

# **FINAL REPORT**

## **Mid-Term Evaluation for the “Voices for Inclusion and Civil Society Empowerment” (VOICE) Project.**

By  
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**List of Acronyms**

AIFO	Italian Association Amici di Raoul Follereau
CBOs	Community-Based Organizations
CEDAW	Constitution of the Republic of Liberia and the Human Rights Instruments
CRPD	Convention on Rights of People with Disabilities
CSV	Comma-Separated Values
CVP	Communication Visibility Plan
DAC	Development Assistance Committee
DPOs	Disabled People Organizations
EU	European Union
FGD	Focus Group Discussion
HOH	Hard of Hearing
HR	Human Resources
KII	Key Informant Interview
MACs	Ministries Agencies Commissions
M&E	Monitoring and Evaluation
NCD	National Commission on Disability
NGO	Non-Governmental Organizations
NUOD	National Union of Organization of the Disabled
ORS	Oscar Romero School for the Deaf
OECD	Organization for Economic Co-operation and Development
PAPD	Pro-Poor Agenda for Prosperity and Development
PTA	Parents Teachers Association
PwD	Person with Disabilities
RMC	Research & Management Consortium
SAPs	Strategic Action Plans
SDB	Social Desirability Bias
TVET	Technical Vocational Education and Training
VOICE	Voices of Inclusion and Civil Society Empowerment
WS	Williette Safehouse
UNCPD	United Nations Convention of People Living with Disabilities
UN	United Nations

## I. Executive Summary

The “Voices for Inclusion and Civil Society Empowerment” (VOICE) is a two-year (Feb. 2021-Jan. 2023) innovative project implemented by AIFO Liberia and is funded by the European Union. The project aims at enhancing the capacity of civil society organizations to promote and empower persons with disabilities and to ensure that people with disabilities can fully enjoy their rights in Liberia. The project aims at enabling the umbrella federation of people with disabilities, the National Union of Organization of the Disabled (NUOD), the Disabled People’s Organizations (DPOs), and their members to effectively demand the respect and fulfillment of the human rights of all People with Disabilities (PwDs), in line with the Convention on Rights of People with Disabilities (CRPD) to which Liberia is a signatory since 2012. The targeted beneficiaries of the project are deaf and hard of hearing persons in Montserrado, Bomi, and Nimba who are being supported to ensure that they have equal access to work and employment opportunities. The midterm evaluation assesses the continue significance of the VOICE Project intervention and the progresses made towards achieving its planned objectives. The outcomes of the evaluation will be used to give feedback to the project design, implementation and methodology to ensure planned objectives are achieved within the lifetime of the project from 2021- 2022 based on the project design and assumptions made (at the baseline of the project, 2021-2023).

### ***Data Collection Methods***

This mid-term evaluation employed both qualitative and quantitative data collection approaches to generate the require data for the assessment. The qualitative method used data collections tools such as Key Informant Interviews (KIIs) and Focus Group Discussions (FGDs) that collected data from VOICE Project partners and head of DPOs. The KII and FGDs used open-ended questionnaires to facility the interviews. As part of the interview process, and in addition to note taking, Data Collectors used audio recorders to record the KIIs and FGDs. The recordings were transcribed verbatim after field work exercise in Montserrado, Bomi, and Nimba counties. The quantitative data collection approach was conducted through individual survey, where a semi-structured questionnaires were designed and administered to the individually sampled HOH. The questionnaires were developed in Kobo Toolbox, a secured cloud-based data aggregation platform, and deployed on electronic mobile devices (Tables and Personal Digital Assistants (PDAs)) with Kobo Collect data collection tool. A total of forty (40) beneficiaries of the VOICE Project who were segmented on the demographic profiles that include gender, age, education, and household size.

The mid-term evaluation employed the OECD DAC evaluation criteria; *Relevance, Effectiveness, Efficiency, Impact and Sustainability* to assess the project’s implementation and achievements. The evaluation also assessed the project’s performance on cross cutting issues; livelihood and skills development, Institutions capacity, disability inclusion, added value and participation.

***Relevance,***

The VOICE Project was relevant to the targeted beneficiaries, organizations and partners, and used the key element of the framework of the Government of Liberia Pro-Poor Agenda for Prosperity and Development (PAPD) and global policies. For example, *The “National Action Plan on the Inclusion of Persons with Disabilities in Liberia 2018 – 2022”* and the *Convention on Rights of People with Disabilities (CRPD)* gives legal rights to effectively demand the respect and fulfillment of the human rights of all People with Disabilities (PwDs), to which Liberia is a signatory since 2012, as well as the *National Gender Policy (ratified 2018)* that is derived from the Government’s commitment to equality and equity for all citizens as stated in the Constitution of the Republic of Liberia and the human rights instruments (including CEDAW) paved the way for gender equality and human rights thematic. The evaluations show significant progress made by AIFO and Partners through the VOICE Project initiatives and has trained a total of 90 members of Disabled People’s Organizations (DPOs), 10 members of National Union of Organization of the Disabled (NUOD) and 54 deaf and HOH youth who successfully completed the vocational skills training programme in Bomi, Montserrado and Nimba counties.

***Effectiveness***

The effectiveness of the VOICE Project was demonstrated through numerous skills trainings for DPOs which resulted to the DPOs developing their Proposals and Strategic Action Plans (SAPs) to support PwDs advocacy and awareness programme. AIFO and its partners; National Union Organizations of the Disabled, Oscar Romero School for the deaf and Williette Safehouse (WS) supported the DPOs in achieving these. The evaluation found that 9 Disabled People’s Organizations (DPOs) were trained, including National Union of Organization of the Disabled (NUOD) that constitute 100 people with disabilities who received seven (7) days training from those organizations. The trainings adopted the United Nations Convention of People Living with Disabilities (UNCPRD) training materials “Advocacy Capacity Building and Institutional Capacity Building Training Materials”. Furthermore, 54 out of 108 Deaf and HOH successfully completed the vocational skills training programme in Bomi, Montserrado and Nimba counties. This was demonstrated in the financial budget as expenditures were aligned with planed.

***Efficiency,***

In addition to being effective as indicated above, the VOICE Project has also been efficient and has achieved most of its targets as planned. Under the programme, AIFO and Co-Partner have disbursed grant to NUOD and training materials to 9 DPOs, including NUOD in Montserrado, Bomi and Nimba Counties. The most effective methods of the financial support to partner were the grant modalities to NUOD and the allocation of flexible funds within the budget to support various initiatives including advocacy/engagement, mentorship programmes with duty bearers and training materials, including transportations, meal and lodging for the DPOs participants throughout the capacity building execution. The programme generally strengthened the internal capacities of the DPOs and it contributed to ensuring that PwD in the target locations are more vibrant, effectiveness and strategic.

### ***Impact***

Due to improved knowledge and enhanced participation in VOICE advocacy and outreach activities, AIFO and Partner Organizations, including DPOs and community dwellers especially HOH youths and women who are members of DPOs have started to claim inclusion and rights on all different platforms, and resource generation for PwDs. The Disabled People Organizations have become more reactive, and they have begun to question the authorities of the counties and country to account for disabled inclusion into the development funds and inclusion in governance and the management of natural resources. Recording from the baseline of “0”, there are 9 DPOs that have improved their institutional management capacities. Whereas, the DPOs proposals baseline of “0”, the midterm recorded “2” proposals for PwDs employment related reforms that were included in key public stakeholder’s agenda.

### ***Sustainability***

Partner organization and DPOs that are beneficiaries of the project have been capacitated to participate in thematic advocacy activities of the programme. The data shows that there is increased in consciousness, capacity, leadership, confidence and ‘ownership’ of the community members in continuing the efforts to press for transformative inclusion and human rights in general and local governance and accountability with advocacy in their communities, which would extend beyond the VOICE Project or government policies. The evaluation shows that there is a potential of independence in terms of producing technical proposals, strategic action plans and fundraising which serves as a strong sustainability path for partner organizations.

Generally, the VOICE Project has performed well in meeting most of its performance targets. The evaluation established that people are aware and self-motivated in all the programme area. Due to AIFO intervention, People with Disabilities (PwDs) are aware and they have good knowledge about training, capacity building and other local level planning structures and processes such as advocacy and outreach forum, preparing strategic action plans and public hearing etc. However, despite successes the programme has achieved, the evaluations gather that there are basic challenges that require adequate focus on the functional effectiveness and funding for the upkeep of the DPOs so that they become more sustainable. Is it therefore recommended that the programme takes a deeper look at sustainability mechanisms for the DPOs.

## **II. Overview of the Programme**

The overall and specific objectives of the VOICE project are to promote and empower persons with disabilities to fully enjoy their rights in Liberia. The project, therefore, focuses on two key result areas that include:

- **Result 1:** All deaf and hard of hearing persons in Liberia enjoy the rights to have equal access to work and employment.
- **Result 2:** Disabled People’s Organizations (DPOs) enhanced their capacity and autonomy to engage for the socio-economic empowerment of the deaf and hard of hearing persons

(HOH) in Liberia.

The VOICE Project has so far trained a total of 90 members of Disabled People's Organizations (DPOs), 10 members of National Union of Organization of the Disabled (NUOD), 54 deaf and HOH persons were also trained in Year-One, and the total target is 108 deaf and HOH young folks who the programme is expected to train before the end of programme in vocational skills training programme in Bomi, Montserrado and Nimba counties.

#### **a) The Objective of the Midterm Evaluation**

The purpose of the midterm evaluation is to assess the continue significance of the VOICE Project intervention and the progresses made towards achieving its planned objectives. The outcomes of the evaluation will be used as an opportunity to give feedback to the project design, implementation and methodology to ensure planned objectives are achieved within the lifetime of the project. This report provides an objective programme outcome and impact during the phase of the project tools, instruments and capacity building to the programmers' team to strengthen its capacity for internal management and evaluation, and provide information that is credible (evidence based) and useful, enabling the incorporation of lessons learned into AIFO decision-making process. The mid-term evaluation intensely assessed the OECD DAC evaluation criteria below that provides recommendations for improving the project's implementation.

- **Relevance**
- **Effectiveness**
- **Efficiency**
- **Impact**
- **Sustainability**

The evaluation also assessed the project's performance on cross cutting issues; livelihood and skill development for disabled, Institutions capacity, disability inclusion, added value and participation. To achieve these, particular attention was placed on the processes of realization of activities (respect for employment opportunities for Deaf and Hard of Hearing persons, effective participation of beneficiaries, perception of satisfaction, management and collaboration between partners, beneficiaries' level of skills gained during the implementation; visibility).

#### **b) Scope of the Evaluation**

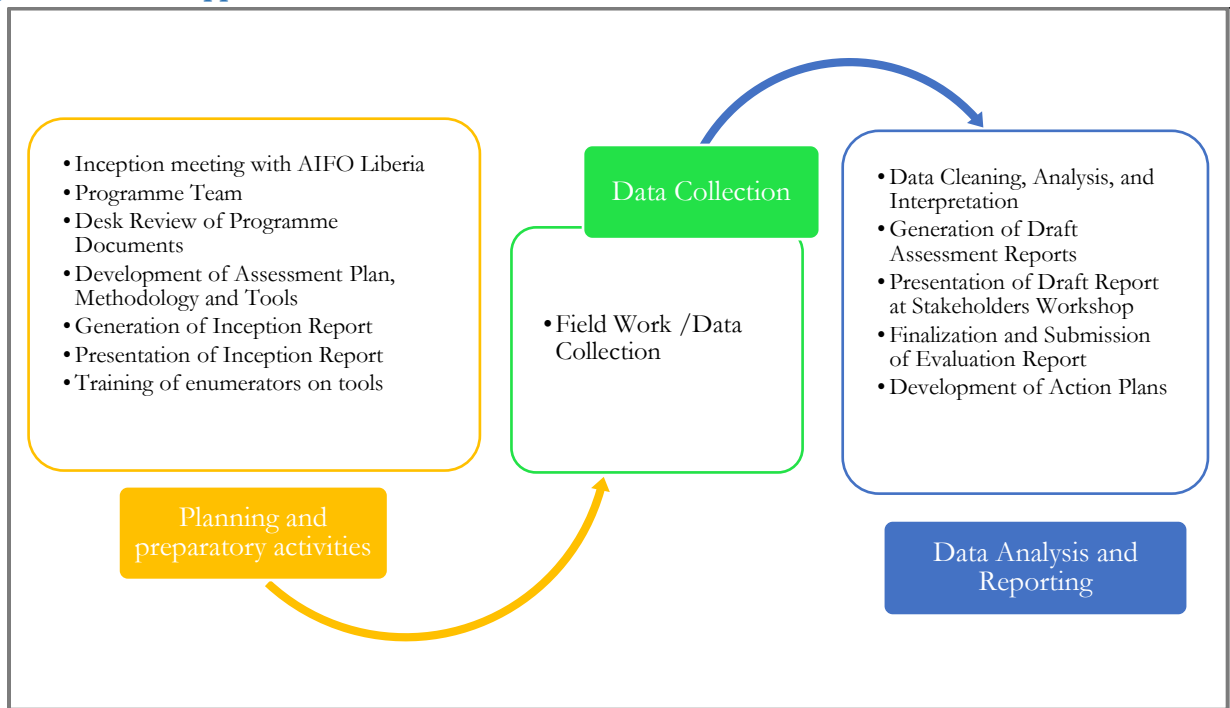
This mid-term evaluation assessed the extent to which the project has achieved its targets drawing out lessons from 2021- 2022 project period, design, and assumptions made (at the baseline of the project, 2021-2023). This assignment seeks to understand what has worked and what has not worked as a guide for future planning (M&E plan, log-frame and strategic plan) and assessed the program's performance against planned results. The mid-term evaluation covers the implementation period from the commencement of the program in February 2021 – January 2022. It is intended to capture lessons learned and provide information on the nature, extent, and, where possible, the potential impact, effectiveness, efficiency, cost-effectiveness, attribution, and sustainability of VOICE activities.

Lessons learned, recommend areas for which the program could leverage in future projects. Challenges and best practices obtained during the implementation period have been collated and analyzed to inform the next implementation phase, covering 2022 – 2023 VOICE activities.

### III. Methodology and Approach

This mid-term evaluation approach is briefly demonstrated in below Figure 1. The assessment was undertaken in three different stages, namely, Planning and Preparatory; Data Collection; and Data Analysis and Reporting Finalization Activities.

**Figure 1: RMCs Approach**



#### Phase 1: Planning and Preparatory Activities

This evaluation assembled specialized team members to fully accelerate and comprehend the task, attend meetings that constitute a greater part of the planning process and to make sure tasks is accomplished. All resources needed for the evaluation, such as skilled human resource for data collection (i.e., experienced enumerators, training of enumerators, technical support staff, etc.), logistics (such as the number and type of vehicles to hire), equipment (such as tablets and power banks) and other key materials are identified and responsibilities assigned team members were ensured in real-time.

Prior to being selected to undertake this evaluation, there was an Inception Meeting between the RMC team and the AIFO Liberia representative where the methodology proposed for data collection was discussed. The outcome of this interactive meeting was noted and key points were noted and incorporated into the final inception report. The key takeaways from that meeting were the following:

- The sampling of respondents/programme beneficiaries or participants that needed to be



comprehensive to ensure that a good representative sample of beneficiaries in the identified counties and communities are selected.

- How to avoid Social Desirability Bias (SDB) so that the presence of third parties who could unwittingly influence surveys will be avoided. This enhances the probability of providing very credible responses
- The need to expedite the data collection process in the various counties owing to the onset of the rainy season which renders the roads unmemorable.

## **Phase 2: Data Collection Methods**

### **a) Qualitative Data Collection Method**

This mid-term evaluation employed both qualitative and quantitative data collection approaches to generate the required data for the assessment. The qualitative aspect of the data collection techniques first involves the identification of key stakeholders to solicit information. This was followed by the use of data collections tools such as Key Informant Interviews (KIIs) and Focus Group Discussions (FGDs) that collected data from national, sub-national stakeholders, including VOICE Project partners. The KII and FGDs used open-ended questionnaires to facilitate the interviews. As part of the interview process, and in addition to note taking, Data Collectors used audio recorders to record the KIIs and FGDs. The recordings were transcribed verbatim after field work exercise in Montserrado, Bomi, and Nimba counties. These methods were intended to ensure that the evaluation does not miss out on important issues discussed during the KIIs and FGDs. Importantly, the field data collector's requested KIIs and FGDs consents to record stakeholders, direct and indirect beneficiaries.

#### **i. Identified stakeholders for engagements**

Based on initial review of available programme documents and also from interactions with some members of the AIFO Liberia's project staff, some key stakeholders, collaborating institutions, and strategic partners were identified for engagement mainly through interviews. Their engagement was to solicit views on the relevance, effectiveness and synergies generated through their partnerships in the programme so far, expected programme results, and the sustainability and potential risks the programme is likely to encounter.

### **b) Quantitative Data Collection Method**

This mid-term evaluation applied quantitative data collection approach which was conducted with PwD through individual survey, where a semi-structured questionnaires were designed and administered to the individually sampled HOH. The questionnaires were developed in KoboToolBox, a secured cloud-based data aggregation platform, and deployed on electronic mobile devices (Tables and Personal Digital Assistants (PDAs)) with Kobo Collect data collection tool. The tool was developed using appropriate skip patterns to proceed to the next question if the condition of a specific question does not certify the succeeding question. There were also constraints placed on questions to ensure all questions are answered appropriately.

### **i. Identification of respondents to interview**

Based on the sampling strategy outlined for the quantitative survey, the sampling of individual HOH/respondents were identical to the sampling of households. This is because of the following:

- These sampled persons, although individual respondents, automatically belong to households. Hence, sampling individual corresponds to sampling beneficiaries households.
- In view of the above, the available lists of AIFO Liberia beneficiaries from which the sampling was conducted was finally sufficed as household lists.

Before enumerators entered the community for enumeration (after community entry protocols have been observed), they were equipped with the list of all respondents who have been sampled. With the help of assigned community member(s) to help support the survey, the first respondent (whose names are already known) was located in the community and interviewed. Subsequent respondents with known names and who are either purposively sampled (for example, women) or randomly sampled (for example, the men) followed similar pattern.

### **c) Mid-Term Evaluation Data Sources**

This sub-section highlights only the sources of information required and used for the mid-term assessment:

**Desktop Review:** available programme documents (interim narrative report; work plan, inception report, project logical framework, monitoring protocol, and list of beneficiaries, etc.) were reviewed. This reviewed informed the development of the mid-term evaluation Inception report, including work and field movement plans.

**Focus Group Discussions (FGDs)** – FGDs was conducted with both direct and indirect beneficiaries/target groups who were sampled for interviews. They were representatives of (youth, women and adults) selected from the DPOs, students and partners. Moderators used FGD guides to facilitate the FGD sessions.

**Key Informant Interviews (KIIs)** with:

Internal Stakeholder: AIFO Liberia staff in Liberia represent the only internal stakeholder in this programme.

Programme Partners: National Union of the Organizations of the Disabled (NUOD), Oscar Romero School (ORS), and Williette Safehouse (WSL).

End beneficiaries: young persons (youth and women) who are persons with disability (PwD).

Key stakeholders (other local or international stakeholders): National Commission on Disability (NCD), and any other government ministry, agency and commission, the European Commission-Delegation of the European Union to Liberia, and other key donors and diplomatic missions (including programme sponsor).

**Individual Surveys** - surveys were conducted among People with Disabilities (PwDs) especially Deaf and hard of hearing (HOH) young who are members of the target group within the umbrella

federation of people with disabilities. Women and the youth not less than 18 years were deliberately targeted. The survey utilized closed ended semi-structured questionnaires for the individual surveys.

#### a. Questionnaires Development and Administration

This mid-term evaluation questionnaires were developed by considering the socio-demographic characteristics of respondents, their social economic, capacity, and other status, Table shows how each evaluation question posed was addressed by the mid-term assessment process and the source(s) through which the information were derived and the analysis to be conducted (in some cases) are provided. This evaluation allowed the consultants to collect data on some evaluation questions in the ToR (especially on the Programme Relevance, Effectiveness, and Efficiency to the beneficiaries). It also provided more quantitative data from which inferences may be made. The questions posed generated additional data on level of outcomes, for example, income level, to complement the M&E data collected by AIFO Liberia programme. Copies of the questionnaire were available during the training of enumerators and supervisors. The quantitative survey was administered face-to-face in the field. The Kobotoolbox was the primary data collection kit that was deployed on mobile phones and handheld tablets. The tool allowed collection of data digitally on tablets, then uploaded and stored digitally onto an online platform (requiring internet connectivity), and later retrieved for data analysis or processing.

Table 1: Evaluation Criteria and Key Questions Table

Criteria	Evaluation Questions
<b>Implementation</b>	<ul style="list-style-type: none"> <li>▪ Were 'VOICE' activities undertaken as initially intended?</li> </ul>
<b>Relevance</b> ( <i>design and focus of the program</i> )	<ul style="list-style-type: none"> <li>▪ To what extent are project objectives meeting the needs of the DPOs and PwD Sector in Liberia?</li> <li>▪ Does the program address issues related to services that are provided?</li> <li>▪ Are the implementation strategies adopted and inputs identified realistic, appropriate and adequate for achieving the results?</li> <li>▪ Has the program been appropriate and rewarding?</li> </ul>
<b>Effectiveness</b> ( <i>Management processes and their appropriateness in supporting program delivery</i> )	<ul style="list-style-type: none"> <li>▪ Did AIFO achieve the goals and objectives it intended to accomplish?</li> <li>▪ Is there a suitable M&amp;E framework to monitor and support the implementation of the targeted results?</li> <li>▪ To what extent are the planned outputs and outcomes on track as defined in the program proposal?</li> <li>▪ Are the program management activities effective in delivering the desired results?</li> <li>▪ Are the strategies and tools used in program implementation effective?</li> <li>▪ What factors have contributed to or hindered the achievement of intended outputs and outcomes?</li> <li>▪ Are the private sector partner's roles tailored towards achieving the program goal?</li> </ul>
<b>Efficiency</b> ( <i>Use of program resources against results</i> )	<ul style="list-style-type: none"> <li>▪ Were 'AIFO's activities produced with appropriate use of resources such as budget and staff time?</li> <li>▪ Did the actual or expected results (outputs and outcomes) justify the costs incurred? Were resources effectively utilized?</li> <li>▪ What are the factors contributing to implementation efficiency?</li> <li>▪ Could a different approach have produced better results?</li> </ul>

Criteria	Evaluation Questions
	<ul style="list-style-type: none"> <li>▪ What are the program implementation process's strengths, weaknesses, opportunities, and threats (SWOT)?</li> </ul>
<b>Potential Impact</b>	<ul style="list-style-type: none"> <li>▪ Are there improvements resulting from program implementation?</li> <li>▪ To what extent is the program helping the DPOs and Inclusion and Civil Society Empowerment in communities within and across Liberia?</li> <li>▪ To what extent is the program sensitive to gender and environmental issues?</li> </ul>
<b>Sustainability</b>	<ul style="list-style-type: none"> <li>▪ Are the impacts of 'AIFO's interventions likely to survive in the long run?</li> <li>▪ How will the information from the mid-term evaluation impact the development of the new strategic plan?</li> <li>▪ How does it embrace the vision and mission of AIFO as a networking organization?</li> <li>▪ Have reviewed/revised objectives aligned to provide strategic direction to 'AIFO's operations?</li> <li>▪ Should the objectives' activities be relevant to the current dispensation/times?</li> <li>▪ Does it address the sustainability of AIFO as an organization?</li> <li>▪ What is the prospect of continuation and sustainability of program outcomes and benefits after completion?</li> <li>▪ How effective are the exit strategies and approaches to phase out program support, including contributory factors and constraints?</li> <li>▪ What are the key factors that require attention to improve prospects of sustainability of outcomes and the potential for scaling up?</li> <li>▪ What are the important challenges the program should overcome? And to what extent are these adequately addressed?</li> <li>▪ What are key lessons learned based on the experiences of project implementation?</li> <li>▪ What are the recommendations for similar support in the future?</li> </ul>
<b>Lessons Learnt</b>	<ul style="list-style-type: none"> <li>▪ What are the key lessons learned from the program implementation?</li> <li>▪ What key successes should be replicated?</li> <li>▪ Should there be a similar style of program implementation, what could be done differently?</li> </ul>

#### IV. Recruitment, Training of Supervisors, and Data Collectors/Enumerators

##### a. Recruitment

RMC recruited experienced enumerators and supervisors from our poll of evaluators and researchers with prior years of experiences. To qualify for recruitment, all supervisor and data collectors met the minimum requirement of a bachelor's degree (over 2 years' college study), and able to speak English and any other local language spoken in the communities where the project was implemented.

Supervisors and enumerators were selected through a transparent process. RMC created a gender balance in recruiting enumerators and supervisors for this mid-term evaluation. About three (3) male and three (3) female enumerators were recruited for the AIFO Liberia Mid-term Evaluation to create a complete 50% gender balance during the enumerations. The required number of enumerators including field supervisors were eight (8), which enrolled in training. Pre and post-tests were administered to enumerators, in addition to direct observations from the Field Supervisors during the pre-testing of the evaluation protocols/tool. A panel reviewed the evaluation of all enumerators and have short-listed suitable candidates for data collection. The selection of enumerators and supervisor(s) were gender sensitive at all levels.

### **b. Required COVID-19 Mitigation Procedures**

In this evaluation, RMC ensured all health protocols surrounding COVID-19 practiced throughout the assignment period. Wearing of masks, washing of hands and social distancing were executed from signing of contact, mobilization and coordination meetings and at all levels of undertaking the mid-term assessment.

## **V. Community Entry and Informed Consent**

With support from AIFO project teams, RMC led the community entry process. The data team were required to inform the community leaders in the sampled communities about the mid-term evaluation and the date of data collection teams visit. Under the guidance of AIFO project teams, all the community entry process was completed in order to grant the data collectors access to the community for the data collection. Even though AIFO project teams provided support to the community entry, all data collectors and supervisors were trained in the process, and in some instances, the data collectors carried out the community entry processes in the absence of AIFO project teams/staff.

## **VI. Quality Assurance and Quality Control**

Several steps were taken to ensure that quality data is collected. The first step was training of the data collectors/enumerators to ensure that everybody has the right and common understanding of the questions and that the translations are done correctly. Moreover, enumerators were trained on avoiding social desirability bias (SDB) during the interviewing process of the household survey. The reviewed of collected data and re-checking interviews was also another step of ensuring the collection of quality data. As part of the quality control, the supervisors re-checked some key questions among 10% of respondents interviewed by each Data Collector. The collected data reviewed every day by the team leaders and compared with the re-checked conducted by the supervisors. Another level of quality control was unannounced visits by the team leaders and program staff to the enumeration teams to observe how the process went and provided feedback to them.

To enhance information sharing and quick resolution of challenges, a WhatsApp group made up of the supervisors, the consultants and AIFO staff in charge of the study was created. This ensured all questions from any team were addressed and the responses are seen by all teams. Another WhatsApp group was created for Supervisors, Data Collectors and Consultants to ensure real-time field activities updates were provided in time before the end of business day.

### **i. Data Loss Mitigation and Security Plan**

#### **Phase 3: Data Management, Analysis and Reporting**

##### **a. Data Management Plan**

The individual survey data were collected using a mobile application (Kobotoolbox). The household survey data was extracted from the Kobotoolbox platform online into Microsoft Excel format. The data cleaning was carried out in excel and the data analyzed using SPSS v25. The field

notes and audio recordings were obtained during the FGDs and KIIs and transcribed verbatim and a thematic analysis performed using NVIVO.

#### **b. Data Analysis Plan**

Descriptive statistics was used to describe the basic features of the data collected. Summaries of results about the data collected was presented in mean and percentages, etc. The values of all the project indicators were calculated using standard definitions or definitions provided by AIFO. Data analyses was done using SPSS25. Quantity data was captured through Kobo Collect and aggregated in KoboToolBox. Data was downloaded in CSV format, cleaned using Excel and uploaded to SPSS25 for the data analyses.

For the qualitative data collected, analysis started by reading, coding, and then categorizing the qualitative transcripts. Coding nodes were created based on the study objectives and the main themes of the FGD guides. Specifically, the coding was done by finding references to different ideas, concepts or categories in the form of sentences, phrases, and paragraphs within the transcripts. When a meaningful segment of the text was found, a code was assigned, or category name to signify that segment. To ensure accuracy, the process was repeated several times to make sure that all the important segments relevant to the study objectives were identified and coded. Audio recordings (done through the use of high-definition mini audio recorders) of the KIIs was transcribed verbatim using MS Word by selected RMC team members (4) to complement the notes taken from the KIIs and FGDs. Excel was used for data coding and uploaded to SPSS25 for analyses. Audio transcriptions were cross checked for accuracy and completeness before coding.

Data quality check was critical throughout this assignment. As the quantitative data collection was submitted in real time, RMC Data Quality Assurance Specialist conducted data quality checks on a daily bases to ensured specific data quality standards (validity, integrity, precision, reliability, and timeliness), and have meeting with the data collection team at the end of every data collection day evening to understanding what went well and what did not go well. At those meetings, summary of data collected by each data collector was shared and discussed with appropriate feedbacks. In the event where the data collection was not completed, that data then declared invalid and the specific enumerator required to re-administer the tool, and if the specific individual is not available, the enumerator instructed to select from the replacement list provided to him/her in coordination with the field supervisors.

## I. Evaluation Findings - Overall Assessment of the programme

This section presents the findings from the desk review evaluation, programme reports and the three thematic investigative areas which includes KIIs with Stakeholders, FGDs and Household Surveys with PwDs on the long-term goal and short term aims of the Voices for Inclusion and Civil Society Empowerment (VOICE) in Liberia from 2021-2023.

This programme has demonstrated that the DPOs landscape advocacy and management with social, economic and environmental objectives is appropriate in a wide range of development contexts, and that it can effectively been implemented in small-scale pilots in Montserrado, Bomi, Nimba counties. The impact and sustainability of the project have been increased by the strength of AIFO partnership with DPOs and local community's stakeholders through their community engagement, policy advocacy and technical know-how. The key findings from this evaluation are:

### Section I: Beneficiary's Profile and Demographics

**Table #2: Beneficiaries Interviewed Per County**

The assessed respondents were drawn from a sampling frame established from Disabled People Organizations (DPOs), AIFO Partners, Stakeholders and Programme beneficiaries within each county. A clear participatory framework was established to ensure the population were provided with the opportunity to be selected for the survey, key informant interview and focus group discussions.

County	Female	Male	Total #:	Percent
Montserrado	6	11	17	43%
Bomi	6	5	11	28%
Nimba	6	6	12	30%
<b>Total</b>	<b>18</b>	<b>22</b>	<b>40</b>	<b>100.0%</b>

A total of 40 interviews were conducted in the 3 counties. Shown in table 2, the percent of male verses female (55% vs 45%) are closely proportionate reflecting that sampling frame allowed both genders the opportunity to be selected for the evaluation. Of these, forty-three percent (43%) of the total 40 respondents interviewed were in Montserrado, while (30%) respondents are from Nimba and followed by (28%) from Bomi County.

**Table #3: Respondents by Age Group**

On the overall, this midterm evaluation data shows how much the project interventions are mainly affecting the youths which the assessment results displayed that 55% of the beneficiaries' respondents age ranged from 18-25 years, while 35% of those beneficiaries are between the ages of 26-35 years. Followed by (5%) respondents reported that they are aging from 46-55 years, followed by 35-45 and above 55 years (2.5%) each in Montserrado, Bomi and Nimba Counties. Though,

Age Group	Montserrado n=17	Bomi n=11	Nimba n=12	Total n=40
<b>18-25</b>	29.4%	90.9%	58.3%	55.0%
<b>26-35</b>	52.9%	0.0%	41.7%	35.0%
<b>36-45</b>	5.9%	0.0%	0.0%	2.5%
<b>46-55</b>	11.8%	0.0%	0.0%	5.0%
<b>Above 55</b>	0.0%	9.1%	0.0%	2.5%
<b>Overall</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

the ages that ranged from 18-35years are over 50% of the overall percent, there are enormous count of 90.9% respondents that have reported in Bomi that they are between the ages of 18-35 years,

while 9.1% are above 55 years. Followed by respondents in Nimba with 58.3% age ranged from (18-35years) and 41.7% between (26-35years).

**Table #3: Respondent's Level of Education**

Response	Montserrado			Bomi			Nimba			Overall n=40
	Female n=6	Male n=11	Total n=17	Female n=6	Male n=5	Total n=11	Female n=6	Male n=6	Total n=12	
No Formal Education	0.0%	0.0%	<b>0.0%</b>	9.1%	0.0%	<b>9.1%</b>	16.7%	25.0%	<b>41.7%</b>	<b>0.0%</b>
No Response	0.0%	0.0%	<b>0.0%</b>	0.0%	0.0%	<b>0.0%</b>	25.0%	25.0%	<b>50.0%</b>	<b>0.0%</b>
Post-secondary e.g: certificate, diploma	29.4%	41.2%	<b>70.6%</b>	0.0%	0.0%	<b>0.0%</b>	8.3%	0.0%	<b>8.3%</b>	<b>83.3%</b>
Primary	0.0%	0.0%	<b>0.0%</b>	9.1%	9.1%	<b>18.2%</b>	0.0%	0.0%	<b>0.0%</b>	<b>0.0%</b>
Secondary	5.9%	11.8%	<b>17.6%</b>	36.4%	36.4%	<b>72.7%</b>	0.0%	0.0%	<b>0.0%</b>	<b>16.7%</b>
Vocational Education	0.0%	11.8%	<b>11.8%</b>	0.0%	0.0%	<b>0.0%</b>	0.0%	0.0%	<b>0.0%</b>	<b>0.0%</b>
Total	<b>35.3%</b>	<b>64.7%</b>	<b>100%</b>	<b>54.5%</b>	<b>45.5%</b>	<b>100%</b>	<b>50%</b>	<b>50%</b>	<b>100%</b>	<b>100%</b>

The table above shows the demographic categories of the respondents in the three counties with gender disaggregation, percent of respondents and their respective education positions. Table 2 further interpret, the distribution of the sample, providing a comparable chance for both males and females selected and interviewed as it is shown. On the overall, a substantial (83.3%) respondents reported that they have acquired post-secondary education, including certificates and diplomas, whereas, (16.7%) reported secondary education as their current education level. The data proportionally displayed that (70.6%) respondents in Montserrado reported of acquiring post-secondary certificate, while (8.3%) of them reported from Nimba that they have acquired post-secondary education e.g. certificate, diploma. It's reported that none of the respondents in Bomi County have acquired post-secondary education. However, the data shows that (72.7%) respondents in Bomi are educated to a secondary level, while (18.2%) attained primary education. Followed by Nimba with (41.7) with no formal education, whereas (8.3%) acquired post-secondary education and, (50%) of the respondents didn't response to the education status questions in Nimba County.

**Figure #2: Household Size**

Response	Number	Percent
1-2	9	22.5%
3-4	4	10.0%
More than 4	27	67.5%
<b>Total</b>	<b>40</b>	<b>100.0%</b>

Average household size is calculated and included in figure 2, along with comparison to figures from (1-2, 3-4 and more than 4) size of household. The assessment shows that the average household size has extremely high with household respondents reported (67.5%) more than 4 persons living in one household, whereas, (22.5%) respondents reported that they have 1-2 persons living in their household, followed by (10%) that reported 3-4 persons.



## 1. Relevance

***In this report, relevance is defined as: the extent to which the intervention objectives and design respond to beneficiaries’, and partner needs, policies, and priorities, and continue to do so if circumstances change.***

The project was highly relevant considering that the Disabled People Organizations, AIFO Partners, National Union of the Organizations of the Disabled (NUOD), Persons with Disabilities (PwD), including Hard of Hearing (HOH) beneficiaries and Community-Based Organizations (CBOs) that it drives towards governance and accountability, gender equality, equal opportunities and social rights advocacy, outreach, awareness and community participation which has promoted peaceful coexistence of communities and its inhabitants within the intervention counties. There were relevant success stories associated with the project through the partners and communities with increased awareness on the thematic areas of the programme (democracy and human rights, gender equality, environment and climate change), as well as developed skills in monitoring of duty bearers, advocacy, corporate governance and networking.

To achieve the project results, the VOICE Project has used the key element of the framework of the Government of Liberia Pro-Poor Agenda for Prosperity and Development (PAPD) and global policies. For example, ***The “National Action Plan on the Inclusion of Persons with Disabilities in Liberia 2018 – 2022”*** and the ***Convention on Rights of People with Disabilities (CRPD)*** gives legal rights to effectively demand the respect and fulfillment of the human rights of all People with Disabilities (PwDs), to which Liberia is a signatory since 2012. Liberia has adopted policies and legal frameworks to ensure the rights of PwDs are respected and protected. The government has taken administrative, legal, and economic measures that indicate the country's commitment to improving the rights of PwDs, and the Local Governance structures and VOICE Project activities has fit with governance and accountability thematics of the programme. While ***National Gender Policy (ratified 2018)*** that is derived from the Government’s commitment to equality and equity for all citizens as stated in the Constitution of the Republic of Liberia and the human rights instruments (including CEDAW) paved the way for gender equality and human rights thematic.

The data shows significant progress made by AIFO and Partners through the VOICE Project initiatives and the VOICE Project has so far trained a total of 90 members of Disabled People’s Organizations (DPOs), 10 members of National Union of Organization of the Disabled (NUOD). The total of 54 deaf and hard of hearing persons were also trained in Y1 in vocational skills training programme in Bomi, Montserrado and Nimba counties. The evaluation results showed a significant increase of how much PwDs are encouraged though advocacies and stakeholders’ interventions to seek employment in their local communities, at national and international NGOs and in Government Ministries and Agencies in Liberia. It is reported that the DPOs are independently and commendably engaged with key public and private stakeholders to support PwDs economic empowerment, including the deaf and HOH persons within the VOICE Project’s counties. Given the VOICE interventions, the results also showed that there are Deaf and HOH persons who have improved their personal advocacy competencies and are speedily becoming recognized among their counterparts and within the disable associations in Liberia. There were significant affirmative actions among the partner organizations that are well aligned with the provisions of the ***“National***

*Action Plan on the Inclusion of Persons with Disabilities in Liberia 2018 – 2022” and the Convention on Rights of People with Disabilities (CRPD), for ex: access and equal protection to employment, social justice, livelihoods and co-existence, including to ensure that all communities, families, peoples with disabilities to enjoy security and give equal ownership rights to opportunities in their communities, including women rights.*<sup>1</sup>

It was established also that the programme design is built on the strength of the partner organizations and the priorities they identified through their extensive experience of working towards governance and accountability, democracy and human rights, gender equality and employment rights in their diverse contexts. These are underpinned by the long-standing relationships between AIFO and many of the local partners. The evaluation found that AIFO VOICE Project operational approach of providing sustained, flexible funds to PwDs beneficiaries, and with the support from the EU to partner organizations were pivotal in enabling VOICE Project and partners to be responsive to local events (such as town hall meetings, trainings and advocacy and outreach activities). The implementation of local self-governance act was weak resulting into poor function of local level institutions, especially CSOs, CBOs and local government agencies in these intervention counties (Montserrado, Bomi and Nimba).

Since the concurring actions taken by partner organizations to dialogue inclusion, governance and accountability, gender equality, human rights and employment rights issues, the intervention matched very well with the priorities of the Government and AIFO Voices of Inclusion and Civil Society Empowerment Programme. The project contributed to creating inclusion demand from among the people for accountable, transparent and quality service along with capacity building for DPOs and civil society empowerment initiatives to aid the delivery of gender equality, democracy and human rights, rights for employment and empowerment and advocacy services as per the demand of the public. The idea to mobilize local DPOs as an interface for the programme thematic was relevant particularly from the perspective of sustaining the peace and co-existence in the community among PwDs. The evaluation finding shows that AIFO partner organizations were engaged with communities and local actors on, advocacy, equal opportunity and demand for inclusion, outreach programme thematic and activities through trainings and capacity building workshops on advocacy and outreach skills programme conducted with disabled youth, women and men participants.

## **2. Efficiency**

***This evaluation defines efficiency as: to review the quality of the formulation of results at different levels, i.e. the results chain. And how the components achieved results toward the overall objective of the programme in a most cost-effective way.***

The project was efficient in terms of large number of direct and indirect beneficiaries beyond the baseline of the VOICE Project. There were numerous trainings that have impacted skills to the

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<sup>1</sup> National Action Plan on the Inclusion of Persons with Disabilities in Liberia 2018 – 2022

DPOs which has resulted to the DPOs developing their Proposals and Strategic Action Plans (SAPs) to support PwDs advocacy and awareness programme. AIFO and its partners; National Union Organizations of the Disabled, Oscar Romero School for the deaf and Williette Safehouse (WSL) supported the DPOs to have developed strategic plans and proposals to support PwDs advocacies and outreach activities in the programme counties. The DPOs are expected to present the Proposals and Strategic Action Plans to the County Development Steering Committees in Bomi and Nimba. Whereas, the evaluation evidenced that the DPOs Proposals and Strategic Action Plans for Montserrado County are not-yet finalized, and it is projected to be completed before mid of next quarter (August – October 2022).

The evaluations findings discovered that the VOICE Project trained 10 Disabled People's Organizations (DPOs), including National Union of Organization of the Disabled (NUOD) which the evaluation evidenced that 100 people with disabilities received a full seven (7) days trainings from those organizations. The trainings adopted the United Nations Convention of People Living with Disabilities (UNCPDs) training materials "Advocacy Capacity Building and Institutional Capacity Building Training Materials". Furthermore, a total of 54 Deaf and hard of hearing were trained under the skill training activities in the three (3) counties. The data shows that 18 persons were trained in Bomi, while 18 in Montserrado and 18 in Nimba counties acquired similar training programme. These capacity building activities significantly impacted the DPOs which helped in drafting their advocacy and strategic action plans. However, these plans have not been formally presented to County Leaderships for smooth implementation within a specific timeframe of the programme. Notwithstanding, the DPOs have developed and submitted their proposals and strategic action plans to AIFO and Partners.

Over the years AIFO and Partners have provided several supports to enhance the capacities of DPOs and other CSO partners and communities to participate in various decision-making processes. These supports have been in the form of formal trainings, the provision of logistic to facilitate dialogue with duty-bearers on various issues, coaching/mentoring to strengthen their skills in networking, advocacy, and financial controls, amongst others. The evaluation findings discovered that 80% beneficiaries, including partner organizations, AIFO and all local actors are engaged with communities in increasing advocacy activities and productivity of PwD in Montserrado, Bomi and Nimba counties.

Throughout the programme landscape, the Disabled People Organizations which have been collaboratively supported by AIFO partners, CSOs and CBOs on PwDs inclusions rights and advocacy, however, the evaluation findings showed that the DPOs lacked adequate resources to coordinate its function which has hampered its functionality. The evaluation findings also showed that AIFO and partners have worked with community actors in collaboration with the public institutions, which include the National Commission on Disability (NCD), and other Government Ministries, Agency and Commission and DPOs which focuses on revenue mobilization (internal and external), robust administrative coordination, and reporting mechanisms. Also, in terms of time

efficiency, the project implementation was completed on time without much delay. Since the project achieved its implementation targets with the same amount of resources within the stipulated time, the sustainable ownership programme was efficient. Additionally, on training, the project experienced 80% increase in awareness raising in advocacy and training skills in all the empowerment activities; and since the trainings acquired, there has been 62.5% improvement or increase on the number of proposals, policy documents, advocacy plans developed by DPOs.

The evaluation discovered that the VOICE Project's budgeted € 303,218.00 in the addendum budget under the **Contract No: CSO-LA 2020/ 421-002** from the period February 1, 2021 –January 31, 2023 for a full execution of these budget items; Reproduction training materials, Venues for training/meetings/events, Accommodation and food & drinks, Transportation and communication allowance, NUOD sub-grant for implementation of activities output 1.1 & 1.2, Livelihood and skills training, Fellowship programme Montserrado, Bomi and Nimba counties, which includes (compensations of instructors fees, training and aid; IT support, sign language interpreters, venue, programme monitoring, student lunch and transportation, student and classroom supplies, Technical Vocational Education and Training (TVET) and Sign language training. However, the evaluation discovered that the NUOD sub-grant of (€ 43,000) for implementation of activities under output 1.1 & 1.2 has not been expended.

Meanwhile, the cumulated costs from the start of implementation to present report displayed that € 108,464.25 have been used for the aforementioned activities. Considering the above-mentioned expenditures at this stage of the programme, there is a (€194,753.75 / 64%) difference from budget as per addendum contract till this evaluation period. Whereas, over half of the € 75,890.00 budget expenditures €43,580.77 which amounted to 57% have been used on equipment and supplies for the VOICE Project's activities. It is evidenced by the budget reviewed that the programme operated within the approved addendum budget on staffing, indirect costs, taxes and other operational costs from start of the programme to current. The community participation was overwarming as the programme experienced over 90% increase of community participations in all of the programme thematic areas.

The evaluation results show that 62.5% of the messengers of the regulatory and policy frameworks developed and following implementation has been done by AIFO, whereas, the data revealed that 14.2% has been messaged by partners, followed by 16.1% CBOs and 4.7% MACs and others. The messages and visit brought together community members from surrounding towns and villages to a meeting and issues around inclusions were discussed, and has put into effect AIFO beneficiaries and partners in Montserrado, Bomi and Nimba counties that have enabled them to work with the local communities by increasing advocacies and capacity building of disabled right-holders so they can engage with duty bearers and claim their rights on inclusions.

### 3. Effectiveness

*This evaluation defines effectiveness as: the extent to which the intervention achieved, or is*

***expected to achieve, its objectives, and its results, including any differential results across groups.***

The programme effectiveness is discussed in the form of implementation achievements and challenges.

### **Achievements**

AIFO VOICE Project used a combination of approaches which contributed to the attainment of the results. Some of these methods include trainings in Technical Vocational Education and Training (TVET) livelihood and skills training, sign language training, fellowship programme in Montserrado, Bomi and Nimba counties which includes the provision of (compensations of instructors fees, training and aid; IT support, sign language interpreters, venue, programme monitoring, student lunch and transportation, student and classroom supplies).

Under the VOICE Project, AIFO and its partners have successfully trained 9 Disabled People's Organizations (DPOs), 54 out of the 108 Deaf and HOH young folks who are expected to complete the vocational skills training programme at the end of the project in Bomi, Montserrado and Nimba counties, including National Union of Organization of the Disabled (NUOD) and 9 DPOs. Though the evaluation findings showed that the DPOs lack adequate resources to largely coordinate its functions which has hampered its functionality in the project landscape. However, the Disabled People Organizations (DPOs) have been collaboratively supported by AIFO and its Partners, CSOs and CBOs on PwDs inclusions rights and advocacy in programme counties.

AIFO VOICE Project staffs have also conducted coaching, mentoring, awareness, stakeholders' engagement/dialogues and the provision of grants. Under the VOICE Project, AIFO and Co-Partner have disbursed grant to NUOD and training materials to 9 DPOs, including NUOD in Montserrado, Bomi and Nimba Counties. The most effective methods of the financial support to partner were the grant modalities to NUOD and the allocation of flexible funds within the budget to support various initiatives including advocacy/engagement, mentorship programmes with duty bearers and training materials, including transportations, meal and lodging for the DPOs participants throughout the capacity building execution.

These grants which covered supports for institutional development (technical and materials) including corporate governance of the partners were also used to strengthen community awareness on the thematic of the programme (democracy and inclusions), as well as developed skills in the performing of duty bearers, advocacy, networking, etc. The grant to NUOD and DPOs capacity building initiatives were also used by the DPOs to organize various awareness and advocacies campaigns in the different parts of the target counties on PwDs inclusions and empowerment opportunities.

Though AIFO and Co-Partner did not conduct a Gender Audit of DPOs to identify how each organization reflected gender in their organizational culture and advocacy programmes, the evaluation looked at and did not find gender inclusion policies, and how the leadership of each DPOs and partners identified and selected beneficiaries of their projects. Based on the findings of the evaluation, the DPOs did not developed a Gender Action Plan (GAP)<sup>2</sup> to address the limitations within their structures and systems, thereby present a gender neutral or gender-blind situation. However, the programme generally strengthened the internal capacities of DPOs and it contributed to ensuring that PwD in the target locations are more vibrant, effectiveness and strategic.

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<sup>2</sup> A set of actions to be undertaken to address challenges related to Gender Equality within the organizations

The on-site mentorship and capacity building programme have proven to be an effective way of mobilizing PwD and preparing DPOs for effective engagement with stakeholders on inclusion and human rights. By using these methods, the community members have become more aware of PwDs inclusion and human rights issues, and how they can organize to address these issues. Even gender issues have improved within the communities, with men showing signs of being supportive in household responsibilities. The programme has influenced positive change in the disabled communities due to its participatory nature and ability to accommodate voices from various individuals regardless of factors such as age, literacy level and gender. The VOICE Project trained 9 DPOs in producing agendas, proposals and developing sector plans and budgets to support community resilience's.

The evaluation found that AIFO VOICE Project brought considerable strengths in advocacy to not only this programme but many others. AIFO DPOs and Partner have experience in advocating for PwDs legal reform, community protect and women's rights, and services for the disabled community. To a large extend, the outcomes of the programme were fully achieved, and in some instance the planned targets were exceeded.

### Challenges

The programme contributed to build capacity of AIFO Partner Organization and DPOs, including mapping and identifying informal groups of DPOs, increase collaboration among partner organization but did not adequately focus on the functional effectiveness and funding to upkeep the DPOs so that they become more sustainable.

### Impacts

***The definition for impact in this evaluation is: the extent to which the intervention has generated significant positive or negative, intended or unintended, higher-level effects, including the holistic and enduring changes in systems or norms, and potential effects on people's well-being, human rights, or gender equality.***

Over the lifetime of the programme, building on significant past achievements and strengths of AIFO, the disabled community members were mobilized to engage in processes of local and national advocacy to influence disabled inclusion and human rights laws and policies in the intervention counties. Due to improved knowledge and enhanced participation in VOICE advocacy and outreach activities, AIFO and Partner Organizations, including DPOs and community dwellers especially HOH youths and women who are members of DPOs have started to claim inclusion and rights on all different platforms, and resource generation for PwDs.

The Voices of Inclusion and Civil Society Empowerment Programme has successfully generated and presented substantial and substantive evidence for persuasive civil rights, inclusion, advocacy and influence purposes through the capacity building approach and community engagement activities. Disabled People Organizations have become more reactive, and they have begun to question the authorities of the counties and country to account for disabled inclusion into the

development funds and inclusion in governance and the management of natural resources. Rights holders were disappointed at the evidence portrayed in the report. The VOICE Project did not consider Gender Audit of DPOs to identify how each organization reflected gender in their organizational culture and advocacy programme, which may have adverse impact if not considered soon.

The project has explored and documented a variety of inclusions and civil society empowerment issues relevant to social change, including disabled participations and ownership. This project's intervention has significantly encouraged youth and women memberships of DPOs due to the reflect approach, and have also developed leadership and advocacy skills. The participation in various groups encouraged by DPOs and Partners also contributed to garnering new knowledge and build dignity among disabled people, youth, women and disadvantaged communities. This has also complemented to strengthen gender equality, human rights and local governance through participation of PwDs in decision making within communities. In an effort to strengthening partner organizations, the programme also facilitated some changes in partner organization and DPOs to produce technical documentations, including agendas, proposals, strategic action plans and budget.

Recording from the baseline of “0”, and “9” at midterm, there are 9 DPOs that have improved their institutional management capacities. Whereas, the DPOs proposals baseline result shows “0” and at midterm, “2” proposals for PWDs employment related reforms were included in key public stakeholders' agenda being developed. Most of the inclusion and civil society empowerment for PwDs activities and events have also made communities become most disabled are aware of their rights and the responsibilities that come with these rights. Some of them begun taking the necessary steps to inform other members of their communities by sharing knowledge that they are gaining from AIFO VOICE Project. It is clear that the Voices of Inclusion and Civil Society Empowerment (VOICE) Project has created a great impact through AIFO's rights-based work that bring “true change” (impact) that lasts, with a focus on disabled inclusion, and skills to dialogue with duty bearers and be part of decision-making process.

### **Sustainability**

***This evaluation's definition of sustainability is: the extent to which the net benefits of the intervention would continue, or are likely to continue beyond the funding period, including the financial, economic, social, environmental, and institutional capacities of the systems needed to sustain net benefits over time.***

Since the programme focused on organizations and communities' capacity building, advocacy and strengthening of DPOs Inclusion and Civil Society Empowerment. Partner organization and DPOs that are beneficiaries of the project have been capacitated to participate in thematic advocacy activities of the programme. The data shows that there is increased in consciousness, capacity, leadership, confidence and 'ownership' of the community members in continuing the efforts to press for transformative inclusion and human rights in general and local governance and accountability with advocacy in their communities, which would extend beyond any actions by

NGOs or government policies. There is evidence of changes in both DPOs and partner organizations and community capacities that are likely contributing to sustainability in all programme counties. Since the establishment of *The “National Action Plan on the Inclusion of Persons with Disabilities in Liberia 2018 – 2022”* and the *Convention on Rights of People with Disabilities (CRPD)* which gives legal rights to effectively demand the respect and fulfillment of the human rights of all People with Disabilities (PwDs), AIFO and its partner organizations have made headway in passing targeted messages on programme thematic to the local communities, DPOs, CSO, and CSOs on disabled inclusion at all levels.

Data from the evaluation shows that there is a potential of independence in terms of producing technical proposals, strategic action plans and fundraising which serves as a strong sustainability path for partner organizations. The AIFO programme contributed to organizational sustainability of local partners, through stronger strategic planning, programming skills, proposal designs, monitoring and evaluation and skills in preparation of agendas. During midterm evaluation, the community level stakeholders including beneficiaries such as PwDs, DPOs and CBOs highlighted the need for further back up and support arrangements to capacitate and encourage local NGOs, especially in the current process of transformations in local government through inclusion programme and empowering People with Disabilities (PwDs). While exploring all means with the Government of Liberia for more supports to PwDs, DPOs, and related NGOs and CBOs.

## Conclusion & Recommendations

This chapter concludes the report with overall synopsis of the study findings summarized by **OECD/DAC** criteria and assessed result areas. In addition, this chapter also identifies key priorities for the programme based on the annual indicator study findings, programme reports and also suggests way forward.

## Conclusion

On the whole, the programme performed well in meeting most of its performance targets. Throughout the evaluation, it was observed and established that people are aware and self-motivated in all the programme area. Due to AIFO intervention, People with Disabilities (PwDs) are aware and they have good knowledge about training, capacity building and other local level planning structures and processes such as advocacy and outreach forum, preparing strategic action plans and public hearing etc. As evidenced, the report highlighted in earlier sections, that the disabled people have become part of various groups/networks such as CBOs and CSOs etc. The Voices of Inclusion and Civil Society Empowerment Programme contributed in empowerment of the disabled community by enabling them to move outside their homes and advocate for their rights in general and in particular for their inclusion rights, ownership and initiate activities for livelihood promotion by utilizing voices available at the local level. As a result, the partner organizations, the disabled people organizations and community people have grown stronger together.

While the project has already contributed to higher extent in preparing disabled citizens for advocacy and outreach on inclusion and civil society empowerment, the community across the three



programme counties have recognize and accepted PwDs. Considering these changes in human behaviors and advocacies for disabled people, it is easy to support the national and local government in messaging suitable policies for operation of local government inclusion, and in capacitating and supporting local government to follow and apply principles of inclusion and equal empowerment policies framework responsiveness and partnership with DPOs, CSOs and CBOs.

## Recommendations

The evaluation team recommends to AIFO and partners to brainstorm and discuss further to identify ways forward in sustaining the programme related after the VOICE Project. Nevertheless, the following are the recommendations based on the key evaluation findings:

- While DPOs have been capacitated, their role as an interface between people and local government was at an early stage throughout the programme. They will require continuous follow up, technical support, and backstopping to continue working as interface between the disabled citizens and local government;
- AIFO should considered the extra unregistered DPOs and registered CBOs to join the advocacy partnership and also support who does not have the capacity to register but are interested in working to promote disabled inclusions, human rights and democracy for the disabled folks;
- AIFO should consider funding DPOs to support smooth operations of their advocacy activities and not just funding capacity building activities;
- AIFO and partners would have succeeded more in the implementation, if more resources were invested in disabled inclusion advocacy capacity and targeted advocacies aligned to existing and potential policies on PwDs.
- AIFO and partners should strengthen community capacity or liaise with partners to support communities in the development and implementation of Community Action Plan and Livelihood Profile for disabled communities;
- To ensure sustainability, alternative funding sources should be identified and the DPOs supported to secure same, that way, they will develop the needed track records and reputations to apply for and win potential grants.
- Support DPOs to also explore for funding opportunities in the private sector. For example, corporate social responsibility (CSR) projects of multinational, as they may create room for potential or future employment for PwDs.
- Ensure that DPOs advocacies to government are evidence based and complementary of government programs and efforts to avoid adversarial relationship with both national and local authorities.

**Annex A: Household Survey Questionnaire**

Voices for Inclusion and Civil Society Empowerment” (VOICE) Project  
**Beneficiary Survey - (Individual Interview)**

**QUESTIONNAIRE****Section I: Introduction and Consent****Note to the Data Collector:**

We are using this app (Kobo Collect) to collect data on the Voices for Inclusion and Civil Society Empowerment” (VOICE) project commissioned by AIFO Liberia. The data we will gather during this survey is very important to **AIFO**. We will therefore require that you attend closely while administering the tool to avoid missing information and ensure data credibility and reliability.

Good Luck!

Name of Enumerator: \_\_\_\_\_ (*first and second names initials followed by last name. example: if your name is James K. Flomo write JKFlomo*)

Date: \_\_\_\_\_;

**EVALUATION CONSENT FORM – FOR INTERVIEWER ORIENTATION**

**Project Title:** Voices for Inclusion and Civil Society Empowerment” (VOICE) Project

**Introduction:**

The Voices for Inclusion and Civil Society Empowerment (VOICE) is a two-year (Feb. 2021- Jan. 2023) innovative project implemented by AIFO Liberia and is funded by the European Union. The project aims at enhancing the capacity of civil society organizations to promote and empower persons with disabilities and to ensure that people with disabilities can fully enjoy their rights in Liberia. The project aims at enabling the umbrella federation of people with disabilities, the National Union of Organization of the Disabled (NUOD), the Disabled People’s Organizations (DPOs), and their members to effectively demand the respect and fulfillment of the human rights of all People with Disabilities (PWDs), in line with the Convention on Rights of People with Disabilities (CRPD) to which Liberia is a signatory since 2012. The targeted beneficiaries of the project are deaf and hard of hearing persons in Montserrado, Bomi, and Nimba who will be supported to ensure that they have equal access to work and employment opportunities.

For this mid-term assignment, AIFO Liberia commissioned RMC as independent consulting company to conduct the Mid-term Evaluation of the Voices for Inclusion and Civil Society Empowerment (VOICE).

Your participation is voluntary, and you may choose not to participate in the interview, refuse to answer certain questions, or stop the interview at any time without any consequences. If you choose to participate, your identity and responses will be kept confidential, and your privacy will be protected to the maximum extent allowable by law. All reports and publications resulting from this interview will be written and shared using pseudonyms and code numbers. Your responses will be stored on a secure, password-protected computer with no identifying information linking them to you.

If you indicate your voluntary consent by participating in this interview, you can proceed to answer the questions facilitated by the evaluation assistants. Responses gathered from the interview will be used for external and internal stakeholders, such as policymakers, public and private sector actors, AIFO Staff, etc.

We have selected you to take part in the interview because it is important that we get the views and opinions. The interview will last (45minutes for KII, 1hr/30minutes for FGDs and 1hr for HH Survey).

This interview will be recorded via our tap-recorders, Are you comfortable to be recorded? Yes  No

The answers you give during the interview will be completely confidential. Only the evaluation team will know your name and where you live. No one else will know what you have said and information you provide. The answers you give to our questions will help us understand the topic and write a report. The report will be seen by [European Union, AIFO Liberia, Government of Liberia, and Partners]. We will not include your name or other personal details in our evaluation report. We may use what you tell us in a case study and other documents such as reports, but we will not include your name or any personal details - so your contribution will be anonymous.

Your participation is voluntary and you, your family or community will not receive any payment or benefit for being part of the research. Due to the COVID-19 virus, we want you to be safe and will provide you with one face mask if you not have one that we will ask you to wear during your interview and maintain 2-meter distance. However, if you refuse to wear mask and keep social distance, you will not be allowed to participate in the research.

We will store all the information we collect from you in a secure place and will keep it for report production and then it will be deleted. If you want us to remove your information at any point, or if you have any questions or concerns, please contact us using the details below:

**AIFO**

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**RMC**

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**Section II: RESEARCH CONSENT FORM – FOR INTERVIEW APPROVAL**

**Consent:**

Hello, my name is (\_\_\_\_\_), and I work for the Research & Management Consortium (RMC for short), contracted by AIFO Liberia. I am here to ask you a few questions relating to the Voices for Inclusion and Civil Society Empowerment (VOICE) Programme. Information gathered through this exercise will assist AIFO to assess the relevance, effectiveness, efficiency, impact, sustainability and coherence and catalogue lessons learnt from the program.

Note: The information you will provide will be treated as confidential. Nobody will be able to trace the answers back to you. Your name will not be revealed in the report or any of the survey's documents.

Before we begin, do you have any question?

(make sure to ask the respondent this question, and if he/she ask, be prepared to provide brief explanation on the Voices for Inclusion and Civil Society Empowerment (VOICE) Programme.

**A1.** Are you willing to continue with the assessment? (do not try to convince the respondent to participate in the interview if he/she says 'NO' to this question. There is a skip condition that ends the survey with that respondent) Yes  No

You must be an adult (above 18 yrs., a direct and indirect beneficiaries or member of CSOs, CBOs, and Stakeholders.) to complete the evaluation. Finally, do you have any questions you would like to ask have before we start the interview?

The interview will last (45minutes for KII, 1hr/30minutes for FGDs and 1hr for HH Survey).

This interview will be recorded via our tap-recorders, Are you comfortable to be recorded? Yes  No   
May I continue?"

### Participant's Consent

I have understood the above information and I agree to take part Yes  No

I am happy for AIFO VOICE Activities to contact me in the future if they need to Yes  No

**Printed Name:**

**Signature:**

**Telephone number (if available)**

**Date:**

### SAFEGUARDING CONTACTS:

If you saw a member of the assessment team causing harm or abuse to another person in the field, please contact our Quality Assurance/Control Specialist and Evaluation Specialist in Monrovia/the Field on this number: **(+231) 77-775-0332 (+231-77-752-6978)**

*N.B: you will be charged at normal national rates for this call. However, we will call you back in order to keep costs to a minimum and for more information.*

If you have any questions or concerns related to the evaluation or any issues concern with AIFO VOICE Programme, please call the above-mentioned phone numbers of: AIFO Programme Manager or RMC Team Leaders. If you have any questions or concerns related to other issues affecting women, children and participants please call: The Women and Children Protection Department, Ministry of Gender and Social Protection Office: Phone number **TBC**

### Section III: Beneficiary's Profile and Demographics

This part is intended to collect information about the respondent's bio-data (*NOT including name*).

**Question 1:** County: \_\_\_\_\_

**Question 2:** District: \_\_\_\_\_

**Question 3:** City/Town/Village: \_\_\_\_\_

**Question 4:** Sex of Respondent (*tick one*)

Male

Female

**Question 5:** Which age group do you belong to? (*tick one age range*)

18-25	26-35	36-45	46-55	56-65	>65	Don't remember
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**Question 6:** Civil status? (*tick one*)

No	Response	Tick
00	Single	
01	Married	
02	Widowed or Widower	
03	Separated or Divorced	
04	Other(s)	

**Question 7:** What is your highest education level? (*tick one*)

No	Response	Tick
00	No Formal Education	
01	Unfinished Primary	
02	Primary	
03	Secondary	

No	Response	Tick
04	Post-secondary e.g: <i>certificate, diploma</i>	
05	Vocational Education	
06	University Degree and above	
07	No Response	

**Question 8:** Including yourself, how many people currently live in your household?

1 -2	3-4	More than 4

**Section IV: Relevance**

*This part is intended to collect information about the significance of the Voices for Inclusion and Civil Society Empowerment (VOICE) Programme. To what extent are project objectives meeting the needs of People with Disabilities (PWDs)?*

**Question 1:** How are you participating in the VOICE programme? Are you:

NUOD member	DPOs member	HOH member	Community member	Other(s)

**Question 2:** If 'Yes' to question 1, what kind of support have you received? (*tick all that apply*)

Social entrepreneurship training	Cash support	Employed in Government MACs	Economic and work rights advocacy training	Livelihood and skills training	Other(s)

**Question 4:** Have you received any formal training from the VOICE Project? Yes  No **Question 5:** If yes who provided?

Tick all that apply	Organization
	National Union of the Organisations of the Disabled (NUOD)
	Independent National Human Rights Commission
	AIFO Liberia
	Human Rights Division of the Ministry of Justice
	Association of Sign Language Interpreters
	Ministry of Gender, Children and Social Protection

	Wubu Foundation for Deaf Children
	National Commission on Disabilities
	Ministry of Youth and Sports
	Alliance on Disability
	Oscar Romero School (ORS)
	Williette Safehouse (WSL)

**Question 6:** How have the VOICE programme training activities created access to employment in your community? Especially among your colleagues?

No access	Limited access	Easy access	Sufficient access	Other(s)

**Question 7:** Have you or anyone in your household received employment from the GoL MACs due to the VOICE project initiatives? Yes  No

**Question 8:** Do you think the Disabled People’s Organizations (DPOs) have increased capacity and independence to engage stakeholders on socio-economic empowerment of the deaf and hard of hearing persons (HOH)? Yes  No  I don’t know

**Question 9:** How can you rate their capacity to engage stakeholders on socio-economic empowerment of the deaf and hard of hearing persons (HOH)? **Rate\* Very Low=1, Low=2, High=3 and Very high=4**

Very Low	Low	High	Very high

**Question 10:** How many trained deaf and HOH persons that are actively interacting with NUOD and DPOs at national and county level?

**Question 11:** How have your interaction with NUOD and DPOs at national and county level impacted change?

Low impact	High impact	Greater impact	Not at all

**Question 12:** Have you seen or heard about any strategic advocacy documents and actions plans developed by the DPOs? Yes  No  I don’t know

**Section V: Effectiveness**

**Question 1:** How effective is AIFO VOICE Project support to PwD? (*tick all that apply*) 1=Not effective; 2=Somehow effective; 3=Very effective

Code	Statement	Rate	Code	Statement	Rate
01	Training on Life-skills		05	Economic and work rights advocacy training	
02	Social entrepreneurship training		06	Livelihood and skills training	
03	Cash support		07	Developing Proposal and Advocacy Plans	
04	Employed in Government MACs		08	Other(s)	

**Question 2:** Have the AIFO VOICE programme support help in increasing advocacy activities and

productivity of PwD in your community? Yes  No

**Question 3:** Are you applying the advocacy and training skills in all your daily empowerment activities? Yes  No

**Question 4:** Since the trainings acquired, has there been any improvement or increase on the number of proposals, policy documents, advocacy plans developed in your community? Yes  No

**Question 5:** Are you aware of any roundtable dialogues facilitated by NCD and NUOD to raise awareness for better employment integration of deaf and HOH persons? Yes  No

**Question 6:** How effective is the roundtable dialogues that are facilitated by NCD and NUOD?

Not effective	Somehow effective	Very effective

**Question 7:** Who are the messengers of the regulatory and policy frameworks that are developed and been implemented by you?

MACs	AIFO	Partners	CBOs	CSOs	Other(s)

**Question 8:** Since the VOICE project training and advocacy implementation, are you prepared to produce your own proposal, policy brief/advocacy documents? Yes  No

## Section VI: Sustainability

**Question 1:** Do you have any DPOs in your community that are replicating the training and advocacy strategies for employment and advocacy that have been taught by AIFO and others? Yes  No  I don't know

**Question 2:** If yes, who are those groups? And which programme are they replicating?

Description	Tick those that apply
CSOs	
CBOs	
MACs	
AIFO	
Partners	
Other (specify)	

**Question 3:** Which community programme activities do you think will be continued after the programme ends?

VSLA	Daily Susu	Advocacy on easy access employment	Micro Finance Loan	Credit Union	Other(s)

**Question 4:** Which programme activities do you think will not be continued after the programme ends?

VSLA	Daily Susu	Advocacy on easy access employment	Micro Finance Loan	Credit Union	Other(s)

**Question 5:** What mechanisms VOICE programme put in place to ensure sustainability of programme

results and what do you think should be put in place?

Description	Tick those that apply
Daily Susu	
Advocacy on easy access employment	
VSLA	
Micro Finance Loan	
CSOs	
CBOs	
Other (specify)	

**Question 6:** What are the challenges you're currently experiencing in your community/household? From a scale of 1 to 5, how would you rate your challenges? 1=Low; 2=High; 3=Very High.

Challenges	Rate*
Lack of knowledge/Skills to advocacy for empowerment	
Finances	
Body-shaming	
Other(s)	

### Section VII: Impact

**Question 1:** How have the AIFO VOICE implementation impacted your livelihood? From a scale of 1 to 4, how would you rate AIFO impact on your growth as a PwD? 1=No impact; 2: Little impact; 3=moderate impact; 4=Significant impact

No impact	Little impact	moderate impact	Excessive impact

**Question 2:** Do you think the VOICE programme implementation have incorporated and impacted women and youth or groups in your community? Yes  No  I don't know

**Question 3:** Are these women and youths implementing the best advocacy practices in their community? Yes  No  I don't know

**Question 4:** Do you think the Trade Fairs showcasing talents and skills of deaf and HOH persons and facilitate networking between employer's deaf and HOH persons will continue after the VOICE project? Yes  No  I don't know

### Section VIII: Overarching result

**Question 1:** As a PwD, to what extent has the programme contributed to increased employment under more eco-friendly engagement with stakeholders? In case of a change, what has been the quantity and nature of the change in your community?

No impact	Little impact	moderate impact	Excessive impact

**Question 2:** In your opinion, to what extent has the programme contributed to increased number of jobs created and people employed? In case of a change, what has been the quantity and nature of the change in your community?

Very low	Low	Average	High	Very high

**Question 3:** What factors do you believe contributed to the change you currently enjoying?

Factor(s)	Tick all that apply



Training/Knowledge Acquired	
Support from AIFO ( <i>finances</i> )	
MACs Employment	
Mechanization	
Establishment of CBOs and CSOs	
VSLA Programme	
Loan from Commercial Banks/Micro-Finance Entities	
Other(s)	

**Question 4:** Which of those contributing factors do you think were most important to your farming activities, and why? 1=Not Important; 2=Important; 3=Very Important

Factor(s)	Tick all that apply
Training/Knowledge Acquired	
Support from AIFO ( <i>finances</i> )	
MACs Employment	
Mechanization	
Establishment of CBOs and CSOs	
VSLA Programme	
Loan from Commercial Banks/Micro-Finance Entities	
Other(s)	

**Question 5:** Organizations providing support to PwDs. Kindly indicate if you've received support from the following organizations and the kind of support received:

Tick all that apply	Organization
	National Union of the Organisations of the Disabled (NUOD)
	Independent National Human Rights Commission
	AIFO Liberia
	Human Rights Division of the Ministry of Justice
	Association of Sign Language Interpreters
	Ministry of Gender, Children and Social Protection
	Wubu Foundation for Deaf Children
	National Commission on Disabilities
	Ministry of Youth and Sports
	Alliance on Disability
	Oscar Romero School (ORS)
	Williette Safehouse (WSL)

**Section IX: Coherence**

**Question 1:** Does the Government policy on social protection and equal opportunities for disable aligned with the DPOs activities? Yes  No  I don't know

**Question 2:** Are you DPOs activities aligned with the regulatory and policy framework? Yes  No  I don't know

**Question 3:** Do you think your DPOs activities are certified by GoL Law on social protection and equal opportunities? Yes  No  I don't know

**Question 4:** How many CBOs/CSOs have you work with as a result of this project intervention to support advocacy in the disable's communities? Number : \_\_\_\_\_}

**Question 5:** Did AIFO executed any consultative meetings on policy implementation in your community? Yes  No  I don't know

**Question 6:** Did the Government of Liberia or AIFO had any National conference to create awareness and publicity about existence of the policy? Yes  No  I don't know

**Section X: Efficiency**

**Question 1:** Did the funding support you received from AIFO partners (NUOD, WS or ORS etc.) was enough to support the VOICE activities and your engagement with the project? Yes  No

**Question 2:** Do you think AIFO VOICE programme is effectively impacting your livelihood as expected? Yes  No

**Question 4:** Since you started this VOICE programme as beneficiary, what approach from AIFO have produced better result?

Training Programme	Provision of funding	Cash Support	Provision of learning and teaching materials	Other(s)

**Question 5:** Have the above support been provided on time? Yes  No

**Annex B: Focus Group Discussion (FDG) questions (check list)**



**Voices for Inclusion and Civil Society Empowerment” (VOICE) project  
FOCUS GROUP DISCUSSIONS - (FGDs)**

**RESEARCH CONSENT FORM – FOR INTERVIEW APPROVAL**

**Consent:**

Hello, my name is ( \_\_\_\_\_ ), and I work for the

Research & Management Consortium (RMC for short), contracted by AIFO. I am here to ask you a few questions relating to the “Voices for Inclusion and Civil Society Empowerment” (VOICE) Project. Information gathered through this exercise will assist AIFO to assess the relevance, effectiveness, efficiency, impact, sustainability and coherence and catalogue lessons learnt from the program.

Note: The information you will provide will be treated as confidential. Nobody will be able to trace the answers back to you. Your name will not be revealed in the report or any of the survey’s documents.

Before we begin, do you have any question?

(make sure to ask the respondent this question, and if he/she ask, be prepared to provide brief explanation on the VOICE Project)

**A1.** Are you willing to continue with the assessment? (do not try to convince the respondent to participate in the interview if he/she says ‘NO’ to this question. There is a skip condition that ends the survey with that respondent) Yes  No

You must be an adult (above 18 yrs., a farmer or member of FBOs, CCDs and Stakeholders.) to complete the evaluation. Finally, do you have any questions you would like to ask have before we start the interview?

The interview will last (45minutes for KII, 1hr/30minutes for FGDs and 1hr for HH Survey).

This interview will be recorded via our tap-recorders, Are you comfortable to be recorded? Yes  No

May I continue?”

#### **Participant’s Consent**

I have understood the above information and I agree to take part **Yes**  **No**

I am happy for AIFO VOICE Activities to contact me in the future if they need to **Yes**  **No**

**Printed Name:**

**Signature:**

**Telephone number (if available)**

**Date:**

#### **SAFEGUARDING CONTACTS:**

If you saw a member of the assessment team causing harm or abuse to another person in the field, please contact our Quality Assurance/Control Specialist and Evaluation Specialist in Monrovia/the Field on this number: **(+231) 77-775-0332 (+231-77-752-6978)**

***N.B:** you will be charged at normal national rates for this call. However, we will call you back in order to keep costs to a minimum and for more information.*

If you have any questions or concerns related to the evaluation or any issues concern with AIFO VOICE Project, please call the above-mentioned phone numbers of: VOICE Programme Manager or RMC Team Leaders. If you have any questions or concerns related to other issues affecting women, children and participants please call: The Women and Children Protection Department, Ministry of Gender and Social Protection Office: Phone number **TBC**

### FGD PARTICIPANTS PROFILE

#	INITIALS	OCCUPATION	EDUCATIONAL LEVEL	NUMBER OF YEARS IN COMMUNITY	GENDER (IF MIXED GROUP)
1					
2					
3					
4					
5					
6					
7					
8					

### FGDs QUESTIONS

#### Awareness

- a. Are you aware about the VOICE Project, and if yes, kindly explain the role of VOICE project in your community?
- b. What do you know about the Disables People's Organizations (DPOs) and services they provide?
- c. How important is the VOICE Project intervention to your community?

#### Services

- a. What is the effect of these DPO services to the community? {Let talk about the advantages and disadvantages }
- b. What changes the VOICE Project brought to your community and how has it impacted the livelihood of your community?
- c. What are your thoughts on the services and aids provided by VOICE project?
- d. How has the DPOs supported the schooling or other activities in your community? Kindly name few:

#### Supervision

- a. Have you seen anyone from the National Commission on Disability or any leading DPOs in your community?
- b. If yes, what did they come to do/what was the purpose of their visit?
- c. What about AIFO team? Have they visited your community?
- d. What support did they provide?

#### Government Policy

- a. Are you aware of the GOL national policy towards the advocacy and protection of disabled people's? Please explain:
- b. Has there been any consultation meetings on advocacy and policy implementation from the GOL?
- c. Since the VOICE Project intervention in your community, do you think you've been respected in your community? If yes, please explain:

#### Sustainability

- a. Which of the VOICE programme activities do you think will be continued after the programme ends? Why?

- b. Which programme activities do you think will not be continued after the programme ends? Why not?  
 d. What do you think is more sustainable you could suggest to AIFO?

### Annex C: Key Informant Interview (KII) questions (check list)



Voices for Inclusion and Civil Society Empowerment” (VOICE) project  
**KII Guide - (Stakeholder’s Interview)**

#### EVALUATION CONSENT FORM – FOR STAKEHOLDER APPROVAL

##### Consent:

Hello, my name is (\_\_\_\_\_), and I work for the Research & Management Consortium (RMC for short), contracted by AIFO Liberia. I am here to ask you a few questions relating to the Voices for Inclusion and Civil Society Empowerment (VOICE) Programme. Information gathered through this exercise will assist AIFO to assess the relevance, effectiveness, efficiency, impact, sustainability and coherence and catalogue lessons learnt from the program.

Note: The information you will provide will be treated as confidential. Nobody will be able to trace the answers back to you. Your name will not be revealed in the report or any of the survey’s documents.

Before we begin, do you have any question?

(make sure to ask the respondent this question, and if he/she ask, be prepared to provide brief explanation on the Voices for Inclusion and Civil Society Empowerment (VOICE) Programme.

**A1.** Are you willing to continue with the assessment? (do not try to convince the respondent to participate in the interview if he/she says ‘NO’ to this question. There is a skip condition that ends the survey with that respondent) Yes  No

You must be an adult (above 18 yrs., a direct and indirect beneficiaries or member of DPOs and Stakeholders.) to complete the evaluation. Finally, do you have any questions you would like to ask have before we start the interview?

The interview will last (45minutes for KII, 1hr/30minutes for FGDs and 1hr for HH Survey).

This interview will be recorded via our tap-recorders, Are you comfortable to be recorded? Yes  No

May I continue?”

**Participant’s Consent**

I have understood the above information and I agree to take part <b>Yes</b> <input type="checkbox"/> <b>No</b> <input type="checkbox"/>	
I am happy for AIFO VOICE Activities to contact me in the future if they need to <b>Yes</b> <input type="checkbox"/> <b>No</b> <input type="checkbox"/>	
<b>Printed Name:</b>	<b>Signature:</b>
<b>Telephone number (if available)</b>	<b>Date:</b>

**Section I: Introduction**

- Introduction of interviewers;
- Introduction of evaluation and its scope;
- All interviews are confidential: please be assured that your name will not be mentioned in our reports (unless you give explicit permission), and that any quotes will be anonymized

Date of Interview:	
Name's Informant(s) + function(s) + contact detail(s)	
General discussion on the VOICE activities and remarks by the interviewer:	

**Section II: Relevance**

<b>Relevance</b>	
In your view, what are the main constraints that hinder your organization growth in promoting human rights for PWDs and enhancing CSO/DPOs capacity in Montserrado, Bomi and Nimba counties?	
What concrete changes have you seen (over the past few years) that have affected these main constraints in your county? <b><i>In your view, what factors contributed to these changes?</i></b>	
Is the CSOs/DPOs programme relevant to what is needed in community? To what extent does the programme address these PWDs constraints on human rights and enhancing the capacity of CSOs/DPOs? And How?	
Have VOICE programme activities resulted in enhanced advocacy and equal opportunity for disabled people? How?	
Do you expect that AIFO VOICE project will contribute to scaling up human right, advocacy and equal opportunity for disabled people? If so, how?	

**Section III. Effectiveness**

What evidence of concrete changes and results have you seen from the VOICE project implementation?	
Have you had the Government of Liberia and Multi-stakeholder platforms engagement on the Convention on Rights of People with Disabilities (CRPD) to which Liberia is a signatory since 2012? Have they visited your community on some policy issues affecting PWDs?	
Is there any increased in PWDs Women and Youth Participation in Government and Private Sectors?	

Is there enhanced skills and promoted gender equality for PWDs livelihood?	
Is there improved business climate for the DPOs/PWDs sector through policy influencing?	
Has the programme encountered any (internal and/or external) problems that hampered progress, and if so, which problems?	

#### **Section IV: Sustainability**

Have you seen evidence of strategies or activities that have been incorporated and are owned by DPOs in these areas of interventions?	
Are there any components of the programme that have been replicated by other organizations or (public or private) actors? If so, which ones?	
Which of the VOICE programme activities do you think will be continued after the programme ends? Why?	
Which programme activities do you think will not be continued after the programme ends? Why not?	
How likely do you think the DPOs will continue to work with PWDs by means of economy empowerment and capacity building?	
What are some financial sustainability models that the DPOs has put together that will continue to exist and function after the programme ends? Why or why not?	

**Good Luck!!!**