

Final evaluation of

UN Violence against Women project in Mauritania entitled:

Justice for women leaving slavery

La justice pour les rescapées de l'esclavage

1 February 2014 to 1 February 2017

Implemented by SOS-Esclaves

Carolyn Norris, 14 February 2017

Evaluation commissioned by project partner Anti-Slavery International and carried out by Carolyn Norris between October 2016 and January 2017, including a visit to Atar and Nouakchott from 28 November to 7 December 2016



منظمة نجدة العبيد

الحرية - المساواة - الكرامة

S O S - Esclaves
Liberté - Egalité - Dignité

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LIST OF ACRONYMS AND ABBREVIATIONS

Anti-Slavery International	ASI
<i>l'Initiative pour la Résurgence du mouvement Abolitionniste</i> Initiative for the Resurgent Abolition Movement in Mauritania	IRA - Mauritania
Minority Rights Group	MRG
Office of the High Commissioner for Human Rights	OHCHR
United Nations Trust Fund	UNTF

EXECUTIVE SUMMARY

This three-year project has been carried out by SOS-Eslaves as the lead organisation with Anti-Slavery International (ASI) providing project management and other support. SOS-Eslaves assumed prime responsibility for activities within Mauritania and ASI took the lead in conducting international advocacy on the basis of those activities. The project built on an extensive programme of activities and considerable joint experience in the struggle to end descent-based slavery in Mauritania.

This wealth of experience is reflected in the strategy underlying this project. The focus on women is well-placed and founded on SOS-Eslaves' analysis that enslaved women face greater and different challenges yet, if they are assisted and willing to leave and supported through that transition, the change will impact on them and the next generation, as their children will also leave slavery. The training of the existing SOS-Eslaves membership to form solidarity networks builds on the organisation's strength and is a good strategy to enhance sustainability of the progress made, in providing support to women leaving slavery.

A new stronger anti-slavery law was passed in 2015 in reaction to pressure from organisations like SOS-Eslaves and ASI, together with UN mechanisms such as the Special Rapporteur on contemporary forms of slavery. This boosted the impact of this project which prioritises women's access to justice and which managed to secure the conviction of two masters in 2016 under the new law. Many other cases remain pending and vigorous, sustained advocacy will be essential to ensure further advances in a legal and political system which is skewed against them as women and as survivors of slavery.

The project has been effective in the face of fundamental political opposition. The Head of State denies that slavery exists speaking instead of the vestiges of slavery. SOS-Eslaves conducts painstaking advocacy with local and national government and ensures the issue is not shelved, despite the substantial frustrations of a discriminatory government system which largely excludes Haratine from positions of authority and prevents a fundamental rights-based resolution of the ingrained issue of descent-based slavery.

A major recommendation is for SOS-Eslaves to improve its monitoring of cases to ensure that its own work receives the recognition it deserves, others can capitalise on the learning and use data in their advocacy initiatives, and that meeting donor reporting demands is less arduous. Reporting requirements for this project seem particularly prescriptive, whether for this Evaluation Report or for the Project Activities. Despite the extensive and detailed reporting some important issues have been missed, for example most of the activities of this project benefited women who had already escaped slavery before this project began and a major impact of the initiative to train female mentors which resulted in one woman and her three children deciding and being able to leave slavery was not reflected in reports. If a case study approach had been adopted, these basic oversights could have been avoided, considerable time saved and lessons more readily learnt.

Note on confidentiality

Names of individual survivors of slavery are listed in Annex 4 – Beneficiary Data Sheet. Elsewhere, their testimony is usually not attributed to a named person. This Annex and the details it provides are important for those reviewing the Evaluation Report. However, please consider removing Annex 4 or taking other necessary measures to protect these women before this report is published.

Context of Project

Although a minority in numerical terms, the Arabic-speaking Beidan or White Moors, dominate Mauritania's government, military and judiciary as well as controlling business, land and other resources. They have traditionally raided and enslaved black Africans from various sub-Saharan ethnic groups to the extent that the slave-descended population constitutes a distinct Arabic-speaking group called the Haratine (or Black Moors). While many Haratine now live separately from their former masters and some hold senior official positions, they continue to face discrimination and exclusion and thousands remain enslaved to their masters. Their continued loyalty to the dominant Beidan community is politically important. Slave status is still passed from mother to child.

This project benefits from a long-standing collaboration between the Mauritanian non-governmental organization SOS-Esclaves and Anti-Slavery International (ASI), a London-based international NGO, both respected human rights groups specializing in slavery. Together they have been well-placed to seize upon a few important openings such as the 2015 enhanced law on slavery, the 2014 follow-up visit to Mauritania by the UN Special Rapporteur on contemporary forms of slavery and the 2013 setting up of a government agency (Tadamoun) to tackle the vestiges of slavery, to push for application of the law and other advances towards the eradication of slavery. The collaboration with ASI and other international partners ensures that the work of SOS-Esclaves is well known and well-articulated in international fora.

Despite these openings, the official government line that slavery does not exist is a clear indication that it is not ready to embrace real change. It is symptomatic of a feudal system which does not want slavery relationships to disappear and this makes it politically challenging for a magistrate (or other official) to carry out a robust investigation to determine whether the facts support the charge of slavery, when the President of the Republic who presides over the supreme council of magistrates repeatedly refers only to the vestiges of slavery. Some officials respond to pressure and rigorously interpret provisions of the 2015 anti-slavery law which criminalises slavery and fulfil their responsibilities to assist people to leave slavery and to prosecute their masters. However, the fact that there was just one conviction under the 2007 Anti-Slavery Law and the 2015 Law has resulted in two convictions which were considerably lighter than the minimum sentences recommended in the law, is indicative of the challenges faced. These complexities are examined in a report ASI and SOS-Esclaves published with others under another project.¹

In this challenging context, what SOS-Esclaves achieves is remarkable. SOS-Esclaves emerged from the El Hor political movement in 1995 and was finally recognised as a non-governmental organisation in 2007 after years of persecution. It now plays a key role in ensuring progress is made, by engaging with the authorities and its flawed institutions and speaking out in favour of those emerging from slavery and others still enslaved. It was described by one interviewee as 'the pre-eminent organisation against slavery in Mauritania'. Another significant force in the struggle against slavery, *l'Initiative de Résurgence du Mouvement Abolitionniste (IRA Mauritanie)*, Initiative for the Resurgent Abolition Movement in Mauritania, remains banned and is frequently targeted for arrest and other forms of persecution.

¹ See joint report entitled: *Enforcing Mauritania's Anti-Slavery Legislation: The continued failure of the justice system to prevent, protect and punish*. October 2015.
https://blackrock.taleo.net/careersection/BR_Prof_CS/jobdetail.ft!lang=en&job=162569&src=cws-10680

Description of Project

This is a three-year project which started in 1 February 2014 and ended on 1 February 2017. The project was signed by SOS-Esclaves with ASI as an implementing partner. This was the first time that SOS Esclaves had taken the lead in a project with ASI and all reporting was done in French to ensure SOS Esclaves could perform this role. No provision was made for ASI visits to Mauritania and the project was not visited either by UN Trust Fund HQ or any regionally-based UN colleagues on behalf of the UN Trust Fund.

Major stakeholders include other actors within Mauritanian civil society, government officials, judicial officials and the international community based in or focusing on Mauritania, in particular those interested in seeing the implementation of 2014 Road Map which emerged from the Special Rapporteur's visit to Mauritania².

The status of women across Mauritanian society is very low. For example, they are treated as legal minors and there is no specific law to tackle violence against women. Against this backdrop, the problems faced by women emerging from slavery are particularly acute. This project aims to **'contribute to the reduction of violence against women that results from slavery'** in two particular zones – Adrar (main town Atar) which is in the north, and Hodh Echarqui (main town Nema) in Eastern Mauritania. These zones were chosen because they are the regions most affected by slavery practices and also experience high levels of extreme poverty and illiteracy. SOS-Esclaves has a well-established presence in both regions and was already working with around 50 survivors (male and female) of slavery in each region. The Baseline study anticipated 65 women likely to liberate themselves in Hodh Echarqui and 35 in Adrar.

The project identifies slavery as a form of violence against women. In addition to being treated as property and working without payment, women slaves are extremely vulnerable to sexual abuse and rape by their masters. Women in slavery are more strictly controlled – their domestic work restricts their movements and social interactions as a means to prevent escape and ensure masters maintain sexual and reproductive control.

The overall goal (*Objectif du Projet*) is that at the end of the project, women leaving slavery will benefit from long-term support provided by a network of SOS Esclaves members, access to justice, knowledge of and respect for their human rights and enhanced socio-economic resources and opportunities.³

The anticipated outcomes (*effets*) are identified as:

- (1) A strong anti-slavery movement which is capable of supporting female survivors and conducting effective advocacy for change with women in leadership roles.
- (2) Anti-slavery legislation and laws defending women's rights are applied, and

² Full name is: Road Map for the implementation of the recommendations of the Special Rapporteur on contemporary forms of slavery, including its causes and consequences in the context of the eradication of slavery practices in Mauritania

³ *Objectif du Projet : A la fin du projet, les femmes sortant de l'esclavage bénéficient de l'accompagnement continu d'un réseau de membres de SOS-Esclaves, de l'accès à la justice, d'une connaissance et du respect de leurs droits humains, et de plus d'opportunités et ressources socio-économiques*

(3) a political and judicial context which is strong in its support for women's rights and the eradication of slavery.⁴

To achieve these outcomes, three strategies were identified:

- (1) Training members (with emphasis on women) of SOS-Esclaves
- (2) Providing legal assistance to at least 35 females leaving slavery
- (3) Advocacy in favour of political and legal reforms

The primary beneficiaries of this project were identified as women and girls leaving slavery and the children released with them. While part of the training and subsequent activities of women members of SOS-Esclaves were expected to help identify women victims of slavery, no target was set for identifying new victims (although figures were provided in the Baseline Study) and no criteria established for who would benefit from the legal assistance. The project proposal refers to a target of 35 new legal dossiers during the project although subsequent reporting and information gathered during the Evaluation seems to indicate a shift from 35 dossiers to legal dossiers which would potentially benefit 35 people (women and their children). This is in response to the government's resistance to opening a dossier for each individual survivor.

The secondary beneficiaries are listed as others within the community, government officials and legal officials whose actions and attitudes have an influence of the lives of the primary beneficiaries.

The strategy of focusing on women was based on analysis that while many men have been able to take the decision to leave slavery, it is additionally difficult for women as they need to consider the implications for their own children born into slavery. Equally, a woman faces greater difficulties when attempting to remake her life within traditional Mauritanian society and is particularly vulnerable to pressure from a former master to come to an informal settlement which can lead to a new type of slavery. In addition, women face overt discrimination before the law which recognizes women as minors. By training existing SOS-Esclaves members in isolated areas on how to raise awareness of basic rights and how to support and interview women fleeing slavery, the project expected to provide sustainable support for vulnerable women and to create female leaders within the community. The pursuit of justice was intended to provide financial compensation for the individual survivors and to contribute long-term to the eradication of slavery through its deterrent effect of slave-owners. It also aims to set some important legal precedents.

The reporting mechanisms was based on an assumption that SOS-Esclaves' capacity to monitor the evolution of individual cases and identify elements of the most significant change would be strengthened and regular reports would be made by the Focal Points to the office in Nouakchott and that annual internal reviews would take place.

The total budget for this project was 438,440 USD of which 47,872 USD was provided by the UN Voluntary Trust Fund on Slavery. Financial reporting is beyond the scope of this Evaluation and will be completed in the end of project report.

⁴ Effet 1: *Un mouvement fort contre l'esclavage, capable de soutenir les survivantes et de faire du plaidoyer efficace pour le changement, avec les femmes dans des postes de responsabilité et de leadership.*

Effet 2: *L'application de lois et de peines pour les crimes d'esclavage et la violence contre les femmes y associée.*

Effet 3: *Un cadre juridique et politique fort en faveur des droits des femmes et l'éradication de l'esclavage*

Purpose and objectives of Evaluation

This is a final summative evaluation required by the UN Trust Fund to End Violence against Women (UNTF). The following objectives were agreed in the Inception phase:

- **Evaluate the three year project in accordance with the Evaluation Criteria mentioned below, with attention to whether the stated project goals and outcomes have been achieved.**
- **Generate key lessons** and identify promising practices for learning for use beyond this project.
- **Provide space for SOS Esclaves and ASI to learn** what has been achieved through the project and explore the challenges encountered in its implementation
- **Provide space for local stakeholders to provide feedback** to SOS Esclaves and ASI and to provide evidence to funders of the two organisations’ achievements within this project

The results of the evaluation will be used to inform future programming in Mauritania and may inform Anti-Slavery International’s work elsewhere. It will assist Anti-Slavery International and SOS-Esclaves in their decisions around whether to expand into other regions.

The format of the Evaluation Report was heavily regulated by the UNTF and makes for an over-long document.

About the Evaluator

Carolyn Norris assumed sole responsibility for the evaluation. She has monitored and documented human rights abuses in Mauritania since the 1989 expulsion of Black Mauritians and has followed the issue of slavery since 2002 when she produced Amnesty International’s report on the issue. In 2012 Carolyn had evaluated SOS-Esclaves’ contribution to a five-year Civil Society Challenge Fund (DFID) project carried out by ASI also covering Mali and Niger entitled: Challenging Descent-based Slavery in West Africa.

Timeline: The evaluation followed the Timeline proposed in the Inception Report, namely:

Stage of Evaluation	Key Task	Who	Timeframe
Recruitment			Recruitment completed by 11 October Contract signed on 28 October
	Initial briefing of evaluator and desk review of key documents	Evaluator and staff	By 26 October
	Finalizing the evaluation design and methods and preparing draft inception report	Evaluator	By 28 October

Inception stage	Review Inception Report, provide feedback and documentation requested	ASI/SOS Esclaves staff	By 21 November
	Travel schedule to be finalized and agenda proposed	ASI/SOS Esclaves	BY 21 November
	Submitting final version of inception report	ASI	By 23 November
Data collection and analysis stage	Desk research and initial interviews with UNTF	Evaluator	By 25 November
	In-country technical mission for data collection	Evaluator and SOS Esclaves staff and members	28 November to 8 December
Synthesis and reporting stage	Interviews with ASI Project Staff and UNTF plus analysis and interpretation of findings	Evaluator	By 23 December
	Preparing a draft report	Evaluator	By 13 January
	Review of the draft report with key stakeholders	ASI/SOS Esclaves	By 25 January
	Consolidate comments from all the groups and submit the consolidated comments to Evaluator	ASI	By 30 January
	Incorporating comments, revising the evaluation report and submission of final report		By 3 February
	Final review and approval of report		By 15 February

Evaluation Questions and Methodology

The evaluation questions proposed in the TOR were slightly modified in the Inception Report and are listed below.

Evaluation Criteria	Evaluation Questions	Indicators	Data source, collection methods and approach to analysis.
Effectiveness	<p>1) To what extent were the intended project goal, outcomes and outputs achieved and how?</p> <p>2) To what extent did the project reach the targeted beneficiaries at the project goal and outcome levels? How many beneficiaries have been reached?</p> <p>3) To what extent has this project generated positive changes in the lives of targeted (and untargeted) women and girls in relation to the specific forms of violence addressed by this project? Why? What are the key changes in the lives of those women and/or girls? Please describe those changes.</p> <p>4) What internal and external factors contributed to the achievement and/or failure of the intended project goal, outcomes and outputs? How? <i>Two additional questions: To what extent were these factors identified as risk factor and how appropriate were the mitigation strategies?</i></p>	<p>The evaluation will not replicate the extensive reporting against each of the indicators provided in the various reports.</p> <p>It will focus on outcome indicators designated through the project, namely:</p> <ol style="list-style-type: none"> 1. Views of women leaving slavery about changes in their lives and support received from SOS Esclaves 2. Number of slavery cases at court and convictions 3. Number of women leaving slavery who receive government support 4. Level & extent of community support for SOS-Esclaves 5. Views of major stakeholders on capacity of the anti-slavery movement and their work in favour application of anti-slavery legislation and women's rights 	<p>Information provided in periodic project reports in response to the questions will be cross-checked with sources in Mauritania.</p> <p>While available quantitative data will be collected through SOS Esclaves and ASI with regard to number of people trained, number of women assisted to leave slavery, number of legal cases, the qualitative data will be essential to explain the nature of change achieved, factors affecting the outcomes and likely sustainability</p> <p>The qualitative data will be collected through semi-structured interviews with SOS Esclaves focal points and staff, direct beneficiaries, judicial officials and others involved in the legal processes.</p> <p>To provide all important context to the analysis semi-structured interviews with community and religious leaders, local authorities, journalists and international actors.</p>

	<p>5) To what extent was the project successful in advocating for legal or policy change? If it was not successful, explain why.</p> <p>6) In case the project was successful in setting up new policies and/or laws, is the legal or policy change likely to be institutionalized and sustained?</p>	<p>6. Nature and level of activity by police and state actors towards punishing slavery and compensating survivors.</p>	
Relevance	<p>1) To what extent was the project strategy and activities implemented relevant in responding to the needs of women and girls?</p> <p>2) To what extent do achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women and girls?</p>	<p>Issues raised in the Baseline survey indicate that the strategy and activities were relevant to the needs articulated at that stage. The Evaluation will seek to update that data by assessing whether the needs identified then remain as relevant today and to analyse what might have changed. Attention will be paid to various differentiation factors, such as age group, geography, marital status. Most of this data will come from interviews with the women beneficiaries with contextual information from SOS Esclaves staff, especially Focal Points, and others working in this field – civil society and government actors.</p>	<p>Interviews with project beneficiaries and those subject to advocacy through this project will provide the data for this criteria. In addition, attention will be paid what might work better.</p>
Efficiency	<p>1) How efficiently and timely has this project been implemented and managed in accordance with the Project Document?</p>	<p>Project reports will be the main indication on this issue.</p>	<p>This area will be explored in interviews with ASI and SOS Esclaves staff/members, especially those involved in elaborating the project. The Evaluation will explore how implementation of the project was organized and managed</p>

Sustainability	1) How are the achieved results, especially the positive changes generated by the project in the lives of women and girls at the project goal level, going to be sustained after this project ends?	An indicator of sustainability would be: What measures are in place to replicate the work of SOS-Esclaves – within civil society and governmental spheres	The Evaluation will explore what structures and activities are essential for the positive changes to be sustained and what provisions are made to ensure these can continue. A second layer of activities and structures which are desirable would be identified with an analysis of other ways of ensuring necessary elements of these are maintained
Impact	1) What are the unintended consequences (positive and negative) resulted from the project? And one additional question: 2) What has been the overall impact of the intended consequences? This overlaps with the criteria of relevance, but deserves separate consideration here.	Identified events which were not anticipated will indicate	Relevant information will come through using semi-structured interviews where space would be left for unintended consequences to emerge
Knowledge Generation	1) What are the key lessons learned that can be shared with other practitioners on Ending Violence against Women and Girls? 2) Are there any promising practices? If yes, what are they and how can these promising practices be replicated in other projects and/or in other countries that have similar interventions?		Given the specificities of slavery in Mauritania, the Evaluation would first focus on identifying key lessons for other actors in Mauritania. A secondary analysis would highlight where these lessons could have a wider application. Specific questions on this area would be directed to SOS Esclaves and ASI staff, with some exploration of lessons emerging with other stakeholders within Mauritania.
<p>Another area of investigation will be an attempt to identify what has been the particular contribution of SOS-Esclaves and Anti-Slavery International to the changes noted. Some of this information will emerge from identification of lessons to be learned but it appears worth singling out issues which indicate a clear link between project activities and impact.</p>			

Findings and Analysis per Evaluation Question

Evaluation Criteria	Effectiveness
Evaluation Question 1	To what extent were the intended project goal, outcomes and outputs achieved and how?
Response to the evaluation question with analysis of key findings by the evaluation team	<p>The training has certainly strengthened existing members of SOS-Esclaves, with a special emphasis on women members, to provide greater support to those affected by slavery allowing them to integrate into their community and this is informed by a rights-based approach. As a result, children of women who escaped from slavery are now enrolled in school, many have their own identity documents (état civil) and women leaving slavery learn information essential to their social integration, for example, how to run a household, contribute to traditional ceremonies and how to pray. In addition, issues beyond the scope of this project, such as land disputes, are also raised through the system of regular neighbourhood meetings organised by the Female Mentors.</p> <p>Legal assistance has been offered and provided, and this generated the second ever set of convictions of masters, and the first convictions under the 2015 law, with tougher sentences than previously seen. Many other cases remain pending. Legal processes are slow and the political will to prosecute masters is lacking which contributed to some women and their families tending to prefer an informal settlement. It is important to note that other strategic litigation work undertaken by SOS-Esclaves in the context of another project is complementary to pursuing these new dossiers, as it seeks to unblock stalled cases and has been successful in getting regional institutions involved in tackling the government's failure to implement anti-slavery legislation.</p> <p>Documentary evidence of the project achievements is not comprehensive and available information tends to understate the work SOS-Esclaves is doing.</p> <p>Advocacy within Mauritania and internationally has been conducted and has influenced major developments such as the adoption of the 2015 Anti-Slavery law, which notably categorises slavery as a crime against humanity, sets up specialised regional tribunals and increases the length of sentences and level of compensation. It also allows for recognised organisations, such as SOS-Esclaves, to perform the role of Civil Party.</p>

	<p>Equally, advocacy at UN level, for example, Joint submissions and advocacy meetings held in Geneva by Anti-Slavery International, Minority Rights Group International (MRG), SOS-Esclaves and L'Initiative pour la Résurgence du Mouvement Abolitionniste (IRA), as part of Mauritania's Universal Periodic Review (UPR) in November 2015, is a good indication of collaboration between SOS-Esclaves and ASI in targeted advocacy at international level. This led to the highest ever number of UPR recommendations on slavery made to the Mauritanian government.</p>
<p>Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above</p>	<p>Through interviewing individual women who have left slavery and received support from SOS-Esclaves, a focus group discussion with 30+ members in Atar, and meetings with the Focal Points from Atar, Nema and neighbouring Bassikounou, the effectiveness of the project is apparent. Members and other survivors are more aware of their rights, how slavery abuses those rights and are empowered to make changes in their own situations.</p> <p>While legal progress remains slow and this is frustrating especially for the individual survivors, pursuing cases serves several purposes. Ensuring that cases are classified as slavery, rather than exploitation of minors, or unfair employment practices, is a significant victory. It reveals the reality of slavery, raises the visibility of the problem and affirms the experience of many other survivors. Given the obstacles and the fact that legal system is slow for all cases – some 70% of those in custody are awaiting trial –activists feel that two or three convictions a year would represent noteworthy progress. This was achieved in 2016.</p> <p>The evaluator was not able to obtain full details of individual beneficiaries' stories, although it is stated in the Year 2 Annual Report that 19 testimonies had been prepared by the Female Mentors. It seems elements of the stories relating to their departure from slavery appear in the legal statements (procès verbal) which are available in Arabic and so not accessible to the Evaluator, and some in the preliminary identification sheets prepared by SOS-Esclaves Focal Points. However the latter focus almost entirely on their current social situation and are short on detail. One serious shortcoming of the sheets is that they often use the date SOS-Esclaves met them as the date of release. A complete human rights focused story about individual beneficiaries is lacking with the result that the role that SOS-Esclaves plays is understated. In response to this proposal SOS-Esclaves raised concerns about how to manage this sensitively, which is of course essential and, the Evaluator believes, does not preclude better recording of individual stories. In response</p>

	<p>to the draft Evaluation report, SOS-Esclaves provided additional testimony (life-stories) from women survivors in Nema. These stories and the issue about the number of legal cases pursued is explored under Question 2.</p> <p>Evidence of advocacy impact is mentioned above with regard to the 2015 Law and Mauritania’s UPR process.</p>
Conclusions	<p>The project goal remains sound and the steps towards achieving the goal are significant. The needs will remain beyond the project end. The capacity of SOS members will continue to grow with other on-going projects. With regard to the legal aspects of this project it is tempting to continue preparing new cases. This may be the best strategy provided that it is accompanied by sustained and targeted advocacy, but care is needed to manage the expectations when political analysis seems to indicate the two May 2016 cases may have been window-dressing.</p>
Evaluation Criteria	Effectiveness
Evaluation Question 2	<p>To what extent did the project reach the targeted beneficiaries at the project goal and outcome levels? How many beneficiaries have been reached?</p>
Response to the evaluation question with analysis of key findings by the evaluation team	<p>The project has clearly provided support to many women and assisted those willing to pursue their cases in court, which has a direct impact on the women and their dependent children. However, the reporting implied that beneficiaries had escaped from slavery during the life of this project which is often not the case. Many had been freed earlier and this project enabled SOS-Esclaves provide legal support to people already known to them.</p> <p>Equally, there is some confusion about the number of people benefiting from the legal assistance. SOS-Esclaves is keen to insist that each legal case benefits more people than the one woman named, as her children are usually involved. The initial proposal referred to a commitment to take up at least 35 ‘dossiers’. In fact, of the 18 new cases created through this project, some 13 were reported as remaining active and potentially benefit a total of 28 people named in the dossiers. The change in terminology is partly explained by the government’s reluctance to open a legal case for each individual survivor of slavery, preferring to present one case which covers usually the mother and her dependent children. At the</p>

	<p>time of the Evaluation visit, it seems the number of cases was 12 – see Annex 4 for details.</p>
<p>Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above</p>	<p>In an effort to clarify the identity of the project beneficiaries in terms of legal assistance, the Evaluator drew up a table (reproduced as a Beneficiary Data Sheet Annex 4) which highlights discrepancies mentioned above. No list was provided of those receiving emergency assistance in the context of this project.</p> <p>Legal progress in Atar has been particularly disappointing: Five legal dossiers are listed and the Evaluator met the five women in question. One had dropped their case in exchange for compensation in the form of goats, a donkey and tent. Another reluctantly dropped her complaint after pressure from her brother. This is the kind of pressure the social networks seek to protect survivors of slavery from. Two others were rejected by the courts because the master died or because events happened outside of the jurisdiction. Of the five women, two escaped slavery during the life of this project. The level of releases remained low, despite the Baseline study identifying 35 women in Atar (and 65 in Nema) likely to free themselves.</p> <p>In Nema, the focal point talks of 110 cases overall, while the project’s lawyer talks of having exceeded the target of 36 cases (across both project locations). Annex 4 identifies 11 Nema dossiers which would include the survivor and her children, raising the number of beneficiaries substantially beyond 11.</p> <p>One of the Atar cases is a clear indication of the project’s strategy working – the woman in slavery met with one of SOS-Esclaves’ Female Mentor at a wedding she had been allowed to attend and learnt about alternatives to slavery. She has since escaped with the help of SOS-Esclaves, works as a domestic worker and her children are in school. This remarkable case which illustrates the project’s success, was not mentioned in the Female Mentor’s Preliminary Identification Sheet, known to the National Coordinator and the Evaluator did not hear mention of this case in other interviews.</p> <p>Another Atar case is indicative of how brief this project is relative to the nature of the problem – Tarba secured her own release from slavery around 2007 and met SOS-Esclaves once she arrived in Atar looking for her family. SOS-Esclaves together with the Gendarmerie helped to release other family members in 2007. She is known in her community and puts other survivors of slavery in touch with SOS-Esclaves. Her legal complaint was made as part of the project but rejected by the court as she was enslaved outside of the jurisdiction</p>

	<p>of Atar. However, another case is pending to secure the release of her sister.</p> <p>Tarba’s case also illustrates a reporting issue. Despite being free since 2007, she is mentioned by name in the Progress Report for the period ending 31 July 2016, as one of those released since the beginning of year 3 of the project and receiving emergency assistance. In the previous report (the Year 2 Annual Report) she was mentioned as having been released during year 2 of the project. This error throws doubt on the statistic provided that the 37 (later 44) women and children benefiting from emergency assistance had been freed since the beginning of the project.</p> <p>During the Evaluation, there was no reference to the ‘archive system’ which the Project Document proposed as a means to document women seeking to leave slavery and the Year 2 report states is complete. This was intended to be completed by the Focal Points. It seems some project files containing details of outputs were not seen by the Evaluator. Since this report was drafted, SOS-Eslaves collected some life-stories ‘récits de vie’ from 10 of the survivors from Nema as part of the end of project review. These provided data about their experience of slavery, but did not fill the gaps identified in the Evaluation.</p> <p>SOS-Eslaves is setting up an electronic database to collate information about current and all past cases handled by the organisation. This should contribute to addressing this problem, but will only work providing the initial data is reliably collected by field staff and cross-referenced with documentation about the legal case.</p>
<p>Conclusions</p>	<p>While the reporting system appears rigorous, the focus on figures and the template format for this project means it reveals neither the complexity of the expected change, nor the full impact of the activities undertaken. A simpler format focusing on individuals would have revealed the progress being made, how interconnected the different project activities are (for example, emergency funding can strengthen someone’s resolve to not reach an unfavourable settlement), what blocks progress and achievements beyond the project’s goals.</p> <p>SOS-Eslaves staff have devoted substantial time to preparing these reports with considerable support from ASI, so the shortcomings are not for lack of effort. While the Evaluation was not intended to replicate the reporting indicator by indicator, the Evaluator tried to cross-check details that emerged throughout the visit with mixed</p>

	<p>results. Legal dossiers were inaccessible as the Evaluator does not read Arabic, reports from the Focal Points were not regular and did not always tally with the information gathered first-hand and some of the facts revealed during relatively brief interviews with survivors of slavery were unknown to project staff. Life-stories received after the Evaluation report was drafted did not alter these concerns.</p> <p>Inconsistencies around precise dates are to be expected and levels of literacy among SOS-Esclaves members present a challenge. Given these difficulties, it seems essential that any monitoring and evaluation plan is geared to confront these issues, rather than relying on procedures which surpass people’s capacity. This may imply that someone holds a comprehensive dossier on each beneficiary which is kept up to date through periodic face to face exchanges with focal points and the Female Mentors, if written reports do not provide sufficiently accurate data. Any system set up should be compatible with the database requirements.</p> <p>This issue may imply a need for improved general management systems within SOS-Esclaves, although funding for such change is rarely forthcoming and such reforms would need careful implementation to ensure that hallmarks of the organisation’s strengths such as a strong sense of personal commitment are not lost.</p>
Evaluation Criteria	Effectiveness
Evaluation Question 3	<p>To what extent has this project generated positive changes in the lives of targeted (and untargeted) women and girls in relation to the specific forms of violence addressed by this project? Why? What are the key changes in the lives of those women and/or girls? Please describe those changes.</p>
Response to the evaluation question with analysis of key findings by the evaluation team	<p>The support provided by the solidarity networks and other project activities has enabled women escaping slavery to integrate into society and achieve some autonomy.</p>
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	<p>The solidarity network provides immediate support – for example, decent clothes, some cooking pots – to cover basic needs. SOS-Esclaves organises literacy classes for the adults and encourages the children to attend school having reached agreement with schools to accept these children even before their registration (état civil) process is completed.</p>

	<p>Some direct testimony reflecting changes generated:</p> <p>One woman said: There are no good masters and nothing better than freedom and dignity - In the past, everyone was against me – I lived like a dog. (survivor in Atar)</p> <p>Another offered words of advice to those in slavery: You have to free yourself – in slavery you have no life. (survivor in Atar)</p> <p>This women was clear in her demands: There are two things I want – to see my mother and to see my master spend time in prison. Until then I will not be at ease. (survivor in Nema)</p> <p>More generally, people spoke of contextual changes – of being respected in the community, of being able to pass their belongings onto their children rather than to the master, of being respectably dressed, knowing how to pray, and no longer taking their master’s name. One man spoke with pride that he was now consulted if his daughter wants to marry, whereas in the past the master would have played that role.</p> <p>One of the women whose master was convicted expressed her delight at seeing him found guilty.</p> <p>One young woman released from slavery was disappointed when her mother suggested 250 Euros (266 USD) would be adequate compensation for her life of servitude. The daughter demanded the maximum on the basis that she had a right to that level of compensation.</p> <p>In addition to tackling issues of violence in the context of slavery, the Female Mentors’ neighbourhood information sessions, which include those with official roles such as imams, police and gendarmes, raise awareness of rights more broadly and have resulted in investigations into allegations of rape.</p>
Conclusions	<p>The blend of meeting some immediate needs, providing educational support to the woman and their children, offering ongoing solidarity and providing legal assistance is a good strategy. Others in the community also benefit from the monthly information sessions organised by the Female Mentors in their neighbourhood as they are aware of their rights and better able to resist pressures and support others.</p>
Evaluation Criteria	Effectiveness

<p>Evaluation Question 4</p>	<p>What internal and external factors contributed to the achievement and/or failure of the intended project goal, outcomes and outputs? How? To what extent were these factors identified as risk factor and how appropriate were the mitigation strategies?</p>
<p>Response to the evaluation question with analysis of key findings by the evaluation team AND Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above</p>	<p>The internal and external political context has substantial influence over the achievements of this project.</p> <p>It seems that factors such as the Government responding to external pressure has achieved some substantial progress in terms of the Road Map being agreed (if not followed), the new anti-slavery law being passed and providing for Tadamoun to take the role of civil party in court. However, while many commentators seize these opportunities – as do SOS-Esclaves and ASI - they also consider these changes, including the two convictions seen in Nema in May 2016, as window-dressing – activities to please the international community, and not indicative of a political will to change the situation. Indeed, the arrest of other anti-slavery activists (such as the IRA leadership), religious rhetoric which allows for use of blasphemy legislation and a death sentence to punish discussion of Islam’s treatment of discrimination and the fact that the government needs the continued support of the Haratine community to survive make fundamental rapid change unlikely.</p> <p>Risk factors were identified as:</p> <ul style="list-style-type: none"> • Negative response to women involved in project: Female Mentors talked of some initial verbal hostility and attempts to undermine the value of their work when organising their neighbourhood information sessions but that has dissipated through explanation and growing familiarity with their roles. Women escaping slavery are subject to pressure, either directly from their former masters or from family members, to reconcile rather than pursue cases before the courts. SOS-Esclaves and the solidarity network provide advice to such women and encourage them to pursue cases and continue their support whatever their decision. • Needs of women leaving slavery are beyond project’s scope and that spreads disillusionment: This remains an issue – despite numerous approaches to the Tadamoun agency which has a substantial government-funded budget, it remains resistant to take up its economic support in response to requests from SOS-Esclaves, preferring apparently to support those prepared to reconcile with their masters. The support provided by the project and SOS-

	<p>Esclaves members – solidarity and material support – has enabled many women to gain considerable autonomy by providing basic shelter and those interviewed had some form of income-generating activity.</p> <ul style="list-style-type: none"> • Security gets in way of keeping track of the project: Insecurity in Eastern Mauritania did prevent the Evaluator from travelling to Nema, but SOS Esclaves staff did not see this as a barrier to their own movements. • Slave owners attempt to undermine/attack SOS Esclaves: There were no reports of direct attacks, although the power of slave owner families and their political influence certainly hinders the work of SOS-Esclaves. The new development of women slaves being speedily discarded (with masters still aiming to exercise control over them) in response to the arrest of two slave masters in Nema (resulting in their conviction in May 2016) was not foreseen though the cases are being handled as with others reaching the attention of SOS-Esclaves.
Conclusions	<p>The project was well designed to take account of contextual factors and made good use of one of SOS-Esclaves major strengths – its capacity to steer a course between retaining its integrity and independence while working with government institutions – to pursue the project goals despite all these challenges.</p> <p>The issue of slaves being suddenly released in unfavourable circumstances, rather than through their own initiative, was not foreseen and may require a new approach to prevent many people leaving one type of slavery facing a different form of dependency on their masters, which remains a form of slavery.</p>
Evaluation Criteria	Effectiveness
Evaluation Question 5	<p>To what extent was the project successful in advocating for legal or policy change? If it was not successful, explain why. In case the project was successful in setting up new policies and/or laws, is the legal or policy change likely to be institutionalized and sustained?</p>
Response to the evaluation question with analysis of key findings by the evaluation team	<p>The project approach is effective–SOS Esclaves has a clear message, well presented and conveyed with measured vehemence. As a result, they are listened to in Mauritania by government and its representatives, diplomats and on the international stage. This is</p>

	<p>not easy given the frustrations of working with a fundamentally resistant government.</p> <p>Their reputation goes beyond Mauritania and is strengthened through partnership with ASI and other international NGOs to ensure their voices are heard by international media and in other advocacy for a, such as the Universal Periodic Review process and side events organised by the OHCHR. The barriers to policy change which results in social change have been mentioned under Question 4.</p>
<p>Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above</p>	<p>SOS-Esclaves stands out among the 7000 non-governmental organisations as an independent voice speaking with integrity. International actors within Mauritania see them as a serious player. The fact that SOS-Esclaves is a member of the Inter-Ministerial Committee providing follow-up on the implementation of the Special Rapporteur’s Road Map is an indication that its authority is respected. Of the 7000 organisations, many are seen as government-funded and not at all independent and the national human rights commission is not compliant with the Paris Principles.</p> <p>The Evaluator witnessed the respect afforded SOS-Esclaves during meetings with the Minister of Justice and some regional officials. The Minister, himself from a Haratine background, intervened immediately to ensure guarantees were in place the prevent the convicted master’s imminent release undermining the compensation demanded by the court and encouraged SOS-Esclaves to exploit all stages of the legal process to ensure errors are corrected and that really good professional decisions are reached. Another official expressed respect for SOS-Esclaves as an organisation of good faith and a colleague in the struggle, but had earlier stated ‘for those who believe it still exists, there is a law’.</p> <p>Local officials are included in SOS-Esclaves activities and often participate in the opening of a training session, for example.</p> <p>Others provided feedback on SOS-Esclaves’ skill, dignity and poignancy when meeting US State Department officials, receiving awards and handling media questions.</p> <p>SOS-Esclaves is careful to build bridges with other activists who adopt more militant approaches by speaking out when they face repression and undertaking joint activities when possible. Further collaboration across the NGO sector could achieve greater impact, although funding mechanisms and other considerations make close collaboration unlikely.</p>

Conclusions	SOS-Esclaves plays a key role in advocating for change with regard to slavery and seizes opportunities as they emerge, for example being prepared to cooperate with the Inter-Ministerial Committee while remaining vigilant to retain its integrity and independence.
Evaluation Criteria	Relevance
Evaluation Question 6	To what extent was the project strategy and activities implemented relevant in responding to the needs of women and girls? To what extent do achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women and girls?
Response to the evaluation question with analysis of key findings by the evaluation team	The project strategy built on SOS-Esclaves’ extensive experience of the problems faced by women in slavery and the barriers to their leaving slavery. The combination of activities designed to create solidarity networks for support on release and long-term, provide emergency financial support, facilitate access to education, pursue cases before the courts, coupled with advocacy at all levels tackles most issues within the scope of a non-governmental organisation and these remain ever relevant. It is only a change of political will at governmental level that would result in the strategy becoming redundant.
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	<p>A key actor in the fight against slavery explained how it was their access to education that had crystallised their freedom (‘It was school that liberated me’ – C’est l’école qui m’a libéré) , so literacy classes for adults run by the solidarity networks and efforts to secure access to education for the children of survivors are steps towards that goal.</p> <p>The focus on women and girls is distinctly relevant as a woman’s decision to leave slavery has an impact on her children – it represents a real rupture for the whole family and places huge demands on the woman wanting to care for her children without any support– and so is more difficult to take. Yet, once a woman decides to leave, it has the potential to free the next generation too. Once in the judicial system, women face further discrimination as the influence Sharia means female testimony is often accorded less weight than that provided by a man and only two of the 330 magistrates in Mauritania are female. In addition, unmarried women with children run the risk of being charged with <i>zina</i>, unlawful sexual activity. The threat of such charges has been made explicitly to women survivors, even by judicial officials, in an attempt to deter them bringing charges against their former masters.</p>

	<p>The solidarity networks are the backbone of the support felt by survivors of slavery and within that network the Female Mentors play a more direct role with individual survivors. The financial support offered may be short-term but has provided the beneficiaries with an opportunity to provide shelter for their families and establish a level of autonomy.</p> <p>Without the longer-term and more substantial support promised through the government Tadamoun agency, women leaving slavery will remain vulnerable to pressure from their former masters. SOS-Esclaves’ persistent advocacy with Tadamoun and approaches to the Prime Minister to request Tadamoun support for individual women survivors, remains relevant. Attempts to meet Tadamoun during the Evaluation were not successful, so further information about Tadamoun’s response to SOS-Esclaves initiatives is not available.</p> <p>Pursuing legal cases on behalf of survivors and the two 2016 convictions have provided access to justice for some and set an important precedent. They provide hope to others that they will also get justice. As already mentioned, a strategy is required to manage these expectations in the face of likely political intransigence to further accelerated prosecutions. Progress is particularly difficult when the masters are people with influence or they feel protected by people with influence, for example, within legal system only 8 of the 330 magistrates are Haratine and the number of Black Mauritians in the judiciary is steadily decreasing.</p> <p>While the Board and staff of SOS-Esclaves include non-Haratine people, almost all SOS-Esclaves members are Haratine and many were previously been active within the El Hor movement. Indeed several of the Female Mentors had been El Hor members prior to joining SOS-Esclaves. These factors bring a legitimacy and recognition of their role as anti-slavery activists, which should endure beyond the challenges of slow progress due to political resistance to change. Equally, further diversification at all levels – leadership, staff, board and members – may further strengthen SOS-Esclaves in the medium/long term.</p>
<p>Conclusions</p>	<p>The strategy remains relevant as the nature of the problem tackled has not changed. The fact that SOS-Esclaves members are part of the communities where they work means their activism should remain relevant, despite the significant hurdles to achieving fundamental change.</p>

	Efficiency
Evaluation Question 7	How efficiently and timely has this project been implemented and managed in accordance with the Project Document?
Response to the evaluation question with analysis of key findings by the evaluation team	This project has been implemented efficiently, but reporting inaccuracies reveal that implementation may not have always been in full accordance with the Project Document. As mentioned above, there are some inaccuracies in terms of when beneficiaries left slavery and different approaches to how the legal cases have been counted.
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	<p>This project was not visited by the UN Trust Fund or by regionally-based UN on their behalf.</p> <p>The project made no provision for ASI to visit Mauritania, so although the organisation made regular visits to Mauritania during the life of this project funded through other means, there were no resources allocated to their oversight of SOS-Esclaves' reporting and financial reporting on this project. ASI regards this as a challenge, as their support and monitoring is a major factor in the smooth, effective and timely functioning of projects and the delivery of greater funding, awareness-raising and advocacy opportunities to SOS-Esclaves.</p> <p>See Question 2 above for more on reporting issues.</p>
Conclusions	SOS Esclaves has implemented the activities planned in this project with professionalism. The seemingly rigorous reporting requirements allowed some inaccuracies to go unchallenged which is of concern, even though they do not affect the underlying impact of the project.
Evaluation Criteria	Sustainability
Evaluation Question 8	How are the achieved results, especially the positive changes generated by the project in the lives of women and girls at the project goal level, going to be sustained after this project ends?
Response to the evaluation question with analysis of key findings by the evaluation team, plus quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above findings by the evaluation team	The capacity building work with SOS-Esclaves members will ensure that the positive changes are sustained. The majority of the results of this project benefited women who had already escaped slavery which is an indication of how long-term the needs are. See example described under Question 2

	<p>The legal assistance will require constant funding beyond the end of this project as few cases have been successfully prosecuted and future progress relies upon persistent advocacy. This may require support beyond the provision of a lawyer, for example a dedicated caseworker, as SOS-Eslaves has tried in the context of another project and is keen to pursue to continue the momentum of this project.</p> <p>Some women escaping slavery have gained autonomy by finding income-generating activities and the support of SOS-Eslaves has enabled them to have a home, so their exceptional needs may have diminished. The demand for systematic and longer-term support remains unsatisfied by Tadamoun.</p> <p>The profile, successes and relationships built through this project allowed SOS-Eslaves and ASI to bid successfully for US Government funding, which will replace, expand and strengthen the work begun in this project for a further three years.</p>
Conclusions	<p>This project built on SOS-Eslaves' core activities which will continue as they are an established presence in the communities where the project was operational.</p> <p>To maintain momentum on the legal cases and to encourage survivors to withstand pressure to drop proceedings, it would be helpful to extend the brief of the caseworker engaged through another project who has paralegal expertise, to pursue progress with local legal actors and with bodies such as Tadamoun in the cases handled through this project.</p>
Evaluation Criteria	Impact
Evaluation Question 9	<p>What are the unintended consequences (positive and negative) resulted from the project? What has been the overall impact of the intended consequences?</p>
Response to the evaluation question with analysis of key findings by the evaluation team plus Quantitative and/or qualitative evidence gathered by the	<p>News of the arrest and subsequent conviction of two masters has led to some women kept as slaves by members of the same extended families being released and abandoned. SOS-Eslaves in Bassikounou has met with four women who were told to leave their masters, but not to go too far away. They were given a few kilos of</p>

<p>evaluation team to support the response and analysis</p>	<p>rice and told they could come back to ask for more if needed. The fact that news of arrest and conviction is circulating and worrying for other slave masters is positive, however the manner of liberating the slaves is disrespectful of their rights and leaves the women vulnerable to further exploitation in a different form of slavery. The woman retains the slave status, even if she is no longer held as a slave.</p> <p>The main new element to the project was the legal assistance and many of the women interviewed for this evaluation spoke defiantly of their quest for justice. The development of solidarity networks and training of Female Mentors seems to have encouraged women to see their freedom as a right and to value that freedom. One of the Female Mentor highly valued her role which she described as ‘making a contribution to rebuilding a person’s humanity’ (Je contribue à refaire l’humanité d’une personne).</p> <p>Some women have rejected the offer of assistance to pursue their cases before the courts. This was anticipated and SOS-Esclaves has always respected such decisions, while attempting to galvanise women to resist detrimental settlements.</p>
<p>Conclusions</p>	<p>An increased number of releases is positive and has implications for SOS-Esclaves future work. Firstly, they may need to strengthen their resources to handle more cases and secondly, they may need to modify their advocacy messages to include more focus on the need for terms of release which respect human rights.</p>
<p>Evaluation Criteria</p>	<p>Knowledge Generation</p>
<p>Evaluation Question 10</p>	<p>What are the key lessons learned that can be shared with other practitioners on Ending Violence against Women and Girls? Are there any promising practices? If yes, what are they and how can these promising practices be replicated in other projects and/or in other countries that have similar interventions?</p>
<p>Response to the evaluation question with analysis of key findings by the evaluation team plus quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis</p>	<p>Descent-based slavery is a very particular form of Violence against Women and Girls as it systematises gender and descent-based discrimination at every level – including in the domestic setting, in society and at a political level where power remains in the hands of current or former slave owners.</p> <p>Effective approaches such as raising awareness of women’s rights, providing alternative livelihood options and supporting an</p>

	<p>independent living would be valid in projects aiming to end other types of Violence against Women and Girls.</p> <p>Equally important are advocacy initiatives to address pervasive prejudice against women and people of slave descent. Having role models can strengthen the advocacy messages. Training women – mostly of slave decent – as mentors within communities affected by slavery is a way of tackling the prejudice and could be replicated in other circumstances.</p> <p>Another generic lesson is that Ending Violence against Women and Girls involves behaviour change which is a lengthy and complex process. This project has tackled different stages of that process – helping women escape, facilitating their assimilation into community, raising their awareness of rights and increasing their skills (literacy and more specific income-generating skills), assisting them in accessing justice and facilitating the education of their children. In the context of other projects, SOS-Esclaves advocates for legal reform to enhance protection of women’s rights.</p>
Conclusions	<p>The responses to issues of empowerment and dealing with underlying gender discrimination are certainly transferable. The strength of a respected community-based organisation is clearly invaluable in achieving behaviour change but may not be so easily replicated elsewhere, but where they exist, they should be incorporated.</p>
Evaluation Question 11	<p>What has been the particular contribution of SOS-Esclaves and Anti-Slavery International to the changes noted.</p>
Response to the evaluation question with analysis of key findings by the evaluation team	<p>Both organisations are respected for their consistent determination to confront the issue of slavery in Mauritania.</p> <p>SOS-Esclaves is uniquely placed for its integration into the community, its voice within and outside of Mauritania and the respect generated by its President Boubacar Messaoud. It treads a careful path between speaking out and maintaining avenues of influence within government.</p> <p>ASI’s international legitimacy opens joint advocacy opportunities which add weight to the voice and activities of SOS-Esclaves. ASI has provided extensive and long-term support to SOS-Esclaves and has been persistent in its efforts to raise funds to continue their joint activities.</p>
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	<p>Feedback on SOS-Esclaves and ASI from sources ranging from diplomats to fellow activists was positive:</p>

	<ul style="list-style-type: none"> • SOS-Esclaves is synonymous with the issue (slavery) without being political (source: international partner) • SOS-Esclaves is undoubtedly the pre-eminent organisation against slavery in Mauritania (source: international branch of Mauritanian anti-slavery organisation) • SOS-Esclaves has created a really important movement headed by a major human rights activist (source: leader of Mauritanian anti-slavery organisation) • Boubacar Messaoud is a pioneer for the cause (slavery). We pay great attention (très regardant) to what SOS-Esclaves raises with us (source: Mauritanian government minister) • ASI has helped SOS-Esclaves to professionalise its work and to ensure its work is in line with international standards which adds weight to its advocacy nationally and internationally (source: SOS-Esclaves) • In meetings with the Mauritanian government SOS-Esclaves brought moral clarity and ASI showed courage in defying statements which were clearly untrue (source: international supporter) • ASI through its own experience and strong relationship with SOS-Esclaves, enables others to remain dynamic and relevant on slavery issues (source: international NGO)
<p>Conclusions</p>	<p>While the project activities were almost exclusively carried out by SOS-Esclaves, the need for combined national and international pressure (made possible through the partnership between SOS-Esclaves and ASI) cannot be overstated, as shown by the repeated statements that the major developments – such as the new law and the first convictions – happened with a close eye on international approval, rather than as an indication of a change of political will.</p>

Conclusion

The evidence gathered in the course of this Final Evaluation indicates that SOS-Esclaves, and its long-standing partner ASI, had designed a highly relevant project to tackle the issue of women in slavery as a form of Violence against Women which they knew from their extensive experience and knowledge was one of the aspects of slavery most resistant to change. The project built on their strengths and existing networks to provide further support to women who have left slavery and to offer them the prospect of justice and redress by accompanying them as they pursue a legal case against their former masters.

The project's analysis of the problem itself and the challenges achieving the project goal would face was thoroughly considered and proved appropriate. The project strategy proved effective in that it secured the first two convictions under a new reinforced Anti-Slavery law and SOS-Esclaves' criticism of the light sentences and other issues is taken seriously. It also leaves behind strengthened networks of SOS-Esclaves members in two parts of the country where slavery remains a significant issue.

The overall political and judicial landscape in Mauritania remains a significant barrier to fundamental change as those in power are closely connected to those with a vested interest in continuing the process of slavery and retaining control of those who escape or secure a form of release from slavery and women face additional discrimination before the law. This substantial barrier to real change, means that expectations raised by this project need careful management if women are to withstand social and personal pressure to agree to extra-legal settlements which are at best unfair and at worst constitute a different kind of slavery. Indeed a new strategy which capitalises on the convictions and manages expectations is one of the evaluation's recommendations. This may require seeking funding for someone to provide continued liaison between the lawyer and the survivor, so that pressure is retained on the legal system, and the survivor is kept fully informed as well as supported.

The project's reporting system was demanding and the Evaluation has revealed some shortcomings in the process. One major achievement where the Female Mentors trained in this project directly influenced a women held in slavery to secure her release was not reported and in other cases women released before the project started were reported as having been released during the project's life span and reporting on the number of legal cases has been inconsistent. To improve this for the future, one recommendation is that SOS-Esclaves devises an internal monitoring system which takes into account the organisation's capacities and does not undermine its particular strengths. The right system could facilitate promotion of the organisation's work as well as meeting the demands of funders more comprehensively.

To those who know the organisation, SOS-Esclaves remains the 'pre-eminent organisation against slavery in Mauritania' and the sole organisation which 'accompanies the population towards eradicating slavery' (*accompagner la population vers l'éradication*). To some open-minded, if politically constrained, officials, SOS-Esclaves is seen as a key ally to ensure reform does happen. An enhanced but still accurate and sensitive presentation of the organisation's approach and achievements would make an important contribution to sustaining such respect and strengthening their role.

Recommendations

Evaluation Criteria	Recommendations	Relevant Stakeholders (Recommendation made to whom)
Effectiveness	Devise strategy to capitalise on the first convictions under 2015 Anti-Slavery Law taking into account the political climate AND the need to manage survivors' expectations. This might include a caseworker with legal expertise (or extending the role of an existing caseworker) liaising between the lawyer and the survivor who could also maintain the pressure on the legal system which remains reluctant to act.	SOS Esclaves
Relevance	To ensure continued relevance, and to tackle government rhetoric on inclusion, participate in other studies focusing on discrimination and also ensure that the staff, leadership and membership of SOS-Esclaves is as diverse as possible given the nature of the issue.	SOS Esclaves with support from international partners
Efficiency	To ensure efficiency and show effectiveness, set up a Monitoring and Evaluation Plan to suit organisation's needs (learning, advocacy purposes) AND which will feed into demands of individual projects. This should be inclusive, sensitive to levels of literacy and feed into the overall development of the organisational database.	SOS-Esclaves with support from partner
Sustainability	Ensure adequate funding for agreed strategy to future legal cases	SOS-Esclaves and partners
	Provide continued training to keep Female Mentors and other members of the solidarity networks engaged, and consider extending this to others outside of towns so that they	SOS-Esclaves

	may become a first reference point for people seeking to leave slavery	
Impact	Discuss and propose an effective strategy to handle cases where an enslaved person is rapidly released, perhaps through fear of prosecution, without protection and adequate compensation.	SOS-Eslaves with other actors nationally and internationally
Knowledge Generation	Ensure systematised knowledge generated from projects is shared widely within the sphere of activism on slavery, women's rights and discrimination more widely.	SOS-Eslaves
Others	Consider ways to professionally promote the work done by SOS Eslaves. Obviously attention must be paid to respecting the dignity of the beneficiaries and other organisational values. The motivation for this recommendation is that the current level of information available underrepresents the organisation's achievements and reduces the potential for others to add their advocacy voice.	SOS Eslaves initially with later consultation with those likely to use the materials.
	International Representatives in Mauritania need to focus specifically on the issue of slavery in all human rights and development programming to ensure the issue is tackled effectively rather than being seen primarily as a poverty alleviation issue. Slavery has an impact on a diverse range of issues including a potential threat to security, levels of political representation, education policy and employment strategy.	The diplomatic community in Mauritania

Annex 1 Final version of Terms of Reference of the Evaluation

Evaluation of UN VAW project – Reducing violence against women resulting from slavery in Mauritania

Terms of reference

1. Background and Context

1.1. Background

The Mauritanian population (3.5 million) is composed of various ethnic groups. The Arabic-speaking Beidan, also known as **White Moors**, are dominant in the country's government, military, judiciary, and ownership of business, land and other resources. Historically Beidan raided and enslaved black Africans from sub-Saharan ethnic groups, and over time those slaves were assimilated into Moor culture. The slave-descended population now constitutes a distinct Arabic-speaking group called the **Haratine** (people of slave descent, or 'Black Moors'). Most Haratine now live separately from their erstwhile masters, though the majority continue to suffer discrimination and exclusion because they belong to the 'slave' class. And thousands remain enslaved to their masters to this day: under the direct control of their masters, they are treated as property, and never receive payment for their work. Slave status is passed from mother to child, so children born to an enslaved woman are 'inherited' by the master's children. It is extremely difficult for people leaving slavery (and Haratine) to obtain national identity⁵.

Mauritania is also home to other Black ethnic groups in the country who were never enslaved by the Beidan, such as the Pulaar, Wolof and Soninke; these groups are known collectively as **Black Mauritians**. These groups also have a tradition of slavery and feudal hierarchy; however, while some discriminatory practices remain, slavery in its purest form is rarely practised. These groups speak their own ethnic languages as well as French. Black Mauritians also face discrimination and exclusion by the White Moor elites, and (like people of slave descent) have great difficulties gaining access to national identity and citizenship rights.

It is very difficult to know exactly how many people still live in slavery today. Slavery practices are shrouded in secrecy and taboo, and efforts to undertake research, independent journalistic reporting, or national censuses that would even indicate the population of slave descent are actively repressed. After a visit to Mauritania in 2009, the former UN Special Rapporteur on contemporary forms of slavery, Gulnara Shahinian, described slavery in Mauritania as a 'slow, invisible process which results in the "social death" of many thousands of women and men'.⁶

1.2. Description of the project

a) Name of the project and the organization

The name of the project is "**Contributing to the reduction of violence against women that results from slavery in the regions of Hodh Echarqui and Adrar in Mauritania**". It is implemented jointly by Anti-Slavery International, a UK-based NGO and its national partner, SOS-Esclaves, based in Nouakchott, Mauritania.

b) Project duration, project start date and end date

This is a three-year project. It started on **1 February 2014** and is due to end on **31 January 2017**.

c) Current project implementation status with the timeframe to complete the project

⁵ The cost, and requirements to offer parents' details and birth certificates, are prohibitive.

⁶ See UN Human Rights Council (UNHRC), Report of the Special Rapporteur on contemporary forms of slavery, including its causes and consequences, Gulnara Shahinian, 24 August 2010, A/HRC/15/20/Add.2, summary

The project is on track and will finish on time.

d) Description of the specific forms of violence addressed by the project;

The project addresses the issue of slavery which often results in extreme forms of violence against women, including corporal punishment, bullying, verbal harassment, sexual assault, forced marriage etc. Women's experience of slavery is different to men's: they are routinely subjected to sexual abuse and rape by masters, and any children they bear are also considered to be the property of their masters. As important resources for new slaves, women in slavery are subjected to stricter controls. Their domestic work serves partly to restrict their movements and social interactions to prevent escape and ensure masters retain sexual and reproductive control. Having young dependants also often prevents women from escaping. Women who do manage to escape their masters face greater challenges than men, since under Mauritanian law women have few rights and protections independently of men.

e) Main objectives of the project

The overall aim of this project has been to **reduce slavery – a form of violence against women – and its effects in the regions of Hodh Echarqui and Adrar in Mauritania**. The key objectives identified as necessary for the achievement of this aim were the promotion of solidarity networks to assist and accompany women emerging from slavery, prosecution of slave-owners and the development of a legal framework that guarantees the emancipation and protection of women's rights. These objectives were to be attained through activities such as advocacy to ensure that the Government and its Agencies prioritise the slavery issue, reform the anti-slavery legislation and implement rehabilitation and reintegration programmes in favour of slavery victims; setting-up of member-run support networks to identify people who are still in slavery, provide assistance to those who have escaped, and advocate on their behalf with the local and regional authorities; selection of female mentors to provide support and guidance to slavery survivors in establishing independent lives; community awareness-raising to engage people in discussions about slavery and related aspects such as violence against women; provision of legal assistance to facilitate slavery survivors' access to justice and prosecute those responsible with a view to putting an end to impunity and deterring potential perpetrators.

a) Description of targeted primary and secondary beneficiaries

The primary beneficiaries consist of women and girls emerging from slavery. We estimated that **80 women and children** would be assisted by SOS-Eslaves' support networks over the course of the project. Some of them would still live under the control of their masters while others would still be vulnerable to slavery practices although they no longer live with them. The indirect beneficiaries that were targeted by the project were 60 members of SOS-Eslaves, 40 members and staff of CSOs (excluding SOS-Eslaves), 60 community and religious leaders, 60 policy makers (representatives of Ministries, Agencies etc.), 50 deputies, 60 police officers, 30 judicial officers (lawyers, judges, prosecutors etc.), 30 journalists at the national level, about 200 international actors (UN Agencies and treaty bodies, diplomatic missions, media) and 1,800 community members, bringing the total number of indirect beneficiaries to **2,390**.

1.2 Strategy and theory of change of the project with the brief description of project goal, outcomes, outputs and key project activities.

The main strategy of this project was to increase SOS-Eslaves' capacity to provide assistance and support to women emerging from slavery and to reach out to the communities affected by slavery in Hodh Echarqui and Adrar. This was to be achieved by setting-up support networks formed by trained members of SOS-Eslaves, selecting female mentors to act as a liaison, resourcing SOS-Eslaves' regional offices, providing stipends for Focal Points, funds for awareness-raising, consultation visits and advocacy meetings, particularly in the regions. The importance of building such networks was critical: people who have left slavery in the past have often found that they never managed to cope

with the enormous challenges of leaving slavery, and avoiding the risks of being returned to their masters, without the help of members of SOS-Eslaves.

1.3 The geographic context

The work with people emerging out of slavery was set to take place in two regions namely Hodh Echarqui, in eastern Mauritania, whose main cities Nema and Bassiknou are respectively located 1,400 km and 1,100 km from Nouakchott and the Adrar in northern Mauritania, located 570 km from Nouakchott. The Hodh Echarqui and the Adrar are the regions most affected by slavery practices, and are both plagued with high levels of poverty and illiteracy. The economy of these regions is largely agro-pastoral with feudal systems of production (i.e. the workforce is largely constituted by the “slave” population (Haratine), in particular women, in exploitative or slavery-like arrangements). Indeed, the number of slavery cases identified and followed by SOS-Eslaves is higher in these two regions than anywhere else in the country, hence SOS-Eslaves’ decision to establish regional offices in these areas in 2009.

1.4 Total resources allocated for the intervention

The total project budget is **438,440 USD**, of which 417,872 USD was funded by the UN Trust Fund while the project applicants contributed the remaining 20,568 US dollars.

1.5 Key partners involved in the project

Anti-Slavery International’s objective is “The Elimination of Slavery, the Slave Trade and All Forms of Unlawful Forced Labour and Unlawful Deprivation of Freedom....” Founded in 1839 by members of the British abolitionist movement, Anti-Slavery has a uniquely long and distinguished history of achievement in pursuit of these objects. Since 1835 the organisation has campaigned on a wide range of slavery practices around the world, achieving many notable successes; and has been highly active and influential in the development of slavery and forced labour-related UN and ILO Conventions. Currently the organisation implements projects and programmes in collaboration with in-country partners on slavery issues across the world, including: human trafficking, descent-based slavery, child slavery, domestic servitude and forced labour, including bonded labour. Anti-Slavery International has been at the forefront of efforts to end slavery in Mauritania in partnership with SOS-Eslaves since 1995, with a series of formal projects since 2005. These projects involved a great deal of capacity-building support to SOS-Eslaves, as well as research reports, awareness-raising campaigns, micro-credit, training courses, legal assistance, and community support for advocacy on citizenship and land rights. We work closely with a range of multilateral and bilateral actors that support efforts to eradicate slavery in Mauritania. Finally, we are in permanent collaboration with other international NGOs (e.g. MRG, IRA-USA, UNPO, SFTP, ITUC, Amnesty International) and Mauritanian civil society organizations involved in the anti-slavery cause, including IRA-Mauritania, AFCF and AMDH.

SOS-Eslaves, which was created in 1995 by leading figures of the earlier El Hor movement, is the longest-established anti-slavery organisation in Mauritania. With over 2,000 grassroots members and ‘focal points’ in each region and most towns of Mauritania, it provides an ideal structure to identify and support people emerging from slavery in Mauritania, and indeed, has helped hundreds of people to emancipation. SOS-Eslaves also has a reputation of international standing thanks to its years of sharing powerful anti-slavery messages in public fora, from media to UN hearings. With capacity-building support from Anti-Slavery, SOS-Eslaves has established regional offices in the slavery strongholds of Atar and Nema.

2. Purpose of the evaluation

2.1 Why the evaluation needs to be done

This is a **mandatory final project evaluation** required by the UN Trust Fund to End Violence against Women.

2.2 How the evaluation results will be used, by whom and when.

The final report will be submitted to the UN Trust Fund to End Violence against Women, the project partner and will also be made available to colleagues at Anti-Slavery International on its website as well as to organisations and individuals working on similar projects and thematic areas that could learn from the experience. The findings of the report will also be used for reflection, learning and forward planning, both for this programme and others. It will be used in advocacy materials and funding applications and will be published on our website to demonstrate evidence of achievements.

2.3 What decisions will be taken after the evaluation is completed

The main findings of the evaluation will enable us to review and if necessary adapt our response strategy in Mauritania. Anti-Slavery International and its partner, SOS-Esclaves, will draw upon this evaluation to develop the next phase of our work; we anticipate building on and expanding the existing member-run solidarity networks.

3. Evaluation objectives and scope

3.1 Scope of Evaluation

- Timeframe: this evaluation needs to cover the entire project duration.
- Geographical Coverage: this evaluation needs to cover the project areas, namely Hodh Echarqui and Adrar. However, for time and security reasons, the evaluator will only travel to the capitals of the regions, namely Atar (capital of Adrar) and Nema (capital of Hodh Echarqui) where SOS-Esclaves' regional offices are established. The evaluator will also spend time in Nouakchott to meet with SOS-Esclaves' project staff as well as a range of project stakeholders.
- Target groups to be covered: this evaluation needs to cover the target primary and secondary beneficiaries as well as broader stakeholders and project partners.

3.2 Objectives of Evaluation

The purpose of the evaluation is to:

- To evaluate the entire project in terms of effectiveness, relevance, efficiency, sustainability and impact, with a strong focus on assessing the results at the outcome and project goals;
- To generate key lessons and identify promising practices for learning;
- Allow SOS-Esclaves and Anti-Slavery to learn about what has been achieved through the project and the challenges encountered in implementation.
- Allow SOS-Esclaves and Anti-Slavery to account to local stakeholders and funders for the project's achievements.

4. Evaluation questions

Evaluation Criteria	Mandatory Evaluation Questions
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Effectiveness	<p>1) To what extent were the intended project goal, outcomes and outputs achieved and how?</p> <p>2) To what extent did the project reach the targeted beneficiaries at the project goal and outcome levels? How many beneficiaries have been reached?</p> <p>3) To what extent has this project generated positive changes in the lives of targeted (and untargeted) women and girls in relation to the specific forms of violence addressed by this project? Why? What are the key changes in the lives of those women and/or girls? Please describe those changes.</p> <p>4) What internal and external factors contributed to the achievement and/or failure of the intended project goal, outcomes and outputs? How?</p> <p>5) To what extent was the project successful in advocating for legal or policy change? If it was not successful, explain why.</p> <p>6) In case the project was successful in setting up new policies and/or laws, is the legal or policy change likely to be institutionalized and sustained?</p>
Relevance	<p>1) To what extent was the project strategy and activities implemented relevant in responding to the needs of women and girls?</p> <p>2) To what extent do achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women and girls?</p>
Efficiency	<p>1) How efficiently and timely has this project been implemented and managed in accordance with the Project Document?</p>
Sustainability	<p>1) How are the achieved results, especially the positive changes generated by the project in the lives of women and girls at the project goal level, going to be sustained after this project ends?</p>
Impact	<p>1) What are the unintended consequences (positive and negative) resulted from the project?</p>

Knowledge Generation	<p>1) What are the key lessons learned that can be shared with other practitioners on Ending Violence against Women and Girls?</p> <p>2) Are there any promising practices? If yes, what are they and how can these promising practices be replicated in other projects and/or in other countries that have similar interventions?</p>
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5. Evaluation methodology

Anti-Slavery International will consider Bond's evidence principles when reviewing candidates' approach papers and we would like proposed methodologies to meet the principles as far as possible (see Annex B, attached).

- Conduct a desk-based review of project information including the following key documents.
- Develop a methodology framework for data collection (also called "inception report") that could include questionnaires, semi-structured interviews, focus group discussions and other tools, for approval by Anti-Slavery International and SOS-Esclaves.
- Visit SOS-Esclaves in Mauritania to collect information on achievements and impact and difficulties faced by the project, including the management aspects of work.
- Visit project stakeholders in Mauritania (e.g. slavery survivors, civil society actors, policy-makers, political/judicial authorities), to assess the degree to which project has had the intended impact; and what could have been done differently or better, so that the lessons can be learned.
- Hold final evaluation meetings with SOS-Esclaves.
- Provide at least one case study relating to the country (to be decided in consultation with Anti-Slavery International).
- Conduct interviews (or other research) with Anti-Slavery International staff, to collect information on achievements and impact and difficulties faced by the project, including the management aspects of work.
- Present a preliminary overview of findings to partners in Mauritania and receive comments from stakeholders before preparing the draft evaluation report.
- Prepare the final evaluation report in English, complete with a summary and recommendations.
- Submit the draft report to Anti-Slavery for written comment before finalising the report, to minimise the chance of inaccuracies and to maximise ownership of the findings.

Contact throughout the process may be maintained with the Africa Programme Manager at Anti-Slavery International, Sarah Mathewson. Anti-Slavery and SOS-Esclaves will also take responsibility for arranging transport, booking accommodation and organising interviews with key stakeholders. The report should be presented to Anti-Slavery International in hard copy and electronic formats by **11 November 2016**. The report in draft form will be sent to Anti-Slavery International and project partners for comment.

6. Evaluation ethics

The evaluation must be conducted in accordance with the principles outlined in the UN Evaluation Group (UNEG) 'Ethical Guidelines for Evaluation' <http://www.unevaluation.org/ethicalguidelines>.

It is imperative for the evaluator(s) to:

- Guarantee the safety of respondents and the research team.
- Apply protocols to ensure anonymity and confidentiality of respondents.
- Select and train the research team on ethical issues.
- Provide referrals to local services and sources of support for women that might ask for them.
 - Ensure compliance with legal codes governing areas such as provisions to collect and report data, particularly permissions needed to interview or obtain information about children and youth.
- Store securely the collected information.

The evaluator(s) must consult with the relevant documents as relevant prior to development and finalization of data collection methods and instruments. The key documents include (but not limited to) the following:

- World Health Organization (2003). Putting Women First: Ethical and Safety Recommendations for Research on Domestic Violence Against Women. www.who.int/gender/documents/violence/who_fch_gwh_01.1/en/index.html
- Jewkes, R., E. Dartnall and Y. Sikweyiya (2012). Ethical and Safety Recommendations for Research on the Perpetration of Sexual Violence. Sexual Violence Research Initiative. Pretoria, South Africa, Medical Research Council. Available from www.svri.org/EthicalRecommendations.pdf
- Researching violence against women: A practical guide for researchers and activists November 2005 http://www.path.org/publications/files/GBV_rvaw_complete.pdf
- World Health Organization (WHO), 'Ethical and safety recommendations for researching documenting and monitoring sexual violence in emergencies' 2007, http://www.who.int/gender/documents/OMS_Ethics&Safety10Aug07.pdf

7. Key deliverables of evaluators and timeframe

	Deliverables	Description of Expected Deliverables	Timeline of each deliverable (date/month/year)
1	Evaluation inception report (English)	<p>The inception report provides the grantee organization and the evaluator with an opportunity to verify that they share the same understanding about the evaluation and clarify any misunderstanding at the outset.</p> <p>An inception report must be prepared by the evaluators before going into the technical mission and full data collection stage. It must detail the evaluator's understanding of what is being evaluated and why, showing how each evaluation question will be answered by way of: proposed methods, proposed sources of data and data collection/analysis procedures.</p> <p>The inception report must include a proposed schedule of tasks, activities and deliverables, designating a team member with the lead responsibility for each task or product.</p> <p>The structure must be in line with the suggested structure of the annex of TOR.</p>	11/10/2016
2	Draft evaluation report (English)	<p>Evaluators must submit draft report for review and comments by all parties involved. The report needs to meet the minimum requirements specified in the annex of TOR.</p> <p>The grantee and key stakeholders in the evaluation must review the draft evaluation report to ensure that the evaluation meets the required quality criteria.</p>	11/11/2016
3	Final evaluation report (English)	<p>Relevant comments from key stakeholders must be well integrated in the final version, and the final report must meet the minimum requirements specified in the annex of TOR. The final report must be disseminated widely to the relevant stakeholders and the general public</p>	30/11/2016

8. Evaluation team composition and required competencies

8.1 Evaluation Team Composition and Roles and Responsibilities

The Evaluation Team will be consisting of **one international consultant**.

8.2 Required Competencies

- Evaluation experience at least 5 years in conducting external evaluations, with mixed-methods evaluation skills and having flexibility in using non-traditional and innovative evaluation methods
- Expertise in gender and human-rights based approaches to evaluation and issues of violence against women and girls
- Specific evaluation experiences in the areas of ending violence against women and girls
- Experience in collecting and analysing quantitative and qualitative data
- In-depth knowledge of gender equality and women’s empowerment
- A strong commitment to delivering timely and high-quality results, i.e. credible evaluation and its report that can be used
- A strong team leadership and management track record, as well as interpersonal and communication skills to help ensure that the evaluation is understood and used.
- Good communication skills and ability to communicate with various stakeholders and to express concisely and clearly ideas and concepts
- Knowledge of Mauritania or West Africa is desirable.
- Fluency in English and French is mandatory; good command of Arabic is desirable.

9 Management Arrangement of the evaluation

Name of Group	Role and responsibilities	Actual name of staff responsible
Evaluation Team	External evaluator to conduct an external evaluation based on the contractual agreement and the Terms of Reference, and under the day-to-day supervision of the Evaluation Task Manager.	External evaluators

Evaluation Task Manager	<p>Someone from the grantee organization, such as project manager and/or M&E officer to manage the entire evaluation process under the overall guidance of the senior management, to:</p> <ul style="list-style-type: none"> <input type="checkbox"/> lead the development and finalization of the evaluation TOR in consultation with key stakeholders and the senior management; <input type="checkbox"/> manage the recruitment of the external evaluators; <input type="checkbox"/> lead the collection of the key documents and data to be share with the evaluators at the beginning of the inception stage; <input type="checkbox"/> liaise and coordinate with the evaluation team, the reference group, the commissioning organization and the advisory group throughout the process to ensure effective communication and collaboration; <input type="checkbox"/> provide administrative and substantive technical support to the evaluation team and work closely with the evaluation team throughout the evaluation; <input type="checkbox"/> lead the dissemination of the report and follow-up activities after finalization of the report 	Sarah Mathewson, Africa Programme Manager & Laoise Ní Bhriain, Learning and Accountability Manager
Commissioning Organization	Senior management of the organization who commissions the evaluation (grantee) – responsible for: 1) allocating adequate human and financial resources for the evaluation; 2) guiding the evaluation manager; 3) preparing responses to the recommendations generated by the evaluation.	Sarah Mathewson, Africa Programme Manager & Debbie McGrath, Head of Programmes and Advocacy
Reference Group	Include primary and secondary beneficiaries, partners and stakeholders of the project who provide necessary information to the evaluation team and to reviews the draft report for quality assurance.	Women and children emerging from slavery; trained SOS-Esclaves’ members; community members; religious and traditional leaders; judicial officials (judges, prosecutors, clerks); police officers; local and national authorities; international actors
Advisory Group	Must include a focal point from the UN Women Regional Office and the UN Trust Fund Portfolio Manager to review and comment on the draft TOR and the draft report for quality assurance and provide technical support if needed.	Anna Alaszewski UNTF Portfolio Manager

10 Timeline of the entire evaluation process

Stage of Evaluation	Key Task	Responsible	Number of working days required	Timeframe
Preparation stage	Prepare and finalize the TOR with key stakeholders	Commissioning organization and evaluation task manager	7 days	15-30 August
	Compiling key documents and existing data		2 days	31 Aug-4 Sept
	Recruitment of external evaluator(s)		3 day	Advertisement to be published 1 Sept, interviews to take place first week of October
Inception stage	Briefings of evaluators to orient the evaluators	Evaluation task manager	2 days	Up to mid-Oct
	Desk review of key documents	Evaluation Team	1 day	mid-end Oct
	Finalizing the evaluation design and methods	Evaluation Team	2 days	mid-end Oct
	Preparing an inception report	Evaluation Team	2 days	mid-end Oct
	Review Inception Report and provide feedback	Evaluation Task Manager, Reference Group and Advisory Group	1 day	mid-end Oct
	Submitting final version of inception report	Evaluation Team	2 days	31 Oct
Data collection and analysis stage	Desk research	Evaluation Team	4 days	1 – 5 Nov
	In-country technical mission for data collection (visits to the field, interviews, questionnaires, etc.)	Evaluation Team	10 days	Up to 20 Nov
	Analysis and interpretation of findings	Evaluation Team	2 days	Up to 25 Nov

Synthesis and reporting stage	Preparing a draft report	Evaluation Team	5 days	Up to 2 Dec
	Review of the draft report with key stakeholders for quality assurance	Evaluation Task Manager, Reference Group, Commissioning Organization Senior Management, and Advisory Group	7 days	Up to 11 Dec
	Consolidate comments from all the groups and submit the consolidated comments to evaluation team	Evaluation Team	1 day	Up to 18 Dec
	Incorporating comments and revising the evaluation report	Evaluation Team	1 day	Up to 8 Jan
	Submission of the final report	Evaluation Team	1 day	8 Jan
	Final review and approval of report	Evaluation Task Manager, Reference Group, Commissioning Organization Senior Management, and Advisory Group	3 days	Up to 15 Jan
Dissemination and follow-up	Publishing and distributing the final report	commissioning organization led by evaluation manager	1 day	Up to 22 Jan
	Organize learning events (to discuss key findings and recommendations, use the finding for planning of following year, etc)	commissioning organization	3 days	Up to 22 Jan

11. Budget

The total budget for this evaluation is **USD 16,790 US Dollars**. The maximum amount that is available for evaluator's fees is 11,000 USD Dollars. The rest is split between international travel (4,000 USD), transport costs in Nouakchott (500 USD), per diems for 10 days (20USD x 10 days =200 USD), car rental and petrol for the field visit to the project sites (500 USD), accommodation in Nema and Atar (300

USD), transport costs for beneficiaries/authorities to come to Nema/Atar (200 USD), communication costs (60 USD) and printing costs (30 USD).

Flights will be booked by Anti-Slavery International and the mission logistics (including hotel bookings and transport to the project areas) in-country will be arranged by SOS-Eslaves.

12 Annexes

1) Key stakeholders and partners to be consulted

- SOS-Eslaves' project staff (Nouakchott)
- Women and children assisted by SOS-Eslaves' solidarity networks (Nema & Atar)
- Trained members of SOS-Eslaves (Nema & Atar)
- Female mentors (Nema & Atar)
- Focal Points (1 in Nema & 1 in Atar)
- Community and religious leaders (Nema & Atar)
- Local authorities (Prefects and Governors in Nema & Atar)
- Judicial authorities at the local level (Prosecutors, Judges, investigating judges in Nema & Atar)
- National authorities (Ministries, Tadamoun Agency, CNDH)
- Judicial authorities at the national level (General Prosecutor, President of the Special Tribunal in Nouakchott, Judges, Prosecutors)
- Journalists (Nouakchott)
- International actors (OHCHR, EU delegation, US' Embassy)
- Other CSOs (IRA, AMDH, AFCF)

2) Documents to be consulted

- Full proposal
- Concept note
- Baseline data
- Progress and annual reports (narrative & financial)
- Feedback from the UN on progress and annual reports
- Training reports
- Shadow reports and briefings to UN mechanisms (UPR, ITUC)
- Anti-Slavery and SOS' Press Releases
- Advocacy letters
- Report on non-enforcement of anti-slavery legislation

3) Required structure for the inception report

Structure of inception report

- | |
|---|
| <ol style="list-style-type: none">1) Background and Context of Project2) Description of Project3) Purpose of Evaluation4) Evaluation Objectives and Scope5) Final version of Evaluation Questions with evaluation criteria6) Description of evaluation team, including the brief description of role and responsibilities of each team member7) Evaluation Design and Methodology<ol style="list-style-type: none">a. Description of overall evaluation design |
|---|

- b. Data sources (accesses to information and to documents)
- c. Description of data collection methods and analysis (including level of precision required for quantitative methods, value scales or coding used for qualitative analysis; level of participation of stakeholders through evaluation process)
- d. Description of sampling (area and population to be represented, rationale for selection, mechanics of selection, limitations to sample); reference indicators and benchmarks, where relevant (previous indicators, national statistics, human rights treaties, gender statistics, etc.)
- e. Limitations of the evaluation methodology proposed
- 8) **Ethical considerations:** a) Safety and security (of participants and evaluation team); and b) Contention strategy and follow up
- 9) **Work plan with the specific timeline and deliverables by evaluation team** (up to the submission of finalized report)
- 10) Annexes
- a. Evaluation Matrix**
- b. **Data collection Instruments** (e.g.: survey questionnaires, interview and focus group guides, observation checklists, etc.)
- c. List of documents consulted so far and those that will be consulted
- d. List of stakeholders/partners to be consulted (interview, focus group, etc.)
- e. **Draft outline of final report** (in accordance with the requirements of UN Trust Fund)

4) Required structure for the evaluation report

Structure of evaluation report

1. Title and cover page

- Name of the project
- Locations of the evaluation conducted (country, region)
- Period of the project covered by the evaluation (month/year – month/year)
- Date of the final evaluation report (month/year)
- Name and organization of the evaluators
- Name of the organization(s) that commissioned the evaluation
- Logo of the grantee and of the UN Trust Fund

2. Table of Content

3. List of acronyms and abbreviations

4. Executive summary

- Brief description of the context and the project being evaluated;
- Purpose and objectives of evaluation;
- Intended audience;
- Short description of methodology, including rationale for choice of methodology, data sources used, data collection & analysis methods used, and major limitations;
- Most important findings with concrete evidence and conclusions; and
- Key recommendations.

5. Context of the project

- Description of critical social, economic, political, geographic and demographic factors within which the project operated.

- An explanation of how social, political, demographic and/or institutional context contributes to the utility and accuracy of the evaluation.

6. Description of the project

- Project duration, project start date and end date
- Description of the specific forms of violence addressed by the project
- Main objectives of the project
- Importance, scope and scale of the project, including geographic coverage
- Strategy and theory of change (or results chain) of the project with the brief description of project goal, outcomes, outputs and key project activities
- Key assumptions of the project
- Description of targeted primary and secondary beneficiaries as well as key implementing partners and stakeholders
- Budget and expenditure of the project

7. Purpose of the evaluation

- Why the evaluation is being done
- How the results of the evaluation will be used
- What decisions will be taken after the evaluation is completed
- The context of the evaluation is described to provide an understanding of the setting in which the evaluation took place

8. Evaluation objectives and scope

- A clear explanation of the objectives and scope of the evaluation.
- Key challenges and limits of the evaluation are acknowledged and described.

9. Evaluation Team

- Brief description of evaluation team
- Brief description of each member's roles and responsibilities in the evaluation
- Brief description of work plan of evaluation team with the specific timeline and deliverables

10. Evaluation Questions

- The original evaluation questions from the evaluation TOR are listed and explained, as well as those that were added during the evaluation (if any).
- A brief explanation of the evaluation criteria used (e.g. relevance, efficiency, effectiveness, sustainability and impact) is provided.

11. Evaluation Methodology

Sub-sections	Inputs by the evaluator(s)
	<p><i>[please specify if the evaluation was conducted by one of the following designs: 1) post-test only without comparison group; 2) pre-test and post-test without comparison group; 3) pre-test and post-test with comparison group; or 4) randomized control trial.]</i></p>

Data sources	
Description of data collection methods and analysis (including level of precision required for quantitative methods, value scales or coding used for qualitative analysis; level of participation of stakeholders through evaluation process, etc.)	<i>[Please refer to the evaluation matrix (template Annex 4A)]</i>
Description of sampling <ul style="list-style-type: none"> • Area and population to be represented • Rationale for selection • Mechanics of selection • Limitations to sample • Reference indicators and benchmarks/baseline, where relevant (previous indicators, national statistics, human rights treaties, gender statistics, etc.) 	
Description of ethical considerations in the evaluation <ul style="list-style-type: none"> • Actions taken to ensure the safety of respondents and research team • Referral to local services or sources of support • Confidentiality and anonymity protocols • Protocols for research on children, if required. 	
Limitations of the evaluation methodology used	

12. Findings and Analysis per Evaluation Question

[The template below must be used per evaluation question in order to provide direct answer to the question, key findings and analysis, and quantitative and qualitative evidence per evaluation question. Evaluators may add additional paragraphs/sub-sections in narrative format to describe overall findings and analysis if they wish.]

Evaluation Criteria	Effectiveness
Evaluation Question 1	To what extent were the intended project goal, outcomes and outputs achieved and how?
Response to the evaluation question with analysis of key findings by the evaluation team	
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	
Conclusions	
Others	

Evaluation Criteria	Effectiveness
Evaluation Question 1	<ul style="list-style-type: none"> •To what extent did the project reach the targeted beneficiaries at the project goal and outcome levels? • How many beneficiaries have been reached?
Response to the evaluation question with analysis of key findings by the evaluation team	
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	
Conclusions	
Others	*For this specific question on beneficiaries, please complete the Beneficiary Data Sheet in Annex 4C.

*****Please repeat the same template per evaluation question.***

Instruction for Findings and Analysis

- Findings cover all of the evaluation objectives and the key evaluation questions agreed in the evaluation TOR and during the inception stage (inception report).
- Outputs, outcomes and goal of the project are evaluated to the extent possible (or an appropriate rationale given as to why not).

- Outcomes and goal include any unintended effects, whether beneficial or harmful.
- The report makes a logical distinction in the findings, showing the progression from implementation of the activities to the results (outputs, outcomes and project goal) with an appropriate measurement and analysis of the results chain, or a rationale as to why an analysis of results was not provided.
- Findings regarding inputs for the completion of activities or process achievements are distinguished clearly from the results of the projects (i.e. outputs, outcomes and project goal).
- Results attributed to the success/failure of the project are related back to the contributions of different stakeholders.
- Reasons for accomplishments and difficulties of the project, especially constraining and enabling factors, are identified and analyzed to the extent possible.
- Based on the findings, the evaluation report includes an analysis of the underlying causes, constraints, strengths on which to build on, and opportunities.
- An understanding of which external factors contributed to the success or failure of the project helps determine how such factors will affect the future initiatives, or whether it could be replicated elsewhere.

For evaluation questions related to lessons learned and promising practices

- Lessons and promising practices that contributes to general knowledge in the context of Ending Violence against Women, including innovative and catalytic methodologies/approaches.
- The analysis presents how lessons and promising practices can be applied to different contexts and/or different actors, and takes into account evidential limitations such as generalizing from single point observations.
- They are well supported by the findings and conclusions of the evaluation and are not a repetition of common knowledge.

13. Conclusions

The template below must be used to provide conclusions organized per evaluation criteria, in addition to those for overall. Evaluators may add additional paragraphs/sub-sections in narrative format if they wish.]

Evaluation criteria	Conclusions
Overall	
Effectiveness	
Relevance	
Efficiency	
Sustainability	
Impact	

Knowledge Generation	
Others (if any)	

Instruction

- The logic behind the conclusions and the correlation to actual findings are clear.
- Simple conclusions that are already well known are avoided.
- Substantiated by findings consistent with the methodology and the data collected.
- Represent insights into identification and/or solutions of important problems or issues.
- Focus on issues of significance to the project being evaluated, determined by the evaluation objectives and the key evaluation questions.

14. Key recommendations

[The template below must be used to provide recommendations per evaluation criteria. Evaluators may add additional paragraphs/sub-sections in narrative format if they wish.]

Evaluation Criteria	Recommendations	Relevant Stakeholders (Recommendation made to whom)	Suggested timeline (if relevant)
Overall			
Effectiveness			
Relevance			

Efficiency			
Sustainability			
Impact			
Knowledge Generation			
Others (if any)			

Instruction

- Realistic and action-oriented, with clear responsibilities and timeframe for implementation if possible.
- Firmly based on analysis and conclusions.
- Relevant to the purpose and the objectives of the evaluation.
- Formulated in a clear and concise manner.

15. Annexes (mandatory)

The following annexes must be submitted to the UN Trust Fund with the final report.

- 1) **Final Version of Terms of Reference (TOR) of the evaluation**
- 2) **Evaluation Matrix** [see Annex 4A for the template] please provide indicators, data source and data collection methods per evaluation question.

- 3) **Final version of Results Monitoring Plan** [see Annex 4B for the template] please provide actual baseline data and endline data per indicator of project goal, outcome and output
- 4) **Beneficiary Data Sheet** [see Annex 4C for the template] please provide the total number of beneficiaries reached at the project goal and outcome levels.
- 5) **Additional methodology-related documentation**, such as data collection instruments including questionnaires, interview guide(s), observation protocols, etc.
- 6) **Lists of persons and institutions interviewed or consulted and sites visited**
[As appropriate, specification of the names of individuals interviewed should be limited to ensure confidentiality in the report but rather providing the names of institutions or organizations that they represent.]
- 7) **List of supporting documents reviewed**
- 8) **CVs of evaluator(s) who conducted the evaluation**

Annex 2 – Evaluation Matrix as featured in Inception Report

Evaluation Criteria	Evaluation Questions	Indicators	Data source, collection methods and approach to analysis
Effectiveness	<p>1) To what extent were the intended project goal, outcomes and outputs achieved and how?</p> <p>2) To what extent did the project reach the targeted beneficiaries at the project goal and outcome levels? How many beneficiaries have been reached?</p> <p>3) To what extent has this project generated positive changes in the lives of targeted (and untargeted) women and girls in relation to the specific forms of violence addressed by this project? Why? What are the key changes in the lives of those women and/or girls? Please describe those changes.</p> <p>4) What internal and external factors contributed to the achievement and/or failure of the intended project goal, outcomes and outputs? How? <i>Two additional questions: To what extent were these factors identified as risk factor and how appropriate were the mitigation strategies?</i></p> <p>5) To what extent was the project successful in advocating for legal or policy change? If it was not successful, explain why.</p>	<p>The evaluation will not replicate the extensive reporting against each of the indicators provided in the various reports. It will focus on outcome indicators designated through the project, namely:</p> <ol style="list-style-type: none"> 7. Views of women leaving slavery about changes in their lives and support received from SOS Esclaves 8. Number of slavery cases at court and convictions 9. Number of women leaving slavery who receive government support 10. Level & extent of community support for SOS-Esclaves 11. Views of major stakeholders on capacity of the anti-slavery movement and their work in favour application of anti-slavery legislation and women’s rights 12. Nature and level of activity by police and state actors towards punishing slavery and compensating survivors. 	<p>Information provided in periodic project reports in response to the questions will be cross-checked with sources in Mauritania.</p> <p>While available quantitative data will be collected through SOS Esclaves and ASI with regard to number of people trained, number of women assisted to leave slavery, number of legal cases, the qualitative data will be essential to explain the nature of change achieved, factors affecting the outcomes and likely sustainability</p> <p>The qualitative data will be collected through semi-structured interviews with SOS Esclaves focal points and staff, direct beneficiaries, judicial officials and others involved in the legal processes.</p> <p>To provide all important context to the analysis semi-structured interviews with community and religious leaders, local authorities, journalists and international actors.</p>

	6) In case the project was successful in setting up new policies and/or laws, is the legal or policy change likely to be institutionalized and sustained?		
Relevance	<p>1) To what extent was the project strategy and activities implemented relevant in responding to the needs of women and girls?</p> <p>2) To what extent do achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women and girls?</p>	<p>Issues raised in the Baseline survey indicate that the strategy and activities were relevant to the needs articulated at that stage. The Evaluation will seek to update that data by assessing whether the needs identified then remain as relevant today and to analyse what might have changed. Attention will be paid to various differentiation factors, such as age group, geography, marital status. Most of this data will come from interviews with the women beneficiaries with contextual information from SOS Esclaves staff, especially Focal Points, and others working in this field – civil society and government actors.</p>	<p>Interviews with project beneficiaries and those subject to advocacy through this project will provide the data for this criteria. In addition, attention will be paid what might work better.</p>
Efficiency	<p>1) How efficiently and timely has this project been implemented and managed in accordance with the Project Document?</p>	<p>Project reports will be the main indication on this issue.</p>	<p>This area will be explored in interviews with ASI and SOS Esclaves staff/members, especially those involved in elaborating the project. The Evaluation will explore how implementation of the project was organized and managed</p>
Sustainability	<p>1) How are the achieved results, especially the positive changes generated by the project in</p>	<p>An indicator of sustainability would be:</p>	<p>The Evaluation will explore what structures and activities are essential</p>

	the lives of women and girls at the project goal level, going to be sustained after this project ends?	What measures are in place to replicate the work of SOS-Esclaves – within civil society and governmental spheres	for the positive changes to be sustained and what provisions are made to ensure these can continue. A second layer of activities and structures which are desirable would be identified with an analysis of other ways of ensuring necessary elements of these are maintained
Impact	3) What are the unintended consequences (positive and negative) resulted from the project? And one additional question: 4) What has been the overall impact of the intended consequences? This overlaps with the criteria of relevance, but deserves separate consideration here.	Identified events which were not anticipated will indicate	Relevant information will come through using semi-structured interviews where space would be left for unintended consequences to emerge
Knowledge Generation	1) What are the key lessons learned that can be shared with other practitioners on Ending Violence against Women and Girls? 2) Are there any promising practices? If yes, what are they and how can these promising practices be replicated in other projects and/or in other countries that have similar interventions?		Given the specificities of slavery in Mauritania, the Evaluation would first focus on identifying key lessons for other actors in Mauritania. A secondary analysis would highlight where these lessons could have a wider application. Specific questions on this area would be directed to SOS Esclaves and ASI staff, with some exploration of lessons emerging with other stakeholders within Mauritania.

Another area of investigation will be an attempt to identify what has been the **particular contribution of SOS-Eslaves and Anti-Slavery International** to the changes noted. Some of this information will emerge from identification of lessons to be learned but it appears worth singling out issues which indicate a clear link between project activities and impact.

Annex 3: Final version of Results Monitoring Plan

Plan de Suivi des Résultats (PSR) pour l'Objet du Projet et les Effets

Nom de l'Organisation : SOS-Esclaves	Titre du Projet : La justice pour les rescapées de l'esclavage	Pays où sera mis en œuvre le Projet : MAURITANIE
Durée du Projet 3 ans:	Date de Début du Projet (01/02/2014):	Date de Fin du Projet (31/01/2017):

A. Énoncé de l'Objectif du Projet (Project Goal) et des Effets (Outcomes) <i>(Veuillez copier ce qui est indiqué dans votre Proposition en Bonne et Due Forme)</i>	B. Indicateurs pour mesurer les progrès dans la réalisation de l'objectif du projet (project goal) et les effets (outcomes) <i>(Veuillez copier ce qui est indiqué dans votre Proposition en Bonne et Due forme)</i>	C. Méthodes de recueil des données <i>(Veuillez copier ce qui est indiqué dans votre Proposition en Bonne et Due Forme)</i>	D. Avez-vous déjà conçu une ébauche des instruments de recueil des données* ? <i>(tels qu'un questionnaire d'enquête, un guide d'entrevues ou de groupes de discussion, une grille d'observation, etc.)</i>	E. DONNÉES DE BASE Pour chaque indicateur énuméré dans la colonne B, quand estimez-vous que les données de BASE seront recueillies ? Veuillez indiquer mois/année.	F. DONNÉES DE SUIVI Pour chaque indicateur énuméré dans la colonne B, quand estimez-vous que les données de SUIVI seront recueillies ? Veuillez indiquer mois/année.
Objectif du Projet (Project Goal): A la fin du projet, les femmes sortant de l'esclavage bénéficient de l'accompagnement continu d'un réseau de membres de SOS-Esclaves, de l'accès à la justice, d'une connaissance et du respect de leurs droits humains, et de plus d'opportunités et ressources socioéconomique	1: Perspectives des femmes sortant de l'esclavage par rapport aux changements dans leurs vies depuis qu'elles sont accompagnées par les membres de SOS-Esclaves.	Entretiens avec les femmes par rapport à leur situation actuelle et aux changements dans leurs vies	<input type="checkbox"/> Oui <input checked="" type="checkbox"/> Non	Avril-Mai 2014 ; le rapport d'étude de base sera finalisé et validé en juin.	Septembre 2014 Janvier 2015 Avril 2015 Juin 2015 Septembre 2015 Janvier 2016 Avril 2016 Juin 2016 Septembre 2016 Janvier 2017 Mars 2017
	2: Le nombre d'affaires portées devant les tribunaux par, ou au nom des, femmes qui cherchent	Rapports trimestriels de l'avocat	<input type="checkbox"/> Oui <input checked="" type="checkbox"/> Non	Avril-Mai 2014 ; le rapport d'étude de base sera finalisé et validé en juin.	Septembre 2014 Janvier 2015 Avril 2015 Juin 2015

	la liberté, la justice et les réparations				Septembre 2015 Janvier 2016 Avril 2016 Juin 2016 Septembre 2016 Janvier 2017 Mars 2017
	3. Nombre de femmes sortant de l'esclavage qui bénéficient des interventions par des agences gouvernementales pour soutenir leur intégration et indépendance socioéconomiques.	Entretiens avec les femmes, rapports trimestriels des Points Focaux.	<input type="checkbox"/> Oui <input checked="" type="checkbox"/> Non	Avril-Mai 2014 ; le rapport d'étude de base sera finalisé et validé en juin.	Septembre 2014 Janvier 2015 Avril 2015 Juin 2015 Septembre 2015 Janvier 2016 Avril 2016 Juin 2016 Septembre 2016 Janvier 2017 Mars 2017
Effet 1 (Outcome 1): Un mouvement fort contre l'esclavage, capable de soutenir les survivantes et de faire du plaidoyer efficace pour le changement, avec les femmes dans des postes de responsabilité et de leadership.	1.1 Nombre de membres des communautés qui rejoignent SOS-Esclaves, désagregés par sexe et par localité.	Dossiers de SOS-Esclaves sur l'adhésion.	<input checked="" type="checkbox"/> Oui <input type="checkbox"/> Non	Avril-Mai 2014 ; le rapport d'étude de base sera finalisé et validé en juin. Données finales collectées en fin 2016	Janvier 2015 Avril 2015 Juin 2015 Septembre 2015 Janvier 2016 Avril 2016 Juin 2016 Septembre 2016 Janvier 2017 Mars 2017
	1.2 Perspectives des femmes sortant de l'esclavage concernant la qualité de soutien qu'elles reçoivent.	Les entretiens avec les femmes survivantes pendant l'évaluation externe.	<input type="checkbox"/> Oui <input checked="" type="checkbox"/> Non	Avril-Mai 2014 ; le rapport d'étude de base sera finalisé et validé en juin.	Janvier 2016 Avril 2016 Juin 2016 Septembre 2016 Janvier 2017 Mars 2017
	1.3 Perspectives des acteurs clés (gouvernementaux, société civile etc.) sur les capacités et la vigueur du mouvement contre l'esclavage.	Entretiens pendant l'évaluation externe.	<input type="checkbox"/> Oui <input checked="" type="checkbox"/> Non		Septembre 2016

Effet 2 (Outcome 2): L'application de lois et de peines pour les crimes d'esclavage et la violence contre les femmes y associée	1: Le nombre d'affaires portées devant les tribunaux au nom des femmes victimes d'esclavage qui cherchent la justice.	Rapports trimestriels de l'avocat.	<input type="checkbox"/> Oui <input checked="" type="checkbox"/> Non	Avril-Mai 2014 ; le rapport d'étude de base sera finalisé et validé en juin	Janvier 2015 Avril 2015 Juin 2015 Septembre 2015 Janvier 2016 Avril 2016 Juin 2016 Septembre 2016 Janvier 2017 Mars 2017
	2: : Nombre et types d'actions prises par la police, la justice ou l'état, qui sortent les femmes des situations d'esclavage, qui fournissent une réparation à ces femmes qui ont subi l'esclavage, ou qui cherchent à punir les auteurs de pratiques esclavagistes.	Les rapports trimestriels des Points Focaux et le suivi général de la Direction de SOS-Esclaves.	<input type="checkbox"/> Oui <input checked="" type="checkbox"/> Non	Avril-Mai 2014 ; le rapport d'étude de base sera finalisé et validé en juin	Janvier 2015 Avril 2015 Juin 2015 Septembre 2015 Janvier 2016 Avril 2016 Juin 2016 Septembre 2016 Janvier 2017 Mars 2017
Effet 3 (Outcome 3): Un cadre juridique et politique fort en faveur des droits des femmes et l'éradication de l'esclavage.	Indicateur 3.1: Nombre, types et qualité des actions du gouvernement en vue de l'éradication de l'esclavage.	Suivi des déclarations publiques, des engagements politiques et réformes juridiques faits par le gouvernement. Suivi des réponses pertinentes apportées à la question par les	<input type="checkbox"/> Oui <input checked="" type="checkbox"/> Non	Avril-Mai 2014 ; le rapport d'étude de base sera finalisé et validé en juin	Janvier 2015 Avril 2015 Juin 2015 Septembre 2015 Janvier 2016 Avril 2016 Juin 2016 Septembre 2016 Janvier 2017 Mars 2017

		organismes gouvernementaux. Suivi des montants alloués aux initiatives publiques.			
	Indicateur 3.2: Nombre de poursuites réussies des maîtres d'esclavage.	Rapports trimestriels de l'avocat.	<input type="checkbox"/> Oui <input checked="" type="checkbox"/> Non	Avril-Mai 2014 ; le rapport d'étude de base sera finalisé et validé en juin	Janvier 2015 Avril 2015 Juin 2015 Septembre 2015 Janvier 2016 Avril 2016 Juin 2016 Septembre 2016 Janvier 2017 Mars 2017
	Indicateur 3.3: Perspectives des intervenants clés sur le niveau de soutien manifeste dans le cadre juridique et politique en faveur des droits des femmes et l'éradication de l'esclavage.	Entretiens avec les acteurs clés menés dans l'évaluation externe finale par l'évaluateur externe.	<input type="checkbox"/> Oui <input checked="" type="checkbox"/> Non	Avril-Mai 2014 ; le rapport d'étude de base sera finalisé et validé en juin	Septembre 2016.

Instructions pour compléter ce formulaire

Étape 1: Pour toutes les parties du tableau surlignées en **bleu** et en **rose**, veuillez copier l'information que vous avez préalablement indiquée dans votre Proposition en Bonne et Due Forme soumise au Fonds d'affectation spéciale des Nations Unies, notamment :

- A: Énoncé de l'Objectif du Projet (Project Goal) et des Effets (Outomes)
- B: Indicateurs (veuillez noter: un seul indicateur par ligne)
- C: Méthodes de recueil des données par indicateur d'objectif et d'effet

Étape 2: Veuillez, ensuite, compléter toutes les parties du tableau surlignées en **vert**. Pour **chaque indicateur (énuméré dans la colonne B)**, veuillez répondre aux questions suivantes :

- D: Avez-vous déjà conçu une ébauche **des instruments de recueil de données*** ? Veuillez répondre par Oui ou par Non.
- E: Quand estimez-vous que les données de BASE seront recueillies ? Veuillez indiquer mois/année.
- F: Quand estimez-vous que les données de SUIVI seront recueillies ? Veuillez indiquer mois/année.

***À noter :** *Les instruments de recueil de données* sont les instruments écrits que vous utiliserez pour recueillir les données. Ils peuvent inclure des questions spécifiques que vous planifiez de demander et/ou de l'espace pour enregistrer les données (selon la méthode de recueil de données choisie).

- ❖ Voici quelques exemples des différents types d'instruments de recueil de données possibles: questionnaires d'enquête, guides d'entrevues ou de groupes de discussion, grilles d'observation et les formulaires utilisés pour enregistrer les données pendant l'examen d'un dossier.
- ❖ Les instruments de recueil de données doivent être appropriés pour la mesure des indicateurs que vous aurez choisis, en vous servant des méthodes de recueil de données que vous avez dit vouloir utiliser.
- ❖ Lorsque vous concevrez vos instruments de recueil de données, veuillez prendre en considération les questions suivantes :
 - a. Cet instrument pourra-t-il mesurer les indicateurs que vous avez indiqués dans votre PSR ?
 - b. Cet instrument est-il cohérent avec la méthode de recueil de données indiquée dans votre PSR ?

Veuillez noter que dans pratiquement tous les cas, afin que l'indicateur que vous utilisez permette de mesurer le changement, il vous faudra l'utiliser deux fois (au moins), normalement une fois que le projet est mis en œuvre (données de base) et de nouveau à la fin du projet (pour le suivi ou pour la finalisation du projet).

Il y a quelques rares circonstances dans lesquelles des données de bases ne sont pas requises, notamment:

- a) Vous pourriez ne pas avoir besoin de recueillir des données de base si vous savez que la base est zéro. Par exemple, si vous mesurez le pourcentage de membres de la communauté qui sont conscients de la nouvelle législation, mais que la législation n'existe pas au début du projet, alors vous n'aurez pas besoin de données de base.*
- b) Vous pourriez ne pas avoir besoin de recueillir des données de base si vous proposez un indicateur qualitatif (par ex.: les opinions des survivantes sur la qualité des services offerts) et si vous utilisez une conception rétrospective d'évaluation.*

Annex 4 : Beneficiary Data Sheet (with discrepancies highlighted in bold)

Name	Summary of Information gathered during Evaluation	Reporting info available at time of evaluation
ATAR		
1/ KMH, born 1984	She escaped 7+ years ago after brother lodged a complaint with SOS-Eslaves support. Initially, her mother was reluctant to leave slavery – Focal Point plus Gendarmerie secured K’s release plus her mother and four young children. She has two children born since leaving slavery one is already in school. She earns money from selling couscous. Her brother withdrew complaint despite K’s wishes. This was confirmed by the Focal Point	August 2016 interim report says legal case pending
2/ TMM	She escaped during 2007 or earlier and went to Nouakchott then Atar where she was reunited with her mother. SOS–Eslaves helped to rescue other family members in 2007 and there are two complaints before the court – one for T herself, the other to secure the release of her sister.	Case mentioned in Baseline August 2016 interim report – case not able to be pursued in Atar as events took place in Kiffa And her name appears at least twice as having been released during the life of this project.
3/ MMS	She was helped to escape by Femme mentor who had initially met her at wedding in Tawaz, some 80 km from Atar, and had begun talking to her about the possibilities of freedom – no complaint lodged as she received goats, donkey and	August 2016 interim report provides information about her legal case which includes MMS aged 16 . Female Mentor’s Preliminary Identification Sheet does not mention the role played by SOS-Eslaves in securing her release and this was not known the National Coordinator

	tent. Support from SOS has enabled her to rent some land. She now does domestic work. She has three children – all at school.	
4/ OMM, born 1988	She escaped around 2006 as the six year old daughter she escaped with is now 16. She found her way to Atar – SOS approached her and helped out to get civil papers for her child and to get some land. No legal case because her master has died.	Case mentioned in Baseline August 2016 interim report – case dropped because her master has died.
5/ EMM, born 1989	She left slavery in 2014 after an argument over a lost cassette but failed to persuade her mother to leave too. She went to Nouadhibou as a paid domestic with the master’s daughter and made her way to Atar to meet her grandmother. T introduced her to SOS. She has lodged a complaint and went with Wali/Mayor to confront her masters. All her family now free thanks to gendarmerie and SOS and her children are in school.	Legal case pending – gendarmerie is seeking her masters.
6/ DMEH		No complaint
7/ MMEA		No complaint
8/ SMA		No complaint
9/ OMM		No complaint

NEMA

Name	Summary of Information gathered during evaluation	Reporting information available
1/ VMH	<p>V's brother, with support from SOS-Esclaves' focal point (Bassikounou) lodged complaint and secured her release along with her five children.</p> <p>Master convicted in May 2016 – due for release December 2016.</p> <p>SOS Esclaves has helped children get access to school while waiting for their legal status.</p>	<p>Tadamoun was Civil Party (Annual report, Jan 2016)</p> <p>August 2016 interim report gives details of the May 2016 judgement 1 year in jail, four years suspended and a fine. Appeal lodged by SOS-Esclaves</p>
2/ MMM Aged 22	<p>Kept as sole slave in town of Bassikounou – told she was part of family. Given to 'an aunt' and taken to Mali. Master called her back. She refused -insisting he reunites her with her mother. With support from SOS-Esclaves, she has confronted her master in presence of examining magistrate and rejected his offer of money. The complaint was made –one year ago 2015. The Bassikounou Focal Point had prepared a comprehensive report of the Female Mentor's interaction with her which explains she escaped in 2012 and met SOS-Esclaves in May 2015</p>	<p>August 2016 Interim report: Complaint made in Bassikounou and transferred to Nema on 29 May 2015 – police sent case to the examining magistrate who took up the case. The accused is under judicial supervision, but there has been no progress. M works as a domestic in Nema.</p>
3/ EMM, aged 38 and her five children	<p>2 years ago (2014) she was given two donkeys and six goats and told to leave with her children and has since reunited</p>	<p>Interim report August 2016: Complaint lodged 4 February 2016 at Nbeikat Lebwach – her brother reconciled with masters after the May 2016 court case but she has refused and continues her case.</p>

	<p>with her mother. Gendarmerie said they could not pursue master as he had gone to Mali. SOS-Esclaves helped prepare complaint.</p> <p>Focal Point's report says she was released on 4 January 2016 through fear as her masters' cousins were arrested.</p>	
4/ MMM	<p>She has four children. Her master had car crash in Bassikounou and her mother identified him and ordered Gendarmerie to arrest him and produce her two daughters. Mbarka met her mother at the Brigade de la Gendarmerie. She has appeared before the examining magistrate who asked her mother what compensation she was seeking – she replied 250 Euros....daughter refused. One aunt still in slavery – married to the master.</p> <p>Focal Points report says she was released on 9 January 2014</p>	<p>Complaint lodged 31 12 2014 - includes 5 people - M and her two young daughters and Z and her young daughter.....Case still before the courts according to the August 2016 Interim report</p>
5/ EMA, aged 50 and three daughters Dossier K		<p>August 2016 Interim Report</p> <p>Complaint lodged 12 12 2014, withdrawn after settlement</p>
6/ CM, aged 60		<p>August 2016 interim report</p> <p>Case lodged 2013 – settlement reached. 2014 C has approached SOS to pursue case – she gets Emergency aid from SOS</p>
7/ M, aged 14 and her baby		<p>August 2016 Interim report</p>

		Case lodged despite her mother reaching reconciliation – she is married and living in Bassikounou. Case is before Chambre d'accusation in Kiffa – needs mission to Kiffa to unblock impasse. August 2016 interim report
8/ MMA Aged 65		August 2016 Interim report Case lodged 31 12 2014 and transmitted to Gendarmerie in Bassikounou to investigate. Prosecutor told SOS-Eslaves Dec 2015 that the master is in Nbeiketlahwach which should make his arrest easier....no progress. Aged 65, she lives with her son in Nema – old and vulnerable.
9/ LAMM, child aged 8 or 9		August 2016 Interim report Case lodged at Gendarmerie Bassikounou 15 June 2015 – The accused is under judicial supervision, girl lives with grandmother.
10/ VMZ, aged 35 and three children		August 2016 Interim report Case lodged 1 December 2015. SOS witnessed arrest of masters by Gendarmerie – Chambre d'accusation of cour d'appel de Kiffa ordered his arrests 16 Dec 2015. Sentenced May 2016 to one year in custody – four years suspended and fine. Appeal lodged by SOS-Eslaves
11/ MMM, aged 50		August 2016 Interim report Brother has reached conciliation but she has refused and is maintaining her complaint.

Annex 5 – Additional methodology-related documentation – taken from Inception Report

TOPIC GUIDE FOR SEMI-STRUCTURED EVALUATION INTERVIEWS

Most interviews will be held as a one-to-one session with interpretation where necessary as the expected changes resulting from this project are at an individual level. This Topic Guide will also lend itself to Focus Group Discussions when this offers an opportunity to gather broader information from groups of people, such as community leaders or members of the same solidary network.

Main goal is long term support to female ex-slaves, access to justice, greater human rights awareness and respect, socio-economic resources/opportunities.

Outcome One – strong anti-slavery movement, capable of supporting female survivors and conducting advocacy with women in leadership roles

Likely sources: Beneficiaries and support providers,

Outcome Two: Legislation criminalising slavery and promoting women’s rights is applied

Likely sources: SOS-Eslaves and ASI staff conducting advocacy with judicial officials

Judicial and ministry of justice officials

Those involved in pursuing legal cases – lawyers, the prosecution, witnesses

Outcome Three: advocacy to change political/judicial context in line with other outcomes

Likely sources: Those conducting advocacy and their targets plus other commentators less directly involved such as journalists, civil society and international actors

1. Questions for beneficiaries and those providing assistance.

This would include women and children assisted by SOS Eslaves’ solitary networks and support providers, including SOS Eslaves project staff in Nouakchott and trained members of SOS-Eslaves, female mentors and focal point in the regional office visited, with a smaller sample from the other regional office invited to meet the Evaluator in Nouakchott

- What has changed as a result your work/interaction with SOS-Eslaves + ASI? (e.g. practical changes, economic prospects, treatment by others, self-perception/reaction to SOS-Eslaves)

- How have things changed? How do you know things are different? (What indicators do others identify as evidence of change e.g. economic status, children in school, greater respect, being heard)
- Why has this change happened? (What reasons led to this change? To what extent is it project activities, or other changes underway – e.g. new local police chief, migration to town).
- How sustainable is the project impact? For beneficiaries – what support do you still receive and/or need from SOS-Esclaves? For support providers – what do you do to ensure your support can be phased out? Is your approach working?
- What more could be done to help women and girls still in slavery?

Additional questions for SOS-Esclaves staff/members/ASI staff:

- What is special about this project? What is most effective – pursuing legal cases, emphasis on women, building an anti-slavery movement?
- How many people have you been able to help? How are they categorised? Age, marital status, location. What stage have they reached (recently escaped, living independently, case before the courts)?
- What else has contributed to change? What holds back further change?
- What are the risks associated with the project's approach? How have you managed these risks? What have you learnt from your efforts to control risks?
- Have things happened you did not expect? Unintended consequences of your actions – either negative, e.g. greater secrecy or positive e.g. more people self-referring to SOS-Esclaves than able to assist.
- What lessons does this project provide for you in Mauritania? And, for others combating different types of slavery?

Additional questions for those involved in conducting advocacy:

- Who are your main advocacy targets?
- What impact have you had in this sphere? Why do you think that advocacy was successful? (could be timing, personality, context, message, approach)

2. Questions for those outside the project:

- What do you know about the work of SOS-Esclaves (and Anti-Slavery International)?
- How do they interact with you? (Do you see them as partners/adversaries?)
- What is their main message? What do they mean to you/are they relevant to your role? Has their capacity changed over time?
- Do you see change in attitudes to slavery? If so, why are these occurring? If not, why is there no change?
- What advice would you offer SOS Esclaves for its future activities? (What works well, what more could they usefully do?)

Specifics for advocacy targets : (such as community and religious leaders, local authorities, judicial officials in the region visited and at national level, authorities such as government ministries, Tadamoun Agency and the CNDH):

- Do you have any indication that their work has made a difference? Has it resulted in any change in your own role or how you conduct your role?
- Are there other organisations doing comparable work? What sort of message do they present? Could you compare the different approaches?

Specific questions for Journalists in Nouakchott (or at regional level, if possible)

- Has your coverage of slavery or women's rights changed as a result of your interaction with SOS-Eslaves? If so, what influenced that change? If not, what are the barriers (could be personal, structural (editorial control), contextual (fear of persecution) ?

Specific questions for international actors (such as diplomats, UNICEF, OHCHR)

- How important is slavery in your own work? What do you see as the main barriers to its eradication?
- Is the work of SOS-Eslaves and Anti-Slavery International influential at an international level? Could you give an example? (could be UPR shadow report, work with Special Rapporteur, court cases make to easier to engage with the government on issue of slavery)??

Civil society, including IRA, AMDH and AFCF:

- What is your strategy on the issue of slavery? What activities do you undertake on this issue?
- Does the work of SOS-Eslaves complement your own? Please elaborate.

Annex 6: In addition to meetings with nine women who are recent survivors of slavery, this is the **list of persons and institutions interviewed or consulted during visits to Nouakchott and Atar or by phone from London**

Name	Other info
IN NOUAKCHOTT	
Boubacar Messaoud	President, SOS Esclaves
Salimata Lam	National Coordinator, SOS Esclaves
Mariem Bilal	Board members, SOS Esclaves
El Kory Ould Brahim	
Ahmedou Ould Wedia	
Moktar Salem Ould Vall	
Jannau Maisara	
Aicha Fall	
Abdellahi Ould Nagi	
Mohamed Ould M'Barek	
Aminetou Mint Moctar	
Me Elid	Lawyer for SOS Esclaves
Mohamed Traoré	Documentalist with SOS Esclaves
Ahmed Boubacar	Office Administrator SOS Esclaves
Mamadou Sarr	President of FONADH
Brahim Bilal Ramdan	Vice President of IRA-Mauritania
Maria Casado	EU office, Nouakchott
HE Sidi Ould Zein	Minister of Justice
Alassane Diakité	US Embassy
Anis Mahfoudh and Madina Athie	Office of the High Commission for Human Rights
Me Fatimata Mbaye	Human Rights Lawyer and president of AMDH
Marc Ninerola	International Labour Organisation
DURING VISIT TO ATAR	
Mbarack ?	Focal Point, SOS Esclaves Atar
Moulkheir ?	Office administrator, SOS Esclaves, Atar
Members of SOS Esclaves, Atar	
Sghair Ould Mahmoud	Mohamed Ould Rachid
Salma Mint Rabah	Teslem Mint Moctar
Salka Mint Mahmoud	Aicha Mint Sghair
Hamed Ould Noualil	Mint Brek Mint Elbecaye
Al	Medlemin Sila
Salka Mint Matala	Fatemetou Mint Cheik
Massebegouha Mint Selman	Medsalem Ould Driss
Mariama Mint Sidi	Fatma Mint Bilal
Meimouna Mint Sidi	Salka Mint Bilal
Selekeha Mint Ahmed Lebeid	Beika Mint Salem

Khairat Mint Cheikh	Mousdaf Ould Brahim
Fatimetou Mint Maata	Hassenia Mint Ahmed
Aziza Mint Salek	Bereira Mint Bilal
Aminetou Mint Lekhrouf	Ahmed Ould Khairala
Teuva Mint Salem	Women Mentors, Atar
Aziza Mint Brahim	
Teslem Mint El Moktar	
Aminetou Mint Hametou	
Cheikh Baye Ould Sid	Procureur, Atar
Cheikh Moulaye Driss	Regional Director of Security, Atar
Mohamed Ould Taleb	Central police commissioner, Atar
Lobatt Ould Moktar	Hakem (Prefect) , Atar
Salimou Ould ?	Deputy Hakem, Atar
Cheikh Melaimine Ould Saad Bouh	Deputy Mayor, Atar
Seyid Sam	General Secretary of the Moughataa (département)
Khalla Ely Salem	Mayor of ain El Taya
	Head of Gendarmerie Brigade, Atar
Ould Tabakh	Chief Warrant Officer of National Guard, Atar
PEOPLE FROM NEMA REGION WHO TRAVELLED TO NOUAKCHOTT TO MEET WITH THE EVALUATOR	
Vadili Ould Ahmed	SOS Esclaves Focal Point, Nema
Idumouchei KTeyib	SOS Esclaves Focal Point Bassikounou
Mausoura Mint Messimo	Woman Mentor, Nema
BY PHONE OR SKYPE FROM LONDON	
Sarah Mathewson	Anti-Slavery International
Emmanuelle Tremeau	Anti- Slavery International
Alice Bullard	IRA- USA
Sean Tenner	The Abolition Institute, Chicago
Anna Alaszweski	UN Trust Fund

Annex 7 – List of supporting documents reviewed

In addition to extensive reading on the issue of slavery in Mauritania prior to undertaking this evaluation, including for Amnesty International's report in 2002 and a previous evaluation for ASI in 2012, I have consulted the following documents:

Background materials:

A Road Map to Where? The Haratin and the Road Map to Eradicate Slavery, UNREPRESENTED NATIONS AND PEOPLES WORKSHOP LEWIS & CLARK LAW SCHOOL PORTLAND, 2014 OREGON
<https://law.lclark.edu/live/files/18664-roadmap-to-where-v22pdf>

Project-related documentation:

Full Project Proposal

VAW Concept Note

Results Monitoring Plan

Final Concept Note

June 2014 Baseline study report

Progress and Annual project reporting prepared for the UNTF

Shadow reports and briefings to UN Mechanisms

ASI and SOS Esclaves press releases

Advocacy letters and any responses

Report on non-enforcement of anti-slavery legislation

Available reports generated from Nema and Atar, including (Preliminary Identification Sheets) Fiches d'Identification préliminaires

Methodology related documentation:

Michaela Raab/Wolfgang Stuppert (2014) : Review of approaches and methods in evaluations of VAWG-related interventions

https://assets.publishing.service.gov.uk/media/57a089b440f0b652dd00037e/61259-Raab_Stuppert_Report_VAWG_Evaluations_Review_DFIG_20140626.pdf

World Health Organization (2003). Putting Women First: Ethical and Safety Recommendations for Research on Domestic Violence Against Women.
www.who.int/gender/documents/violence/who_fch_gwh_01.1/en/index.html

Jewkes, R., E. Dartnall and Y. Sikweyiya (2012). Ethical and Safety Recommendations for Research on the Perpetration of Sexual Violence. Sexual Violence Research Initiative. Pretoria, South Africa, Medical Research Council. Available from www.svri.org/EthicalRecommendations.pdf

Researching violence against women: A practical guide for researchers and activists November 2005
http://www.path.org/publications/files/GBV_rvaw_complete.pdf

World Health Organization (WHO), 'Ethical and safety recommendations for researching documenting and monitoring sexual violence in emergencies' 2007, http://www.who.int/gender/documents/OMS_Ethics&Safety10Aug07.pdf

BOND Checklist for assessing the quality of Evidence

Annex 8 CV of Evaluator

Carolyn Norris

- **Human rights researcher/advocate – including child labour, corporate accountability in the mining sector, freedom of expression, humanitarian issues and conflict prevention - with focus on Africa;**
- **Extensive field experience bringing clear strategic vision;**
- **Experience of reviewing NGO planning, transition and accountability processes;**
- **Experience of evaluating human rights and conflict prevention projects.**

Current/most recent professional activity:

- **Consultant mentor for Amnesty International’s Great Lakes Research Team**
- **Member of Advisory Group for Fambul Tok:** advisory role and ambassador for innovative Sierra Leonean conflict resolution NGO

Relevant academic study:

Achieved Masters with distinction on Human Rights: Theory and Practice, at Essex University, UK. October 2006. Followed courses on international law; social, economic and cultural rights; political theory; and the sociology of human rights.

Other London-based desk and field work experience:

International Labour Organization evaluation: Led evaluation of 30 month EC-funded project aimed at freeing children from armed conflict, August to October 2010

Anti-Slavery International: I evaluated their Dfid/IrishAid-funded project on descent-based slavery in West Africa, which included field interviews in Mauritania, Mali and Niger in 2012 and conducted a Mid-Term Review of a Dfid-funded project to end forced child begging in Senegal in 2013.

Human Rights Watch: During 2008-9 was Deputy Programme Director, I provided overall leadership to the Africa Division including project design and output approval on West and Southern Africa. In 2014 I interviewed child gold miners in Ghana for HRW child rights division

Amnesty International: After extensive research work on Africa with the organization’s International Secretariat until 1998, various consultancies have enabled me to conduct research on slavery in Mauritania, review the organisation’s Special Programme on Africa in 2004 and 2015, support research staff on methodology, planning, strategy and advocacy issues and in 2012 to evaluate the organization’s response to human rights crises. In 2014, I evaluated their Arms Trade Treaty Campaign.

Global Witness: Research and presentation of findings on field mission to tin mining areas of eastern DR Congo, March-April 2011. In 2006 conducted advocacy in

Lubumbashi and Kinshasa around GW report on copper and cobalt mining. In 2013, conducted final evaluation of GW's work on improving natural resource management in Liberia

Rights and Accountability in Development conducted research in DR Congo's Katanga Province on the rights of artisanal miners and conflict mineral issues in 2013 and 2014.

Conciliation Resources: Issue Editor, Accord publication: Commissioned authors, reviewers, advised on overall messaging and contributed to Conciliation Resources' publication on Liberia and Sierra Leone's post-conflict reconstruction. And, conducted participatory analysis in Senegal and Nigeria of West Africa's potential for conflict and incorporated these findings into a comprehensive conflict analysis of West Africa with recommendations for key players, including ECOWAS.

Global Child Protection Services: conducted mapping and analysis of Plan International's community-based child protection mechanisms in East and Southern Africa, including a field visit to Tanzania. Drafted global synthesis of Plan's interaction with these mechanisms.

Coalition to Stop the Use of Child Soldiers May 2009 – April 2010: As Senior Africa Programme Manager, I launched the Coalition's report on child soldier recruitment by Mai Mai groups in eastern Democratic Republic of the Congo (DRC), conducted advocacy on its findings with national and provincial government officials.

Network of International Development Organisations in Scotland: conducted an evaluation of their three year programme of work supporting member organisations

Article 19: devising regional strategies for their offices in Kenya and Senegal, attending and following up on their 2013 annual global planning meeting, conducting a mid-term review of their work related to enhancing transparency and ending impunity for violations of freedom of expression worldwide and an evaluation of their work in post-Revolution Tunisia in 2012.

ActionAid International: reviewing their global Accountability, Learning and Planning System and developing methodology for longitudinal study of the impact of AA Vietnam becoming an autonomous national entity, in 2013/2014. During 2015 worked with AAI on stimulating an internal political debate on M&E.

Dakar-based work experience:

West Africa Project Director for International Crisis Group, Dakar, Senegal, October 2006 – December 2007: I conducted my own research and led a team of political analysts in Dakar and Abuja. I devised advocacy strategy for the region and executed it with decision makers within West Africa, UK, Belgium, France, US and the worldwide media.

Regional Human Rights Adviser for the UK government's Foreign and Commonwealth Office, based at the British Embassy in Dakar, January 2003 to August 2004:

- Devising human rights strategies in post-conflict countries and those on the brink of conflict and funding African NGO projects to implement these;
- Advocacy on human rights issues with African governments;
- Analysing patterns of human rights abuses

Consultancy with UN-Office for the Coordination of Humanitarian Affairs (OCHA) as Regional Protection Officer.

Consultancy with Plan International (West Africa Regional Office) setting up a two-year research project and training ethnographers to carry out research into children's perceptions of their protection needs, including protection from trafficking and sexual abuse and preparing Plan's contribution to the UN Study on Violence against Children.

Relevant skills acquired:

- **Human rights and humanitarian research expertise:** My extensive experience within Amnesty International, Human Rights Watch, International Crisis Group and other leading NGOs, provides a strong research grounding in human rights and conflict analysis. The Masters in human rights at Essex University adds an academic perspective.
- **Evaluation and analytical skills:** Have monitored and analysed politically sensitive information about human rights, conflict and their political context in both Francophone and Anglophone African countries for various NGOs. I have applied research and analytical skills to monitor and evaluate work of others and acquired expertise in different evaluation methodologies, including contribution analysis and most significant change.
- **Organisational skills:** Am highly organised, meeting competing deadlines whether working alone or within a team, at home or abroad.
- **Advocacy experience:** Have developed policy and presented such as advocacy messages on human rights, development and conflict related issues with African partners organisation on behalf of the UK government, the UN, and various NGOs (including International Crisis Group, Plan International and Amnesty International) in numerous African countries as well as within the UK, EU, ECOWAS and UN.
- **Management/leadership skills:** Have led multi-centred teams which has included devising effectively implementing strategy, building capacity, resolving performance issues, and ensuring maximum and satisfactory output. Have managed teams as they transition away from headquarters to working in the field.
- **Training skills:** Have trained ethnographers to conduct work with children on their experience of violence for Plan International and trained media monitors in Burkina Faso for ARTICLE 19.
- **Writing skills:** Have written and edited timely and appropriate materials for varied and culturally diverse audiences, including the UN, the media, academics, governments and the public.
- **Interpersonal skills:** Am at ease in a wide variety of situations whether presenting allegations of human rights violations to governments, adapting to new work environments or working with grassroots NGOs. Am trained in facilitation skills which I have used in leading a series of human rights defenders' workshops for AI in Africa. My counselling skills are also useful in a work context.

Other relevant skills:

- **Language:** English first language with fluent written and spoken French used extensively in a work context
- **Training:** Trained in advocacy evaluation methodologies, counselling skills, staff recruitment, negotiation skills, working in teams, media interviews, hostile environment training for field work and facilitation skills.
- **Publications:**

Numerous publications including, for **AI**, Mauritania: A future free from slavery, November 2002 (AI Index: AFR 38/003/2002), for **HRW**: Cote d'Ivoire: Government Abuses in Response to Army Revolt, 28 November 2002; for **A19** Democratic Republic of Congo: Developing a New Strategy for Freedom of Expression, October 2000. For **UNHCR**, Writenet paper: Mali- Niger: Fragile Stability, June 2001. For **Conciliation Resources**: Was Issue Editor and contributor to: Consolidating Peace: Liberia and Sierra Leone, March 2012 and People's perspectives on instability in West Africa, March 2012.

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