c. Cost effectiveness of the programme and identify impact that can be attributed to the programme
- d. Sustainability of the programme, financial and organisational
- e. Extent to which programme has produced positive and/or negative changes

2. METHODOLOGY AND APPROACH

The end of project evaluation was undertaken based on four criteria: Effectiveness, Relevance, Efficiency and Sustainability. Each evaluation criterion had specific key evaluation questions. Once the consultancy assignment was awarded, an inception report containing detailed methodology, data collection schedules and tools (checklists) was prepared and submitted to NCA Malawi. The report was finalised after receiving feedback from NCA Malawi. Once finalised, research assistants were recruited and orientated. Main data collection methods included desk reviews, key informant interviews (KII) and focus group discussions (FGD).

3. KEY FINDINGS

3.1 SUMMARY KEY PROGRAMME OUTPUTS

- 68 cases on trafficking reported while 5 were concluded in court
- 195 children that had been trafficked and rescued in the different districts of Malawi
- 119 children provided with educational support
- 121 children repatriated to their homes
- 23 children taught gardening skills
- 38 cases documented on human trafficking
- 420 households and people with disability reached on human trafficking sensitizations
- 11,560 IEC Materials developed and printed. These included leaflets, brochures and Photocopies of the Trafficking in persons ACT
- 20,328 People reached through campaigns and road shows on sensitization about prevention of Trafficking for women and children

- 62 judges and magistrates trained in management of human trafficking
- 95 paralegals engaged and trained as volunteers in the community to provide legal advice, refer and follow up cases on issues of GBV
- 1 court rehabilitated in Mzimba as a model to user friendly court for everyone including women and children who are victims and survivors of human trafficking.

3.2 HUMAN TRAFFICKING

Overall, available data shows some reduction in rescued victims from 242 in 2014 to 168 in 2016 (MPS, 2017). Similar reduction in number of arrested suspects was experienced during same period. Court Administrators for Mangochi and Dedza reported less trafficking cases at the courts in the districts. In Dedza, there were 2 human trafficking prosecutions in 2014, compared with 4 in 2015, and only 1 in 2016. Most rescued victims were either children or women, thus underlining project contribution to reducing trafficking of women and children. For instance, Rights Advice Centre estimated that 71% of people who attended awareness campaigns were women and children and as many as 60% of cases handled during project implementation period involved women. Notably, the Human Trafficking Project was one of the very few projects at national, district and community levels that exclusively focused on human trafficking.

Broadly, late disbursement of funds by NCA affected project implementation. Funding delays were due to operational challenges with NCA and implementing partners; specifically, delays in submitting technical and financial reports.

3.2.1 PREVENTION OF HUMAN TRAFFICKING

3.2.1.1 Achievements

Most planned interventions on prevention of human trafficking have been implemented. Consequently, there is increased knowledge and competencies among national and regional partners related to human trafficking and the situation of victims, their rights, obligations and coordination arising from project activities. Resulting from increased information, knowledge and competencies; Community response towards human trafficking has been enhanced and targeted communities are increasingly getting involved in combatting human trafficking. As well, there is increased reporting of suspected human trafficking cases among sensitised transport operators; increased reporting of human trafficking issues in electronic and print media including community radios and improved protection of people with albinism. Project lobbying and advocacy and technical support which contributed towards passing of Malawi TIP Act 2015 and development of National Plan of Action against TIP (2017-2022) were also key achievements. Both the Act and Plan are key milestones in combatting human trafficking in Malawi.

3.2.1.2 Challenges, Weaknesses and Gaps

Not all areas and people in targeted districts and communities were reached with community mobilisation, sensitisation and awareness campaigns and therefore some of the achievements do not necessarily apply to some communities. In fact some of targeted communities (Kachere in Dedza, Mkanda in Mchinji) reported that conducting the campaigns only once in their communities was inadequate but should have been followed up by other campaigns or related interventions. Following are other project challenges, weaknesses and gaps that constrained prevention of human trafficking:

- Community sensitization and awareness campaigns were reported by some communities to have had limited “impact” because implementers used poor community mobilization and crowd-pulling strategies.
- The actual reach of awareness and sensitisation campaigns could not be fully established due to inconsistent data on the number of people reached. Some project reports included number of people reached for some campaigns but missed out on others.
- Contrary to plan, engagement with the legislature to lobby for budget resource allocation yielded limited results. As well, parliamentarians have not yet started raised human trafficking issues during parliamentary deliberations.
- In Jalasi (Mangochi), community members could not fully understand some Information, Education and Communication (IEC) messages because materials were either in Chichewa or English, rather than in vernacular Yao language.

3.2.2 PROTECTION OF HUMAN TRAFFICKING VICTIMS

3.2.3 Achievements

Most planned activities were implemented leading to enhanced capacity of paralegals; improved access to GBV counselling services through outreach legal clinics in Dedza and Mangochi; empowerment of young people with vocational and entrepreneurial skills and improved mainstreaming of GBV agenda in community forums by community leaders through enhanced engagement of paralegals.

3.2.4 Challenges, Weaknesses and Gaps

Nationally, victim protection and support services are not adequately available. There are only two safe homes for the victims in the country, which are often fully occupied. Consequently, victims are either temporarily kept at police stations or in homes of well-wishers awaiting repatriation. In 2016, the situation was exacerbated by temporary closure of The Salvation Army (TSA) victim shelter due to internal organisational issues. Protection of trafficking victims was also constrained by:

- Unavailability of contact details for victims who were supported with rehabilitation and repatriation services constrained assessment of the “impact” of project protection support.
- Denied access (evaluation team) to repatriated victims by Mchinji Orphanage management because recently, visitors had reported negatively about the orphan situation at the orphanage and this led to loss of some donor funding to the institution. Consequently, management disallows assessment teams, concerned with possible misreporting again.
- Some faith leaders in Mangochi and Dedza were reported to have taken young people, especially boys out of their areas to other areas in Malawi or other countries outside Malawi on the promise of skills development. Some of the young people taken had not returned home and remained incommunicado with their families, raising concerns they might have been trafficked.
- Reported continuous evolution of human trafficking tactics pose challenges for at risk communities and groups to keep up pace with perpetrators.
- Weak protection systems for victim, victim witnesses and stakeholders who identify human traffickers constrain reporting of human trafficking cases, including whistle-blowing for fear of reprisals.

- Paralegals were often not able to effectively conduct community awareness meetings on human trafficking in hard to reach areas because they lacked transportation. Due to financial constraints, bicycles were given only to few paralegals.

3.2.5 PROSECUTION OF HUMAN TRAFFICKING CASES

3.2.5.1 Achievements

Most planned activities were implemented, albeit to different scales. Consequently, capacity building of judicial officers has strengthened prosecution of human trafficking cases. Previously human trafficking cases were lost on technicalities, due to among others, inability by the prosecution to differentiate human trafficking from human smuggling or ordinary migration. The training enhanced prosecutors' understanding of key elements of human trafficking. Consequently, human trafficking case conviction rate increased during the project period compared with baseline. Following the capacity building, there are increasing trends of prosecutors correctly applying the relevant law (Malawi TIP Act 2015) when prosecuting human trafficking cases, including the famous Prosecutor Patrick Chambuluka case of Dedza. Along with correct application of the relevant law, more victim-centred judgements and sentencing have been seen. For instance, as part of the sentence, a Magistrate in Balaka ordered a human trafficker to pay MK600, 000 to the Anti-Trafficking Fund (one of the first ever sentences).

Promoting access to safety and justice has been central to this project, exemplified by support towards rehabilitation of Mzimba Magistrate Court and court circuits to Likoma and Chizumulu through "Justice on wheels initiative" to promote access to safety and justice for 11,000 people on the islands.

3.2.5.2 Challenges, Weaknesses and Gaps

Challenges, weaknesses and gaps in prosecution of human trafficking victims include lack of clarity on whether project entry point at district level should be Court Users Committee or District Technical Working Group (TWG) on GBV; delays or reluctance by the Police to investigate suspected cases of human trafficking in some districts (Mangochi and Dedza) and some instances; suspected corruption and unethical behaviors among some judicial officers including institutional/resource constraints in some government departments and targeting few investigators for capacity building during project supported trainings

3.2.6 MONITORING AND EVALUATION STRENGTHENING

3.2.6.1 Achievements

Human Trafficking Project Output on Monitoring and Evaluation was "Monitoring and evaluation system strengthened". M&E activities that were reported to have been implemented include (a) Partner capacity building and mentoring, (b) Project review meetings informed by baseline findings, (c) Project evaluations and reports, (d) Inter-agency meetings and (e) Documentation and publicity. Project reports and interviews show that supervisory visits, support and review meetings, monitoring visits were undertaken and project reports were compiled.

3.2.6.2 Challenges, Weaknesses and Gaps

The fullest assessment of project achievements/impact has been undermined by poor availability of human trafficking due to weak national human trafficking data collection systems; weak definition of results (activities, outputs and outcomes); weak/poor M&E systems, practices and documentation in NCA and among partners. Project reporting format/practice largely focused more on activities than planned results.

The evaluation also found consistent patterns of understatement of programme results, partly shown by mismatch between written project successes (in reports) and those verbally narrated (interviews with staff) with the pattern showing more verbally narrated successes than were documented.

3.2.7 COORDINATION, COLLABORATION AND NETWORKING

The project supported coordination, collaboration and networking on human trafficking response at national and district levels. This was done through supporting MNAT network meetings at national level, Court User Committee meetings at district level and joint implementation of activities. In the process, information on human trafficking was shared. One of the initiatives for information sharing was setting up of a National WHATSSAPP group against human trafficking that as at the time of the final evaluation survey had 40 stakeholders including SADC secretariat and UNODC-Zambia staff. Through the group, members were able to update each other on human trafficking incidences, emerging trends and sentencing of human trafficking cases in Malawi and the region. They were also able to share lessons on human trafficking programming.

Implementing partners and other stakeholders at national and district level also collaborated on community sensitisation and awareness on human trafficking; lobbying and advocacy for passing of Malawi TIP Act 2015 through high level meetings and media engagement; celebration of 2016 16-Days of Activism and identification, placement and repatriation of human trafficking victims.

3.2.8 PROGRAMME RELEVANCE

The Human Trafficking Project was relevant because it addressed legislative gaps in human trafficking national response, including operationalization through supporting development of a National Plan of Action (2017-2022). Prior to passing Malawi TIP Act 2015, other pieces of legislation were used to prosecute human trafficking cases. However, sentencing provisions of these legislations were not tough enough, with offenders sometimes walking away with fines. The new legislation addresses this and other gaps. After passing the Act in 2015, not much progress was made, partly because of lack of National Plan of Action to operationalize the Act. Project support towards development of the NPA was also relevant. Project support towards legislation and development of the NPA enabled Malawi to conform to regional and international protocols and agreements which require State Parties to adopt necessary legislative and other measures to address the crime of human trafficking.

3.2.9 PROGRAMME EFFICIENCY

Notable efforts at management influencing efficiency and “doing more with same or less” resources included: choosing venue that is closer to most invited participants for national/regional conferences and meetings to minimise travel reimbursements; using community volunteers (such as paralegals) to carry out community activities rather than employing paid community-based staff; free-riding Court User Committee meetings and distributing photocopies of Malawi TIP Act 2015 rather than more expensive graphic designed printed copies.

Overall, budgeted resources were available to deliver on planned activities during the period. Reported late disbursement of funding was mostly due to operational challenges (late narrative and financial reports) rather than shortage of funding. However, high turn-over of Programme Coordinator responsible (3 Programme Coordinators in 3 years (2014-2016) and 4 to-date) negatively affected implementation momentum. The Head of Programmes had to fill-in whenever there was vacancy but this was not enough since she also had to fulfil her programme management responsibilities. Some implementing partners (RAC) lacked full-time M&E Officer and equipment for capturing, storing and sharing data.

3.3 HUMAN RIGHTS AND THEOLOGY

The Human Rights and Theology Project partly achieved planned results. Of the five planned result areas, only one (Capacity building) was attempted while the rest (Preaching, Counselling, Diaconal Strategy and Advocacy) were yet to be done and this represents a 15% achievement rate.

The project successfully facilitated development of the training manual on human dignity and human rights for churches and church institutions, male and female teachers and boys and girls aged 6 to 14. This is one of the milestones achieved and to a larger extent contributed towards gender and human rights related capacity development for project selected church leaders and teachers.

Notwithstanding implementation delays which were due to disagreements on sensitive issues on human, the project remains relevant because it addresses key structural and cultural barriers to realisation of rights of women and children, men, boys and girls.

3.4 GBV PROGRAMME IMPLEMENTED, WHAT IS THE STATUS?

Overall, the Gender Justice Programme has made strides in addressing the critical aspects in gender equity and equality as well as promotion and protection the rights of people including the most marginalized groups. The progress results coming from the two projects attest to that. While progress has been realised at national level and in targeted districts and communities, national trends in GBV prevalence are somewhat mixed and largely suggests gaps still remain. For instance, ever experience of physical violence increased from Malawi Demographic Health Survey (MDHS) 2004 to MDHS 2016 while experience of physical violence 12 months prior to the survey marginally declined during same period.

Spousal violence increased during MDHS 2004, 2010 and 2016. In terms of help-seeking, MDHS data showed that only 42% sought help after suffering violence in MDHS 2004 compared with only 40% in MDHS 2016. These findings show very poor help-seeking habits among the survivors.

With respect to child labour, there has been some proportional decrease despite the number of children in child labour being still high. Numerically, total number of children in child labour increased from 1,397,823 representing 47% of working children in 2002 to 2,118,630 in 2015 representing 39% of children residing in rural areas.

These trends provide grounds for deep introspection on what NCA, implementing partners and stakeholders need to do differently and innovatively to effectively address these human rights violations.

4. MAIN RECOMMENDATIONS

4.1 HUMAN TRAFFICKING

1. Human trafficking in Malawi remains prevalent; national, district and community systems for responding to human trafficking are weak and more communities, people and service providers are yet to be sensitised on human trafficking. Building on current successes and momentum, NCA should extend the Human Trafficking Project but it should be aligned with National Plan of Action against Trafficking in Persons (2017-2022).

1.1 Focus more on downstream rather than upstream interventions. Focus on upstream interventions that directly impact on downstream ones such as advocacy and lobbying around resources (such as budget resource allocation and resource mobilisation through operationalization of Anti-Trafficking Fund, among others).

1.2 Choose programme packages for scale-up:

- Interrogate whether scale-up will be done through saturation of current impact areas or geographical spread to new areas or both and for which interventions. Both scale-up approaches are relevant but determining the degree of each will require further interrogation.
- Human trafficking prevention interventions should be prioritised to “turn the tap off” Community sensitisation and awareness campaigns have ripped dividends. They should be continued/scaled up but addressing IEC language barriers and make them more crowd-pulling.
- Scale-up best/promising practices such as use of social media in human trafficking response, Court circuits/“Justice on wheels” initiative to promote access to gender justice for rights holders in hard-to reach areas as temporary relief while show-casing results and lobbying for long-term solutions.
- Scale-up work with transport operators (minibuses, motor and bicycle taxis) on the evidence of results from current phase. Including capacity strengthening of roadblock capacity to identify human traffickers.
- Enhanced victim support services delivery and other victim centred services. This is also consistent with NPA against TIP in Malawi (2017-2022).
- District and Community Systems Strengthening (DSS and CSS) is currently a gap that needs to be addressed to ensure effective human trafficking

response. However, decide on appropriate entry points preferably using existing structures. The District Technical Working Group is a logical and natural entry point for a GBV project at district level. However, consultations with district stakeholders are recommended. As well, NCA and implementing partners should consult with stakeholders on possibility of designating Desk Officers on human trafficking (e.g. Police) to enhance departmental accountability on the issues. As well, NCA and partners should lobby with district and community structure for financing of human trafficking interventions through mainstreaming in District Implementation Plans (DIP) in order to benefit from Local Development Funds (LDF) and Constituency Development Funds (CDF).

2. NCA and partners should review community mobilization, sensitization and awareness campaign approaches to ensure they are adequately crowd-pulling. Better community audience segregation and targeting with IEC materials including ensuring the language (IEC materials) is best understood by the targeted communities, including use of vernacular language.
3. Plan to address root causes/drivers of human trafficking to the extent possible through linkages with Economic Empowerment programme, partnership with NGOs/Act Alliance members and/or other like-minded NGOs. As well link governance-based thematic programmes to address corruption, as driver of human trafficking.
4. Strengthen M&E system and develop a culture of planning for and reporting on programme results among NCA staff and implementing partners including a more serious and consistent approach to M&E and learning:
 - During programme development, interrogate more on logical link between activities, outputs, outcomes and impacts to ensure strong link exists and feel good activities that contribute minimally to results are excluded. Definition of results should include higher level consequences of activities to ensure programme achievements are not under-stated.
 - Develop results-database (MS Excel or other spread sheet) with all planned results (activities, outputs, outcomes), indicators and targets. The database should be updated periodically (e.g. monthly) in accordance with reporting obligations between NCA and partners. The database be uploaded in NCA shared electronic platforms where it is accessible to all NCA and can be made availability when requested (e.g. during evaluations).
 - Review partner report formats so they do not largely report on activities done but also show results (outputs, outcomes) they are contributing to and the extent to which they are making progress towards achieving the results/targets.

4.2 HUMAN RIGHTS AND THEOLOGY

1. The project needs a project acceleration plan to cater for time lost. This should be for both NCA and the implementing partners
2. As it was noted during the evaluation that direct payment modality posed a challenge to both NCA and its partners under this project. It is recommended that parties mutually agree on what should be the most ideal way of financial support to the partners including address issues of partners' capacity in

financial management. In the event that NCA chooses to maintain the direct payment modality, it needs to put in place internal human resource to specifically manage the financial resources for the project to be efficient in its delivery.

3. The advocacy component of the project should be fast tracked and have advocacy strategy which would fit well in the Gender Justice Programme.
4. There is need to cascade the trainings after TOTs in order to have a multiplier effect.
5. Since a huge component of the project involves capacity building in form of trainings, NCA should explore opportunities for engendering the curriculum of Bible Schools/institutions.
6. Reference materials for the project should be translated to vernacular language to ease understanding for the majority of the direct and indirect beneficiaries.
7. Considering that this project is operating in a patriarchal society, deliberate efforts should be made to ensure that men are continuously engaged and meaningfully participate in challenging their masculinities and contribute towards the empowerment of women.

1.0 INTRODUCTION

1.1 BACKGROUND

Norwegian Church Aid (NCA) is an international ecumenical organisation that works to promote basic rights of women, men, boys, and girls. The organisation is rooted in the Christian faith. NCA mandate is to promote human dignity, participation, equality and social justice with specific focus on the poor and the marginalised. Thus, NCAs engagement in Malawi is based on this fundamental principle of human dignity for all. In this regard, NCA intends to ensure that empowerment of the people, the poor and marginalised and adherence to good governance by duty-bearers are upheld and promoted. NCA partners in Malawi are mainly churches.

1.2 PROGRAMME CONTEXT

The Gender Justice Programme (2014-2016) in Malawi has been one of the three priorities of NCA with the goal of “Contributing to reduction of gender-based violence by promoting gender equality and empowerment in Malawi”. The programme has two components: Human Trafficking Project and Human Rights and Theology Project. Both projects have been funded by the Royal Norwegian Embassy (RNE) in Malawi during the three phases of the programme and both are aimed at contributing to greater recognition and respect of women’s and children’s rights.

The Human Trafficking project is continuation of previous projects which aimed at reducing trafficking of women and children through faith-based partners while the Human Rights and Theology component was a new project from 2015. Under this project, efforts focused on churches and their theology given their important role in influencing promotion and protection of human rights and human dignity.

1.3 PROGRAMME STRATEGY AND RESULTS FRAMEWORK

1.3.1 Project 1: The Human Trafficking Project

The aim of the project was to contribute towards reduction in trafficking of women and children in Malawi. This was done through prevention and protection of victims/survivors and through advocacy towards authorities to develop legal frameworks specially contributing to the passing of Trafficking in Persons Bill into law, capacity building and institutional coordination to act upon human trafficking. The project contributed to the following Global Outcomes of NCA Global Gender Justice Programme:

1. Rights holders are mobilized to claim their rights to a life free from gender-based violence
2. Duty bearers are influenced to implement national laws and domesticate legal frameworks preventing gender-based violence and promoting the rights of women and children
3. GBV survivors and groups at risk have access to safety and justice

Following are the project’s main planned results:

1. Prevention: increased exchange of information, knowledge and competencies among national and regional partners-related to human trafficking and the situation of victims, their rights and obligations/coordination

2. Protection: improved capacity of service providers to identify persons as potential victims of trafficking (reduce the hidden numbers)
3. Prosecution: functional inter-agency operative teams to combat human trafficking established
4. Monitoring and evaluation system strengthened

1.3.2 Project 2: The Human Rights and Theology Project

The aim of the project was to contribute to reduction of gender-based violence (GBV) acts by promoting human rights through theological concepts. The project has been working with faith community and secular partners in Malawi through interventions that equip faith leaders in championing incorporation of human rights within and outside the church. The project is based on lessons learnt from “One Body Project” by Norwegian Christian Council (NCC) assisting churches and their leaders to develop a theology that include human rights and gender equality.

Church institutions have both a strong moral influence and unique networks to reach people. The intervention placed special attention on addressing lack of women’s voices and participation in society and church structures. The project contributed to the following Global Outcomes of NCA Global Gender Justice Programme:

1. Faith and community based organizations have been influenced to transform and change beliefs, attitudes, behavior and practices that uphold GBV.
2. Duty-bearers take responsibility to promote positive masculinities to overcome GBV.

Following are the project’s main planned results:

1. Capacity building: male and female church leaders and teachers in church owned schools actively promote and use materials related to theological concepts and prevent abuses.
2. Preaching: Churches with knowledge about equality and human dignity based on theological concepts.
3. Counselling: Churches have trained counsellors who actively engage and perform counseling on human rights issues from a theological and rights based approach.
4. Diaconal strategy: Churches develop new diaconal strategies on the foundation of theology and human rights compassion.
5. Advocacy: Churches are advocating for human rights and addressing issues of GBV and trafficking.

1.4 OBJECTIVES OF THE END OF PROJECT EVALUATION

- a. Assess the extent to which results (outcomes, outputs) have been achieved.
- b. Assess relevance of the programme to national/local context in Malawi.
- c. Assess cost effectiveness of the programme and identify impact that can be attributed to the programme.
- d. Assess aspects of sustainability of the programme, financial and organisational.
- e. Assess extent to which the programme has produced positive and/or negative changes.

2.0 METHODOLOGY AND APPROACH

2.1 APPROACHES AND PROCESSES

The NCA Malawi Gender Justice Programme (2014-2016) End of Project Evaluation was conducted from March to May 2017. It was a 2-in-1 undertaking, comprising final evaluation of two projects (a) Human Trafficking and Human Rights and Theology. Despite similarities in the two projects, each project had different set of implementing partners and target groups. Therefore, separate data collection tools were developed for evaluation of each project.

The end of project evaluation was undertaken based on four criteria: Effectiveness, Relevance, Efficiency and Sustainability. Each evaluation criterion had specific key evaluation questions (see Terms of Reference).

Once the consultancy assignment was awarded, an inception report containing detailed methodology, data collection schedules and tools (checklists) was prepared and submitted to NCA Malawi. The report was finalised after receiving feedback from NCA Malawi. Once finalised, research assistants were recruited and orientated. Main data collection methods included Desk Reviews, Key Informant Interviews (KII) and Focus Group Discussions (FGD).

Table 1: Summary of Interviews Conducted

Data Collection Methodology	Number done	Total Participants
1. Human Trafficking		
Desk reviews	References	
Key informant interviews (KII)	12	47
Focus Group Discussions (FGD)	11	95
Sub-Total	23	142
2. Human Rights and Theology		
Desk reviews	References	
Key informant interviews (KII)	7	7
Focus Group Discussions (FGD)	6	41
Sub-Total	13	48
Total	36	190

2.2 SAMPLING

Human Rights and Theology Project: KIIs were conducted with each of the three implementing partners (EAM, ECM and MCC). However, field data collection was done in EAM impact areas only because ECM and MCC had not yet rolled out their project interventions to targeted churches and communities. In EAM impact areas, three (3) out of four (4) impact areas were sampled because the project had been implemented in these areas for relatively longer time than the other area. The three sampled impact areas were Nathenje, Kabudula and Chiwamba. In each sampled impact area, only churches whose pastors and church leaders had attended Training of Trainers (TOTs) in 2016 or earlier were sampled because they were likely to have implemented some interventions to evaluate.

Human Trafficking Project: KIIs were conducted with four implementing partners (Malawi Network against Trafficking (MNAT), Women Judges and Magistrates Association of Malawi (WOJAM), Rights Advice Centre (RAC) and The Salvation Army (TSA), NCA Malawi and NCA Head Office. FGDs were conducted in impact communities which were sampled purposively (communities which benefitted from highest possible number of project interventions were sampled).

Table 2: List of Sampled Impact Areas

District (Implementing Partner)	Sampled Impact Areas
Mangochi (RAC)	Jalasi and Mponda
Dedza (RAC)	Kasumbu and Kachere
Mchinji (TSA)	Mkanda

2.3 DATA ENTRY AND ANALYSIS

Qualitative data from KIIs and FGDs were analysed through content analysis and triangulation procedures. Where relevant, direct quotes and case studies have been included. Quantitative data from secondary sources were captured and analysed in MS Excel.

2.4 LIMITATIONS

1. NCA Malawi conducted a baseline survey for Gender Justice Programme Phase III (Human Trafficking and Theological Component and Gender Based Violence). The baseline survey covered national situation analysis of human trafficking and GBV. However, the survey did not directly inform baseline planned output values. In view of this, analytical judgement on whether implemented project interventions have improved on the baseline situation has been not been easy. To the extent possible, retrospective analysis or comparison with national trends has been done instead.
2. Malawi response to human trafficking is challenged, partly by poor human trafficking data management (systems). Due to poor record keeping in key government agencies, the evaluation team was not able to collect some human trafficking and GBV data to inform analysis of GBV trends. Specifically, GBV data from Malawi Police Service (MPS) was inaccessible.
3. Some elements of programme efficiency analysis (unit costs) could not be done due to inaccessibility of cost data on some activities implemented. NCA had the data but it was consolidated and same data was not available from implementing partners.

3.0 FINDINGS AND DISCUSSIONS: HUMAN TRAFFICKING

3.1 PROGRAMME EFFECTIVENESS: HAVE RESULTS BEEN ACHIEVED?

3.1.1 PREVENTION OF HUMAN TRAFFICKING

3.1.1.1 Overview of Implemented and Accomplished Activities

Project Output 1 was Prevention “Increased exchange of information, knowledge and competencies among national and regional partners-related to human trafficking and the situation of victims, their rights and obligations and coordination”. To different extents, all four project implementing partners (RAC, WOJAM, TSA and MNAT) implemented activities to prevent human trafficking. Completion status analysis of planned Output 1 activities shows that of the 11 planned activities; 5 were implemented to planned scale, 1 was not implemented to planned scale, 2 were not implemented at all and 2 advocacy related activities were not implemented because they were apparently covered by a similar and related activity (Annex 1). Following is overview of accomplished activities:

1. **Commemoration of 2016 16-Days of Activism:** NCA Malawi in collaboration with implementing partners (RAC, TSA, MNAT and WOJAM) planned and commemorated 2016 16-Days of Activism on GBV in Mangochi and Mwanza. With the theme “From Peace in the Home to Peace in the Community, Let’s Make Education Safe for all, Stop Human Trafficking”, activities included roadshows and orientation of law enforcers and stakeholders on Malawi TIP Act 2015, publishing press releases and inserts in the Newspapers in English and Chichewa as well as handing out fliers, banners and T-shirts¹.
2. **Road Shows:** Implementing partners organised roadshows in impact areas. Organised by RAC, the 2016 road show involved dissemination of human trafficking messages by paralegals and a local performance group. In Mangochi, it was conducted from Idrusi Trading Centre to Chiponde Boarder Post and reached about 2,463 people (720 men and 905 women, 358 boys and 480 girls). Messages were disseminated through drama, speeches, and handing out leaflets.
3. **Community Sensitization and Awareness Campaigns** were conducted in impact areas in Mangochi, Dedza and Mchinji. In Mchinji, the campaigns were conducted in border communities that were known transit routes for human traffickers to Zambia and Mozambique and in communities which were popular for employing trafficked children to work on farms and estates. Areas targeted included Traditional Authorities Zulu, Mlonyeni, Kapondo, Mduwa, Mavwre, Nyoka and Mkanda. In Dedza, awareness campaigns were conducted in 10 schools and surrounding communities: Kapalamula, Kapesi, Dedza Government Secondary School, Chipalukwa, Milonde I, Milonde II, Chisiri, Phokera, Magunditsa and Liphuphwe while in Mangochi; Traditional Authorities Jalasi, Mponda and Namkumba (Cape Maclear) were targeted.

The sensitization campaigns covered topics such as definition of human trafficking, tactics and strategies human traffickers use, causes and effects, how to identify human trafficking victims, where to report human trafficking,

¹ Project Activity Report on 16-Days of Activism and Minutes of Dissemination Workshop on Trafficking in Persons held on 2nd December 2016 at Mwanza Magistrate Court from 09.00-13.00.

highlights of Malawi TIP Act 2015. Existing community groups and meetings such as Area Development Committee (ADC), Village Development Committee (VDC) and youth meetings were used to disseminate human trafficking messages in general and Malawi TIP Act 2015 in particular. The campaigns targeted mainly rural women and children. In its 2016 Annual Report, RAC reported that community awareness meetings and road shows reached a total of 4,384 people (2,018M, 2,366F). WOJAM reported that 13,000 pupils and 120 teachers were reached through school-based awareness campaigns while 10,962 people were reached through public meetings in 2015.

4. **Door-to-Door Awareness Campaigns** reached 420 households (95 men, 251 women, 130 girls and 119 boys) with human trafficking messages in TAs Kachere and Kasumbu in Dedza district.
5. **Printing and Distribution of IEC Materials:** NCA Malawi and partners distributed IEC materials to create awareness and sensitization about human trafficking. According to NCA 2016 Annual Report submitted to Royal Norwegian Embassy (RNE), NCA produced 3000 Chichewa and 3000 English leaflets, 4 banners and 200 T-shirts. These were distributed in Lilongwe, Mwanza and Mangochi. WOJAM produced 2000 brochures of TIP Act 2015, 1000 brochures on GBV, 500 brochures on sexual offences and 160 copies of training manuals. The brochures were distributed mainly during 28 District Consultative Meetings on human trafficking that were conducted across the country to Court Users, NGOs, chiefs, FBOs, Ward Councilors, Police, Community Policing Forums (CPF) and Prisons in all districts in Malawi. Additionally, 2000 photocopies of the TIP Act were reproduced and distributed to stakeholders who attended Court User Meetings. RAC reproduced 1,500 leaflets and 400 briefing sheets (produced during the previous project phase but were reviewed to include the Malawi TIP Law). NCA Malawi produced and distributed 500 photocopies of Malawi TIP Act 2015; produced, printed and distributed summarized versions of TIP Act 2015 (3000 summarized copies of Malawi TIP Act 2015 in English and 3000 copies in Chichewa) and 200 T-shirts.
6. **Sensitisation of 21 Transporters** (Minibus, taxis and bicycle taxis) in Mchinji.
7. **Training of Journalists from Electronic and Print Media Houses:** MNAT trained 20 journalists from media houses on human trafficking.
8. **Social Media Outreach:** RAC launched a Facebook Page² to reach out to wider audience with messages on human trafficking and GBV. Within two weeks of the launch, the Facebook community rose to 46 members and the posts on the page were seen and viewed by over 900 people. Similarly, national stakeholders formed a WHATSAPP group on counter-trafficking. As at the time of evaluation survey, the group had 40 members from different organisations including SADC Secretariat (Gaborone, Botswana) and UNODC Zambia.
9. **Support towards Formation of 23 Anti-Trafficking Clubs** in Mangochi (8 clubs in Jalasi and 15 in Chilipa and Katema). The clubs were established to disseminate anti trafficking messages to fellow pupils, including out of school children and parents back in their communities through drama, songs, poems and home visits.

² <https://www.facebook.com/Rights-Advice-Centres-RAC-1801890166714567/?ref=bookmarks>

10. Exchange Visits: There has been exchange of information on human trafficking and the situation of victims, their rights and obligations and coordination among national and regional partners. For instance, NCA facilitated a Study Visit to Tanzania and Zambia where partners learned how the countries were responding to human trafficking and explored possible ways of collaboration. RAC initiated an exchange visit to TSA Child Rescue Centre in Mchinji where different stakeholders from Mangochi and Dedza participated in sharing information and good practices in child trafficking case handling.

11. National Level Advocacy: National level advocacy focused on need to develop human trafficking legislation and national plan of action and budget resource allocation towards human trafficking response. Specific advocacy activities implemented included: Capacity building of national partners on effective advocacy, coordination, networking and information sharing; advocacy and lobby meetings with policy makers and legislature for legal and implementation framework for human trafficking response and live panel discussions on TIP on Zodiak and Malawi Broadcasting Corporation (MBC). Other activities included meetings with Ministry of Gender, Children, Disability and Social Welfare and counter-trafficking partners to discuss harmonisation of human trafficking activities and align them with SADC Human Trafficking Plan and briefing meeting with Mangochi District Executive Committee (DEC) with reports from the meeting aired on Zodiak, Radio Maria, Radio Islam and featuring key issues discussed at the meeting in The Daily Times of 16th January 2015 under headline “Government Urged to Fast-track Trafficking Bill”

12. Support towards Development of National Plan of Action against Trafficking in Persons (2017-2022): NCA supported Ministry of Home Affairs and Internal Affairs (MoHAIS) to develop National Plan of Action (NPA) through technical and financial support. NCA’s support of an exchange visit to Tanzania gave the visiting team opportunity to learn from the country’s human trafficking response. Led by MoHAIS, NCA Malawi Head of Programmes and MNAT members were part of NPA drafting team. The goal of NPA is 50% reduction of human trafficking in Malawi by 2022.

3.1.1.2 KEY ACHIEVEMENTS: Whether there is Increased Exchange of Information, Knowledge and Competencies among National and Regional Partners-related to Human Trafficking and the Situation of Victims, their Rights and Obligations/Coordination

Generally, there is increased knowledge and competencies among national and regional partners on human trafficking and the situation of victims, their rights, obligations and coordination arising from project activities. Case studies from the field evaluation surveys show improved response to human trafficking resulting from the increased information, knowledge and competencies:

- 1. Enhanced community response to human trafficking:** following community campaigns, there is increased community response to human trafficking. Community members are able to monitor human rights violations, including questioning human trafficking case sentencing and penalties. For instance, people of TA Jalasi in Mangochi were angered and dissatisfied by a MK20, 000 fine imposed on people convicted of being found in possession of albino bones. The people demanded meeting with Police representatives to express their

dissatisfaction and ask why such a lenient sentence (in their view) had been given (NCA Malawi, 2016). More communities reported suspected human trafficking cases:

CASE STUDY ONE: “A man came to Kapalamula School in Dedza and persuaded two girls and a boy to escort him to Dedza Golf Club and he would buy them potato chips in appreciation. They followed him but a little while afterwards, the boy returned after the man changed his story and proceeded walking beyond the Golf Club. He returned after failing to convince the two girls to return with him. The man and two girls proceeded up Dedza Mountain Forest when he was spotted by a man who suspected the man was trafficking the two girls. He questioned the man but he became defensive and they engaged in a fist fight. The man overpowered the suspected trafficker, took him and two girls to Police where the Police opened a case. The case was still in Dedza Magistrate Court at the time of the field evaluation survey” Dedza Court Users Committee, 5 April 2017

While the suspected traffickers remain innocent until proven guilty, this case illustrates a community member who was informed about human trafficking and took action when he suspected human trafficking occurred.

In the same district, 27 people (12 boys, 7 girls, 5 women and 3 men) suspected of being trafficked were rescued by community members who reported to Police. Most of the people were being trafficked for labour and were from TA Kachere in Njonja which borders Mozambique (NCA Malawi, 2016³). In Mkanda, a Child Protection Worker and community representatives often patrol known trafficking routes and were reported to have arrested some human traffickers who often use bicycle taxis. As well, community leaders continue to raise community awareness on human trafficking through community meetings. In Jalasi (Mangochi), Islamic women address GBV issues through women ministry groups known as *Dawa*.

In terms of modes of transportation, people in Katema (Mangochi) reported that the community was insisting (advices) that when going to Republic of South Africa, only public rather than private transport (hitch-hiking) should be used to avoid being trafficked. Private transport should be used only in cases where the transporter is known and has relations who can be traced.

2. **Increased reporting of suspected human trafficking cases among sensitised transport operators (bicycle taxi and minibus operators):** Several child trafficking cases were reported by transport operators in Mchinji. A bicycle taxi operator in Mkanda was asked to transport 4 children to the border, one-by-one with the trafficker to be the last one. He dropped each child at the chief’s house and when it was his (trafficker’s) turn, he was also dropped at same place where he was arrested. A Mchinji-based minibus operator on his way from Lilongwe to Mchinji alerted Mchinji Police when a suspected child trafficker with 4 children boarded the minibus in Lilongwe going to Mchinji but alighted mid-way (at Namitete) and boarded another minibus on same route after instructing the children to alight at Mchinji Bus Depot and wait for him. Apparently, this was done to avoid capture since the children were likely to report that they were with him (trafficker) if Police asked them. Acting on the alert, Mchinji police arrested the child trafficker at Mchinji bus depot when he came to pick the children.

³ Annual Report to The Royal Norwegian Embassy

3. **Increased reporting of human trafficking issues in electronic and print media, including community radios**⁴: Following training of journalists, there is increased reporting of human trafficking in the print and electronic media (Radio Maria, MBC TV, Radio Islam, Radio Galaxy, and Zodiak, Malawi News Agency⁵), including community radios in some areas (Bembeke Community radio in Dedza, Mudzi Wathu Community Radio in Mchinji and Umoyo and Dzimwe Community radios in Mangochi). In Dedza and Mangochi, Centre Managers and paralegals were featured in several programmes such as ‘Know your Laws’, Adindo Programme and in News bulletins. In some instances, community radio reporters were recruited as paralegals to enhance media coverage of human trafficking issues.
4. **Improved protection of people with albinism:** Programming around persons with albinism was initially not part of the programme focus. However, with increased incidences of abduction and murder of albinos, NCA responded with partners to implement community sensitization and awareness campaigns aimed at preventing the vice. Subsequent to sensitisation meetings, community members in some communities in Mangochi passed bye-laws prohibiting entry into grave yards to prevent disinterment of albinos graves, which are commonly targeted by human traffickers. One community member in TA Jalasi who called an albino “*ndiwe ndalama*” (meaning, you are cash) was reported and taken to court by the Police where he was fined MK50, 000.00.

In a rare illustration of police commitment to protect people with albinism, Police in Mangochi provide 24 hour security cover for a business person with albinism by “tracking” through his mobile phone line wherever he goes, including when he travels to Blantyre to purchase merchandise⁶.

People in Mangochi have on several occasions refused to be enticed by wealth acquired through illicit means such as human trafficking. One man in Jalasi (Mangochi) runs a transport business to South Africa. He has three children with albinism and has on several occasions been offered millions (or three trucks in lieu) in exchange for his one child with albinism by a suspected female child trafficker but the man always refused to do so. The child trafficker has gone further to ask for a relationship with the man so that perhaps she can bear a child with albinism and she can do as she wishes with the child but the man refused as well. In Jalasi (Mangochi), stakeholders conducted a census of people with albinism and registered them so the community can strategize on their protection.

5. **Passing of the Trafficking in Persons Bill to Malawi TIP Act 2015:** Following extensive advocacy and lobbying for passing of human trafficking law in Malawi, The Trafficking in Persons Bill was passed in Parliament on 25th February, 2015 and assented on the 10th April 2015. Passing of the law was critical since it meant trafficking cases can be prosecuted under the relevant law, unlike in the past when other pieces of legislation, albeit with limited sentencing provisions, were used.

⁴ For instance “Malawian women still stuck in Kuwait deportation camp” in The Daily Times of 3 November 2016; “5 years for attempting to sell human body” in The Nation of 14 September 2016; “Increased human trafficking worries Karonga authorities” in The Nation of 14 October 2016 and “Mzuzu cop jailed three years for abuse of power (transporting illegal immigrants using police vehicle” in The Nation of 10 October 2016.

⁵ <http://www.manaonline.gov.mw/index.php/national/politics/item/2083-paralegals-drilled-on-human-trafficking-bill>

⁶ TSA and RAC Monitoring, 2-3 July 2015

6. Prioritised national human trafficking response: The NPA against TIP (2017-2022) has just been finalised and will be launched later in 2017. The Plan outlines five human trafficking response country priorities; priority interventions within each of the five priorities and lays out institutional framework and resource mobilisation strategies. If implemented, Malawi will make tremendous progress towards reducing the crime of human trafficking.

3.1.1.3 Sufficiency and Consistency of Activities with Output

Table 3 shows planned activities for Prevention output. Most of the activities contribute to the output (#s 1, 2, 3, 6, 7, 8, 9, 10 and 11) and therefore can be said to be consistent with it. However, some activities are not consistent with prevention output and therefore do not directly contribute to it.

Table 3: Prevention-Increased exchange of information, knowledge and competencies among national and regional partners- related to human trafficking and the situation of victims, their rights and obligations
1. Conduct information & advocacy campaigns through national hotlines & open day campaigns
2. Conduct community mobilisation through various community structures on awareness raising and open day campaigns, theatre for change development
3. Popularize laws at the community level through awareness sessions and disseminate the Gender Equality law, Human Trafficking law and Child Care, protection and Justice Acts into different languages
4. Research and collect data to inform anti-trafficking responses to Harmonise institutional strategies and laws related to gender justice.
5. Facilitate multi party discussion/forums between private sector, trade unions and NGOs to help in the creation of jobs and policy analysis- 9 meetings (3 in a year)
6. Conduct open day advocacy campaigns in the target areas
7. Provision of IEC Materials for the general public
8. Facilitate learning and exchange visits for national level and community level- implementers and policy formulators.
9. Mobilisation of multifaceted stakeholders, national celebrities, through awareness raising programs and open day campaigns, theatre for change development
10. Development of engagement strategy and advocacy programme to address legal, policy and institutional framework issues.
11. Conduct Regional advocacy meetings both internal and external

These include activity #4 which directly contributes to M&E and #5 which directly contributes to protection. Activity # 5 addresses one of the drivers of human trafficking in Malawi (GoM, 2017) and therefore contributes towards protection of human trafficking victims (Output 2 of Human Trafficking Project).

3.1.1.4 Challenges, Weaknesses and Gaps

1. Community mobilisation, sensitisation and awareness campaigns have been conducted in some parts of targeted districts and communities but there remain many more people that are yet to be reached. Even for areas that were targeted, some communities did not manifest sufficient knowledge of human trafficking commensurate with the mobilisation, sensitisation and awareness campaigns conducted (e.g. Some people in Kasumbu (Dedza) and Matuwamba in Mkanda (Mchinji) which were targeted with community sensitisation campaigns but were found hardly knowledgeable of human trafficking during the evaluation survey). As well, there remains a common misconception that human trafficking occurs when the trafficking is transnational and not intra-country. To less extent, confusion still abounds on the difference between human trafficking and human smuggling. In some areas (Katema in Mangochi), FGD participants were misconceived that a person can be trafficked by strangers and not relatives, when research and reports suggest otherwise.

These misunderstandings and misconceptions can impair people's judgment to report human trafficking when it occurs. The case below demonstrates human trafficking awareness and knowledge gap:

CASE STUDY TWO: "On 4 April 2017 (a day before the end of project evaluation team visited Dedza), one of Court Users Committee (CUC) members reported that two men claiming to be from Blantyre looking for orphans to recruit for an orphanage in Blantyre visited Kapesi Village (TA Kachere, near the district headquarter). They told prospectives and their family members that once recruited, the orphans would see the guardians after four years. They claimed to have documents from Dedza District Commissioner allowing them to recruit orphans in the district (no-one checked the documents). They managed to convince guardians of 6 orphan girls, one of them pregnant. Guardians of the pregnant orphan were not entirely convinced and insisted on going together to check at the District Commissioner's office. They agreed but on the way, the two men assured the guardians that "all was well", gave them MK40, 000 and a mobile phone (the traffickers would call them) and told them to go back home. The guardians returned home and shared the story with other community members who suspected that the girls had been trafficked. They reported the case to Dedza Police⁸"
Dedza Court Users Committee, 5 April 2017

2. Some communities reported that sensitization and awareness campaigns had limited "impact" because they did not use appropriate mobilization and crowd-pulling strategies and therefore could not pull large crowds. FGD participants⁹ observed "*Mudalibe chikoka chambili ndi chifukwa chake anthu ambili samafika ku misonkhano imeneyi*" meaning "the campaigns were not very attention-grabbing, that is why not many attended".
3. The actual reach of awareness and sensitisation campaigns could not be fully assessed due to inconsistent data on number of people reached through them. Some project reports included number of people reached for some campaigns but missed out on others.
4. Contrary to plan, engagement with the legislature to lobby for budget resource allocation yielded limited results. As well, parliamentarians were not (yet) raising human trafficking issues during parliamentary deliberations.
5. In Jalasi (Mangochi), community members could not fully understand some IEC (leaflets) messages because the materials were in Chichewa or English, rather than their preferred vernacular language of Yao.

3.1.2 PROTECTION OF HUMAN TRAFFICKING VICTIMS

3.1.2.1 Overview of Implemented Activities

Project Result 2 was Protection "Improved capacity of service providers to identify persons as potential victims of trafficking. Completion status analysis of planned Output 2 activities shows that out of the 12 planned activities, 4 were implemented to planned scale, 4 were not implemented to planned scale while another 4 were not implemented at all (Annex 1). Among others, activities were not to planned scale because of inadequate resources. Most of the activities were re-scheduled for implementation during the no cost extension in 2017. Following is overview of select key implemented activities:

⁸ Unconfirmed reports say the Police rebuffed the guardians accusing them of selling the girl at MK40, 000. As at the time of CUC meeting on 5 April, nothing had been done and RAC and CCJP were tasked to follow-up the story with the Police.

⁹ FGDs with paralegals and Child Protection Workers in Jalasi

- 1. Training of Paralegals:** RAC planned to engage and train 60 paralegals in Tilimbike! Project in Mangochi and Dedza. However, 95 paralegals were engaged by December 2016, the overage was due to replacement of paralegals that left to pursue other interests. Four (4) of the paralegals were primary school pupils and teachers while two (2) were persons with disabilities. Training of paralegals covered elements of human trafficking, victims of human trafficking and stages of trafficking; how to identify victim of trafficking (visible indicators, profile of a victim of human trafficking, health characteristics and screening questions), definition and scope of human trafficking, scope and application of Malawi TIP Act 2015, offences under TIP Act, duty to report human trafficking and carrier liability (RAC, 2016).
- 2. Operation of Eight Legal Clinics in Dedza and Mangochi:** RAC operated 8 outreach legal clinics in Mangochi (Mponda, Jalasi, Katema and Chipalamawamba) and Dedza (Lobi, Kanyama, Kanyenda and Mpala). Paralegals in the outreach clinics counselled and followed up GBV victims and documented GBV cases (RAC, 2016¹⁰).
- 3. Children Rescue, Care and Counselling:** TSA in collaboration with stakeholders rescued 133 children (70 Boys and 63 girls) from human trafficking (child labour) conditions in Mchinji. The 133 children who were rescued and referred to TSA rehabilitation centre where they received counseling and care support. Rescued victims were provided with shelter, food, clothes, toiletries, school materials and psychosocial counseling.
- 4. Education Support:** 119 children (58 boys and 61 girls) attended Nzura primary school and 3 girls were enrolled at Mchinji Community Day Secondary School.
- 5. Entrepreneurial Skills Training for Young People:** 23 young people were attached to TSA centre garden to learn farming skills; specifically, how to grow vegetables, maize and fruit trees. Skills gained were intended to help them be financially independent once repatriated to their homes.
- 6. Family pre and Reunification of the Children:** 121 children were repatriated to their homes in the rural areas of Lilongwe, Dedza, Ntcheu, Kasungu, Mponela, Salima, Nkhotakota and Mchinji districts. Nine (9) girls were attached to Mchinji Mission Orphanage because their relations were not available to take them in; 3 girls and 1 boy were attached to Children of the Nation.
- 7. Provision of Bicycles and Mobile Phones for Paralegals:** bicycles were provided to paralegals for community outreach and rescue of potential victims

¹⁰ Tilimbike! 2016 Annual Technical Report

3.1.2.2 KEY ACHIEVEMENTS: Extent to which Service Provide Capacity Improvement to Identify Persons as Potential Victims of Human Trafficking has been Improved

- 1. Enhanced Capacity of Paralegals:** According to end of training evaluation results; 90% of the paralegals said they had gained sufficient knowledge and skills to start their work as paralegals working to reduce the incidences of human trafficking of women and children and gender based violence (RAC, 2015¹¹). The trained paralegals were involved in human rights monitoring and documentation and GBV case handling. They provided legal advice and referred the people to appropriate institutions for further assistance such as Police, social welfare and courts (NCA, 2016¹²).

Two (2) of the paralegals trained on human trafficking were persons with disabilities, thus promoting advocacy on the rights of persons with disabilities.

- 2. Improved access to GBV counselling services through Outreach Legal Clinics in Dedza and Mangochi:** Through outreach legal clinics, paralegals counselled victims of GBV and in some instances non-GBV issues in hard to reach areas. Besides counselling services, victims were referred for health and legal (police, court) services.
- 3. Empowerment of young people with vocational and entrepreneurial skills:** Some young people who learnt entrepreneurial skills have had their lives transformed financially. For instance, Kenneth Mesheck learnt carpentry and was given start-up carpentry toolkit. As at the time of field evaluation survey, he was operating his carpentry business and making gross profit of MK20, 000 per month. Based at Mkanda Trading Centre in Mchinji, Kenneth is able to pay for his food and accommodation as well as supporting his aunt.

CASE STUDY THREE: “My name is Kenneth Mesheck, born in 1997 and from Kafera Village in TA Mkanda, Mchinji. My mother passed away when I was very young. When I reached Secondary School at Mkanda Secondary School, my father died in 2009. After my father’s death, I did piece-work to finance my education until it was not possible that I dropped out of school and got employed as cattle herder in 2013. While working as cattle herder, I was identified by Child Protection Worker who took me to cattle owner. After being confronted, the cattle owner ran away to Zambia. The CPW took me to TSA shelter where I was trained in carpentry. After the training, I was given start-up toolkit which I used to start my business in Mkanda where I have been ever since” Kenneth Mesheck, rehabilitated human trafficking victim

- 4. Improved mainstreaming of GBV agenda in community forums:** Realising the critical role of paralegals in responding to GBV, community leaders in RAC impact areas are increasingly involving trained paralegals in community (counsel) groups and forums. This is enabling them to differentiate civil from criminal cases, thereby referring cases to relevant law authorities.

3.1.2.3 Sufficiency and Consistency of Activities with Outputs

Table 4 below depicts Protection output activities. All 12 activities contribute towards improved capacity of service providers to identify persons as potential victims of human trafficking.

¹¹ TILIMBIKE! Project January-December 2015 Narrative Report

¹² NCA Malawi 2016 Annual Report to Royal Norwegian Embassy in Malawi

Table 4: Protection-Improved capacity of service providers to identify persons as potential victims of trafficking
1. Facilitate trainings for the border personnel and other service providers (300)
2. Capacitate 3 line ministries in institutionalization of effective multi-sectoral approaches to combat trafficking.
3. Advocate for a harmonised data system where different stakeholders can share best practices and information between line ministries and courts.
4. Support the National Plan of Actions- help to coordinate trafficking approaches
5. Develop educational materials and programmes for law enforcement (brochures, pamphlets and flyers)
6. Rehabilitate safe places/rooms for trafficking victims in 6 border districts/ posts
7. Facilitate community trainings for paralegals and child protection workers
8. Establish a register of girls and boys rehabilitated and supported
9. Provide bicycles and mobile phones for paralegals and volunteers for community outreach and rescue of potential victims
10. Facilitate district mobile legal clinics and outreach in rural communities
11. Collaborate with local, regional & global networks for referral & victim identification quarterly meetings
12. Support one shelter centre for rehabilitation, integration and repatriation victims of human trafficking

3.1.2.4 Challenges, Weaknesses and Gaps

1. Although all activities under Protection Output directly contributed to the output; they were too diverse, lacked strategic focus and suggested “trying to do all”.
2. Nationally, there is poor availability of victim protection and support services. There are only two safe homes for the victims in the country, which are often fully occupied. Consequently, victims are either temporarily kept at police stations or in homes of well-wishers awaiting repatriation. The situation was exacerbated by temporary closure of TSA victim shelter in 2016 due to TSA organisational issues.
3. Unavailability of contact details for victims who were supported with rehabilitation and repatriation services (e.g. entrepreneurial and business skills) constrained assessment of the “impact” of project protection support.
4. The evaluation team was denied access to repatriated victims by Mchinji Orphanage management because recently, visitors had reported negatively about the orphans resulting in loss of some donor funding to the institution. Consequently, management decided to ban assessment teams, fearing repeat of the misreporting.
5. Reports show that some faith leaders were trafficking young people, especially boys out of their area to countries outside Malawi on the promise of skills development. Majority of the young people taken had not returned home and remained incommunicado with their families¹³. In Mangochi, Islamic leaders were reported to have taken some children to Mozambique for Islamic studies (Madrasah) and by the time they returned, the children were very malnourished. In Dedza, it was reported during a CUC meeting that some Islamic leaders took children to Lilongwe for Islamic studies and the children could not be traced. In related incident, Mchinji border intercepted children who were purportedly from Mzimba going to Zambia for Islamic studies. The children were intercepted on suspicion that they were being trafficked. They were later cleared after a high ranking official in Ministry of Gender,

¹³ TSA and RAC Monitoring Report 2015-2-3 July 2015

Community Development and Social Welfare (MoGCDSW) said he was aware of the children going to Zambia, although they did not have valid travel documents.

6. Tactics of human traffickers continue to evolve. Traffickers in Kachere (Njonja) were reported to have changed tactics. They move with beating drums while claiming they are going to a wedding ceremony in Mozambique. In the same area, paralegals foiled some transporters who picked people claiming they were going to Mzimba for work although they did not have clearance from the District Labour Office. The following human trafficking cases were narrated by Mchinji District Social Welfare Officer¹⁴:

- Mchinji District Social Welfare Office reported that a boy with albinism met a Zambian (Chipata) human trafficker who posed as an employer on Facebook. After the meeting, the trafficker travelled from Chipata to Blantyre to meet the albino. He returned to Chipata and came back to Blantyre later to pick him. They travelled at night from Blantyre to Lilongwe proceeding to Chipata. In Chipata, he was taken into a 3-storey building. Left in a ground floor lounge, the trafficker went upstairs. While in the lounge, a house guard came to tip the albino that he should run away because he had previously witnessed several young people like him come into building and disappear mysteriously (all this time, the trafficker was upstairs). The albino left the building and walked to Malawi through the forest to avoid capture.
- Human trafficker from Zambia (Chipata) approached two boys from Mulanje who had driving licenses and promised them jobs in Zambia. The boys were enticed. They were transported from Mulanje to Lilongwe. In Lilongwe, they were handed over to a relative and the relative handed the boys over to another suspected trafficker (language and accent suggested he was non-Malawian). They started off for Chipata through Mchinji border. Once in Chipata, the suspected trafficker left the boys near a market, promising to come back as soon as possible. They stayed there for a while when well-wishers who had seen the boys with the man, a known trafficker and criminal suspected the trafficker was up to no good with them. They were alerted to run away before the trafficker returned. They did, walking back to Malawi through the forest to avoid capture.

7. There are weak protection systems for victim witnesses and stakeholders (such as Child Protection Workers) who find human traffickers or human trafficking whistle-blowers. For instance, a Child Protection Worker in Mchinji was almost murdered by a parent who had sold off his son into cattle herding, accusing home of meddling into his private family affair. He was rescued by community members.
8. Paralegals failed to effectively conduct community awareness meetings on human trafficking in hard to reach places because most did not have means of transportation. Due to project financial constraints, bicycles were given to a few paralegals.

¹⁴ The DSWO did not have contact details of the human trafficking victims

3.1.3 PROSECUTION OF HUMAN TRAFFICKING CASES

3.1.3.1 Overview of Implemented Activities

Project Output 1 was Prosecution “Functional inter-agency operative teams to combat human trafficking established”. Completion status analysis of planned Output 3 activities shows that of the 4 planned activities, 2 were implemented to planned scale while 1 was not implemented to planned scale (Annex 1). NCA and partners plan to implement remaining elements during the no cost extension period in 207. Following activities were implemented:

1. Three-day Training of Trainers (TOT) workshop for 16 judges and magistrates in trafficking in persons and GBV sentencing was aimed at improving skills on sentencing GBV cases and Malawi TIP Act 2015.
2. TOT for 27 judicial officers (10 male, 17 female) including magistrates, judges, registrars and some seasoned retired judges. Retired judges were targeted to build their capacity in case of appointment to head human trafficking related commissions of inquiry, as is usually the case currently.
3. Development of training manual for judges, magistrates and law enforcement officers. The training manuals were distributed first to 35 trainers of trainers, 40 copies to judges of the Supreme and High Court, 20 copies to Court Registrars and judge presidents and 10 copies to partners. By the time of the evaluation survey, there was a stock of 55 copies to be used for magistrate training and 15 to be returned by WOJAM for future interventions.
4. Training of 77 judicial officers in human trafficking.
5. Training of 20 judges and assistant registrars (5 judges: 3F and 2M), 10 Assistant Court Registrars, 5 magistrates and 1 journalist (Zodiak). The journalist was included to promote media coverage of prosecution of human trafficking cases in Malawi.
6. Special training of 15 men in uniform from Police, border patrols, immigration finger print bureau and roadblock controls.
7. Training of 30 frontline magistrates with potential to sentence cases up to at least 14 years.
8. Two network meetings conducted (drew 24 district stakeholders) to engage and inform key stakeholders on human trafficking response.
9. District consultative meetings in 28 districts in Malawi. The meetings reached approximately 2000 stakeholders (police, health officials, Immigration, Media, Chiefs, NICE officials, prosecutors, District Social Welfare Officers).
10. Rehabilitation of the Mzimba Magistrate Court to a victim and disability friendly status fitted with furniture and equipment. One court was rehabilitated after a change of plan from 6 due to inadequate funds. As at the time of evaluation survey, the construction was at roofing level, expected to be completed by mid-2017 (Picture 1).

Picture 1: Rehabilitation of Mzimba Magistrate Court in Progress (NCA GBV Pictures, 2015-16)



11. NCA in collaboration with partners conducted court circuits dubbed “justice on wheels” for Likoma and Chizumulu Islands. For a long time, the two islands never had a resident court because of unavailability of magistrates to take residency there. While NCA and partners were lobbying government to send magistrates and support officers to the islands, NCA supported the court circuits on temporary basis.
12. Advocacy and lobbying for passing of Trafficking in Persons Bill into Law.

3.1.3.2 KEY ACHIEVEMENTS: Extent to which Inter-agency Operative Teams to Combat Human Trafficking have been Established

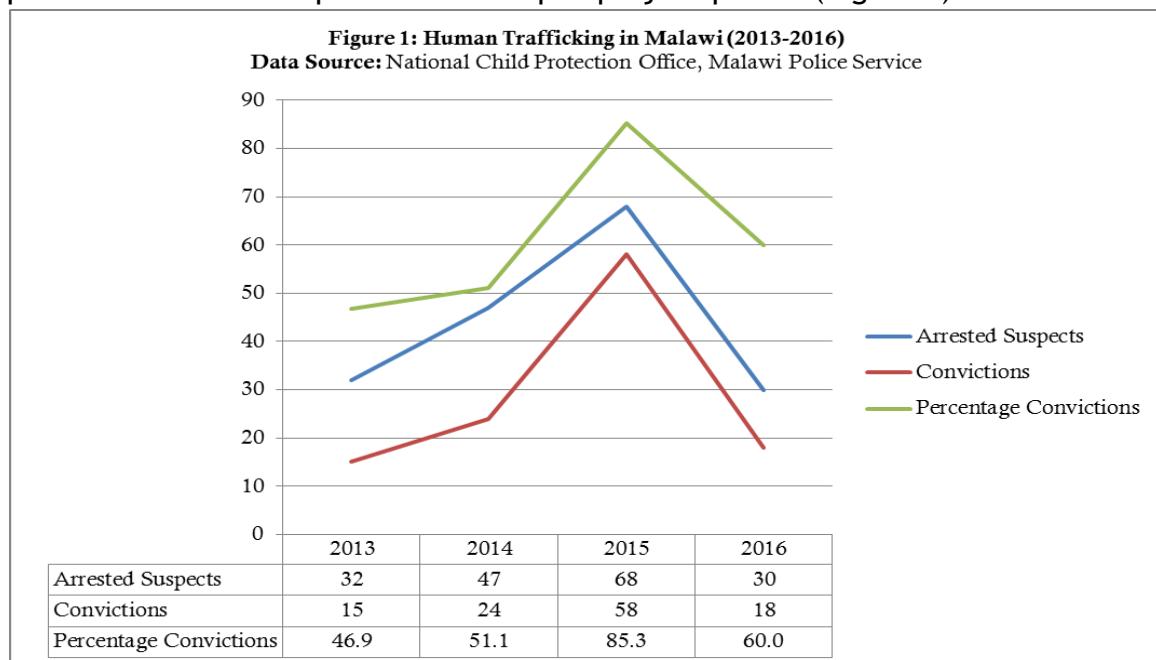
Existing inter-agency operative teams have been supported to combat human trafficking and where teams were not available, new teams were established. In some instances, *ad hoc* teams implemented various counter human trafficking activities.

1. In Mchinji, *ad hoc* inter-agency teams comprising the Police, DSWO, District Council (DC) and District Labour Office (DLO) often conduct “sweeping” exercises in lodges and rest houses to rescue victims of human trafficking heading for Zambia. The sweeping exercises were sometimes self-financed by participating individuals, towards payment of allowances for the Police accompanying the team for security. The self-financing of sweeping exercises in Mchinji under-scores high commitment of stakeholders to combat the crime of human trafficking in the district.

2. At national level, Malawi Network against Trafficking (MNAT) held 5 meetings MoHAIS. Through the meetings, MNAT and partners lobbied for human trafficking legislation and establishment of National Coordinating Committee on Trafficking in Persons (NCCATIP).
3. Court Users Committees (CUC) comprising stakeholders (users) of the courts in the impact districts have been involved in human trafficking community sensitization and awareness campaigns.
4. Coordination among stakeholders (government, civil society organisations) led to rescue of a 12 year old boy from Mchinji who was repatriated to Dedza. The boy was trafficked to Mchinji as a debt bond.

3.1.3.3 Combatting Human Trafficking through Inter-Agency Operative Teams

1. Capacity building of judicial officers has strengthened prosecution of human trafficking cases. Previously TIP cases were lost on technicalities, due to among others, inability by the prosecution to differentiate human trafficking from human smuggling and ordinary migration. The training enhanced prosecutors' understanding of key elements of human trafficking. As well, the training focussed on Malawi TIP Act 2015, including key sentencing provisions. Consequently, the conviction rate of human trafficking cases during the project period increased compared with the pre-project period (Figure 1).



The conviction rate was highest (85.3%) in 2015, the year Malawi passed the anti-trafficking law. Given project capacity building interventions towards prosecution of human trafficking cases, project contribution to improved case prosecution demonstrated in Figure 1 is highly likely.

2. WOJAM (2016) reported that following capacity building of judicial and law enforcement officers, there were increasing trends of prosecutors correctly citing Malawi TIP Act 2015 and relevant sections when prosecuting human trafficking cases. Following the training, Prosecutor Patrick Dinney Chambuluka of Dedza Police Station successfully prosecuted a human trafficking case involving a young albino who was trafficked and murdered in

Mozambique. On strength of evidence and application of the relevant law, Her Worship First Grade Magistrate Enerth Banda sentenced the convicted human trafficker to 23 years imprisonment with hard labour, the first ever stiffest sentence for a human trafficking case in Malawi. Both the prosecutor and magistrate attended NCA Malawi funded trainings for judicial officers implemented by WOJAM.

3. To some extent, there are more incidences of magistrates hearing and sentencing human trafficking cases within their jurisdiction, an improvement on previous tendencies when some magistrates often heard and sentenced cases over which they did not have jurisdiction. With the training, there is increased trends of magistrates appropriately referring cases to right jurisdiction (e.g. in a Karonga case where an uncle sold an albino and perpetrators tried to murder the albino - magistrate referred the case to high court where perpetrators were sentenced to life imprisonment);
4. Following capacity building of judges and magistrates, there are more victim-centred sentences. Even immediately after passing of Malawi TIP Act in 2015, sentences of human trafficking cases were not victim-centred despite such provision in the law. However, as judges and magistrates become more familiar with the law through the capacity building, among others, there is increase in victim centred sentencing of human trafficking cases. For instance, as part of the sentence, a Magistrate in Balaka ordered a human trafficker to pay MK600,000 to the Anti-Trafficking Fund¹⁵ (one of the first ever sentence).
5. Improved access to justice for approximately 11,000 people in hard to reach Likoma and Chizumulu through “Justice on wheels initiative” Likoma Island through court circuits to improve access to justice on GBV and other issues.
6. Trained (through the project) judges and magistrates officers have been proactively civic educating masses during sentencing and judgment delivery especially on cases involving abduction of albinos (WOJAM, 2015).

3.1.3.4 Sufficiency and Consistency of Activities with Outputs

The key question here is “were planned activities sufficient to produce the output and consistent with the output?” The output on prosecution was “inter-agency operative teams to combat human trafficking have been established” (Table 5).

Table 5: Prosecution-Inter-agency operative teams to combat human trafficking have been established

1. Facilitate engagement with the key network stakeholders to inform anti trafficking responses
2. Case conferences and documentation
3. Conduct court users committee meetings
4. Capacity building and training of government agencies (prosecutors, investigators, victim support units, magistrates and community police members)

Review of the output and activities in Table 5 shows very weak logical results link between activities and the output:

- The output was too low-level (...operative teams...established) and could have been achieved by contribution of fewer than 4 activities.

¹⁵ By law, funds from the Anti-Trafficking Fund are to be used to support human trafficking response in Malawi, including supporting victims of human trafficking.

- On the face of it, it does not appear that implementing the four planned activities would result in establishment of inter-agency operative teams to combat human trafficking. The planned activities contribute towards some form of capacity building of targeted institutions.

3.1.3.5 Challenges, Weaknesses and Gaps

1. There is lack of clarity on the right project entry at district level. The obvious entry point is District Technical Working Group (TWG) on GBV. However, none of the partners reported working with the TWG, but rather the Court Users Committee.
2. Instances of police delays or reluctance to investigate suspected cases of human trafficking were reported in Mangochi and Dedza. For instance, some suspected transporters of human traffickers in Mangochi were either not reported to police or were reported but police took no action. In Dedza, human trafficking victim's parents reported trafficking of their pregnant daughter to police after they realized they had been tricked. However, Police blamed the parents for accepting cash and mobile phone (which they did unsuspectingly) from the suspected human traffickers and the Police assumed the parents had willingly "sold" their daughter and therefore took no action (as at the time of evaluation team field visit to Dedza).
3. Minutes¹⁶ of Court Users Committees (CUC) in Mangochi, Dedza and Mchinji showed that the committees were mostly used for briefing/information sharing. As well, individual committee members (in their individual organisational capacity) were involved in sensitisation and awareness campaigns. Discussion of human trafficking issues was limited to project-funded CUC meetings only. This is partly because CUC meetings do not have a "standing budget" and whoever has an agenda calls for the meeting to discuss the specific agenda. This approach defeats the idea of mainstreaming. As well, the potential of CUC was not fully exploited to benefit human trafficking response in the impact areas.
4. Investigation and prosecution functions of human trafficking are principally the role of government institutions. The departments currently face various institutional weaknesses which undermine their roles to effectively respond to human trafficking. These weaknesses include culture of corruption which is believed to be prevalent in the judiciary (courts) and enforcement agencies; inadequate staffing and budgets and culture of resistance to change generally and in particular in relation to Malawi TIP Act 2015. There have been cases of trained magistrates acting in seemingly corrupt/unethical manner such as judge shopping and improper liaisons between magistrates and prosecutors. Some magistrates (trained) still impose fines for convicted human traffickers, when the law clearly provides for custodial sentence without option of a fine.
5. While prioritisation is expected in programming, capacity building of judicial and law enforcement agencies targeted very few investigators in comparison to other cadres. Besides, the training (manual) covered very little on investigation of human trafficking. Any case brought before the court of law falls or rises on the strength of its evidence and therefore training of

¹⁶ NCA funded CUC meeting in Mangochi was held on 17th March, 2016 and in Dedza it was held on 22nd March, 2016. In Mchinji, 1 CUC meeting was conducted in 2015 and another in 2016 funded by the project through WOJAM

investigators should have been prioritised as well.

6. Copies of Malawi TIP Act 2015 and other revised/new GBV related laws printed and distributed were inadequate. Given resource constraints in public sector, government has not yet distributed copies to those who did not receive the copies under this project, consequently compelling some prosecutors to charge suspects using penal code instead of the Malawi TIP Act 2015 (WOJAM, 2015).

3.1.4 M&E SYSTEM STRENGTHENING

3.1.4.1 Overview of Implemented Activities

Human Trafficking Project Output on Monitoring and Evaluation was “Monitoring and evaluation system strengthened”. M&E activities that were reported to have been implemented include (a) Partner capacity building and mentoring, (b) Project review meetings informed by baseline findings, (c) Project evaluations and reports, (d) Inter-agency meetings and (e) Documentation and publicity. Project reports and interviews show that supervisory visits, support and review meetings¹⁷, monitoring visits were undertaken and project reports were compiled.

3.1.4.2 Extent to which M&E System has been Strengthened

Other than reports of various M&E activities implemented, desk review of project reports available to the consultants and interviews with implementing partners and NCA have not yielded evidence of strengthened M&E system. In fact, as findings in subsequent sections show, various M&E weaknesses abound.

3.1.4.3 Consistency and Sufficiency of Activities

Most planned M&E activities “to strengthen M&E system” are standard M&E activities and not specifically focusing on strengthening M&E system. However, one activity “Partner capacity building and mentoring” may have been intended to strengthen M&E system. However, without specification of capacity building activities, it is hard to know for sure whether or not this activity was relevant to strengthen M&E system.

3.1.4.4 Challenges, Weaknesses and Gaps

1. Data unavailability due to poor national human trafficking data collection systems affected assessment of national progress made in prevention, protection and prosecution to which this programme contributed (through planned activities) in the impact districts/areas and at national level.
2. Weak M&E system/practices:
 - Standard M&E guidelines require that organisations maintain an M&E system that comprise, among others, database (spreadsheet) to periodically capture project outputs accomplished. The evaluators are aware of NCA having such a MS Excel spreadsheet to capture the data. However, the spreadsheet was incomplete capturing some activities/outputs but missing others. In addition, some accomplished outputs that were not captured in the spreadsheet were captured in periodic project reports (implementing partners and/or NCA consolidated reports to donors). This arrangement deprives NCA management

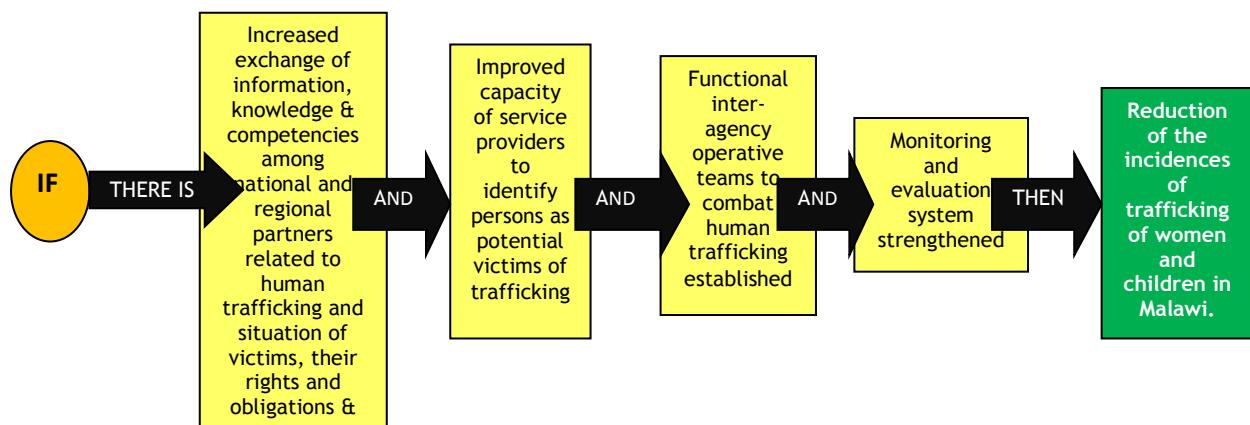
¹⁷ For instance, review meetings were held at Katema, Jalasi and Chipalamawamba on 20th, 21st and 22nd April respectively

the opportunity for critical on-the-spot key programming data to inform effective decision making. For instance, in the course of the end of project evaluation, data on accomplishment status of planned activities/outputs had to be constructed from reports when such data should have been easily extracted from a database (give consultants access to the database).

- Periodic NCA and partner project reports largely report on activities done. There is minimal effort to report progress towards accomplishing planned outputs to which respective activities contribute.
- Poor M&E data keeping practices were noted (e.g. Dedza RAC office) where hard covers with records of GBV cases had incomplete data (data for some months missing), some pages torn and electronic back-ups were reported to have been lost to a recent computer crash. In some cases, clients data sent to NCA had arithmetic errors.
- There were discrepancies in activity listing between Logframe and project design document at start-point. Some activities listed in programme document were missing in Logframe list of activities¹⁸.
- Evaluators have seen only one monitoring report (2-3 July 2015). This finding suggest either there was only monitoring visit conducted during the period or more monitoring visits were conducted but were not documented.

3. Weak definition of results(activities, outputs and outcomes):

- Generally, there is consistent pattern of weak logical results link between project activities and outputs and project outputs and outcome. Logical results link between Human Trafficking Project outputs and outcomes is diagrammatically illustrated in the figure below (assumption: risks and assumptions hold true).



As depicted, the results logical link between outputs and outcome is weak, implying diminished contribution of project outputs to the project outcome.

- The definition of results in the current project design document “understates” project accomplishments by, in some cases, only focusing on results from activities done rather than the consequences of the activities or the

¹⁸ For instance; Facilitate community trainings for paralegals and child protection workers; Establish a register of girls and boys rehabilitated and supported and Provision of bicycles and mobile phones for paralegals and volunteers for community outreach and rescue of potential victims” and all activities under Human Trafficking-M&E System strengthened all appear in programme design document but not in the Logframe.

“so what” of the activities. For instance, if you train paralegals, social workers, judges, magistrates etc, the M&E system should capture numbers trained and number of people reached by the trainees, in the area in which they were trained. For instance, # of social workers trained (in victim support) and # of victims supported by the trained social workers. In this case, # of victims supported by trained social workers may be wholly or partly attributed to the project depending various factors.

Table 6 also depicts consultants’ feedback on some indicators which did not go far enough to capture full accomplishments.

Table 6: Demonstration of results indicator which understate project accomplishments

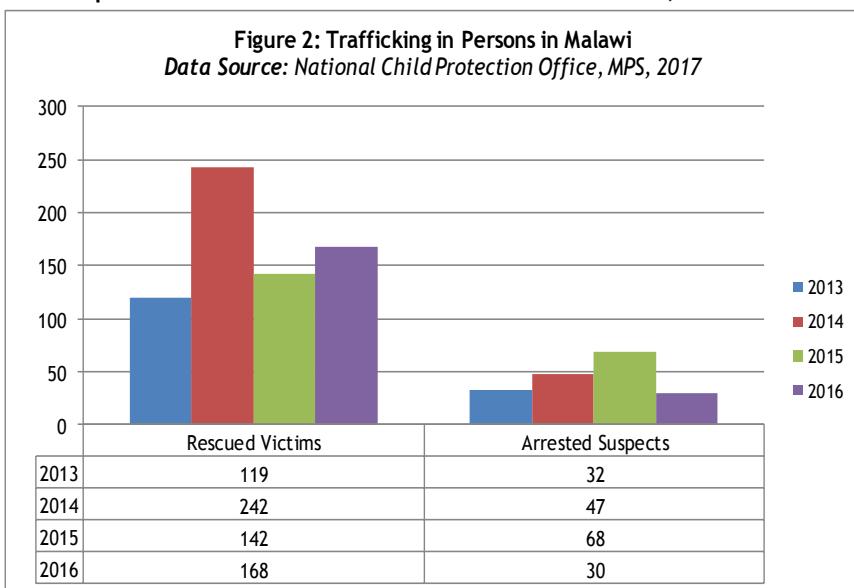
RESULT (OUTCOME/OUTPUT)	INDICATOR	EVALUATION FEEDBACK
Reduction of the incidences of trafficking of women and children in Malawi.	% reduction in the number of trafficking cases reported.	Ok
	Number of trafficking cases resolved by law enforcement agencies.	Ok
Prevention: Increased exchange of information, knowledge and competencies among national and regional partners- related to human trafficking and the situation of victims, their rights and obligations	Number of information sharing initiatives and exchange of information among partners.	Difficult to measure, not sure how measurement of this indicator informs effective project management
	Number of laws disseminated to the public through awareness campaigns.	Number of people made aware of the laws through the campaigns would a more useful indicator
Protection: Improved capacity of service providers to identify persons as potential victims of trafficking	Number of human trafficking victims identified and reported by other service providers.	Aspect of “other service providers” lacks specificity
	Number of shelters rehabilitated and supporting victims.	Number of victims served by rehabilitated shelters better indicator of coverage
	Number of IEC materials developed and distributed.	Ok
Prosecution: inter-agency operative teams to combat human trafficking have been established	Number of inter-agency operative teams combating human trafficking	Minimally useful indicator to inform programming
	Number of trainings conducted to government officials and agencies.	Number of government officials trained is better indicator

4. NCA Malawi conducted a baseline survey for Gender Justice Programme Phase III (Human Trafficking and Theological Component and Gender Based Violence). The baseline survey presented national situation analysis of the human trafficking and GBV. However, the survey did not directly inform baseline planned project outputs (baselines and targets). In view of this, analysis on whether implemented project activities have improved on the baseline situation or not has been challenging. To the extent possible, retrospective analysis or comparison with national trends has been done instead.
5. Malawi response to human trafficking is challenged, partly by poor human trafficking data management (systems). Due to poor documentation in key government agencies, the evaluation team was not able to collect critical human trafficking and GBV data to inform analysis of trends. Specifically, GBV data from Malawi Police Service was inaccessible.
6. Some elements of programme efficiency analysis (unit costs) could not be done due to inaccessibility of cost data on relevant activities. NCA had some data but it was consolidated (aggregated) and implementing partners did not have disaggregated data either.

7. There is consistent pattern of understatement of programme results as there is mismatch between written project successes (in reports) and those verbally narrated (interviews with staff). The pattern generally shows more successes being verbally narrated than written. Information could be in few “people’s heads” who usually articulate it when needed (such as the evaluation).

3.1.5 CONTRIBUTION TO REDUCTION IN TRAFFICKING OF WOMEN AND CHILDREN

Due to clandestine nature of the crime of human trafficking coupled with lack of comprehensive systems to capture all forms of the crime in Malawi, statistics on human trafficking are believed to be lower than actuals (GoM, 2017). However, available data shows marginal reduction in rescued victims from 242 in 2014 to 168 in 2016 (MPS, 2017). Similar reduction in number of arrested suspects was experienced during same period. Court Administrators for Mangochi and Dedza



reported less trafficking cases at the courts in the districts. In Dedza, there were 2 human trafficking prosecutions in 2014, compared with 4 in 2015, and only 1 in 2016. A new Courts Administrator in Mangochi had not yet received any human trafficking case among the monthly case returns he received since taking up his position in January 2017.

Given that statistics and reports in Malawi and globally show that majority of trafficked persons are women and children (UNODC, 2014), this project has contributed to reducing trafficking of women and children. In fact, the project is one of the few projects at national and local levels that exclusively focused on human trafficking. In the surveyed districts (Mangochi, Dedza and Mangochi), district stakeholders were not aware of any other project implementing human trafficking activities to the scope and scale of this project.

“At the moment one cannot talk about counter-human trafficking in Malawi without mentioning NCA in the process” Member of Malawi Network against Trafficking

Through sensitisation and awareness campaigns, the project reached women and children. For instance, RAC estimated that 71% of people who attended the campaigns were women and children and as many as 60% of the cases handled during the implementation of the project involved women.

3.1.5.1 Challenges, Weaknesses and Gaps

1. Late disbursement of funds by NCA affected the smooth implementation of project activities. Understandably though, funding delays were due to operational challenges with NCA and implementing partners. Among others, the challenges included delays in submitting technical and financial reports.

3.2 KEY ENABLERS OF ACHIEVEMENTS

Key project enablers included collaboration and networking, targeting Police In-Charges with sensitization on human trafficking as strategic entry point to engage the Police in the human trafficking response and programming flexibility to accommodate emerging relevant human trafficking issues (e.g. responding to abduction and sometimes murder of albinos). More was achieved with collaboration and networking because partners leveraged resources as well as spoke with louder voice on issues. As well, sensitisation of Police In-Charges proved strategic because it ensured they were primed to support human trafficking response as a new and emerging threat.

3.3 RISKS AND RISK MITIGATION STRATEGIES

Review of the project risks envisaged at programme development shows NCA formulated mitigation strategies for each envisaged risk.

Risk	Likelihood	Impact	Mitigation Strategy
Trafficking Crime	Medium	High	Ensure there are stiffer laws
Unrest during election period in 2014	Medium	High	Work plan has been developed taking this into account and revisions will be made where appropriate
Community resistance due to misunderstanding on human rights and theology issues	Low	Medium	Engaging faith and traditional leaders at community level Phased approach will be adopted to monitor community reactions and responses
Financial Mismanagement	Low	High	Training/orientation of partners in financial management On-going financial monitoring and support Tightening of financial control measures for new disbursements
Delays in passing of laws and amendments	High	Medium	Continued monitoring of process and engagement with Law Commission and other line Ministries
Limited capacity within church leadership to roll out activities	Low	Medium	Consultants will be hired where necessary to support church leaders

Most of the risks had low to medium likelihood of occurrence. This assessment was correct as most of the risks did not occur and therefore had no effect on the project.

3.4 COORDINATION, COLLABORATION AND NETWORKING

The project supported coordination, collaboration and networking on human trafficking response at national and district levels. This was done through supporting network meetings (MNAT at national level, Court User Committee at district level) and joint implementation of activities. In the process, information on human trafficking was shared. One of the initiatives for information sharing

was setting up of a National Whatsapp group against human trafficking that had, by the time of evaluation survey had 40 stakeholders including SADC secretariat and UNODC-Zambia staff. Through the group, members are able to update each other on human trafficking incidences, emerging trends and sentencing of human trafficking cases in Malawi and the region. They are also able to advise one another on best practices on human trafficking case handling.

Implementing partners and other stakeholders at national and district level collaborated to implement planned activities through various means:

1. Comprising 70 members (local and international NGOs, UN, government, international government departments and church institutions), MNAT advocated and lobbied for human trafficking legislation in Malawi through high level meetings and media engagement. For capacity building, NCA supported MNAT quarterly meetings and institutional development.
2. All implementing partners collaborated on advocacy on human trafficking legislation and celebration of 2016 16-Days of Activism.
3. In Mangochi, RAC collaborated with Catholic Commission for Justice and Peace (CCJP), Police, Judiciary, Malawi Council for the Handicapped (MACOHA) and WOJAM to sensitise communities on human trafficking. MACOHA was engaged in order to raise issues of human rights and disability issues.
4. In Mchinji, TSA collaborated with Child Anti-Trafficking and Protection Team (CAPT), community leaders, government departments (DSWO, DLO, Police and Immigration) and Judiciary (Magistrate Court) to raise awareness on human trafficking (e.g. open day at Kazozyo Trading Centre), identification, placement and repatriation of human trafficking victims. CAPT is a team of 10 volunteers per Traditional Authority (total of 100 volunteers in Mchinji) who were trained in child protection.
5. With project support, Namwera Anti-trafficking Committee created a network of Malawians abroad (in South Africa) to report and track human trafficking victims and repatriate them to Malawi. One girl was rescued from forced marriage and was repatriated to home in Malawi, while three other cases were under investigation.

3.5 PROGRAMME RELEVANCE

Programme relevance is defined as the extent to which objectives of a development intervention are consistent with beneficiaries' requirements, country needs, global priorities and partners' and donors' policies (Austrian Development Agency, 2009). This Project was relevant in various ways:

1. It addressed legislative gap in human trafficking response, including operationalization through supporting development of the National Plan of Action (2017-2022). Prior to passing Malawi TIP Act 2015, other pieces of legislation were used to prosecute human trafficking cases. However, sentencing provisions of these legislations were not tough enough, with offenders sometimes walking away with fines. The new legislation addresses this and other gaps. After passing the Act in 2015, not much progress was made, partly because of lack of National Plan of Action to operationalize the Act. Project support towards development of the NPA was also relevant.

Project support towards legislation and development of the National Plan of Action enabled Malawi to conform to regional and international protocols and agreements which require State Parties to adopt necessary legislative and other measures to address the crime of human trafficking. The protocols and agreements include UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children (The Palermo Protocol); UN Convention against Transnational Organized Crime (UNTOC); Ouagadougou Action Plan to Combat Trafficking in Human Beings, especially Women and Children (2006); SADC Protocol on Combating Illicit Drug Trafficking in SADC (1996) and 10 Year SADC Strategic Plan of Action on Combating Trafficking in Persons, especially women and children (2009-2019), among others.

2. Through stakeholder mobilisation, sensitisation and awareness raising; critical knowledge competency gaps were addressed to ensure effective national human trafficking response.

While the project was relevant, emerging issues such as the passing of Malawi TIP Act 2015, development of National Plan of Action against Trafficking in Persons require reviewing the focus, priorities and objectives of next phase of the project.

3.6 PROGRAMME EFFICIENCY

Due to inaccessibility of relevant cost data to calculate efficiency, it is not possible to calculate unit-costs as a measure of efficiency. Nevertheless, notable efforts at management influencing efficiency and “doing more with same or less” resources were notable during the evaluation and these include:

- Choosing venue that is closer to most invited participants for national/regional conferences and meetings to minimise travel reimbursements (WOJAM).
- Employing community volunteers (such as paralegals) to carry out community activities rather than employing paid community-based staff (RAC and TSA).
- Free-riding Court User Committee meetings saved resources. During part of the project implementation period, Court Users Committees (CUCs) in the country had funding support from United Kingdom Department for International Development (DFID) for monthly meetings. Rather than scheduling different meetings with the CUCs, some project issues on human trafficking (awareness and sensitisation) were mainstreamed into the meetings, thus saving resources that would have otherwise been spent organising separate meetings.
- Distributing photocopies of Malawi TIP Act 2015 rather than more expensive graphically design printed copies.

4.6.1 Challenges, Weakness and Gaps

1. With free-riding of CUC meetings, critical project human trafficking issues could be hardly discussed comprehensively because such issues received less priority and were often treated as Any Other Businesses (AOBs).
2. Inaccessibility of data for unit cost analysis to inform programme efficiency analysis undermined comprehensive programme efficiency analysis.

Overall, budgeted resources were available to deliver on planned activities during the period. Reported late disbursement of funding was mostly due to operational

challenges (late narrative and financial reports) rather than shortage of funding. However, high turn-over of Programme Coordinator responsible (3 Programme Coordinators in 3 years (2014-2016) and 4 to-date) negatively affected implementation momentum. The Head of Programmes had to fill-in whenever there was vacancy but this was not enough since she also had to fulfil her programme management responsibilities. Some implementing partners (RAC) reported lacked of full-time M&E Officer and equipment for capturing, storing and sharing data.

3.7 PROGRAMME SUSTAINABILITY

Key programme sustainability strategies included working with existing structures, using volunteers to implement community level interventions that would have otherwise been done by paid staff and capacity building of stakeholders. Volunteers such as paralegals are community-based and work with the targeted constituency. Ordinarily, they will continue to live and work in the community/constituency whether the project continues or not. Stakeholders whose capacity has been strengthened will continue to use the capacity attained beyond the funded phase.

Nevertheless, constraints to programme sustainability include resource constraints particularly in key government institutions and stakeholder demands for sitting allowances. Funded projects usually have provisions for sitting allowances, refreshments and other incentives for stakeholder/community meetings. Once the project phases out, so do the incentives. Experience has shown that stakeholder participation in project activities often fades out after funding ends. It is therefore most likely that beyond the funded project phase, some activities will continue at reduced scope and scale. These include legal clinics by paralegals, community sensitisation and awareness raising by community leaders and other stakeholders. Judges, magistrates, law enforcement officers and other stakeholders who were trained through the project will most likely continue to apply the knowledge and skills gained through various capacity building activities.

3.8 PROGRAMME IMPACT AND NCA ADDED VALUE

Programme impact is succinctly epitomized by the fact that this was the only project exclusively focusing on human trafficking in the impact districts (Mangochi, Dedza and Mchinji) and areas and one of the very few (if any) at national level.

At impact level, targeted community members are more knowledgeable of their rights and know when they are violated (e.g. questioning of an apparently lenient sentence on a person found with albino bones in Jalasi (Mangochi). With time, the knowledge of rights will lead to increased demand for accountability on duty bearers further leading to community and national development.

So far, the evaluation did not find any negative changes produced by the project.

3.9 CONTRIBUTION TO NCA GLOBAL GENDER JUSTICE PROGRAMME

The Human Trafficking Project has contributed to NCA Global Gender Justice Programme:

- Rights holders in impact areas have been mobilized to fight the crime of human trafficking so that women, children and the public live free from human trafficking. Going forward, the vision of the country's National Plan of Action against TIP (2017-2022) is "A Malawi free from the crime of trafficking in persons". This underscores, the country's resolve to live free from human trafficking
- Through lobbying, advocacy as well as technical support, Government of Malawi and relevant departments were influenced to domesticate various international and regional protocols and agreements to combat human trafficking through passing of Malawi TIP Act 2015 and development of National Plan of Action against TIP (2017-2022). The TIP Law and national plan are intended to prevent human trafficking, protect victims and witnesses, punish traffickers as well as support enabling environment for effective national human trafficking response.
- Through outreach legal clinics, court circuits through "Justice on the Wheels" initiative, rehabilitation of court infrastructure, training of judicial and law enforcement officers and provision of protection services to victims and witness, human trafficking victims have access to safety and justice. As well, community sensitization and awareness campaigns contributed towards establishing an enabling and supportive environment for victims.

4.0 FINDINGS AND DISCUSSIONS- HUMAN RIGHTS AND THEOLOGY

The Human Rights and Theology project aimed at contributing to the reduction of GBV by promoting human rights through theological concepts. The project has been working with faith partners in Malawi through interventions that equip the various faith leaders in championing mainstreaming of human rights within and outside the church. The project employed a number of implementation strategies in the following key result areas including capacity building for male and female church leaders and teachers in church owned schools; Preaching; Counselling; Diaconal strategy; and Advocacy.

The project implementing partners includes Episcopal Conference of Malawi (ECM), Evangelical Association of Malawi (EAM) and Malawi Council of Churches (MCC). This project impact districts in selected Traditional Authorities (TA) includes Mchinji, Lilongwe (Nkhoma and Kabudula) and Dowa districts (Msakambewa), with ECM implementing in Mchinji, EAM in Lilongwe and MCC in Dowa respectively.

4.1 PROGRAMME EFFECTIVENESS

In assessing the extent to which the Human Rights and Theology Project has achieved its intended outputs and overall result of contributing towards the reduction of GBV acts by promoting human rights theological concepts, the evaluation found that these were partly achieved. As discussed above, the project had five key result areas namely; Capacity Building for male and female church leaders and teachers in church owned schools; Preaching- Churches with knowledge about equality and human dignity based on theological concepts; Counselling - churches have trained counsellors who actively engage and perform counselling on human rights issues from a theological and rights based approach; Diaconal strategy - Churches develop new diaconal strategies on the foundation of theology and human rights compassion; and Advocacy- Churches advocating for human rights and addressing issues of GBV and trafficking.

4.1.1 CAPACITY BUILDING

During the implementation period, it was planned that a training manual was to be developed on human dignity and human rights for churches and church institutions, male and female teachers and boys and girls aged 6 to 14. The training manual was successfully developed which targeted church leaders and teachers. A total of 450 copies of these trainings manuals were printed and distributed. It was noted during the evaluation that the demand for the training manual was still high. With regards to trainings for female and male teachers, desk officers from the district education offices, TOT for church leaders, training for female and health workers, out of the three implementing partners, only one mother body, namely, EAM managed to conduct these trainings during the project implementation period. The evaluation found that the TOT contributed towards capacitating male and female church leaders to actively promote human rights and gender equity from a theological perspective and provided a theology base approach upon which attitudes, perceptions, prejudices that infringe equal value and dignity. During the project implementation period, in Mchinji, Priests, Nuns, Deacons and other church leaders from all the five Parishes were trained as trainers of the grassroots and other leaders. Each of the Parishes were therefore at the time of this evaluation developing their own action plans on cascading these trainings but this needs to be monitored by NCA and fully implemented by the Partners.

According to the project annual report, a total of 25 church leaders (21 female, 4 male) from different denominations were trained during the project lifespan. Another set of 25 education staff/teachers and 8 health staff from church based institutions which are affiliated to EAM were trained on human rights and gender issues. In this regard, to a certain extent the capacity building has contributed towards promotion and usage of such materials in prevention and responding to GBV in churches and surrounding communities. For example, one male pastor from Chiwamba Pastors Fraternal said, “*gone are the days in our churches when women who are being subjected to violence are keeping quiet and these days I am able to say a word or two on gender based violence to the congregation, I owe it to the exposure I got under this project.*” Another female respondent from Nathenje said “*we now feel very much empowered as women to talk about any GBV issues affecting us...and I have also noted some men who have started taking part in helping us with household chores including on Sundays so that we all go to church on time.*”

4.1.2 PREACHING

With an aim of having churches equipped with knowledge about gender equality and human dignity based on theological concepts, the project planned and successfully compiled church sermons where gender equality, GBV and justice for all was integrated in the sermons. A total of fifteen sermons were developed. A follow up activity after this was that the churches were to develop ten contextual text interpretations of Biblical texts related to human rights and justice which was to be distributed to the various parishes, however, this activity was not done during the project timeframe. The last activity under this result area was the information seminars on human dignity and GBV for male and female pastors, deacons, youth leaders, lay leaders and elders at all levels in the 3 church councils. During the evaluation period, this activity was not done as well.

4.1.3 COUNSELLING

This result area attempted to assess the extent to which the trained counsellors actively engage and perform counselling on human rights issues from a theological and rights perspective. This was not achieved as it was cancelled all together due to members’ agreement that it required a full stand-alone training which was not supposed to be done together with gender training. However, the evaluation found that there is still a huge need for teachers who require counselling skills including psychosocial support to be provided to victims and survivors of gender based violence in their schools.

4.1.4 DIACONAL STRATEGY

During the project lifespan, the evaluation found that this result area was not achieved. Churches were required to develop new diaconal strategies on the foundation of theology and human rights compassion. Further, churches were to liaise with other organizations to establish rescue centres for child prostitutes and assist victims of human trafficking. With none of the activities being carried out, the evaluation could not find or assess whether the development of new diaconal strategies are resulting in the reduction of GBV and promoting human rights.

4.1.5 ADVOCACY

Aiming for churches to advocate for human rights and address issues of GBV and trafficking, the project managed to orient church and community members about GBV and its effects on the church and society at large. Key under this result area, key advocacy issues were isolated together with the church leaders but they were not consolidated into a declaration for the three mother bodies to sign. It is worth mentioning that some implementing partners such as EAM were able to mainstream issues of GBV from a theological perspective during the 2016 16 Days of Activism Against Gender Based violence, and advocated for effective implementation of the Trafficking in Persons Act.

4.2 PROGRAMME RELEVANCE

The relevance of the Human Rights and Theology project cannot be underestimated. Studies have shown that prevalence of GBV in Malawi is still alarming and women and children continue to be disproportionately affected. Available evidence suggests that women are poorer, less educated and likely to be victims of sexual and gender based violence and AIDS infection, constrained in terms of access to resources and other productive assets. Poverty rates among female headed households are higher than for the male headed and an estimated 43% of women marry below the age of 18 years (VAC survey report, 2014). Overall, according to VAC, 1 in 5 girls are sexually abused before the age of 18¹⁹ while 7% of girls experience forced or pressured sex during their childhoods meaning that approximately 315,000 girls have ever been defiled.²⁰ Malawi has one of the highest rates of child marriage in the world, with 1 in 2 girls married by the age of 18 years and 12% of the girls are married before the age of 15 years.²¹ The impact districts where the project is being implemented have been characterized with increased cases of GBV, harmful traditional practices such as early forced marriage, poverty and early pregnancies among others. Although these districts are matrilineal, patriarchal and gender imbalances are still persistent.

The Gender Justice Programme is consistent with the National Plan of Action (NPA) to Combat Gender Based Violence in Malawi, 2014-2020 which is mainly aimed at creating an enabling environment to prevent and respond to GBV in a holistic, participatory and multi-sectoral manner. In particular the Human Rights and Theology Project inclines towards two of the five main pillars of the NPA namely (i) prevention of GBV by addressing the root causes and promoting transformation of harmful social norms, (ii) promotion of early referral system that identifies violence and thus reduces its impact and continuation²². Additionally, the project in general is consistent with Government of Malawi priorities, policies and legislative frameworks in the areas of gender, GBV and women empowerment development at both international/regional and national level. These include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, 1979), the Beijing Platform of Action (1995), the African Charter on Child Rights and Welfare (1999), the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa (2003), the SADC Protocol on

¹⁹ Government of Malawi, 2014, Violence against Children and Young Women in Malawi Survey (with assistance from UNICEF, CDC and UKAID)

²⁰ As above

²¹UNICEF, 2015, State of the World's Children. New York. NY UNICEF

²² Government of Malawi, MOGCDSW, National Plan of Action to Combat GBV (2014-2016)

Gender and Development (2008) among others. At National level, the programme is relevant from the perspective of some of the following frameworks; National Gender Policy (revised version of 2016), the Gender Equality Act (2012), the Marriage, Divorce and Family Relations Act (2014), Child Care, Protection and Justice Act (2010) and the Prevention of Domestic Violence Act of 2006.

For a long time, most of the GBV projects in Malawi have fallen outside church institutions yet it is these institutions which have both a strong moral influence and unique networks to reach people. With increased marginalization of women, violence, and lack of women's voice and participation in society including church structures, this project provides a great opportunity for the clergy and church leaders to address the same. The findings from the impact areas attest to the fact that the project is contributing towards women's access to resources including agency, voice and leadership. If ably implemented, the results to this effect would be enormous. If the majority of project activities had been implemented, perhaps they would have been sufficient to meet practical national needs. However as it is now, the activities implemented so far have not been sufficient to address objectives and results. However, due to partial or non-achievement of most of the project activities as found and discussed above, the project interventions still lags behind in addressing and meeting the practical national and local needs aimed at improving the status of women and promotion of their rights in the churches, addressing GBV and promotion of human rights through theological concepts.

4.3 PROGRAMME EFFICIENCY

The Human Rights and Theology Project faced a lot of constraints which in turn affected its efficiency. The partial or non-achievement of the above project result areas was hugely affected by the project implementation period. Initially, the actual implementation of project was supposed to commence in 2014, however, it started in 2015 for EAM and towards end of 2016 for ECM and MCC, respectively. This was due to a number of factors such as changes made on the programme design at conceptual stages of the project and logistical and implementation arrangements with the local implementing partners. The conceptual changes in this regard entailed resistance and differences by the targeted religious leaders and their groups on the key issues that needed to be addressed in this project. Initially, issues of Lesbians, Gays, Bisexual, Transgender and Intersex (LGBTI) were brought in the picture as an area of intervention; however, after thorough discussions, the religious bodies ended up rejecting that as they deemed not to be pertinent and not in line with the Biblical principles and values. For all the key stakeholders in the project to reach a consensus on what exactly should form part of the project, it meant a considerable amount of time was lost and in turn affecting the efficiency in delivery of this project.

In addition, NCA was in charge of funds for all the activities being implemented by the partners. NCA was responsible for financing the activities directly to the service providers. This created challenges in planning and coordination of the activities and to a certain extent did not empower the local implementing partners. Coupled with this, NCA used the full board arrangement for all its activities which led to limited motivation and participation by the key and relevant stakeholders in the project. It was also found that there were delays in finalization and production of the training manuals which in turn delayed the whole project

implementation. Issues of staff turn-over with some of the implementing church bodies as well as NCA also affected the delivery of the project.

With regards, to the partners' capacity to undertake this project, the evaluation found that some of the implementing partners were trained in gender and/or have other parallel gender related projects which they were able to draw lessons from. Some of the church leaders who were involved in the development of the training manuals are theological lecturers which proved to be helpful to the project.

There were also challenges with the development theology and human rights training manual which contributed towards delayed printing. This was due to attempts by NCA to include more human rights perspectives in the initial draft which failed, and resorted to hiring human rights expert to facilitate the exercise. These delays equally contributed to delays project implementation.

4.4 PROGRAMME SUSTAINABILITY

At inception stage of the project, it was not very clear if the sustainability issues including financial and exit strategies were ably analysed and agreed upon by both NCA and implementing partners. However, in the course of implementation and when evaluating the project, it was noted that the project used a number of strategies to ensure that the project is sustained beyond its lifespan. For example, almost all the partners were able to work hand in hand with government structures at both district and national levels such as WOJAM, MOGCDSW, the Police including Victim Support Units (VSUs) and Magistrates. The project also worked with church leaders in their locality and this created sense of project ownership.

4.5 PROGRAMME IMPACT AND ADDED VALUE

Assessing impact of the project has made could be biased and may not provide a true reflection of the impact on the ground looking at the above mentioned limited project implementation period. Overall, the initial project activities that were carried out have already started yielding results. The church sermons, trainings and sensitizations have started showing positive results. For instance, in Lilongwe, the Chiwamba Pastors Fraternal was able to discuss some of the changes the project has brought, such as, giving equal opportunities to women and men with regards to leadership, reduction in GBV cases and increased reporting of such cases, men easing women's burden of home based care work and joint decision making processes at household and church level. Already most of the church leaders have acknowledged that Holy Bible verses are no longer being misquoted with regards to human rights including women and child rights and gender related issues. The church leaders are working on ensuring that human rights for all are advanced.

NCA's work on strengthening the church more holistically in their task to address human rights issues is also an added value. The Human Rights and Theology Project is evidence towards this commitment. Complementing the efforts previously achieved, NCA has worked with both the traditional partners not lose its mandate which are the FBOs and other key partners like the Judiciary and Police duty bearers in issues of gender justice.

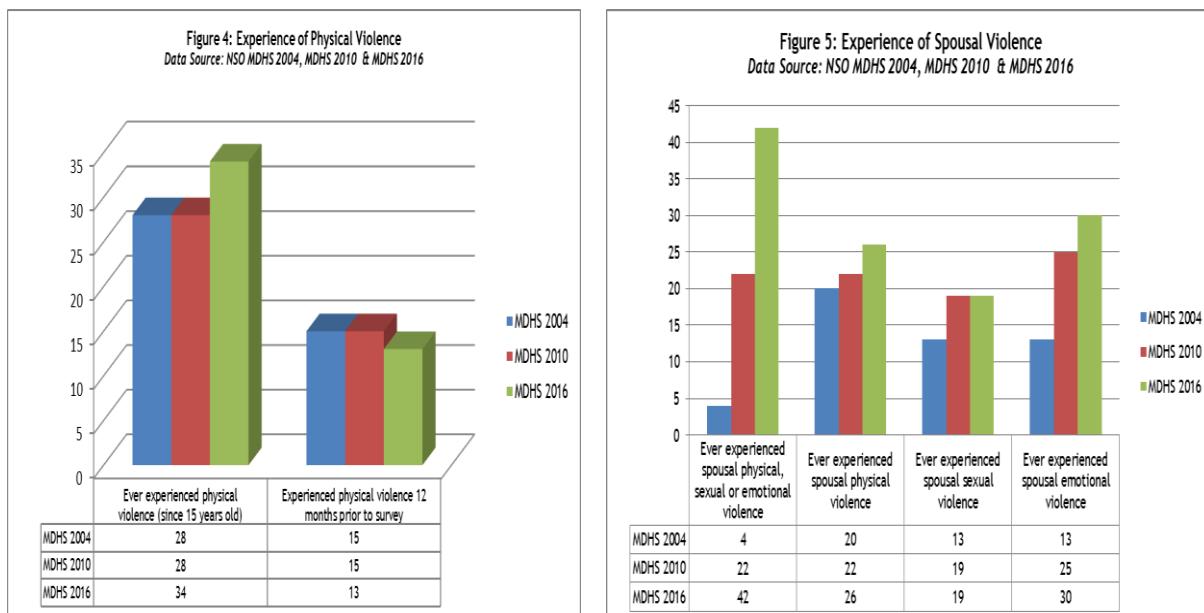
4.6 CONTRIBUTION TO NCA GLOBAL GENDER JUSTICE PROGRAMME

From the findings, the Human Rights and Theology project partly contributed towards NCA's global outcomes namely; Faith and community based organizations have been influenced to transform and change beliefs, attitudes, behavior and practices that uphold GBV and duty-bearers take responsibility to promote positive masculinities to overcome GBV. Though the project faced some constraints, it placed special attention on addressing lack of women's voices and participation in society and church structures. The fact that human rights and gender issues are being championed by faith leaders at both local and national level contributed towards outcome number one above.

5.0 GBV PROGRAMME IMPLEMENTED, WHAT IS THE STATUS?

Overall, the Gender Justice Programme has made strides in addressing critical aspects of gender equity and equality as well as promoting and protecting the rights of people including the most marginalized groups. Progress results of the two projects attest to that. Project activities have been implemented with other relevant stakeholders in the gender agenda at both district and national levels for example, NCA contributed towards development of the 62nd session Joint CEDAW Malawi Civil Society Organizations (CSO's) Shadow Report of 2015 which was presented in Geneva. The shadow report highlighted some achievements made in eliminating violence against women in Malawi and NCA's work on trafficking and human rights including enactment of Malawi TIP Act 2015. Further to this, NCA's continuous advocacy on operationalization of the Act, case/data management of human trafficking cases and the plight of marginalized women and children are key contributions of the GBV programme.

While progress has been realised at national level and in targeted districts and communities, national trends in GBV prevalence are somewhat mixed and largely suggests gaps still remain. Ever experience of physical violence increased from MDHS 2004 to MDHS 2016 while experience of physical violence 12 months prior to the survey marginally declined during same period (Figure 4).



However, spousal violence increased during MDHS 2004, 2010 and 2016 (Figure 5). In terms of help-seeking, MDHS data showed that only 42% sought help after suffering violence in MDHS 2004 compared with only 40% in MDHS 2016. These findings show very poor help-seeking habits among the survivors, underlining high possibility of continuous victimisation.

With respect to child labour, there has been some decrease despite the number of children in child labour still being high. Numerically, total number of children in child labour increased from 1,397,823 representing 47% of working children in 2002 to 2,118,630 in 2015 representing 39% of children residing in rural areas²³.

²³ There were slight differences in measurement between 2002 and 2015 Malawi Child Labour Surveys.

Table 7: Malawi Child Labour Trends (Data Source: ILO and NSO (2004) and FUNDAMENTALS and NSO (2015)²⁴

	2002			2015		
	Boys	Girls	Total	Boys	Girls	Total
# of Children in Child Labour	674,499	723,324	1,397,823	1,094,730	1,023,900	2,118,630

These trends provide grounds for deep introspection on what NCA, implementing partners and stakeholders need to do differently and innovatively to effectively address persistent human rights violations.

²⁴ ILO and NSO (2004) Malawi Child Labour 2002 Report February2004

FUNDAMENTALS and NSO *Malawi: 2015 National child labour survey report / International Labour Office, Fundamental Principles and Rights at Work Branch; National Statistics Office of Malawi. - Geneva: ILO, 2017*

6.0 MAIN CONCLUSIONS AND RECOMMENDATIONS

6.1 MAIN CONCLUSIONS

6.1.1 Human Trafficking

The Human Trafficking Project has made progress in preventing human trafficking, protecting victims of human trafficking and capacity building of judicial and law enforcement officers. There has been high level engagement with government/policy makers/legislature, national level coordination, enactment of Malawi TIP Act 2015 and development of national plan of action. Stakeholder mobilisation, sensitisation and awareness at national, and community level (some), community mobilisation has led to increased stakeholder response to human trafficking. However, knowledge gap is still prevalent. The capacity of service providers has been strengthened to identify persons as potential victims of trafficking; although victim services are not adequately available. As well, capacity of judicial and law enforcement officers has been strengthened for them to effectively investigate and prosecute cases. As a result; conviction rates for human trafficking cases have improved and there are more victim-centred sentences. However, suspected corruption and unethical behaviours among some judicial and law enforcement officers threatens to undermine effective investigation and prosecution of cases. Largely, key drivers of human trafficking (high poverty/unemployment and illiteracy) continue to fuel human trafficking in the impact areas.

Assessment of programme M&E shows poor M&E system/practices, poor definition of results resulting in, among others, understatement of results and reporting format/practice that largely focuses on activities and not planned results.

Management efforts at programme efficiency are evident in some cases and sustainability planning was made, to some extent at programme design stage. The programme is relevant because it addressed rights holder needs and enabled Malawi to meet regional and international obligations to fight GBV. Despite achievements in this programme and other current and previous GBV programmes, national GBV prevalence still remains high.

6.1.2 Human Rights and Theology

The end of project evaluation for the Human Rights and Theology project has shown the relevance of such kind of initiatives are key in addressing GBV in the context of the church. Although the project did not manage to achieve all its intended outputs, the project has assisted the churches in the impact areas to develop a theological based approach to issues of human dignity and equal value of every human being. It has further contributed towards changing some gender stereotypes, recognizing and responding to GBV in the context of the church (response including provision of counselling to survivors of GBV and marital counselling at large).

In districts where the implementing partners implemented considerable number of activities such as Lilongwe (EAM impact areas), the evaluation found that the church is playing a key role in curbing GBV through preaching against GBV in church, couple and marriage counselling, GBV case referrals to relevant structures and authorities and promotion of women's rights.

6.2 MAIN RECOMMENDATIONS

6.2.1 Human Trafficking

1. Human trafficking in Malawi remains prevalent; national, district and community systems for responding to human trafficking are weak and more communities, people and service providers are yet to be sensitised on human trafficking. Building on current successes and momentum, NCA should extend the Human Trafficking Project but it should be aligned with National Plan of Action against Trafficking in Persons (2017-2022).

1.1 Focus more on downstream rather than upstream interventions. Focus on upstream interventions that directly impact on downstream ones such as advocacy and lobbying around resources (such as budget resource allocation and resource mobilisation through operationalization of Anti-Trafficking Fund).

1.2 Choose programme packages for scaling-up:

- Interrogate whether scale-up will be done through saturation of current impact areas or geographical spread to new areas or both and for which interventions. Both scale-up approaches are relevant but determining the degree of each will require further interrogation.
- Human trafficking prevention interventions should be prioritised to “turn the tap off”. Community sensitisation and awareness campaigns have ripped dividends. They should be continued/scaled up but addressing IEC language barriers and make them more crowd-pulling.
- Scale-up best/promising practices such as use of social media in human trafficking response, Court circuits/“Justice on wheels” initiative to promote access to gender justice for rights holders in hard-to reach areas as temporary relief for while show-casing results and lobbying for long-term solutions.
- Scale-up work with transport operators (minibuses, motor and bicycle taxis) on the evidence of results from current phase. Including capacity strengthening of roadblock capacity to identify human traffickers.
- Knowledge and competency gaps are still prevalent at community level. NCA and partners should review community mobilization, sensitization and awareness campaign approaches to ensure they are adequately crowd-pulling. Better community audience segregation and targeting with IEC materials including ensuring the language (IEC materials) is best understood by the targeted communities, including use of vernacular language.
- Enhanced victim support services delivery and other victim centred services. This is also consistent with NPA against TIP in Malawi (2017-2022).
- District and Community Systems Strengthening (DSS and CSS) is currently a gap that needs to be addressed to ensure effective human trafficking response. However, decide on appropriate entry points preferably using existing structures. The District Technical Working Group is a logical and natural entry point for a GBV project at district level. However, consultations with district stakeholders are recommended. As well, NCA and implementing partners should consult with stakeholders on possibility of designating Desk Officers on human trafficking (e.g. Police) to enhance departmental accountability on the issues. As well, NCA and partners should lobby with district and community structure for financing of human

trafficking interventions through mainstreaming in District Implementation Plans (DIP) in order to benefit from Local Development Funds (LDF) and Constituency Development Funds (CDF).

2. Plan to address root causes/drivers of human trafficking to the extent possible through linkages with Economic Empowerment programme, partnership with NGOs/Act Alliance members and/or other like-minded NGOs. As well link governance-based thematic programmes to address corruption, as driver of human trafficking.
3. Strengthen M&E system and develop a culture of planning for and reporting on programme results among NCA staff and implementing partners including a more serious and consistent approach to M&E and learning:
 - During programme development, interrogate more on logical link between activities, outputs, outcomes and impacts to ensure strong link exists and “feel good” activities that contribute minimally to results are excluded. Definition of results should include higher level consequences of activities to ensure programme achievements are not under-stated.
 - Develop results-database (MS Excel or other spread sheet) with all planned results (activities, outputs, outcomes), indicators and targets. The database should be updated periodically (e.g. monthly) in accordance with reporting obligations between NCA and partners. The database should be uploaded in NCA shared electronic platforms where it is accessible to all NCA and can be made available when requested (e.g. during evaluations).
 - Review reporting formats so they do not largely report on activities done but also show results (outputs, outcomes) they are contributing to and the extent to which they are making progress towards achieving the results/targets.

6.2.2 Human Rights and Theology

1. The project needs a project acceleration plan to cater for time lost. This should be for both NCA and the implementing partners.
2. As it was noted during the evaluation that the direct payment modality posed a challenge to both NCA and its partners under this project. It is recommended that parties mutually agree on what should be the most ideal way of financial support to the partners including address issues partners capacity in financial management. In the event that NCA chooses to maintain the direct payment modality, it needs to put in place internal human resource to specifically manage the financial resources for the project to be efficient in its delivery.
3. The advocacy component of the project needs to be fast tracked and have an advocacy strategy in place which would fit well in the Gender Justice Programme.
4. There is need for cascading of the trainings after TOTs in order to have a multiplier effect.
5. Since a huge component of the project involves capacity building in form of trainings, NCA should explore opportunities for engendering the curriculum of Bible Schools/institutions.

6. Reference materials for the project need to be translated to vernacular language to ease understanding for the majority of the direct and indirect beneficiaries.
7. Considering that this project is operating in a patriarchal society, deliberate efforts should be made to ensure that men are continuously engaged and meaningfully participate in challenging their masculinities and contribute towards the empowerment of women.

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ANNEXES

Annex 1: Implementation Status of Planned NCA Malawi Gender Justice Programme (2014-2016)

Activities	Implementation Status by December 2016 (1.Implemented to planned scale, 2.not implemented to planned scale, and 2.not implemented at all)	Explanation
HUMAN TRAFFICKING		
1.1 Prevention: Increased exchange of information, knowledge and competencies among national and regional partners- related to human trafficking and the situation of victims, their rights and obligations		
1.1.1 Conduct information and advocacy campaigns through the national hotlines and open day campaigns.	Implemented to planned scale	16 campaigns conducted in villages, schools and I road show done
1.1.2 Conduct community mobilisation through various community structures on awareness raising and open day campaigns, theatre for change development	Implemented to planned scale	3 Meetings conducted to orient Community on the project
1.1.3 Popularize laws at the community level through awareness sessions and disseminate the Gender Equality law, Human Trafficking law and Child Care, protection and Justice Acts into different languages	Implemented to planned scale	5 Different Laws disseminated : Constitution of the Republic of Malawi; Gender Equality ACT (No 3 of 2013); child care, Protection and Justice Act (No. 23 of 2010); Marriage, Divorce and family relations Act (No. 4 of 2015); Trafficking In Persons Act (No. 3 of 2015)
1.1.4 Research and collect data to inform anti-trafficking responses to Harmonise institutional strategies and laws related to gender justice.	Not implemented at all	
1.1.5 Facilitate multi party discussion/forums between private sector, trade unions and NGOs to help in the creation of jobs and policy analysis- 9 meetings (3 in a year)	Not implemented to planned scale	Collaborated with 3 sectors on Agriculture, Tourism and Transport to continue in 2017
1.1.6 Conduct open day advocacy campaigns in the target areas	Similar to 1.1.1.	
1.1.7 Provision of IEC Materials for the general public	Implemented to planned scale	
1.1.8 Facilitate learning and exchange visits for ²⁵ national level and community level—Implementers and Policy formulators.	Implemented to planned scale	7 members went to Tanzania for an exchange visit. These included NCA partners, MOA and MNAT
1.1.9 Mobilisation of multifaceted stakeholders, national celebrities, through awareness raising programs and open day campaigns, theatre for change development	Not sure about this maybe the plan changed will check	

²⁵ These will visits will be both be conducted internally and regionally with particular focus to those countries where there are anti-trafficking responses.

Activities	Implementation Status by December 2016 (1.Implemented to planned scale, 2.not implemented to planned scale, and 2.not implemented at all)	Explanation
1.1.10 Development of engagement strategy and advocacy programme to address legal, policy and institutional framework issues.	Not implemented at all	
1.1.11 Conduct regional advocacy meetings both internal and external	Similar to 1.1.1	
1.2 Improved capacity of service providers to identify persons as potential victims of trafficking		
1.2.1 Facilitate trainings for the border personnel and other service providers (300)	Not Implemented to planned scale	60 people have been trained as paralegals
1.2.2 To capacitate 3 Line Ministries in the institutionalization of effective multi-sectoral approaches to combat trafficking.	Not implemented to planned scale	Worked with 2 Ministries Home Affairs and Gender
1.2.3 Advocate for a harmonised data system where different stakeholders can share best practices and information between line Ministries and Courts.	Not Implemented at all	
1.2.4 Support the National Plan of Actions- that would help to coordinate trafficking approaches	Implemented to planned scale	5 meetings with Ministry of Home Affairs and Internal Security.
1.2.5 Develop educational materials and programs for law enforcement (brochures, pamphlets, fact sheets and flyers)	Implemented to planned scale	9,402 Leaflets, Photocopies of TIP , Brochures produced and distributed
1.2.6 Rehabilitate safe places/rooms for trafficking victims in 6 border districts/ posts	Not implemented to planned scale	I court being rehabilitated after a change of plan from 6 -1 due to inadequate funds. At Roofing level will be completed in 2017
1.2.7 Facilitate community trainings for paralegals and child protection workers	Implemented to planned scale	RAC
1.2.8 Establish a register of girls and boys rehabilitated and supported	Not implemented at al	
1.2.9 Provision of bicycles and mobile phones for paralegals and volunteers for community outreach and rescue of potential victims	Not implemented to planned scale	Bicycles provided but not enough will check the actual figure
1.2.10 Facilitate district mobile legal clinics and outreach in rural communities	Implemented to planned scale	4 outreach clinics in rural communities and 1 legal clinic conducted in Likoma
1.2.11 Collaborate with local, regional and global networks for referral and victim identification quarterly meetings	Not implemented at all	To be done in 2017
1.2.12 To support one shelter centre for rehabilitation, integration and repatriation victims of human trafficking	Not implemented at all	To be done in 2017
1.3 Prosecution: inter-agency operative teams to combat human trafficking have been established		
1.3.1 Facilitate engagement with the key network stakeholders to inform anti	Implemented to planned scale	24 District stakeholders, 2

Activities	Implementation Status by December 2016 (1.Implemented to planned scale, 2.not implemented to planned scale, and 2.not implemented at all)	Explanation
trafficking responses		network meetings conducted
1.3.2 Case conferences and documentation	Not implemented to planned scale	
1.3.3 Conduct court users committee meetings	Implemented to planned scale	RAC and Salvation Army have done these
1.3.4 Capacity building and training of government agencies(prosecutors, investigators, victim support units, magistrates and community police members)	Implemented to planned scale	161: 16 judges and 45 magistrates trained. Manual had to be developed and 100 social workers trained
HUMAN RIGHTS AND THEOLOGY		
2.1 Capacity Building: Male and female church leaders and teachers in church owned schools actively promote and use material related to theological concepts, and prevent abuses.		
2.1.1 Development of 3 training manuals and tools on human dignity and human rights for churches and church institutions, male & female teachers & boys & girls aged 6-14	Implemented to planned scale	One manual developed targeting church leaders, teachers of which are part of the church leaders for a cascade down to pupils
2.1.2 Training of 144 female and male teachers and desk of officers from the district education offices as trainer of trainers	Not implemented to planned scale	Training of these only happened for EAM and not the other two mother bodies in 2016
2.1.3 Training of 72 church leaders as trainer of trainers (TOT)	Not implemented to planned scale	As above 2.1.2
2.1.4 Training of 54 female and male health workers & desk officers from ministry of health as trainer of trainers at church owned institutions on human rights and theology	Not implemented to planned scale	As in 2.1.2
2.1.5 Training of 100 women and men each amounting to 25,000 both from rural and urban church areas by church leaders, leaders in institutions trains		Not done in 2016, although started in 2017 with EAM
2.1.6 Training of 20 staff in their respective health institutions by health worker	Not implemented to planned scale	Action plan for ground training by health workers not rolled out.
2.2 Preaching : Churches with knowledge about equality and human dignity based upon theological concepts		
2.2.1 Production of texts with elements to assist in 15 sermons where gender equality, gender based violence and justice for all are embedded in the theological concepts	Implemented to planned scale	Compilation available
2.2.2 Information material related to human dignity and issues of GBV including trafficking is developed four times a year and sent to the parishes to be used during services as part of announcement section.	Not implemented at all	

Activities	Implementation Status by December 2016 (1.Implemented to planned scale, 2.not implemented to planned scale, and 2.not implemented at all)	Explanation
2.2.3 Churches develop 10 contextual text interpretations of biblical texts related to Human rights and justice and distribute them to the parishes	Not implemented at all	An activity by the churches, after training, which is not yet rolled out as church leaders have just been trained
2.2.4 Information seminars on human dignity and gender based violence for male and female pastors, deacons, youth leaders, lay leaders and elders at all levels in all 3 church councils	Not implemented to planned scale	EAM have started but not the other church mother bodies
2.3 Counselling : Churches have trained counsellors who actively engage and perform counselling on Human Rights issues from a theological and rights based approach		
2.3.1 Training modules for counsellors and training of trainers is established and approved by the board of Ecumenical Counselling Centre (ECC)	Not implemented at all	Members agreed this is a full training on its own and may not be mixed in a Gender training for church leaders
2.3.2 Reporting lines for GBV, sexual abuses and trafficking established and protection of survivors established	Not implemented at all	Dependent on training, so not yet started
2.3.3 Code of conduct for church leaders developed and signed by church employees	Not implemented to planned scale	Process started
2.3.4 Contact with Norwegian Counselling centres developed to enhance exchange of best practices	Not implemented at all	
2.4 Diaconal Strategy: Churches develop new diaconal strategies on the foundation of theology and human rights and compassion		
2.4.1 Develop a diaconal strategy to actively address the rights of minority groups, physically or psychologically handicapped, orphans and other vulnerable children, children who are physically and or sexually abused, pregnant girls in schools, victims of trafficking & witch craft	Not implemented at all	Shifted to 2017
2.4.2 Churches liaise with other organizations to establish rescue centres for child prostitutes and assists victims of trafficking	Not implemented at all	I am not sure of what churches have done, cannot be from NCA
2.5 Advocacy : Churches are advocating for human rights and addressing issues of GBV and trafficking		
2.5.1 An advocacy strategy to be used by parishes and individuals is developed by church leaders	Not implemented at all	Not done
2.5.2 Churches cooperate actively with institutions like PAC and MIAA to promote justice for all	Not implemented at all	Are not part of the project, so if they did, I am not sure.
2.5.3 Conduct talks in the parishes about perceptions related to human rights, GBV, trafficking and harmful cultural traditions and practices	Not implemented at all	Dependent on project roll out
2.5.4 Sensitize church and community members about GBV and the effects in church and society	Implemented to planned scale	Project orientation

Activities	Implementation Status by December 2016 (1.Implemented to planned scale, 2.not implemented to planned scale, and 2.not implemented at all)	Explanation
2.5.5 Advocate together with duty bearers including traditional leaders for legal framework to prevent legal and institutional discrimination, stigmatization and isolation of survivors of GBV and trafficking	Not implemented at all	Not through the project, in as far as I know
2.5.6 Discuss with church leaders with the aim of developing a joint declaration about GBV	Not implemented to planned scale	Process started
2.5.7 Churches advocate for policies that promote equal rights between girls and boys, men and women	Not implemented to planned scale	Staff are part of working groups on gender
2.5.8 Churches actively advocate against child marriages and refuse to marry boys and girls below 18	Not implemented to planned scale	Staff are part of working groups on gender
2.6 Monitoring : Churches monitoring and reporting human dignity and rights for all		
2.6.1 Baseline surveys through focus groups in parishes and communities undertaken	Implemented to planned scale	Project orientation
2.6.2 Establish steering committee for the program in close cooperation with the Church leadership, with women and men from the three Church Councils represented	Implemented to planned scale	In place
2.6.3 Conduct monitoring visits	Not implemented to planned scale	Attendance for various meetings
2.6.4 Bi-annual reports	Implemented to planned scale	
2.6.5 Project evaluation documenting results undertaken including case studies.	Not implemented at all	In process
2.6.6 Conduct planning and review meetings.	Not implemented to planned scale	Done

Annex 2: List of people interviewed

Human Trafficking Project

National /International Stakeholders	
1. Patricia Liabuba	Senior Dep. Secretary, MoHAIS
2. Esther Masika	Head of Programmes, NCA Malawi
3. Maxwell Matewere	National Coordinator, Malawi Network against Trafficking
4. Albert Phikani	Project Manager, WOJAM
5. Justice Fiona Mwale	Judge, High Court of Malawi
6. Linda Kawamba	Assistant Labour Commissioner, MoSYLMD
7. Pacharo Kayira	Chief State Advocate, MoHAIS
8. Thora Holter	Senior Adviser on GBV and Gender Justice, NCA Head office
Dedza-Key Informants (Court Users Committee)	
9. Dinnley Chambuluka	Prosecutor, Dedza Police Station
10. Biston Chakhumbatira	CUC Member-Station Officer, Dedza Prison
11. Rev Dr. G.Kachale	CUC Member-KASCO, Dedza NGO CSO Network
12. Christina Likamba	CUC Member-Dedza Prison
13. Godfrey Buleya	CUC Member-Dedza Courts Administrator, Judiciary
14. Deborah Mawonga	CUC Member-Dedza Labour Office
Mangochi-Key Informants	
15. S/Inspector Sambani	Child Protection Officer, Mangochi Police
16. S/Inspector Nogwe	Crime Prevention, Mangochi Police
17. S/Inspector Karoti	Victim Support Unit, Mangochi Police
18. Constable Kantweka	Victim Support Unit, Mangochi Police
Mangochi-Key informants (Court Users Committee)	
19. H/W Ron Mbwana	First Grade Magistrate, Mangochi
20. Turner Banda	NICE
21. Bruno Banda	CCJP Mangochi
22. Sophie Sungawana	RAC
23. Joy Banda	Immigration
24. Isaac Machinjili	Social Welfare
25. Andrew Katenga	MACOHA
26. Pessily Chilaye	Judiciary
27. Adamson Bwanali	Judiciary
28. P. Mwanyali	Judiciary
29. Mercy Zimba	RAC
30. Memory Gwamba	RAC
31. Grace Mwala	Police
32. Ernest Titheranji	District Labour Office
33. Alex Lipanda	Mangochi Prison
34. Yassin Chaoneka	Mangochi Prison
35. Patricia Singo	District Council (Deceased Estates Office)
36. Mirriam Usi	RAC
37. Chancy Chisambi	YONECO
38. Clever Nsaka	RAC
39. Anold Namanja	District Information Office

40. Emily Sangweni	Police
41. Charity Maleta	Judiciary
42. Veronica Chavula	Community Service
43. James Siliya	PASI
Mchinji-Key Informants	
44. James Mauzauza	Mchinji Courts Administrator
45. Rodwell Chunga	District Social Welfare Office
46. Maweluzo John Bulley	Chairperson, Matuwamba School PTA
47. Feston Nkhoma	Child protection worker
FGD with Women-Katema, TA Mponda, Mangochi	
48. Patuma Malidadi	Mphungo
49. Melina Mateketa	Liponde
50. Agness Gerald	Chilembwe
51. Loveness Phiri	Liponde
52. Margrea Brighton	Katema
53. Lisnet Ndaona	Chisale
54. Aisha GVH Katema	Katema
55. Amina Machemba	Miwale
56. Patuma Chiwaya	Mapata
57. Florence Kasitomu	Matola
Mangochi-Mponda:Paralegal and Child Protection Workers	
58. Rachel Chilomo	Paralegal
59. Grace Pasaukani	Paralegal
60. Duncan Mchungula	Paralegal
61. Alex Ayam	Child Protection Worker
Mangochi-Jalasi: FGD with Community Leaders	
62. Hassan Abiki	GVH Kandulu
63. Twaibu James	VH Makwinja
64. Wagoli Imedi	VH Saiti
65. Paulo Afiya	VH Taliyani
Mangochi-Katema: FGD with Community Leaders and Men	
66. Alex Dalabani	Kadnulu VDC
67. Mbalame Saidi	Balakasi Village
68. Shaibu Maluwa	Luunda Village
69. Yusuf Idrissa	Luunda Village
70. Flyson Matola	Mwamadi VDC
Mangochi-Jalasi: Anti-Trafficking Club	
71. Mariam Saidi	
72. Alice Champiti	
73. Mariam Yusuf	
74. Edward Chilumba	
75. Binali Jafali	
76. Karim Afaria	
77. Emmanuel Yasita	
78. Aramatha Loyani	
FGD with Women-TA Jalasi, Mangochi	

79. Agesi Afika	Jalasi
80. Wetu Ali	Jalasi
81. Patuma Kalikilika	Jalasi
82. Nalingo Kwapatira	Jalasi
83. Emily Laston	Jalasi
84. Nelube Muhammad	Jalasi
85. Elena Saidi	Jalasi
86. Emmie Thomas	Jalasi
87. Janet Issa	Jalasi
88. Tereza Subiti	Jalasi
Dedza-Lobi: FGD with Community Leaders	
89. GVH Mkomawantha	
90. GVH Chiphe	
91. GVH Namandaya	
92. GVH Chindamba	
93. GVH Chimadenga	
94. Alick Paul	
95. Cholo Kalongolere	
96. Evans Nkhoma	
97. VH Msolo	
98. GVH Thete	
99. Anthony	Representing people with disabilities
Dedza-Lobi: FGD with Women	
100. Lolia Paulo	
101. Ides Pasulani	
102. Natenga Jezimani	
103. Adana Nelson	
104. Miriana Kachepa	
105. Mala Nepiyala	
106. Eliza Fransisco	
107. Lineti Boniface	
108. Jenifer James	
109. Chrissie Weluzani	
110. Gloria Banda	
111. Tinenejenji Mesheck	
Dedza-Lobi: Paralegals and Child Protection Workers	
112. Suzan Chipelekeni	Paralegal
113. Josephina Jacob	Paralegal
114. Elestina Elias	Paralegal
115. Naboti Pemba	Paralegal
116. Chris Kathako	Paralegal
117. Lloyd Ndalampha Phiri	Paralegal
FGD with Women-Kasumbu, Dedza	
118. Patuma Kambwiri	Kasumbu

119.	Amina Namati	Kasumbu
120.	Anesi Sabiti	Kasumbu
121.	Andole Sumaní	Kasumbu
122.	Hawa Mitawa	Kasumbu
123.	Hau Jelesi	Kasumbu
124.	Amina Taimu	Kasumbu
125.	Aliyana Ekesi	Kasumbu
126.	Hawa Justin	Kasumbu
127.	Amina Ashimu	Kasumbu
128.	Angawe Adyesi	Kasumbu
129.	Esther Haji	Kasumbu
130.	Zainabu Awuni	Kasumbu
131.	Patuma Saizi	Kasumbu
132.	Chrissy Wailesi	Kasumbu
133.	Janeti Dyson	Kasumbu

FGD with Women-Matuwamba, Mkanda, Mchinji

134.	Namagi Denesisi	Matuwamba
135.	Jenala Bule	Matuwamba
136.	Loveness Grishan	Matuwamba
137.	Patricia Spencer	Matuwamba
138.	Esme Feridison	Matuwamba
139.	Lufina Chisoni	Matuwamba
140.	Veripa Samson	Matuwamba
141.	Evelesi Banda	Matuwamba
142.	Mphatso Joseph	Matuwamba

Human Rights and Theology

National/International Stakeholders	
1.	Mthetho Lungu
2.	Wezi Banda
3.	Rev. Timothy Zimba
4.	Bryer Mlowoka
5.	Rev. Francis Mkandawire
6.	Justin Hamela
7.	Irene Wenaas Holte

Lilongwe District-Nathenje: FGD with Pastors, Church Leaders and Members

8.	Pastor Enock Mpokosa	Living Waters Church
9.	Pastor Loyd Ngozo	Assemblies of God
10.	Pastor Boniface milanzi	Assemblies of God
11.	Pastor Yohane Match	Heart of God
12.	Pastor Leman Kampheta	PCM
13.	Rev. CB Chakumbira	CCAP
14.	Rev. Nelson B. Moyo	New Vision Pentecostal
15.	Pastor Paul Phiri	Grace Outreach

16.	Chikondano Kashindo	Catechist Nathenge Anglican
17.	Goshen Masiya	Grace Outreach
18.	Innocent Josephy	Chingómbe Assemblies of God
19.	Lukasi Gilbert	Assemblies of God
20.	Amosi Dzuwa	Lords Way Church
21.	Diveriyasi Kunitawa	Lords Way Church
Lilongwe District-Kabudula: FGD with Pastors, Church Leaders and Members		
22.	Abiyuti Mzimu	Gospel Harvest
23.	Mapulanga kammano	Assemblies of God
24.	Lawrence Kamwendo	Kingdom Gospel
25.	George Mbewe	Nsaru Assemblies of god
26.	Gason kadewa	Jesus Power
27.	Isaac Kunkhamba	Hope in Jesus
28.	Gelevazio Chuwala	Kingdom Gospel
29.	Yamikani Chadooka	Living Waters Church
30.	Hastings Kaiya	Living Waters Church
31.	Keneth Manduta	Gospel Harvest Church
32.	Patrick Cosmas	Gospel Harvest Church
33.	Joseph Banda	Assemblies of God
Lilongwe-Chiwamba: FGD with Pastors Fraternal		
34.	PastorLomion Mafelo	Chiwamba Baptist
35.	Yona Matumba	Balangómbe New Beginnings Ministry
36.	Pastor Laston Dotte	Pende Baptist
37.	Josephy Dulani	Abenezer Baptist
38.	Joab kankhumbwa	Balangómbe New Beginnings Ministry
39.	Pastor Moffat Nkhoma	Bethel Ministry
40.	Pastor Jossam Mailosi	United Apostolic Faith Church
41.	Jickson masula	United ApostolicFaith Church
42.	Pastor Arnold Kalinyengo	Assemblies of God
43.	Mayeselo Theka	Chiwamba Baptist Church
Lilongwe-Mchezi		
44.	Rev. William Solomon	Living Waters Church
45.	Frank Mphonde	Marvellous Church
46.	Moses Malenga	Living Waters Church
47.	Emmanuel Phiri	Living Waters Church
48.	Apostle Leonard Kasanda	Marvellous Temple Church