

# Appendix 1 - Results matrix – a summary of the project plan 2018-2021 (reviewed January 2019)

## Project: Men in Belarus 2018-2021

Intervention logic			
<b>The Overall Objectives</b>	<ul style="list-style-type: none"> <li>• A continued process to promote gender equality in the Belarusian society, both on the individual and the societal level.</li> <li>• A decrease in men’s violence against women and children.</li> <li>• Changes in traditional gender norms and redefinition of masculinity.</li> <li>• More gender equal relationships for persons in the project’s target groups.</li> <li>• Increased responsibility among fathers for children and care work</li> <li>• Improved relationships between fathers and children</li> </ul>		
Intervention logic	Objectives	Indicators	Means of verifications (MoVs)
<b>Project Objective</b>	<p>A coordinated support structure created and in use for men and youth in Belarus to be able to develop equal relationships, redefine masculinity norms and enhance gender equality in the Belarusian society.</p>	<ol style="list-style-type: none"> <li>1. The magnitude and quality of the provided support to fathers, men and youth.</li> <li>2. The existence of cooperation among important national and local actors in supporting the development of the support structure for men and youth.</li> <li>3. The level of understanding and support for gender equality in the target groups and change in the level of equality in their relationships.</li> <li>4. Changes (or lack of expected changes) made to enhanced gender equality on the Belarussian society level.</li> </ol>	<ol style="list-style-type: none"> <li>1.a. Analysis of the results of the project evaluation.</li> <li>1.b. Analysis of interviews of focus groups of target groups’ partners in different regions.</li> <li>2. Reports from meetings with national and local actors regarding support structure for men and youth</li> <li>3.a. Analysis of interviews with participants from target groups in different regions.</li> <li>4.a. Interviews with project staff on how these (non-)changes of the gender equality situation in Belarus are related to the project activities.</li> </ol>
<b>Intermediate objective 1.</b>	<p>A nationwide system developed and in use in Belarus for active involvement of fathers in the lives and care of their children.</p>	<ol style="list-style-type: none"> <li>1a. Number of moderators trained to lead Papa-schools</li> <li>1b. Number of moderators independently managing active Papa-schools;</li> </ol>	<ol style="list-style-type: none"> <li>1a. The list of participants whom took regular part in educational and motivational seminars devoted moderators training.</li> <li>1b. Statistics of Papa-schools, independently organized and conducted by moderators.</li> </ol>

		<p>1c. Number of regions of the Republic of Belarus with Papa-schools on regular basis;</p> <p>1d. Number of young fathers trained in Papa-schools</p> <p>1e. Number of stakeholders involved in the implementation of the project.</p> <p>1f. Formation of a positive picture in mass media about project activities relating to family life, care of children and fatherhood.</p>	<p>1c. Statistics of Papa-schools operate on a regular basis in various regions of the Republic of Belarus;</p> <p>1d. Statistics of Papa-school participants.</p> <p>1e. The list of contacts or contracts and agreements with organizations interested in the project implementation.</p> <p>1f. Analysis of information on the project implementation in mass media.</p>
<b>Intermediate objective 2.</b>	Gender-sensitive counselling service provided for men to enable them to reflect on masculinity in life situations.	<p>2a. Number and diversity in profile of men (age, residence, social status, etc.) who have been counselled.</p> <p>2b. Positive opinions among the target group on the counselling service, expressed during counselling.</p> <p>2c. Number of gender sensitive consultants trained to provide counselling.</p>	<p>2a, 2b. Database of calls collection and registration</p> <p>2c. List of consultants recruited, trained and retained in the counselling</p>
<b>Intermediate objective 3.</b>	Young women and men targeted by peer-to-peer gender education increase their awareness of gender equality issues and change attitude towards gender roles and norms.	<p>3a. Number and diversity in profile of trained peer-to-peer educators/trainers.</p> <p>3b. Number of young women and men who attend trainings.</p> <p>3c. Level of change in attitudes amongst the target group on gender issues (qualitative story-telling indicator).</p>	<p>3a. List of peer-to-peer trainer candidates attending educational seminar (training of trainers). Records of peer-to-peer community.</p> <p>3b. List of participants of educational gender trainings. Programme of trainings.</p> <p>3c. Analysis of results of pre and post events' questionnaires, activity reports and media coverage.</p>
<b>Intermediate objective 4.</b>	Strategic cooperation and networking at a national level to have a fruitful dialogue on gender equality as a means for development.	<p>4a. Number of roundtable meetings with duty-bearers and external stakeholders, which have increased cooperation and support to the project's activities and its purpose.</p> <p>4b. Changes in policies regulations, e.g. a paternity leave policy is adopted and/or a National father day is established.</p> <p>4c. Number of Belarussian media outlets participating in media lunches and activities.</p>	<p>4a. Analysis of project reports, notes from meetings and interview with relevant project staff.</p> <p>4b. List of important national policy changes and discussions with stakeholders to follow the outcomes of national dialogue.</p> <p>4c. Statistics from media meetings.</p>
<b>Intermediate objective 5.</b>	Strengthened strategic and operational management capacity	5a. Number of trainings for the project partners to increase their capacity in identified areas in need of strengthening.	5a. Project reports and notes from meetings and evaluations from trainings.

	including professional partnership among the partner organisations	5b. Project partner's management capacity and organizational development in relevant areas. 5c. Quality of the structures for cooperation and communication in the project team. 5d. Project partners impression of the assurance of accountability in practice.	5b. Evaluations of trainings by partner organisation.  5c. Surveys/dialogue with partners on the quality of cooperation. 5d. Analysis of accountability towards women's rights movement.
--	--	--	---

	Activities	Expected Outputs	Time
<b>Activities - Intermediate objective 1.</b>  A nationwide system developed and in use in Belarus for active involvement of fathers in the lives and care of their children.	1.1. Informational support of the project. Informing about the project in national and regional mass media. Involving new stakeholders from different area Republic of Belarus. Spread experience of the project activity in Minsk among Committee of labour, employment and social help in regions, territorial centres of social services and other educational cultural establishments and public organizations.	1.1 Increased awareness and interest of the project among journalists and stakeholders.	1.1 2018-2021
	1.2. Education and support of papa-school moderators. Training new moderators in each region. Supporting moderators in leading groups for future and young fathers in Minsk and regions of Republic of Belarus. Facilitate exchange of experience, visiting relevant establishments and organizations, joint trainings with the moderators of Swedish «Papa-schools».	1.2 24 trained papa-school moderators (4 for each region in country), and supervision on a regular basis of moderators trained in Minsk from before.	1.2 2018-2021
	1.3. General information events. Involve fathers in public creative social activities, promote positive social image of responsible fatherhood; facilitate cooperation of men and women to reach gender equality; promote among young father's ideas of psychological culture of healthy relationships in family and healthy lifestyle, create opportunities for complex work to promote ideas of gender equality among different category of people, especially men; Organization Father's day in Minsk and six region's city.	1.3 A positive public image of responsible fatherhood. Opportunities for complex work to promote ideas of gender equality among different category of people, especially men; Father's day celebrations activities in Minsk and five region's city Brest, Gomel, Grodno, Mogilev, Vitebsk	1.3 2018-2021
	1.4. Organization and holding outdoor summer camp for fathers with teenagers. Practical experience fathers and their teenagers to assume skills of effective communication in the family.	1.4. Improved relational and communicational skills of fathers and their teenage children. Increased awareness and interest of the project among fathers and their teenage children.	1.4 2018-2021

	<p>1.5. Support of "Papa-schools" in Minsk, regions and any other places of their formation. Practical group activities with future and young fathers in Republic of Belarus, including Minsk, create conditions to hold «Papa-school» activities on regular base.</p> <p>1.6. Support and development of "Mobile Papa-school". 1.6. Methodical and organizational support for new moderator in different region.</p> <p>1.7. Support of information-methodological resource centre. 1.7. Creating and support of multimedia library with the usage of international information materials for men (project participants) and experts on the issues of responsible fatherhood, non-violent behaviour in the family.</p>	<p>1.5. Capacity and readiness to arrange practical group activities with future and young fathers in «Papa-school» on regular basis in Minsk and regions of Republic of Belarus.</p> <p>1.6. Methodical and organizational support plan for new moderator in any cities holding papa school</p> <p>1.7. Multimedia library with information materials for men and experts on the issues of gender equality, responsible fatherhood, non-violent behavior in the family.</p>	<p>1.5 2018-2021</p> <p>1.6 2018-2021</p> <p>1.7 2018-2021</p>
<p><b>Activities - Intermediate objective 2.</b></p> <p>Gender-sensitive counselling service provided for men to enable them to reflect on masculinity in life situations.</p>	<p>2.1. Development of methodology of the counselling service</p> <p>2.2. Ensuring technical solution for establishing counselling service.</p> <p>2.3 Information roundtable for stakeholders about GP plans to establish counselling service for men.</p> <p>2.4. Studying opinion of men (target group) about content of counselling service, staff and format.</p> <p>2.5. Conducting launch and annual promotion campaigns.</p> <p>2.6. Recruitment of counsellors of the service.</p> <p>2.7. Conducting training for consultants in Minsk with participation of Swedish experts ("Killfragor").</p>	<p>2.1.1. Developed methodology of counselling service is based on Swedish experience and applicable for service operation.</p> <p>2.2.1. Format of the counselling service is defined.</p> <p>2.3.1. At least 15 stakeholders attended the roundtable and informed about counselling service for men.</p> <p>2.4.1. Overview of expectations of men about counselling service, its staff and format collected, analysed and used in decision making.</p> <p>2.5.1. Annual promotion campaign reaches out at least 5 000 men via different channels.</p> <p>2.6.1. At least 5 counsellors of different profile are recruited based on format of the counselling service and according to selection procedures.</p> <p>2.7.1. At least 5 consultants trained and ready to provide counselling.</p>	<p>2.1 2019</p> <p>2.2 2019</p> <p>2.3 2019</p> <p>2.4 2019</p> <p>2.5 2019-2021</p> <p>2.6 2019</p> <p>2.7 2019</p>

	<p>2.8. Operation of the counselling service (phone line and website/online).</p> <p>2.9. Creating registration, monitoring and data collection system.</p> <p>2.10. Capacity building and exchange of experience seminars.</p> <p>2.11. Study visit to Sweden for staff of counselling service.</p> <p>2.12. Annual presentation of the results to stakeholders, the general public, media.</p>	<p>2.8.1. The counselling service is in operation according to defined format and reach out to appr. 500 men annually.</p> <p>2.8.2. Post 6-months operation analysis is conducted and adjustment is made.</p> <p>2.9.1. Registration, monitoring and data collection system is created according to defined format and is in use.</p> <p>2.10.1. Consultants receive regular supervision – at least 12 hours every year per person and 2 group supervision.</p> <p>2.10.2. Two seminars are conducted every year based on consultants’ needs and context priority.</p> <p>2.11.1. At least 5 consultants and 1 coordinator benefit from participation in study visit to Sweden and apply new knowledge for counselling.</p> <p>2.12.1. Key partners and stakeholders in Belarus are regularly informed about results of counselling service operation.</p>	<p>2.8 2019-2021</p> <p>2.9 2019</p> <p>2.10 2019-2021</p> <p>2.11 2020</p> <p>2.18 2019-2021</p>
<p><b>Activities - Intermediate objective 3.</b></p> <p>Young women and men targeted by peer-to-peer gender education increase their awareness of gender equality issues and change attitude towards gender roles and norms.</p>	<p>3.1. Development of methodology of the peer-to-peer gender education.</p> <p>3.2. Development of concept of selection process of peer-to-peer trainers and their selection.</p> <p>3.3. Two educational 2-days training seminars for peer-to-peer trainers.</p> <p>3.4. Printing T-kit for peer-to-peer trainers, printed materials.</p> <p>3.5. Annual capacity building and exchange of experience seminars for peer-to-peer trainers and NGO network trainers.</p>	<p>3.1.1. Methodology of peer-to-peer gender education is tested and developed based on Swedish experience and includes training module, T-kit for trainers, guidelines for trainers and printed materials.</p> <p>3.2.1. At least 16 peer-to-peer trainers are selected for further training.</p> <p>3.3.1. At least 16 peer-to-peer trainers took part in training seminars and are ready to work with youth.</p> <p>3.4.1. Printed T-kit for peer-to-peer trainers and printed materials for youth based on developed methodology, ready to be tested and used.</p> <p>3.5.1. Annual exchange and motivation seminars for at least 16 peer-to-peer trainers and 10 NGOs network trainers are conducted.</p> <p>3.5.2. NGO network trainers provide regular (and based on requests) various support for peer-to-peer trainers.</p>	<p>3.1 2019</p> <p>3.2 2019</p> <p>3.3 2019</p> <p>3.4 2019</p> <p>3.5 2020-2021</p>

	<p>3.6. Study visit to Sweden for peer-to-peer trainers (after 6 month of volunteer work)</p> <p>3.7. Regional workshop for exchange between trainers on gender equality issues.</p> <p>3.8. Defining format of reaching out and retaining target group of youth.</p> <p>3.9. Conducting education gender trainings by peer-to-peer trainings.</p> <p>3.10 Regular monitoring and evaluation of peer-to-peer trainers.</p> <p>3.11. Establishing and maintaining community of peer-to-peer trainers to keep them motivated.</p>	<p>3.6.1. At least 10 trainers took part in the Study visit to Sweden and use gained experience in work with youth.</p> <p>3.7.1 At least 25 participants from 3 countries took part in the regional workshop.</p> <p>3.8.1. The format of reaching out youth is defined and includes at least age profile, geography, location (school based, out-of-school based, etc.)</p> <p>3.9.1. At least 16 trained trainers (8 gender-balance pairs) conduct gender training for youth according to methodology. 3.9.2. At least 120 young women and men are targeted by gender trainings every year.</p> <p>3.10.1. M&amp;E of trainer’s work and changes of target group is conducted according to developed approach. 3.10.2. As minimum one monitoring visit is paid to each peer-to-peer trainer.</p> <p>3.11.1. Internet-based community for peer-to-peer trainers is created and maintained/developed by peer-to-peer coordinator</p>	<p>3.6 2020</p> <p>3.7 2020-2021</p> <p>3.8 2019</p> <p>3.9 2019-2021</p> <p>3.10 2019-2021</p> <p>3.11 2019-2021</p>
<p><b>Activities - Intermediate objective 4.</b></p> <p>Strategic cooperation and networking at a national level to have a fruitful dialogue on gender equality as a means for development.</p>	<p>4.1. Arrange round table meetings to inform duty-bearers and relevant external stakeholders.</p> <p>4.2. Arrange media lunches and invite media to activities.</p> <p>4.3. Develop a joint communication strategy.</p> <p>4.4. Additional advocacy actions for stakeholders based on national priorities and needs (policy papers, analysis, expertise sharing, events, etc.), relevant for the project.</p> <p>4.5. Joint media training for partner organisations.</p> <p>4.6. Preparation and publishing of public reports of the project and some thematic areas.</p>	<p>4.1.1. Increased attention from relevant duty-bearers and external stakeholders.</p> <p>4.2.1. Invited media actors publish content related to the project.</p> <p>4.3.1. Increase capacity for project partners to communicate cohesively with external actors.</p> <p>4.4.1. The project partners are invited and participate in relevant processes.</p> <p>4.5.1. Project staff have increased capacity and skill in handling media contacts and promoting key messages.</p> <p>4.6.1. At least 4 public reports are produced and published on relevant themes for the project.</p>	<p>4.1 2018-2021</p> <p>4.2 2018-2021</p> <p>4.3 2019</p> <p>4.4 2018-2021</p> <p>4.5 2018</p> <p>4.6 2019-2021</p>

<p><b>Activities - Intermediate objective 5.</b></p> <p>Strengthened strategic and operational management capacity including professional partnership among the partner organisations</p>	<p>5.1. Make a need assessment to define what kind of capacity building that should be prioritised.</p> <p>5.2. Joint trainings for the partners in prioritised areas.</p> <p>5.3. Arrange a training in Men Engage tool kit, accountability in practice, together with project Safe.</p> <p>5.4. Arrange monthly coordinating meetings for the project team, face to face or online.</p> <p>5.5. Joint annual planning and evaluation workshops for all project partners.</p> <p>5.6. External evaluation.</p> <p>5.7. Take part in international conferences and workshops for experience exchange.</p> <p>5.8. Mango Health checks performed at each partner organisation.</p>	<p>5.1.1. Insight into the capacity building needs of the project partners. Needs assessment report.</p> <p>5.2.1. Project partners increase their skills and capacities in identified areas.</p> <p>5.3.1. Increased knowledge about accountability and capacity to implement the perspective in project activities.</p> <p>5.4.1. Increased cohesion between strategy and operations of the project. Approximately 10 coordination-meetings every year,</p> <p>5.5.1. Annual project plans and annual evaluation notes/reports.</p> <p>5.6.1. External project evaluation report.</p> <p>5.7.1. Expanded international networks related to project/partnership. At least one international conference or workshop report each year of the project.</p> <p>5.8.1. Two Mango Health Checks will be done with each project partner during the project period.</p>	<p>5.1 2018-2019</p> <p>5.2 2018-2021</p> <p>5.3 2019</p> <p>5.4 2018-2021</p> <p>5.5 2018-2021</p> <p>5.6 2019</p> <p>5.7 2018-2021</p> <p>5.8 2019 &amp; 2021</p>