End-of-Project Evaluation: 'Interactive Theatre and Legislative Theatre for Sex Workers and their Clients', Theatre for a Change, Malawi

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Abbreviations

ABC	Alliance for Behaviour Change
ART	Antiretroviral therapy
DAC	District AIDS Commission
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
FSW	Female sex worker
GBV	Gender-based violence
MEL	Monitoring, evaluation and learning
MoU	Memorandum of Understanding
NAC	National AIDS Commission
NGO	Nongovernmental organisation
The Project	'Interactive Theatre and Legislative Theatre for Sex Workers and Their Clients'
PPTCT	Prevention of parent-to-child transmission
SRC	Social Rehabilitation Centre
SRH	Sexual and reproductive health
STIs	Sexually transmitted infections
TfaC	Theatre for a Change
ToRs	Terms of reference
VfM	Value for money
VSL	Village savings and loans
VSO	Voluntary Service Overseas
VSU	Victim Support Unit
WHO	World Health Organisation

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Executive summary

This report presents the **End-of-Project Evaluation** of 'Interactive Theatre and Legislative Theatre for Sex Workers and their Clients', a three-year initiative by **Theatre for a Change (TfaC) Malawi** that received a £281,624 grant from **Comic Relief.** The Evaluation took place in July 2013 and was led by an Independent Consultant. It **aimed** to: assess what difference the Project has made and how that difference has been achieved; and make recommendations on where the Project should go in the future. It used a combination of methods (including group discussions, interviews and desk review) and directly involved over 50 Project participants, partners and representatives of TfaC and Comic Relief. The process used an Evaluation Learning Framework, focused on three Learning Areas.

Malawi is one of the poorest nations in the world. The country's over 19,000 sex workers experience the highest prevalence of HIV (over 70%) and extreme levels of social stigma, human rights abuses and gender-based violence (GBV), including by the police. In response, the Project aimed to target four core groups: sex workers (male and female); sexually exploited children (those under 18 who have been involved in, or risk involvement in, sex work); and clients (focusing on the police and army). It stated three **outcomes** (see below) that would be achieved through four **areas of work**:

1. **Behaviour change advocacy** (BCA), including: intensive workshops to equip the core groups with knowledge and skills to reduce their risk and assert their rights; and outreach to communities and decision-makers, including interactive and legislative theatre.
2. **Static and mobile health clinic** providing comprehensive sexual and reproductive health (SRH) services, such as contraception, condoms and HIV testing and counselling (HTC).
3. **Child Protection Programme** providing a package of support (including BCA workshops, Back-to-School programme and economic strengthening) to sexually exploited children.
4. **Vocational training,** providing sex workers and sexually exploited children with an increased range of economic options, such as through vocational skills training, micro credit, business management training and village savings and loans (VSL) schemes.

Findings for Learning Area 1: *WHAT difference has the Project made to people's lives?*

Outcome 1 was that 'Sex workers, their clients and sexually exploited children, have the knowledge, attitudes and skills to reduce the risk of HIV transmission and report implementing them consistently in their lives'. Here, the Project has enabled: 1,006 members of its core groups to have comprehensive knowledge of the essential facts about HIV transmission, prevention and treatment; 969 to have positive attitudes towards male and female condoms; and 1,785 to go for HTC at least once during the programme. **Outcome 2** was that 'Sex workers and sexually exploited children advocate their right to live in safer environments, so that the risk of GBV is reduced'. Here, the Project has enabled: 1,017 sex workers and sexually exploited children to have knowledge of their gender and sexual rights; and 217 of them report a reduced level of GBV by the police. Also, 70 local or national policy-makers and stakeholders have made positive statements supporting sex workers' human rights.

These results for Outcomes 1 and 2 exceeded (often significantly) the Project's targets. However, the picture was more mixed for **Outcome 3,** 'Sex workers and sexually exploited children have the personal and professional skills to generate a liveable income or return to school'. Here: 198 sex workers and sexually exploited girls demonstrate personal development life skills; and 66 sex workers report establishing and managing their own income generating activities as the main source of their livelihood. These results were below TfaC's targets, due to under-performance and/or relevant activities having not yet taken place in Year 3. The data also shows that: 89 sexually exploited children in focus groups or receiving referral services have returned to school (far exceeding the Project's target); and 64 sex workers report having left sex work (broadly in-line with the target).

The Project has surpassed (again often significantly) almost all of its predictions for **outputs**. This includes that: 1,168 people in the core groups have participated in BCA workshops; and 1,340 people have benefitted from legislative and 3,066 from interactive theatre performances. However, the numbers have been lower than predicted for some outputs, either overall or for one sex. This includes the number of people benefitting from condom demonstration sessions, who totalled 8,363 (although this does not fully reflect that, through the Project as a whole, 393,400 male and female condoms were distributed). In HTC, the Project exceeded its target for men (providing the service to 7,177), but did not meet it for women (reaching 6,320). The opposite was the case for vocational skills training – where the Project benefitted less males than predicted (15), but dramatically more females (323). The same was seen with micro finance training.

Overall, in terms of **target groups,** the Project reached dramatically more of the following than expected: sexually exploited children in focus groups (totalling 170); exploited children who received referral services (168); male army and police (511); and female army (88). For sex workers in focus groups, the total for females (258) closely reflected the predicted number. An under-achievement was seen in relation to the children of sex workers, highlighting an area for attention.

Beyond quantitative data, the Evaluation found that the Project has contributed to many different types and levels of changes in people's lives. These include: sexually exploited children leaving sex work and returning to school; female sex workers asserting their rights and negotiating condom use; and the police reducing their harassment and violence against sex workers. Many of these are largely or totally attributable to TfaC. However, the Project has struggled to fully capture such **'soft', qualitative impacts**. This is regrettable as they are central to what the Project is achieving.

Findings for Learning Area 2: *HOW has the Project achieved that difference?*

The Project has had a strong **theory of change,** based on a 'cycle of empowerment' involving three stages (individual, group and social), all of which are vital. The theory is implemented through '**The TfaC Methodology**' – an intensive, person-centered and participatory approach. This recognizes that individuals as the expert in their lives and combines information, skills-building and empowerment with access to services. An example of TfaC's added-value is its use of interactive and legislative theatre. This enables sex workers to advocate for their rights, while, through 'touch tag', the audience (such as clients and policy-makers) can engage in problem-solving. The Project's other **success factors** include: being responsive to participants' needs; using a multi-pronged approach (not only working with sex workers, but the police); providing services that reach people where they are; working in partnership with other sectors (notably government Ministries); and working with local leaders.

The Evaluation welcomed the smooth **financial and administrative management** of the Project. Notable results include that TfaC has: mobilised resources from other international/national donors; and become a fully independent Malawian NGO. The Project's monitoring, evaluation and learning (MEL) has been extensive, including using baselines/endlines for impact assessments for specific populations. However, it has been challenged by unclear processes to report on some indicators and weaknesses in capturing the full impact of TfaC's work, including on indirect beneficiaries. Meanwhile, TfaC has welcomed a supportive relationship with **Comic Relief** - which has required reasonable grant conditions and reporting formats and complemented its funding with technical and moral support. There have been some challenges, however, with TfaC's grant being managed by different staff and Comic Relief requesting changes to the MEL framework when the grant was already underway.

Findings for Learning Area 3: *WHERE should the Project go in the future (based on its lessons to date about what has/has not worked)?*

The Evaluation identified a number of key lessons from the Project and options for its future. The latter range from maintaining the existing model/scale of the work to scaling-up the number of geographic areas, with TfaC either leading on implementation or partnering with other organisations.

Conclusions

The Evaluation concluded that the Project benefits from a clear target group and compelling rationale for action. However, its clarity of purpose risks being limited by different opinions on the ultimate aim of the work: whether to enable sex workers to reduce their risk, improve their health and have options in life or specifically to leave sex work. It also concluded that TfaC's theory of change increasingly plays out in practice, but requires greater attention to its third (social) stage – through advocacy on structural barriers.

Generally, the Project has achieved what it set out to do, with strong results across its three outcomes. Where there is under-achievement, there is a logical explanation. The positive quantitative results are mirrored by people's lived experiences. It is clear that TfaC has transformed – and very likely saved – the lives of many women and children. The Project's core assets are: who it works with (defined and highly marginalised groups); how it works with them; and the TfaC Team (with a strong and committed staff). However, its results are weakened by confusion and inconsistency in the sources of data used for reporting.

Areas for further attention by the Project include the disappointing levels of impact seen on key indicators of BCA, such as the ability of sex workers to correctly demonstrate condom use. These are 'fundamentals' that should always receive adequate time and attention. There also remains a particular need to further develop a more effective model of economic empowerment – one that provides sex workers with a range of options in their life, while also being sustainable for the Project. There is also a need to strengthen aspects of TfaC's MEL systems and data collection, ensuring that they capture the full wealth of the work and its lessons.

Overall, with Comic Relief's support, TfaC has, to date, achieved important and impressive results. Now, it must build on its initial success and demonstrate a strong, strategic direction for the future.

Recommendations

Based on its findings and conclusions, the Evaluation **recommends** that TfaC should:

1. Ensure absolute and shared **clarity on key concepts and language** used in the TfaC Project. Notably, this includes: changing the name of the Programme (from 'ABC'); and ensuring a shared intent of reducing women and children's health risks and increasing their life options.
2. Continue with the Project's **existing, strong work** – focused on integrated support for female sex workers and sexually exploited children in Lilongwe – and make it ***even*** **stronger and more comprehensive**. This includes expanding the reach to sex workers' clients, intimate partners and children.
3. Expand TfaC's work to the **other geographic regions** of Malawi identified by the NAC as priorities for interventions for sex workers – by developing and implementing a 'lighter touch' TfaC model.
4. Complement the already well-developed first two steps (individual and group) in the Project's theory of change with more concerted action on the third – **social change**, with a focus on national advocacy.
5. Develop and implement a **TfaC sustainability strategy** that, over time, will enable the Project to become less dependent on international funding, while more cost-effective and self-sufficient within different sectors and communities.
6. Within attention to sustainability and longer-term planning, emphasise **attention to the 'what next?' of core groups** that the Project has already reached and engaged, such as the existing sex worker facilitators and police facilitators.
7. Simplify the **Project's MEL systems** and focus them on what it really needs to know and how best and easiest to find it out.
8. Within the development and roll-out of TfaC's Communications Plan, identify exciting and innovative ways to communicate the **essence and added-value of the Project** and the ('hard' and 'soft') changes that it brings to people's life. Also ensure that key stakeholder have the opportunity to see the work in action.
9. Build on its commitment to participation and ensure that the next phase of the work is developed in full consultation with the **Project's participants and partners**, with the needs and opportunities of sex workers and sexually exploited children at the heart of all decisions.

1. Introduction to Evaluation

Section 1 provides an introduction to the Evaluation. It outlines the: aim, objectives and remit; Evaluation Learning Framework; participants and methods; management and implementation; and limitations.

1.1. Aim, objectives and remit

'Interactive Theatre and Legislative Theatre for Sex Workers and Their Clients' is a three-year Project implemented by Theatre for a Change (TfaC) Malawi and funded by Comic Relief.

The **aim** of the process addressed in this report was to carry out a comprehensive and participatory End-of-Project Evaluation in order to: assess **what** difference the Project has made and **how** that difference has been achieved; and make recommendations on **where** the Project should go in the future. As outlined in its Terms of Reference (ToRs)[1], the **objectives** of the Evaluation were:

Box 1: Evaluation objectives

1. **To empower** our participants and stakeholders – to engage the people we have worked with in assessing the effectiveness of the Project to date and ask them to analyse if and how changes have happened as a result of TfaC's work.
2. **To learn** if and how change has happened over the duration of the Project and to find out what aspects of the Project did and did not work to inform how we work in the future.
3. **To analyse** TfaC's role in the change process for participants, stakeholders and staff involved in the Project, trying to identify where TfaC has contributed to change and identify cause-effect relationships.
4. **To practice accountability and build credibility** – to demonstrate accountability and transparency to our donors and partners. We also want to show that our experiential methodology has an impact on our participants and help build the credibility of our methodology.

The Project forms the majority part of TfaC Malawi's **Alliance for Behaviour Change (ABC) Programme** – an integrated initiative for which, over the past three years, Comic Relief has been the largest in a pool of international and local donors. As such, the remit of this Evaluation incorporated *all* aspects of the ABC Programme and, in this report, individual components of the work are not attributed to individual donors. Section 3 includes a description of the ABC Programme and a breakdown of its donor base.

1.2. Evaluation Learning Framework

The Evaluation was based on a simple **Evaluation Learning Framework,** focusing on three Learning Areas. Its purpose was to serve as a structure and checklist to ensure that all of the processes and products of the Evaluation remained focused. The Framework was used as the basis for the sets of questions that the Evaluation sought to answer (see Annex 1).

Box 2: Evaluation Learning Framework

Learning Area 1: WHAT?	***What** difference has the Project made to people's lives?*
Learning Area 2: HOW?	***How** has the Project achieved that difference?* ***Part A. Approaches by the Project and its partners*** ***Part B. Approaches by Comic Relief***
Learning Area 3: WHERE?	***Where** should the Project go in the future (based on its lessons to date about what has/has not worked)?*

1.3. Participants and methods

The Evaluation was a '360 degree' process, reaching out to a wide range of the Project's diverse **stakeholders.** These were grouped as: project participants; project partners; TfaC Project Team; and Comic Relief. To engage these groups, the Evaluation used four complementary **methods:**

1. **Group discussions.** Discussions were conducted with different groups of the Project's stakeholders. These used a semi-structured format, based on the Evaluation Learning Framework. In some cases, they included participatory activities to serve as energisers or to gain a deeper insight into people's experiences. Four groups were held with: community leaders in Chinsapo; Queen Mothers[2]; police facilitators; and sex workers from TfaC's 2013 behaviour change advocacy (BCA) training. These involved a total of 31 respondents.

2. **One-to-one interviews.** In-depth interviews were carried out with representatives of the Project's stakeholders. These lasted 30 - 60 minutes and used a semi-structured format, based on the Evaluation Learning Framework. A total of 22 respondents were involved through interviews with: project participants (such as sex workers, sexually exploited children, police facilitators and army trainers); project partners (such as the Malawi Police, Malawi Army, Lilongwe Sex Workers Network, Chiefs, Lilongwe District AIDS Commission (DAC) and National AIDS Commission (NAC)); the TfaC Project Team; and Comic Relief.

3. **Observation of the context.** Aspects of the Project were seen in action to observe how TfaC supports its participants and works with its partners. A total of three contexts were observed: outreach to a sex work 'hotspot' in Chinsapo; a workshop for sexually exploited children who have returned to school; and a training workshop for army trainers.

4. **Literature review.** A desk review was conducted, using the Evaluation Learning Framework to assess qualitative and quantitative information in over 35 resources related to the Project, Comic Relief and the context in Malawi. Examples included: the Project proposal; annual narrative and financial reports to Comic Relief; reports of monitoring visits by Comic Relief Grant Managers; and the national HIV strategy for Malawi.

The methods are described in further detail in Annex 2. In combination, they directly engaged **over 50 respondents**. However, the views of a significantly larger number of the Project's participants were incorporated through the use of existing research carried out by and/or for TfaC Malawi. Of particular note, this included impact assessments of the ABC Programme's work with sex workers[3], the police[4] and sexually exploited children[5]. These compare baseline and endline data (for 52 sex workers, 136 police and 15 sexually exploited children) - providing a systematic and comprehensive assessment of the Project's impact on those participants.

1.4. Management and implementation

The Evaluation was **managed** by Zoe Dibb, Monitoring, Evaluation and Learning Manager, in collaboration with the wider Project Team at TfaC Malawi. It was **implemented** in July 2013 by Sarah Middleton-Lee, an Independent Consultant[6]. Its requirements were outlined in ToRs provided by TfaC[7], with the approach and schedule discussed at an Inception Meeting and formalised in an Inception Report[8].

1.5. Limitations of Evaluation

The Evaluation's **limitations** included the short timeframe in which it had to be completed – which contributed to the Consultant's visit to Malawi being carried out in a short (six day) period. This also limited the Evaluation to the use of traditional methods (such as group discussions and one-to-one interviews) as opposed to more participatory and interactive methods (which, although preferable, would have required greater time to prepare and plan). The limitations also included that, as described in Section 4, the Project has undergone changes in its outcomes/indicators and also key staff (both at TfaC and Comic Relief). This has resulted in challenges with drawing a precise 'match' between the Project's original, stated intentions and the data for its actual results.

2. Background to Project

Section 2 outlines the background to the Project. It summarises the context in Malawi and introduces TfaC as an organisation and the history of the ABC Programme.

2.1. Malawi context

Malawi is one of the poorest countries in the world. Among its 13 million citizens, life expectancy is approximately 52 years and over half of the population are aged 18 or below[9]. **HIV** prevalence among 15-49 years olds is estimated at 10%[10]. Over half of the 740,000 adults living with HIV are women. The HIV epidemic continues to be shaped by a range of cultural, socio-political and economic factors. These include: gender inequality; gender-based violence (GBV); multiple sexual partners; low condom use; high levels of HIV-related stigma; and low knowledge of and action on human rights. Such factors also affect the wider **sexual and reproductive health (SRH)** context. For example, the country's fertility rate remains high (at an estimated 5.7 births per woman), as does the maternal mortality ratio (at 675 deaths per 100,000 live births)[11].

The HIV and SRH situation is especially acute for Malawi's over 19,000 **sex workers**[12]. Such community members experience the highest reported HIV prevalence (over 70%), followed by the police and teachers[13]. While the majority of sex workers are female, there are known to be males who have female and/or male clients. Sex workers face intense social stigma, high levels of GBV and poor access to health services, with few organisations specifically addressing to their needs. Sex work is commonly (but mistakenly) perceived to be illegal. This contributes to a culture of 'impunity' for those, particularly **the police**, who routinely violate sex workers' rights, including through forced sex and other forms of violence. The police frequently use other legislation and policies – such as those relating to vagrancy – to 'justify' harassment of sex workers. Sex workers often feel unable to report abuse, even to Victim Support Units (VSUs) and lack opportunities to advocate for their rights to local and national decision-makers. At the time of this Evaluation, a Draft HIV Bill was entering the Malawian Parliament that, if passed, will criminalise the transmission of HIV infection - posing a particular and significant threat to sex workers.

Malawi has made significant progress in its **national response to HIV**[14], including through the scale-up of antiretroviral therapy (ART) and prevention of parent-to-child transmission (PPTCT). However, it continues to face significant challenges. These include how to: cope with 'AIDS fatigue'; respond to declining donor resources; demonstrate investment approaches and 'value for money'; and strategise for scale-up (in order to, for example, meet the new guidelines of the World Health Organisation (WHO) on earlier provision of ART[15]). The national response to HIV is led by the NAC which coordinates multi-sectoral strategies. These include the National HIV Prevention Strategy 2009-2013[16] which is guided by principles such as being gender responsive, observing human rights, prioritising evidence-based interventions and integrating HIV into overall health care.

2.2. Theatre for a Change

TfaC is a nongovernmental organisation (NGO) established in 2003. It works in two countries: Ghana (with programmes focused on sex workers, out-of-school youth and prisoners); and Malawi (with programmes focused on sex workers and their clients, sexually exploited children, pre-service and in-service teachers and primary school children). These organisations form an alliance with TfaC UK which provides support in areas such as strategic planning, resource mobilisation and methodology development. TfaC's work focuses on the empowerment of women and girls. It has increasingly clearly articulated what it does and why - as shown by slides from a recent presentation illustrating how the organisation's **strategy** focuses on SRH and gender rights (see Annex 4), while its **theory of change** focuses on three stages (individual, group and social - see Box 5)[17].

2.3. Project history

TfaC Malawi's ABC Programme started working with sex workers in 2007. Prior to its application to Comic Relief, it was focusing on a core group of women in Lilongwe. This group was extensively consulted to inform the **proposal** which also benefitted from a needs assessment, as well as inputs from local stakeholders, including Chiefs, the police, NGOs, United Nations agencies and government Ministries. TfaC's successful application to Comic Relief resulted in a three-year **grant**, totalling £281,624. This was approved in May 2010, but not awarded until January 2011 - to allow TfaC time to incorporate a Child Protection Programme in response to a newly identified need.

3. Summary of Project

Section 3 provides an overview of the Project. It outlines its aim, outcomes, theory of change and funding.

3.1. Aim and outcomes

According to TfaC's proposal, the Project's aim was to achieve: *"An increase in safer sex among sex workers, and a way out of sex work, as well as action based dialogues with authorities in various policy making fora, thereby promoting inclusive attitudes to sex workers enabling them to gain greater access to education, legal, financial and health services"*[18]. To meet this aim, TfaC proposed a four-pronged approach[19] which, through consultation with Comic Relief, became articulated as three Project **outcomes**:

Box 3: TfaC's proposal to Comic Relief

"This programme places the voices and experiences of the most-at-risk group, female sex workers, at centre stage. They will have the opportunity to gain a collective voice and have a positive impact on the policies that affect their lives."

Box 4: Project outcomes

Outcome 1:	Sex workers, their clients and sexually exploited children, have the knowledge, attitudes and skills to reduce the risk of HIV transmission and report implementing them consistently in their lives.
Outcome 2:	Sex workers and sexually exploited children advocate their right to live in safer environments, so that the risk of gender based violence is reduced.
Outcome 3:	Sex workers and sexually exploited children have the personal and professional skills to generate a liveable income or return to school.

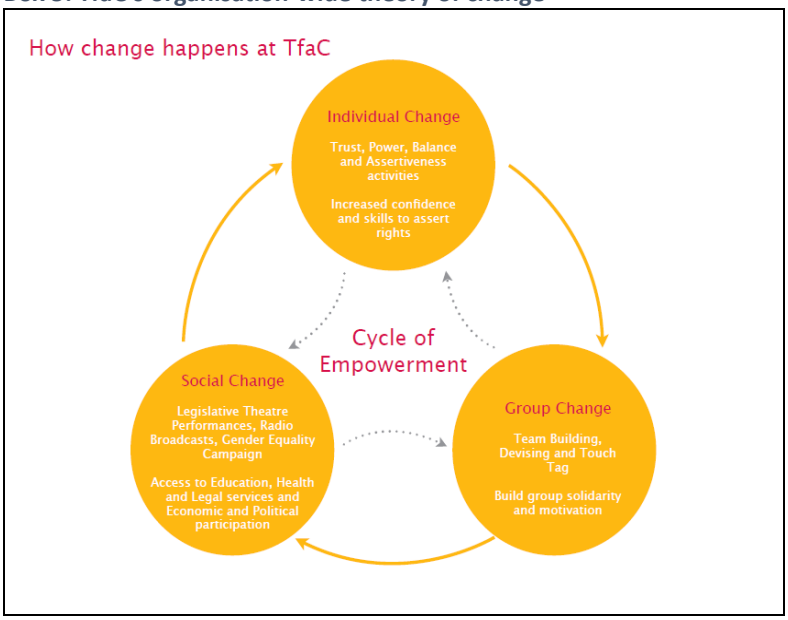
These outcomes were stated in the Comic Relief Grant Start-Up Form, with indicators cited for each. The form was the subject of significant discussions and negotiations between TfaC and Comic Relief, not being finalised until August 2012. The final Start-Up Form[20] features major changes compared to an earlier version[21]. Of particular note, the outcome indicators are much fewer in number (10 compared to 22) and have percentages (to indicate the *proportion*, not just *number*, of the target groups reached and better assess the impact of the work). Box 8 lists the Project's final, agreed outcomes and provides a summary of the results as of June 2013. Annex 5 provides a year-by-year breakdown of the data. Box 9 gives a summary of the results to date for the Project's **outputs.** These were expected to be: behaviour change workshops; legislative theatre performances; interactive theatre performances; condom distribution; HIV testing and counselling (HTC) sessions; vocational skills training; and micro finance training sessions. Box 10 shows the number of people reached within the Project's **target groups.** These were expected to be: sexually exploited children in focus groups; sex workers in focus groups; army personnel (female); sexually exploited children who receive referral services; clients (male army and police); and children of sex workers.

3.2. Theory of change

As shown in Box 5, TfaC's organisational theory of change – which, in turn, serves as the theory of change for the Project – takes the form of a cycle of empowerment[22].

The theory focuses on three levels of change: individual; group; and social. Each is vital in its own right, as well as complementary to the others. Although this theory of change was not as explicitly articulated at the start of TfaC's grant, it was used for this Evaluation due to the outcomes and activities cited in the proposal to Comic Relief reflecting the same *intent* as shown in Box 5.

Box 5: TfaC's organisation-wide theory of change[23]



3.3. What the Project does

As conceived, the Project has predominantly worked in Lilongwe in Malawi's Central Region. It has focused on core target groups of: sex workers; clients (predominantly the police and military); and sexually exploited children (girls and boys under 18 years who are involved in, or are at risk of becoming involved in, sex work). The Project will be described and analysed in detail in different sections of this report. However, in brief, it is composed of four key elements:

1. **Behaviour change advocacy.** This includes BCA workshops for sex workers, sexually exploited children, the police and army – using a range of experiential training and advocacy approaches to equip them with the awareness, knowledge and skills to reduce their risk of HIV and poor SRH and to assert their gender and sexual rights. The participants use what they have learned to carry out different forms of peer education. Work with the core groups is complemented by outreach to wider groups of sex workers, clients, other community members and decision-makers. This includes the use of interactive theatre and legislative theatre (see Box 6) performed by the Project's participants themselves and often combined with condom demonstrations and access to HTC.

Box 6: What is legislative theatre?

According to TfaC's proposal to Comic Relief: "*This is a process where participants devise a story from their lives that they want to tell to those in power. This story is entirely based on their experiences, and is performed in their language. This ensures that the process represents the reality of the participants. This is then performed to those in power, who the participants have identified as having the power to influence decisions that directly impact on their lives. They are invited both to intervene in the performance when they feel they can make a positive change to the outcome and to propose a change in a policy at both local and national government levels. They are asked to attend a follow up meeting, where they will be invited to commit to their proposed policy change with specific actions and time lines.*"

2. **Static and mobile health clinic.** This is staffed by a nurse and provides integrated SRH health services (such as testing for sexually transmitted infections (STIs), HTC, family planning and screening for cervical cancer) predominantly to sex workers and sexually exploited children. During outreach work, the mobile clinic also benefits members of the wider community. If people test HIV positive – or need other, more complex health services – they are referred to other organisations.

3. **Child Protection Programme.** This provides a package of support to sexually exploited children, including through use of a Case Management System, BCA workshops, Back-to-School programme and economic strengthening, such as vocational skills training. It works in close liaison with other stakeholders and service providers, notably the Ministry of Education and the Ministry of Gender, Children and Social Welfare.

4. **Vocational training.** This aims to provide sex workers and sexually exploited children with an increased range of options, including alternatives to sex work. It has included vocational skills training (such as in baking and sausage making), micro credit, business management training and village savings and loans (VSL) schemes.

3.4. Staffing and infrastructure

TfaC Malawi is a registered national NGO and governed by a Board of Directors. Among the organisation's total of 33 full time staff, six work specifically on the ABC Programme. A number of others (such as the Executive Director and members of the Monitoring, Evaluation and Learning (MEL) Department) provide support across the organisation's work. The full-time ABC Programme Team is supported by a wider group of about 15 part-time community facilitators, session facilitators and interns. During the week of the Evaluation, TfaC Malawi moved into its first fully independent offices in Lilongwe, having previously been housed in the British Council. The ABC Programme is based in the Social Rehabilitation Centre (SRC) – a building owned by the Ministry of Gender, Children and Social Welfare that serves as a safe house for women and children at risk. The Ministry provides the building to TfaC free of charge. In turn, TfaC uses it to house its static clinic, ABC Programme office and Child Protection Programme. The SRC also serves as a venue for workshops and meetings. TfaC Malawi's other major programme focuses on the integration of SRH and HIV into the national Teacher Training Programme. The organisation has recently secured a significant new grant under the Girls Education Challenge of the UK government's Department for International Development. This will focus on improving the life chances for marginalised girls by enhancing access, retention and learning at primary schools in five districts.

3.5. Funding

Over the last three years, the ABC Programme has been supported by a range of donors. Among these, Comic Relief has provided 65% of the overall funding. Box 7 provides a year-by-year breakdown of the resources. The endnotes indicate the main use of the funds from other donors.

Box 7: Funding of ABC programme in 2011-13[24]

Donor	Year 1 (2011)*		Year 2 (2012)*		Year 3 (2013)*		Project total	
	Amount	%	Amount	%	Amount	%	Amount	%
Comic Relief	87,340	65%	91,566	72%	102,718	60%	**281,624**	**65%**
The Guardian[25]	16,500	12%	12,000	9%	12,000	7%	**40,500**	**9%**
National AIDS Commission[26]	16,091	12%	-	-	-	-	**16,091**	**4%**
TfaC UK[27]	14,900	11%	15,250	12%	15,600	9%	**45,750**	**11%**
Annie Lennox Foundation[28]	-	-	9,000	7%	-	-	**9,000**	**2%**
Tilitonse[29]	-	-	-	-	41,139	24%	**41,139**	**9%**
Total	£134,831		£127,816		£171,457		**£434,104**	

* Years 1 and 2 cite actual expenditures for 2011 and 2012. Year 3 cites revised budget for 2013.

4. Findings for Learning Area 1: WHAT?

Section 6 presents the findings for the Evaluation's Learning Area 1: WHAT? It answers: *'What difference has the project made to people's lives?'*

The following findings are structured according to the key questions provided for Area 1 in the Evaluation Learning Framework (see Annex 1):

a. How many people – within its different target groups - has the project reached directly and indirectly through its different types of activities? Based on those numbers, to what degree have the project outcomes been achieved?

The response to question 'a' is based on the data shared in Box 8. This shows the number of people reached by June 2013 (six months before the Project's completion) according to the **outcome indicators** agreed between TfaC Malawi and Comic Relief. Annex 5 contains the same chart, but also provides the data year-by-year. More detailed results for individual aspects of the work – based on specific impact assessments – are shared in later questions addressed in Section 4.

The Project's **Outcome 1** was that 'Sex workers, their clients and sexually exploited children have the knowledge, attitudes and skills to reduce the risk of HIV transmission and report implementing them consistently in their lives'. According to the data, the Project has enabled 1,006 people (482 males and 524 females) to have comprehensive knowledge of the essential facts about HIV transmission, prevention and treatment. This captures the members of the core groups (sex workers, sexually exploited children, the police and army) who have completed the BCA workshops, with the total representing 140% of the predicted number (double the indicator of 70%)[30]. The indirect beneficiaries (totalling 5,030 - 2,410 men and 2,620 women) have been calculated using an estimate that, for every direct target, a further five people (such as family members) benefit.

In most cases[31], the same logic (i.e. using data for the core groups for BCA workshops) is used for the second indicator for Outcome 1. Here, we see that 969 people (466 males and 503 females) have positive attitudes towards male and female condoms. This represents 135% of the predicted number, over double the indicator of 65%. The number of indirect beneficiaries (10,715) refers to people who are not in the core groups, but who have participated in condom outreach sessions.

For the final indicator for Outcome 1, a total of 1,785 members of the core groups (970 males and 815 females) went for HTC at least once during their participation in the programme[32]. This represents 248% of the predicted number – significantly over-achieving the indicator of 65%. Here, it should be noted that the Project has also provided HTC to a significant number of other community members through its outreach, such as to sex work hotspots and police Open Days.

Outcome 2 was that: 'In target areas, sex workers and sexually exploited children advocate for their rights to live in safer environments, so that the risk of gender based violence is reduced'. Here, the data indicates that 1,017 of the Project's core groups (494 males and 523 females) have knowledge of their gender and sexual rights. This represents 141% of the predicted number (against an indicator of 70%). Again, the figures reflect those that have completed the BCA workshops. The indirect beneficiaries (calculated in different ways in different years[33]) total 3,271 people. The data also shows that 66% of the predicted number of the sex worker and sexually exploited children participants report a reduced level of GBV by the police. This exceeds the indicator of 40%.

As a sign of the impact of its advocacy work, TfaC reports that a total of 70 policy-makers and stakeholders at local and national levels have made positive statements that support sex workers' human rights. This is more than double the indicator of 30. The data for the indirect beneficiaries has not been reported consistently[34], but totals 7,955 people.

Finally, **Outcome 3** was that: 'Sex workers and sexually exploited children have the personal and professional skills to generate a liveable income or return to school'. Here, data for the first indicator shows that 198 (8 male and 190 female) sex workers and sexually exploited girls demonstrated personal development life skills. This represents 60% of the predicted number – lower than the indicator of 80% - and is based on those that completed business management training. As training is not scheduled under later in 2013, Year 3 data is not included in the table.

A total of 66 of the target group (male and female sex workers) report establishing and managing their own income generating activities as the main source of their livelihood. This represents just 23% of the predicted number – lower than the indicator of 35%. For Years 1 and 2, the data reflects the number of the target group who, after receiving vocational training, are running businesses and report these as their main source of income. Again, it should be noted that, at the time of the Evaluation, this work had not yet taken place in Year 3. The low total number of indirect beneficiaries (132) is calculated on the basis that there are a modest number (two) indirect beneficiaries for every direct beneficiary. The data also shows that 89 sexually exploited children in focus groups and receiving referral services (16 boys and 73 girls) have returned to school. This represents 74% of the predicted number, considerably more than the indicator of 50%. Finally, under Outcome 3, 64 of the target group (male and female sex workers) report having left sex work. This represents 22% of the predicted number, in line with the indicator of 20%. Once more, the indirect beneficiaries are calculated according to a modest number (two) people benefitting.

As shown in Box 9, the Project has exceeded – sometimes very significantly - almost all of its predictions for the people reached through its **outputs**. This includes that: 1,168 people in the four core groups (573 males and 595 females) have participated in BCA workshops; and 1,340 people have benefitted from legislative and 3,066 from interactive theatre performances. However, the results have been lower than those predicted in some areas of outputs – either overall or for one out of males or females. These include the number of people benefitting from condom demonstration sessions – who, against a prediction of 15,000, totalled 8,363 (although this does not fully reflect that, through the project as a whole, a total of 393,400 male and female condoms were distributed). In HTC, the Project exceeded its target for men – providing the service to 7,177 (compared to a prediction of 6,000). However, it did not meet its target for women – reaching 6,320 (compared to a prediction of 9,000). Meanwhile, the opposite was the case for vocational skills training – where, although the Project exceeded its overall target, it benefitted *less* males than predicted (15 compared to 24), but dramatically *more* females (323 compared to 144). The same applied to micro finance training sessions – where the Project benefitted *less* males than predicted (14 compared to 24), but *more* females (153 compared to 144).

Finally, Box 10 provides a breakdown of the data for the Project's **target groups**. This indicates that the Project dramatically exceeded its predicted number (45) for sexually exploited children in focus groups – reaching 170 (22 males and 148 females). This level of results was also seen for sexually exploited children who received referral services – with 168 such beneficiaries, compared to a predicted 75. For sex workers in focus groups, the total reached for females (258) closely reflected the predicted number (240), but was lower for males (25 compared to 45). The Project also reached a far higher number than predicted of male army and police (511 compared to 315) and a higher number of female army (88 compared to 75). However, it reached a much lower than predicted number of children of sex workers (64 compared to 120), highlighting an area for attention.

Overall, the three charts demonstrate that TfaC Malawi has achieved a good level of results across the Project's outcomes, outputs and target groups. In some instances, it has far exceeded its targets. Meanwhile, where there is under-achievement, there is a clear explanation as to why. For example, having aimed to work with both male and female sex workers, the team found that it was highly challenging – and that they lacked the expertise – to engage with males. As such, only a small number of male sex workers and sexually exploited children have been reached.

Box 8: Project results to-date according to outcomes

Indicator	Predicted # to benefit directly		Actual # to benefit directly				Estimated # to benefit indirectly		Actual # to benefit indirectly			
	M	F	M	%	F	%	M	F	M	%	F	%
Outcome 1: Sex workers, their clients and sexually exploited children have the knowledge, attitudes and skills to reduce the risk of HIV transmission and report implementing them consistently in their lives												
70% of target groups have comprehensive knowledge of the essential facts about HIV transmission, prevention and treatment	360	360	482	134%	524	146%	1,800	1,800	2,410	134%	2,620	146%
65% of target groups have positive attitudes towards male and female condoms	360	360	466	129%	503	140%	1,800	1,800	5,333	296%	5,382	299%
65% of target groups go for HTC at least once during their participation in the programme	360	360	970	269%	815	226%	6,000	3,000	6,207	103%	5,505	184%
Outcome 2: In target areas, sex workers and sexually exploited children advocate for their rights to live in safer environments, so that the risk of gender based violence is reduced												
70% of target groups have knowledge of their gender and sexual rights	360	360	494	137%	523	145%	1,800	1,800	1,560	87%	1,711	95%
40% of target group (male and female sex workers and sexually exploited girls) report reduced level of gender based violence from Police	45	285	16	36%	201	71%	225	1,425	80	36%	1,005	71%
30 policy-makers and stakeholders at local and national levels make positive statements that support sex workers' human rights	45	285	19	42%	95	33%	6,000	3,000	4,322	72%	3,633	121%
Outcome 3: Sex workers and sexually exploited children have the personal and professional skills to generate a liveable income or return to school												
80% of target group (male and female sex workers and sexually exploited girls) demonstrate personal development life skills	45	285	8	18%	190	67%	90	570	292	324%	284	50x%
35% of target group (male and female sex workers) establish and manage their own income generating activities as the main source of their livelihood.	45	240	9	20%	57	24%	32	168	18	56%	114	68%
50% of target group (sexually exploited children in focus groups and receiving referral services) return to school by end of project	0	120	16	n/a	73	61%	0	0	0	n/a	33	n/a
20% of target groups (male and female sex workers) leave sex work	45	240	2	4%	62	26%	18	96	4	22%	124	129%

Box 9: Project results to-date according to outputs

Output	Predicted # to benefit directly		Actual # to benefit directly	
	M	F	M	F
Behaviour change workshops	360	360	573	595
Legislative theatre performances	180	180	785	555
Interactive theatre performances	2,160	240	1,495	1,571
Condom distribution	6,000	9,000	3,736	4,627
HIV testing and counselling sessions	6,000	9,000	7,177	6,320
Vocational skills training	24	144	15	323
Micro finance training sessions	24	144	14	153

Box 10: Project results to-date according to target groups

Target group	Total # predicted over life of grant		Total # over life of grant to date		Total # predicted under 18 over life of grant		Actual total # under 18 over life of grant		Total # predicted disabled over life of grant		Actual total # disabled over life of grant	
	M	F	M	F	M	F	M	F	M	F	M	F
Sexually exploited children in focus groups	0	45	22	148	0	45	22	148	0	0	1	0
Sex workers in focus groups	45	240	25	258	0	0	0	0	0	0	0	1
Army personnel (female)	0	75	0	88	0	0	0	0	0	0	0	0
Sexually exploited children who receive referral services	0	75	1	167	0	75	1	167	0	0	0	0
Clients (male army and police)	315	0	511	0	0	0	0	0	0	0	0	0
Children of sex workers	60	60	32	32	60	60	32	32	0	0	0	0

b. Were there any unexpected outcomes? If so, what were they?

In comparison to the original concept proposed to Comic Relief, a major unexpected outcome was the scale of need – and, in turn, the Project's attention to - sexually exploited children. Over the three years, this has developed into a significant and very important part of the ABC Programme.

A further unexpected, or previously unarticulated, outcome is the level of benefit that the Project has achieved in the second stage of TfaC's theory of change – namely the group level (see Box 5). While this is not well captured in the Project's data and MEL work, it an essential strength and something that participants spoke enthusiastically about during the Evaluation.

c. In what ways have there been changes to participants' lives since being involved in the project? What is the range of changes (including those that are 'soft' and qualitative)? To what extent are they attributable to TfaC? Are the changes relevant to people's needs and likely to be sustainable in the long-term?

The Evaluation found that the Project has enabled participants to gain information and skills that, in turn, have contributed to multiple different types and levels of **changes** to their lives. Examples of such information and skills for the core participants (sex workers, sexually exploited children, police and army) include: having comprehensive knowledge of HIV; knowing their rights; being able to negotiate; being able to correctly use a condom; and knowing their HIV status. In turn, there are indications of these contributing to changes such as: sexually exploited children leaving sex work and returning to school; female sex workers asserting their rights and negotiating condom use; and the police reducing their harassment and violence against sex workers.

Where they relate to the Project's core participants, these changes appear to be largely or totally **attributable** to TfaC. For example, such participants report that the depth of knowledge and skills that they gained through the BCA workshops – combined with the intense personal support of the ABC Programme staff – is not available to them from any other organisation. Meanwhile, the level of attribution is, unsurprisingly, lower in the case of the Project's indirect beneficiaries – who might, for example, change their attitude partly due to TfaC's work, but also due to that of other NGOs, government initiatives and the media.

Overall, the Evaluation found that, while emphasizing the collection of quantitative data, the Project has struggled to fully capture and articulate the **'soft' and qualitative impacts** of its work. This is regrettable - as they are central to what the Project is achieving and are highly apparent during discussions with project participants (see Box 11 for an example).

The Evaluation found that the changes achieved through the Project are highly **relevant** to people's lives. They often respond to stated needs (identified through situational and needs assessments and on-going dialogue) and participants spontaneously speak about applying them to their daily lives. There are strong signs that many people have transformed their attitudes and behaviours due to TfaC's work. However, it is not immediately evident how **sustainable** such transformations might be in the long-term. For example, participants interviewed during the Evaluation often asked: *What next?* By this, they were questioning what would happen after the Project's initial intensive support to them (such as through the BCA workshops). For example, sexually exploited children who have returned to school question what will happen after they have completed their education. Similarly, police facilitators question what support and incentives TfaC will give them to maintain their motivation and the quality of their activities once back at their day-to-day jobs and working among their peers. Such questions suggest the need for the Project to take a more comprehensive and strategic approach to the longer-term vision for - and sustainability of - its work.

Box 11: Case study of Mirika Kapanda, aged 20, Lumbadzi Area

"I started prostitution when I finished school. I was pregnant when I was 18 years old and the man did not support me. So I was living a difficult life – resources were scarce and I started prostitution because of peer pressure.

It was a difficult life, although it can seem to others like a pleasure. My child didn't have anyone to stay with, so I just gave him to friends to look after. I worked in a bar and it was difficult. I'd have sex with married men and then they'd report me to the wives who would come and beat me. The police wanted us to fear them and to have sex with them without paying money. They were violent – beating us and having forced sex. I had a little knowledge about HIV and STIs, but just what I'd learned at school.

I met TfaC when they came to mobilise people near where I was staying. They came to the bars, searching for people. At first I didn't like it and didn't' want to participate. What made me change my mind was when the mobile clinic came and did blood testing. I found out that I was HIV negative – which made me interested in how I could get involved in their work. I started working very hard at the behavior change workshops. I learned about female condoms – which I didn't know about. I learned about human rights for me as a woman as well as a sex worker. I also learned about how you contract and prevent HIV and how to negotiate the use of condoms.

I was very interested when they got to the village savings and loans part of the training – as it was a chance to have a better life. We started a VSL two months ago. We have 20 people in the group and meet once a month. We buy shares and are charged 10% interest on loans. I've borrowed money to buy two large bags of charcoal which I'm now selling. I also got business management training which helped me a lot. I now know how to plan a business and how to change a business if it doesn't work in the market.

Before, my life was in danger – of contracting HIV, of being beaten. Now, I have stopped sex work. I used to be discriminated against by people in society, but now I have friends. I have more confidence and better thoughts about myself. Life is also much better for my son."

d. Specifically, what has been the impact of the behavior change advocacy work? Has it been effective in bringing about change and/or were there any weaknesses or gaps?

The following Sections of this report build on the overview of quantitative results given in 'a' and provide a more in-depth assessment of the impact of the Project in specific areas. The first is BCA.

Since it started, the Project has taken on 'cohorts' of participants from its four core groups: sex workers (4 cohorts), sexually exploited children (3), the police (4) and the army (14). These selected groups – whose members have been taken through a 'journey' of workshops that provide a comprehensive range of information and skills in relation to BCA. For example, the curriculum for sex workers addresses issues such as: HIV transmission; SRH; STIs; HTC; condoms; self-esteem; relationship skills; decision-making; assertiveness; alcohol and substance misuse; managing risk; sexual rights; gender rights; and attitudes towards people living with HIV. Meanwhile, the workshops for the police address similar issues, but also look at their professional responsibilities, such as to uphold the law and protect the rights of sex workers. To complement the workshops and support behavior change, some of the Project's core participants are also provided with opportunities to participate in advocacy activities and economic strengthening.

The workshops take place over several months and are run by Project staff and facilitators. They use highly participatory methods, including games, songs, improvised drama and body sculpting to energise the participants and break down barriers. In some cases, there have been concerns about drop-out rates (such as 12.5% for men and 10% for women among the Year 1 cohort of sex workers). However, increasing action has been taken to understand and address the reasons behind this. In the example cited, this resulted in a lower drop-out rate among the Year 2 cohort.

Following on from BCA, some of the participants are invited to attend further workshops – to become trainers, facilitators and/or peer educators within their day-to-day lives and work. To date, a total of 117 such resource people (58 sex workers, 39 police and 20 army) have been trained by the Project. They play a critical role in 'multiplying' the work that TfaC carries out directly. An example is the Queen Mothers - sex workers who have gone through the training process and act as peer educators in their local communities, disseminating information and demonstrating/distributing condoms in bars or on the streets, as well as mobilising them to access HTC and report incidents of GBV. The Queen Mothers report to the Project on a weekly basis and renew their supplies of condoms.

Box 12: Becoming peer trainers and facilitators

"TfaC has taught me how to communicate as a trainer – how to use my body, my voice and eye contact. I thought the training would be like at school – with a teacher standing at the front telling us what to do. But it's very different. It's lively and interesting and fun and gives me lots of ideas for how I'm going to interact with my friends and my peer soldiers."

Wezzie Msiska, female soldier

"The training has helped me be a better facilitator and better person. I learned about sex workers' rights and our role, as police officers, to protect those rights. They are human beings and me and my peers need to support them."

Priest Mpemba, police facilitator, Kanengo Police Station

A further example is police facilitators who raise awareness of sex workers' rights, encourage supportive practices and mobilise their colleagues to learn about HIV and to access HTC. TfaC is the first NGO in Malawi to do such work with the police in relation to sex workers. It has enhanced this collaboration through hosting a radio programme called Nzotheka – specifically for the police and sex workers – on Zodiac radio station (which typically has a listenership of 500,000 people). This involved 13 episodes, each 30 minutes long and including discussions (such as on the rights of sex workers), guests (such as the Chair of the VSUs) and drama (including the opportunity for listeners to 'touch tag'[35] by phoning in and suggesting changes to actions taken by the characters). The participants were also invited to contact the programme via SMS and give their opinions. This process was supported by the establishment of listening clubs (8 for sex workers and 12 for the police) which were run by facilitators trained by the Project.

During group discussions and interviews during the Evaluation, project participants articulated the difference that the BCA workshops have made to their lives. Such evidence is also reflected in a number of impact assessments that TfaC has carried out for aspects of this work. For example, in 2013, an assessment – combining endline and baseline knowledge, attitudes and practices surveys with observation of behaviour - was carried among 52 sex workers who completed the BCA workshops[36]. The women came from four sites (Area 25, Kaphiri, Kawale and Lumbadzi) and the majority were aged 19-30 years. The assessment found that, by the endline, more women:

- Knew their HIV status (96% compared to 90%).
- Reported using a condom the last time they had sex with: a regular client (98% compared to 91%); and their husband or boyfriend (84% compared to 64%).
- Had secondary sources of income (57% compared to 42%).
- Reported feeling comfortable reporting abuse to the police (81% compared to 71%).
- Agreed or strongly agreed that they could cope when facing difficulties (76% compared to 60%)

However, this assessment also highlighted some critical areas for attention. For example, it found that, by the endline, *fewer* women could demonstrate comprehensive knowledge of HIV (25% compared to 46% during the baseline). Also, less than half (46%) could demonstrate the correct use of a male condom. The figure was even lower (36%) for female condoms. Furthermore, while increasing their knowledge of *sexual* rights, the levels for *gender* rights (such as whether men are allowed to hit their wives) remained comparatively low.

While recognising the rigorous criteria used by TfaC for such assessments[37], the Evaluation found these results to be unacceptable for a project focused on SRH and HIV. Although the specific gap in relation to condoms was addressed through an additional follow-up session with participants, such 'basics' of an HIV and SRH demand more attention throughout the Project.

Meanwhile, a further issue highlighted by the impact assessment among sex workers (as well an assessment among the police[38]) was that not all of the women who are living with HIV are taking their ART correctly. This indicates a potential need for TfaC to provide support for adherence.

The Project has also carried out specific impact assessments of its work with: sexually exploited children (involving 15 participants – see Section 4.g)[39]; and the police (with a sample size of 136 participants)[40]. The former is addressed under question 'g', while the latter again provides important indications of positive impact (see Box 13), while also highlighting areas for further attention. For example, once again, it shows that – despite significant progress – there remains a need to ensure that all people can correctly demonstrate condoms and are using them with casual partners.

Box 13: BCA impact assessment among the police

An initial analysis of a recent impact assessment among 136 male and female police participants in BCA workshops shows that, in comparison to the baseline, by the time of the endline, more police:

- Had knowledge of HIV and common myths (94% compared to 88%)
- Had taken an HIV test (90% compared to 82%)
- Were able to demonstrate the use of a male condom (85% compared to 6%) and female condom (77% compared to 2%)
- Were aware of formal procedures for reporting abuse against sex workers (90% compared to 74%)
- Believed that sex workers have the same rights as other citizens (100% compared to 90%).
- Were aware of key gender rights (89% compared to 61%) and sexual rights (99% compared to 52%)

The Project's intensive process of BCA workshops has been complemented by incorporating attention to BCA within other aspects of the Project's work. For example, relevant issues are often the subject of interactive and legislative theatre (often performed by the Project's core groups who have undergone the workshop process). In turn, these – as well as other types of outreach work – are often accompanied by the demonstration of **condoms**. To date, these – combined with the Project's HCT, clinic and workshop activities – have enabled the distribution of 393,400 condoms. This includes 85,875 female condoms – a prevention technology that provides an important option for sex workers, especially those whose clients are reluctant to use male condoms.

One specific indicator of the impact of the BCA work is the comfort and ability of sex workers to report incidents of GBV to TfaC staff and/or the police. Here, the Project has noted steady progress, with abuses being documented in a GBV register book designed by the Ministry of Gender, Children and Social Welfare. While not 'solving the problem', this increased openness represents an important step forwards in changing the profile and action on violence against marginalised women, such as sex workers.

Box 14: Taking action on gender-based violence

"TfaC helped me learn about discrimination and how to cope. In the training, I learned about my rights and how to say no to unprotected sex and how to support my peers if their clients are harassing them. Now I know that, if we need help, we can go get a friend, phone TfaC or report incidents to the police. I'm proud that I can help my friends."

Taurayi Bondwe, Queen Mother, Centi Area

e. Specifically, what has been the impact of the vocational training and business support? Has it been effective in bringing about change and/or were there any weaknesses or gaps?

TfaC's proposal to Comic Relief stated that: *"This project will contribute to the provision of alternative and sustainable livelihoods through the provision of education, training and microfinance.*" In 2013, the Evaluation found that the Project's work in this area sparks the most diverse range of opinions. For example, while some stakeholders feel passionately that this aspect of the work is 'on track', others are sceptical that it will ever have the expected impact and question whether TfaC should be involved.

Since the start of the grant, the Project has provided sex workers and, increasingly, sexually exploited children with a number of different opportunities for economic strengthening. As a result, among those two groups, many have undergone vocational training (such as in sausage making and bakery), benefited from business management training and received loans. Most recently, 100 have taken part in Village Savings and Loans (VSL) training and become involved in a total of 11 VSL schemes started in 2013.

Many of these options have been guided by assessments and research. These include a strategic review of vocational skills training among participants in 2009-11[41]. This, among other issues, identified the need for: better selection of training and skill areas; higher quality training and post-training support; business management training and small loans; and attention to the 'soft skills' needed to overcome stigma and discrimination in the field of work.

The studies have also included an assessment of the Project's economic empowerment and VSL work[42]. This, broadly speaking, found encouraging findings about the VSL model – with its benefits including strong group ownership and positive impacts on household diet, health and socio-economic status, combined with improved self-esteem and social status among the members. Meanwhile, the same study also explored TfaC's business management and vocational training work. Here, it documented a number of significant challenges. These included poor: working relationships among members of the groups; working conditions (such as with low quality ovens for baking); loan repayment; and market conditions (such as with groups selling the same product in the same area). It concluded that: *"The main challenge that our groups are facing is not lack of management but poor working relationships and also poor organization. Of course the economic changes has had an impact on the groups' performance however these things they may pass but if there is no coordination amongst the members then the whole business is doomed. It is important that Tfac should emphasis on the team work of the members before looking at the financial aspect of it."*

It can be seen that the Project's earlier social enterprise model – which combined vocational skills training with start-up loans – raised challenges. These included: the viability of the businesses established; the speed with which loans were paid back; and the scale of monitoring required by TfaC. On the other hand, there are indications that it contributed to some women gaining alternatives to sex work and increasing their self-esteem. The Year 2 report to Comic Relief cites one of the 20 women and 2 men who reported having left sex work that year as stating that: *"I am now somebody".*

The lessons from these earlier experiences have contributed to the Project's current focus on business management skills and VSL. The latter involves members of a self-run group buying shares and saving their money together over a specific period of time. They use this 'bank' to get loans which they repay with a small amount of interest. At the end of the agreed period, the group shares the money to boost their small businesses.

Overall, as a member of TfaC's staff commented: *"This is a big area where we are still learning."* This includes in relation to the Project's scheduling, such as with plans to now introduce VSLs early on within the BCA workshop process (to both incentivise participants and to ensure that the schemes are better integrated into the package of support, rather than an 'add on'). The Evaluation found that the VSL model has sparked significant interest and enthusiasm among the Project's participants and also shows strong signs sustainability. However, it also found that there are questions about the scale of financial support that such an approach can, realistically, provide. This is especially the case where both the level and speed of income is compared to that of sex work. VSLs are modest in scale and relatively slow to come to fruition. Sex work can provide 'fast cash' and, as documented in TfaC studies[43], bring an income that is significantly higher that of many other community members.

The challenges in this area highlight the reality that – as TfaC itself stated in its Year 1 Report - *"exiting sex work is not a linear progression."* Realistically, while VSL and similar schemes can be an important option for some women, they are unlikely to serve the full needs of others (who may not be able - and/or may not want to - leave sex work). This highlights a fundamental tension within the Project – highlighted elsewhere in this report – as to whether the purpose of its work is to provide women and children with an increased range of options in life or to explicitly enable them to leave sex work.

f. Specifically, what has been the impact of the mobile and static clinic? Has it been effective in bringing about change and/or were there any weaknesses or gaps?

The Evaluation found that the clinic – whether static (at the SRC) or mobile (in a van used during outreach and public events) - has been an integral part of the Project. The work has predominantly been supported by another donor (AIDS Fonds) whose funding is due to end at the end of 2013.

The clinic provides **integrated SRH care**, addressing core needs of sex workers, sexually exploited children and clients, such as for STI testing, family planning, psycho-social support, contraception and condoms. It also provides referrals to other service providers, such as for ART, post-exposure prophylaxis or CD4 counts. Of note, the clinic provides supplies of female condoms – which some sex workers particularly welcome as an opportunity to protect themselves with clients who refuse to use a male condom.

A critical aspect of the clinic's work is that, as of June 2013, it had enabled a total of 4,025 people to know their HIV status through **HTC** (see Box 15 for a breakdown). Particularly high numbers have already been achieved in Year 3 due to mobilization and testing during public events, such as among the police. Such events often used theatre performances to raise awareness about HTC and mobilise interest.

HTC is a priority strategy in the national response to HIV in Malawi and globally recognized as a critical step in preventing new infections, reducing HIV-related stigma and enabling people living with HIV to access treatment. Some of the sex workers and sexually exploited children interviewed as part of the Evaluation indicated that they welcomed the opportunity to undergo HTC in a 'friendly' space that avoids the travel time and potential stigma involved with mainstream health services. The clinic's data contributes to the official records of the Lilongwe DAC and, in turn, to the national data compiled by the NAC.

Box 15: People accessing HCT through the static/mobile clinic[44]

• 1,213 sex workers	• 82 sexually exploited children
• 281 police	• 22 army
• 1,919 possible sex worker clients	• 508 other community members

Stakeholders, such as from the Lilongwe DAC, particularly welcome the fact the clinic provides support to sex workers 'on site', such as in the bars and on the street, including at night time.

g. Specifically, what has been the impact of the child protection work? Has it been effective in bringing about change and/or were there any weaknesses or gaps?

As noted previously, **Child Protection work** was added as new component of the ABC Programme at the start of the Comic Relief grant. This responded to an assessment that identified a significant number of sexually exploited children who were already, or were at risk of, being involved in sex work. Children as young as 12 or 13 years were encountered in the bars during outreach work. Such children had specific, and often extensive, needs that were different to those of adult sex workers.

The Child Protection work provides a **comprehensive package** of support. It uses the National Case Management system and is carried out in close collaboration with other stakeholders and service providers, notably the Ministry of Education and the Ministry of Gender, Children and Social Welfare. The system focuses on key steps, such as: identifying a child who is at-risk; assessing the child's situation; opening a file and planning how to respond to the case; providing services (such as psycho-social counselling and HTC); and providing the opportunity to return to school.

To date, key results in this area of the Project include that: 48 sexually exploited children have undergone BCA/Back-to-School workshops; 55 have received some form of economic strengthening; over 200 have accessed health care from the static/mobile clinic; 96 have received psycho-social counseling[45]; and 81 home assessments have been carried out. Overall, 296 cases have been managed and 190 closed (with the District and Social Welfare Office identifying that the child has been moved away from a high risk environment). Critically, the Back-to-School programme has supported a total of 48 children to return to primary or secondary school – of whom 41 (85%) are either still in school or have completed their education. Here, the Project provides a package of support, including: Back-to-School workshops (most recently in the form of 24 sessions held over 2 months); provision of a return-to-school kit (such as uniform, pens and sanitary pads); and collaboration with other agencies to pay school fees. It also provides on-going support by facilitating a monthly Back-to-School Club.

At different stages, this area of the Project's work has been supplemented by resources from other donors, for example with Year 1 funding from UNICEF and the NAC enabling TfaC to over-achieve on its original targets[46]. While the work has predominantly focused on sexually exploited children, it has also benefitted some children of sex workers. For example, in Year 2, 17 mothers moved their babies from the bars where they were working to safer living conditions.

Critically, the Project's direct work with children has been complemented by broader awareness raising and advocacy on the legal context and rights of sexually exploited children. This has targeted key stakeholders, such as the police, and often involved interactive and legislative theatre (as seen in the example described in Box 9). Critically, it has also involved building the capacity of and working in close collaboration with local leaders, such as **Community Child Protection Teams**. These have been established in four peri-urban locations that are hotspots for sex work. They are comprised of local people, including Chiefs, community police and parents. They have received training and small incentives from TfaC and been empowered to take action on addressing child abuse and making referrals to necessary agencies. The Teams convene regularly and report their actions to TfaC at a monthly meeting. Their advantage is that they are owned locally and, increasingly, seen as a focal point for support by children and young people in their communities. As a member of the Team in Chinsapo area said during the Evaluation: "*We work well with TfaC. We identify cases and refer abusers. TfaC give us training on child protection issues and how to work with the community.*"

A draft impact assessment of the latest three-month series of BCA workshops with sexually exploited children (in February 2013 – April 2013)[47] provides useful indications of the impact of the Project's efforts in this area. The study had a small sample size – as only 15 participants completed the entire process. However, it used combined methods to triangulate the information and gather a 'complete picture' (see Box 16) Overall, it shows that, after taking part in TfaC's workshops, the children displayed improved understanding in relation to the indicators set out in the baseline. For example, while the majority of participants started the workshops with a good basic knowledge of HIV and awareness of how to treat people living with HIV, both categories saw an increase by the end of the programme. By the end of the workshops, the most significant changes were that participants: had relocated to a safer living environment; stated they were no longer exchanging sex for money or gifts; showed interest in going back to school; were able to acknowledge their rights and report abuse; and (with the exception of one child) had had an HIV test. The study also, however, confirmed areas for attention, especially in relation to participants' understanding of condom use.

Box 16: 'River of Life' among sexually exploited children

The 2013 impact assessment among sexually exploited children used multiple methods: self-administered questionnaires; semi-structured focus group discussions; key informant interviews; and 'River of Life' workshops. The latter – illustrated below – enabled participants to identify changes by comparing their life before and after the training.

Challenges in this area of the Project's work include sustainability, with on-going issues around securing bursaries from the Ministry of Education and, in turn, concerns about dependency on TfaC resources. Further challenges include the need to develop a strategy for supporting sexually exploited children who have completed their education to, for example, support them to enter the workforce and have alternatives to returning to sex work.

Finally, the Evaluation noted that the Child Protection Programme is an area of the Project's work to which TfaC's staff bring particular passion and concern. As Rhoda Ndovie, ABC Programme Manager says: *"It's simple: we have to send these children back to school. What kind of life is it to grow up in a bar or a bottle store? They deserve a chance in life – and education is that chance."*

Box 17: Case study of Beauty Amos, 17 years old

"I am Beauty Amos and I am 17 years old. I first heard about Theatre for a Change in 2011 when I was 15 years old. I was living in a bar in Tandire and they found me through their outreach work. Before that, I had a lot of problems. Men were having sex with me and not paying, but physically abusing me. I was living with my Aunt who was supporting a lot of children. I was having a lot of problems which meant I wasn't getting my basic necessities. I would often go to bed without food. So, I went to the bar.

At that time, I wasn't going to school because I couldn't afford the school fees. I would sit in the bar and watch my friends carrying their books and going to school. I wanted to be like them. In the bar, my life was at risk all the time – people were always fighting and I sometimes got hurt. I also got STIs. It was a difficult life, but I didn't have any other option. I was aware of HIV and STIs – I had all the knowledge. But, when a person is poor, you don't take all that into consideration – you just need to do whatever you have to do to support yourself.

TfaC explained to me who they were and what their organisation does. I went on a behaviour change workshop where I learned about HIV, self-esteem and life skills. The workshops were over six months and were held in Tandire. The facilitators were kind and went through every issue. They didn't hide anything. They took their time to listen to my problems and counsel me. They assisted me in a big way. Now I'm fully aware of GBV, HIV and STIs and of discrimination and how I can protect myself.

TfaC has helped me a lot because now I can believe in myself – that I can achieve something. Before, when I didn't have any money, I would just go to the bar. Now, I find other means. After the behaviour change workshop, I was given the option to go back to school. TfaC registered me in school and paid for my fees, books and pens. I went back to Form 3. I was very happy and took it as a privilege and great opportunity. I didn't have any problems in school – from the students or the teachers – and now I've finished. In the future, I would like to continue my education and go to university. I want to be a nurse.

My life has changed because I was able to go back to school. Now, people view me differently and give me respect. I want TfaC to continue because there are a lot of other girls in bars and they deserve the opportunity that I have had."

h. Specifically, what has been the impact of the advocacy work? Has it been effective in bringing about change and/or were there any weaknesses or gaps? Have there been changes to the policies, practices and attitudes of decision and policy-makers of benefit the project's target groups?

In its proposal to Comic Relief, TfaC cited how the social and legal environment in Malawi posed an immense challenge to the lives of sex workers and, in turn, the organisation's work. It stated that: *"It is anticipated that, due to the general perception that sex workers are at best unable to participate in decision making because of their levels of education, and, at worst, that they are morally disqualified from the decision making process, there will be very little harmonisation of the needs of sex workers and policy making. This intervention is designed to fill this gap by providing a culturally acceptable forum for sex workers to interact with those in power, and to participate in the development of policies that affect their lives."*[48]

As of mid-2013, the Project had made steady progress in its advocacy work, especially at the **individual and local levels**. For the former, personal advocacy is integrated into TfaC's approach to behaviour change, such as in terms of empowering sex workers to know and stand up for their rights. Interactive and legislative theatre performances raise issues among community members (including sex workers' clients) and local decision-makers (such as Chiefs and community police). While such performances are, on their own, unlikely to bring immediate change, there are indications that they contribute to both the performers and the audience building their knowledge and re-thinking their attitudes. For example, during the Evaluation, the Consultant observed a piece of interactive theatre that was skilfully guided by a facilitator who encouraged the audience members and 'touch tag' participants to explore their own opinions and attitudes. Meanwhile, TfaC's reports describe how some performances have contributed to concrete results, such as Chiefs making local by-laws to ensure better protection of sexually exploited children.

This type of advocacy, combined with TfaC's partnership approach, has also worked well with priority sectors, notably the police – who are key agents for change (in terms of both holding responsibilities and being 'interlocutors' with the public). Within the Evaluation, an interview with the Police Commissioner found that he is very clear about the benefits for his sector of working with TfaC. He articulates them as being: upholding the rights of sex workers; observing the law; reducing the risk of HIV infection among officers; and identifying criminals (who, for example, traffic children for sexual exploitation). Theatre performances, open days (such as at the National Police Headquarters) and advocacy to senior leaders has helped to get his sector 'on board'. This is further demonstrated by multiple, supportive statements made by senior representatives of the police, as well as the sector's evident willingness to continue and expand its collaboration with TfaC.

There do, however, remain areas for attention within this work. These include that TfaC struggles to measure the impact of its advocacy work, such as on the audiences at community outreach. Also it has, to date, had relatively little engagement in **national advocacy**. A legislative theatre performance at the Malawi Parliament – performed by sex workers to 10 Members of Parliament and 31 Secretariat – received a negative reaction from many in the audience (see Box 18). This indicates the critical need to address gaps in understanding and support among many of the country's policy-makers.

Box 18: Legislative theatre at the Malawian Parliament

> *"It was a challenging day as the most vocal audience members had judgmental attitudes to our group members and sex workers in general. However, our group members responded to these comments with poise and voiced their opinions about their rights, lives and experiences. It was a true debate and the first time former and current sex workers had engaged in open debate in Malawi's parliament."*
>
> TfaC Year 1 Report to Comic Relief

Current developments – such as the introduction of the Draft HIV Bill (which will criminalise the transmission of HIV infection and poses a specific threat to sex workers) – provide further indications of the hostile environment in which the Project works. While the ABC Programme has advocacy goals (that, in turn, contribute to TfaC's Advocacy Strategy[49]) and has engaged in some work around this particular Bill, there is a need for more concerted action in this area. This includes the need to move beyond 'advocacy partners' (such as the police and the Ministry of Gender, Children and Community Development) and towards 'advocacy targets' (such as Members of Parliament).

A significant and welcome result in this aspect of the Project is Malawi's first ever Sex Workers' Network – which was established in December 2012. The Project has supported its development and has two representatives on the National Network. It also coordinates the Central Region branch, including hosting monthly meetings. During the Evaluation, an interview with the Publicity Secretary for the branch indicated that, although the Network is nascent and in need of considerable capacity building, it already has a sense of purpose. This is to ensure that sex workers are able to: access services that support their health, legal and economic needs; report incidents of violence and harassment; and have a voice in political and legal fora.

i. Overall, to what extent has the achievement of the changes been influenced (positively or negatively) by the external context and other factors?

The Evaluation identified a number of ways in which the external environment has negatively influenced the achievement of change by the ABC Programme. These range from economic challenges (notably the high levels of inflation, significant fluctuations in the exchange rate and overall economic decline since the Project began) to logistical challenges (such as with poor national supply chain management systems contributing to stock-outs of key drugs and unreliable supplies of condoms). Of particular significance, the Project and its participants continue to face immense social and legal challenges, with the unclear legal status of sex workers exacerbating the on-going acute social stigma against them. On the other hand, the Project has benefitted from some changing dynamics within the national environment. For example, sex workers are now clearly cited as a priority with the national response to HIV, while commitment to child protection has increased significantly, with the Government and donors interested in actively supporting such initiatives.

5. Findings for Learning Area 2: HOW?

Section 5 presents the findings for the Evaluation's Learning Area 2: HOW? It answers: *'How has the project achieved that difference?'* and addresses approaches by both the Project and its partners and by Comic Relief.

The following findings are structured according to the key questions provided for Area 2 in the Evaluation Learning Framework (see Annex 1):

Part A: Approaches by the Project and its partners

a. What was the Project's theory of change? How does it respond to/fit with TfaC's organisational theory of change? Has the theory been implement? Has it been effective in bringing about change and/or were there any weaknesses or gaps?

As introduced and illustrated in Section 3 (see Box 5), the Project was based on TfaC's organization-wide **theory of change**. This is articulated as a cycle of empowerment, with three stages – individual, group and social – all of which are vital, both individually and collectively.

The Evaluation found that the Theory of Change has provided a relevant and useful framework for both the conceptualization (thinking) and implementation (doing) of the Project. Through its intensely person-centered approach – that, for example, provides sex workers and sexually exploited children with information, skills building and access to services – many individuals have been able to assert their rights, build their self-esteem and improve their health.

A key added-value of TfaC's work also appears to be the **group** level change that it achieves, especially through taking selected members of target groups through the series of comprehensive BCA workshops. For example, as part of the Evaluation, the Consultant observed a participatory workshop for 20 sexually exploited girls who, through support from the Project, had returned to school. This was entitled 'improving our education for a better and productive future' and was facilitated by TfaC's Child Protection Manager. During the workshop, it was evident that the girls had a strong sense of solidarity, for example listening carefully and respectfully to each other's opinions and talking as a united voice about their rights, such as to education. They were also able and willing to engage in problem-solving for each other, such as in the case of a girl who has faced stigma at school due to being identified as someone associated with sex work.

While recognised as an important feature of its work, TfaC could improve how it monitors and measures this group-level change. Currently, the wealth of benefits from this approach are not fully captured, either through the Project's indicators or through how the strengths and value-added of the work are articulated to external audiences.

Finally, the Evaluation found that – while recognised to be as important as the first and second - the third stage of the Project's Theory of Change (**social**) has generally received less attention to date. Influencing social norms and policies is clearly part of the rationale for key aspects of the Project, such as the legislative theatre and radio programme. Both of these reach beyond the immediate project targets and engage with the wider public and decision-makers, especially through the use of 'touch tag'. However, as discussed earlier, this work could be strengthened further, including by complementing advocacy to local leaders (such as Chiefs) and sectoral leaders (such as the police) with advocacy for change at the national level, such as among politicians and the legislature.

b. What have been the most effective <u>methods/approaches</u> used to bring changes to people's lives? How did they make a difference? Why were they better than others? What methods/approaches have not worked and why?

A key finding of the Evaluation was that TfaC's strengths lie not only in *who* it supports and *what* it does, but ***how* it works**. Throughout the Project, there is much talk of **'The TfaC Methodology'**. In some instances, people are referring to a curriculum – such as for a BCA workshop for sex workers – which provides a step-by-step guide to the information to be covered and activities to be used. However, most often, people are referring to a less tangible, but no less crucial, over-arching way of working. This is characterized by an intensive, person-centered and participatory approach. This recognizes that each individual is the expert in their life and combines information, skills-building and empowerment with access to key services. In many cases, this approach is highly dependent on exceptional interpersonal relationships. A specific example of this observed during the Evaluation is the extremely strong relationship between the Child Protection Manager and sexually exploited children (who refer to the former as 'Aunt Zione').

Participatory approaches are not unique to TfaC. However, what makes the Project's work 'stand out from the crowd' is that it: uses such approaches to empower some of *the* most marginalized and stigmatized members of society (who are often denied any opportunity to participate in community or national life); and uses methods, such as 'touch tag', that encourage personal agency (in terms of engaging in and taking responsibility for change). A strong example of TfaC's added-value is its use of interactive and legislative theatre – such as that observed during the Evaluation (see Box 19). This provides a unique opportunity for sex workers to 'tell their story' and advocate for their rights, while, through 'touch tag', the audience – whether members of the public, clients or policy-makers – can engage in problem-solving.

The Evaluation found that 'The Methodology' is a fundamental strength of TfaC's work. However, it also noted that TfaC should be careful not to be too 'protective' of its methodology and, instead, always open to improvement and modification. For example, a representative the Army (Colonel Nkhoma) noted that, while welcoming the high quality of TfaC's training for male and female soldiers, he found it too generic and not specifically adapted to the lives and needs of the military (that, for example, face issues around deployment to other countries and very high levels of peer pressure). Meanwhile, the Consultant found some of the language used in English versions of training materials to be overly complex and would benefit from the user of simpler terminology.

Box 19: 'The TfaC Methodology' in action during community outreach

The following are the Consultant's notes from observing TfaC outreach to Chinsapo, a hot spot for sex work:

"A large crowd is gathered in the market on the side of the road – opposite a row of bars where sex workers work and, in some cases, live. The crowd has been mobilised by a group of performers using music, dance and announcements. The performance starts – with members of the Sex Workers Network enacting the story of a child from a poor family who is tricked into working in the bars. At first, she is shocked and traumatised by the experience, but soon she starts drinking and gets used to her situation. She is often beaten by clients. She becomes pregnant, contracts an STI and is thrown out of the bar. At stages during the story, the girl approaches different people – her mother, the village Chief and community police – for help. They all refuse.

After the play is over, the audience is invited to 'touch tag' – identifying characters that they would like to play in certain scenes to change the course of events in the girl's life. For example, a woman plays the mother and does not allow her child to leave home in the first place, while a man plays the bar owner and does not accept the girl because she is under 18 years old. The facilitator guides the 'touch tag' process and encourages the performers and the audience to discuss the story and identify how better decisions could have been made.

To the side of the performance area, the mobile clinic offers the audience integrated SRH services, including HCT and contraception. The staff also carry out condom demonstrations. Throughout the process, TfaC's staff – as well as local Chiefs and the Community Child Protection Team – are on hand to offer support."

Beyond this fundamental strength of TfaC's work, the Project's other key methods and approaches have included:

- **Being responsive to participants' needs.** For example, while the Project had originally sought to focus on making sex work safe, it found it necessary to also respond to participants immediate needs (such as to remove children from unsafe contexts) and longer-term needs (such as for vocational training to gain alternatives to sex work).

- **Using a multi-pronged approach.** For example, the Project has not only worked directly with sex workers, but targeted those around them that directly influence their lives and vulnerability. Critically, this has included working with the police - who are both clients of sex workers and key to upholding their rights and ensuring their safety. The Police Commissioner praises the fact that: *"TfaC organised training of trainers on both sides: the sex workers and the police, including our Victim Support Units. This aimed to try to close the gap between the two."*

- **Providing accessible services that reach people where they are.** While based at the SRC, the Project carries out the majority of its work within communities, such as through outreach to bars where sex work occurs and through training of the military at their barracks. The mobile clinic provides 'on the spot' support for those who, for example, want to access HTC. Meanwhile, the radio programme enabled police facilitators to hold listening clubs and sessions with their peers as part of their day-to-day work in police stations.

- **Working in partnership.** TfaC recognises that it cannot do everything on its own. Over the past three years, the Project has formed vital and impressive partnerships, some of which (such as with the police and Ministry of Gender, Children and Social Welfare) have been formalised through Memoranda of Understanding. In some cases, the Project's partnerships focus on the provision of financial resources or practical services. For example, Partners for Hope provides the Project's HIV tests, alongside referral services for ART or complex cases that the clinic cannot address.

  Other partnerships are more strategic – with the Project finding that working 'with' rather than 'for' stakeholders is paying dividends. For example, by forming a close, collaborative relationship with the police – rather than simply providing a service to them – TfaC has started to build a structure of police facilitators which shows significant potential for sustainability (or, at least, maintenance with modest project inputs). Furthermore, the partnership has served as an advocacy process. For example, national leaders within the police force now publicly advocate for the rights of sex workers. They also endorsed the country's first ever national dialogue between the police and sex workers.

Box 20: Working in partnership

"TfaC approach us in a very professional manner. They are very practical, honest and flexible …. For me, our partnership has made great strides in policing and sex workers. Now, sex workers know what to do if their rights are abused – they can report to the authorities and expect the appropriate action to be taken."
Police Commissioner Chatsalira, National Police Headquarters

"TfaC is one of the key partners in our District's response to HIV. They've especially helped us to reach sex workers and sexually exploited children – who are hard-to-reach populations. My team can't reach everyone on our own. We need partners to work with. Whatever we have asked of TfaC, they have supported us."
Tusekele Mwakasungul, District AIDS Coordinator, Lilongwe

The strength of TfaC's partnerships is indicated in a number of ways. These vary from small gestures – such as night club owners being willing to turn down their music for the duration of a performance[50] - to how partners speak about TfaC's role (see Box 20). In the future, it will be important to build on these strengths – as a key element of the Project scaling-up and moving towards greater sustainability. For example, during an interview, the District AIDS Coordinator for Lilongwe called on TfaC to build on its existing engagement by more systematically integrating its work within the DAC's strategy. Similarly, Colonel Nkhoma encouraged TfaC to collaborate more strategically with the Army – to ensure that its interventions are 'part and parcel' of the sector's response to HIV.

- **Working with local leaders.** Alongside national partnerships, the Project has worked increasingly closely with local leaders and infrastructures in the communities where it works. This not only serves as a means to access community members and get local buy-in, but increases the Project's prospects of sustainability. A key example of this work is the Project's liaison with and capacity building of local Chiefs and Community Child Protection Teams – people who are on-site and respected in communities and can advise TfaC on where and how they can make a difference.

Box 21: Working with local leaders

"*This is an area with many bars. We work hand in hand with TfaC and the bar owners – so that we don't have so many girls in prostitution. The number of young girls has decreased."*

Member of Community Child Protection Team, Chinsapo

"It's important that TfaC works with the Chiefs. I am a community leader and I know each and every household in my area. Together we can change the situation. I introduced a by-law through meetings with bar owners and the police. Now, if anyone sees a girl under 18 years in a bar or selling sex, they must report it."

Useni Winess Tambala, Chief, Chilinde 2

c. What has the project learned about the learning questions agreed with Comic Relief?

The Evaluation found that the Project's learning questions – developed in collaboration with Comic Relief – have changed over the three years. An early version of the Grant Start-Up Form outlined seven questions[51], while the Year 1 Report addressed one (*"Why do young people in Malawi go into sex work?"* - see Box 22). Meanwhile, the final Grant Start-Up Form (agreed in August 2012) and the Year 2 Report focus on a different single question: *"What are the critical factors in enabling young people to leave sex work?"*

Box 22: Why young people go into sex work

In its Year 1 Report to Comic Relief, TfaC Malawi - informed by a baseline report and situational analysis on sexually exploited children - shared its extensive learning about why young people enter sex work. It cited the key reasons to focus on poverty, combined with a lack of economic and educational opportunities. As a participant in a TfaC focus group discussion stated: "*I am doing this because I don't have anyone to depend on. I have to find everything by myself".*

For the final learning question, the key finding has been that it is the Project's combination of four approaches - behaviour change, service delivery, advocacy and economic strengthening – that can provide young people with the possibility of leaving sex work. However, some TfaC staff would now prefer a question that explores the factors that enable young people to have *more options* in life. Also, the wording of the question is unclear – using the term 'young people', when the Project has carefully identified its targets as either adult sex workers or sexually exploited children (aged under 18).

d. How effective have the project's management and financial systems been? How have they helped or hindered the delivery of lasting change?

The Evaluation did not include an in-depth assessment of TfaC Malawi's **management and finance systems**. However, it indicated that such systems have, overall, run smoothly and provided solid foundations for the achievement of change by the Project. They have, in particular, been strengthened through measures such as the introduction of Finance and Administration Assist and M&E Assist – software packages that enhance the consistency and efficiency of relevant systems. Meanwhile, the annual audit (carried out in May/June of each year) provides important accountability.

During the grant's three years, the financial management of the Project has been affected by wider patterns related to the **economic situation in Malawi**. For example, while inflation has escalated, the exchange rate for the Malawi Kwacha has fluctuated dramatically (both up and down). These variations have brought significant challenges – both to the Project (such as in terms of doing financial forecasting and meeting specific costs, such as for fuel) and to the lives of its participants (such as with some evidence of more women entering sex work due to economic hardship[52]).

Meanwhile, the ABC Programme has benefitted from the strategic use of the Comic Relief grant, combined with further **resource mobilization** among other local and international donors. As additional funding has been secured, it has been used to: cover specific areas of the programme (such as with resources from AIDSFonds used for the mobile health clinic); top-up Comic Relief funding (such as with resources from Tilitonse used to further the work with sex workers and the police); and/or expand aspects of the programme (such as with resources from the NAC used to scale-up the work with sex workers to four other Districts in the Central Region – Salima, Kasungu, Dedza and Mchinji). While, as shown back in Box 7, the proportion of funding from other donors is not high, its political value is significant – in terms of it indicating trust in TfaC by key donors and stakeholders.

As a grant condition, Comic Relief required TfaC to produce a plan, including milestones, for becoming a fully **independent Malawian NGO**. This requirement had been met by the time TfaC submitted its Year 1 report, while, during her visit, the Consultant noted on-going, concrete steps towards the organisation's autonomy. As noted earlier, the Evaluation took place during an important week for TfaC Malawi – as it moved into a new office. This was a vital step for the organisation – both practically (in terms of gaining significantly more space to accommodate the growing number of staff) and symbolically (as a sign of independence, having previously been housed in the British Council). During her visit, the Consultant witnessed a further sign of the organisation's growing maturity – with a meeting of TfaC Malawi's Board of Directors. This includes members from organisations such as the Malawi Interfaith AIDS Association, Voluntary Service Overseas (VSO) and the Ministry of Education, Science and Technology.

The Consultant noted that TfaC Malawi continues to include a number of non-national **staff**. All recruitment processes are operated transparently and open to both Malawian and international candidates. However, it is important that, in the future, the organisation continues to take proactive measures to ensure that, wherever possible, appointments are made from the national workforce.

Within the ABC Programme, a fundamental asset is its local staff – both paid and unpaid. In particular, the core Project Team includes personnel who have 'risen through the ranks', for example having started as a volunteer or a participant in training for sex workers. This gives those members of staff particularly strong motivation for the work and personal affinity to the issues faced by the participants.

Finally, the Project benefits from TfaC's close relationship with others in the TfaC 'family' – namely the organisations in Ghana and the UK. While exchanging methods and technical lessons learned with the former, the **UK organisation** has - as outlined in the original proposal to Comic Relief - particularly provided support in the areas of resource mobilisation, financial management and MEL. The UK organisation has also engaged in a number of learning and sharing activities with other Comic Relief partners in the UK.

e. How effective has the project's monitoring and learning systems been? How have they helped or hindered the delivery of lasting change?

The Evaluation found that TfaC Malawi has invested considerable time and effort in developing MEL systems and data collection tools. This enhanced approach has responded to recommendations for improvement by Comic Relief[53], combined with the Project's own identification of areas for attention. Now, the Project's comprehensive MEL system involves multiple strategies at all three stages (individual, group, social) of the organisation's Theory of Change (see Annex 6).

TfaC Malawi's MEL Department works closely with the ABC Programme to try to capture the full story of people's involvement in the Project and the changes that are achieved. Of note, this includes the conduct of baseline and endline surveys – to gain systematic, comparable data for the start and finish of an initiative and, in turn, assess the impact. As noted, specific impact assessments include those on the work related to sex workers[54], the police[55] and sexually exploited children[56]. These provide an important means to assess what change the Project has/has not achieved and identify priorities for attention. They also, however, bring challenges. For example, the process is heavily dependent on participants completing all stages of the process and on the relevant data being gathered consistently and accurately. However, in practice, this can be difficult. For example, the 2013 impact assessment of the BCA workshops for sex workers only had a study number of 52, despite 96 women having taken part – due to the other women not completing *both* the baseline and endline surveys[57]. It also showed that, even among those that completed both processes, there were inconsistencies in the data and likely misreporting. For example, the number of women reporting having no children almost doubled (from 12% to 24%) between the baseline and endline.
The Evaluation also found that there have been other challenges with MEL during the Project. Some of these date back to the start, such as with the Year 1 report stating that TfaC had miscalculated its targets for the number of people to be reached - providing the cumulative number, rather than the number for each year[58]. This, in practice, meant that the Project was actually aiming to reach a third of the number originally stated to Comic Relief.

Furthermore, during the Evaluation process, it became evident that the wording of some of the Project's indicators – and, in turn, the source of the relevant annual data – has not been entirely clear to key project staff. For example '65% of target groups go for HTC at least once during their participation in the programme' does not clarify whether this includes participants who have already know their HIV status (and, therefore, do not need to undergo HTC).

Such lack of clarity appears to have contributed to different types of data being reported for the same indicator, depending on the year. In addition, there also appears to be some unclear logic in the data provided across the same indicator, such as between the 'direct beneficiaries' and 'indirect beneficiaries'. As an example, at times, when the number of indirect beneficiaries is based on a calculation (i.e. a multiple of the number of direct beneficiaries), a multiple of five has been used. At other times, a multiple of two has been used. A further lack of clarity can be seen in relation to indicators such as '65% of target groups have positive attitudes towards male and female condoms' (for Outcome 1). Here, the figure for direct beneficiaries relates to participants who have undergone the BCA workshops. Yet the figure for indirect beneficiaries relates to a different type of activity (people who have attended outreach condom sessions).

As noted in Comic Relief's most recent monitoring visit (in January 2013[59]), there is also a need for TfaC to pay more specific attention to how it monitors and demonstrates BCA. This is particularly in relation to the non-direct targets of the work, such as the audiences of legislative theatre performances. Meanwhile, a further finding of the Evaluation was that TfaC could make aspects of its MEL work more participatory – building on its excellent participatory processes with its target groups to ensure that, for example, its indicators and monitoring processes have greater ownership and engagement of the participants. As Zoe Dibb, TfaC's Monitoring, Evaluation and Learning Manger, says: *"We need to continue to shift from participants feeling like they're being monitored to them feeling supported and that we're learning together."*

Finally, the Evaluation found that TfaC has frequently shared the **lessons and documentation** from its MEL work with other stakeholders in Malawi. However, it could do more to fully engage and exchange with those in the wider Eastern and Southern Africa region, specifically those that are working with sex workers.

f. Has the project been cost-effective? If so, in what way?

The Evaluation did not include a specific assessment of the Project's cost-effectiveness. This was due to the fact that value for money will be addressed within an initiative being implemented by Cathy Shutt (Institute for Development Studies, University of Sussex) to develop an organisation-wide MEL and Value for Money (VfM) framework for TfaC. In general terms, however, the Evaluation noted that – for a relatively modest size of grant – TfaC Malawi has achieved a great deal with intensely marginalised and hard-to-reach populations who are a priority within the country's response to HIV and SRH. For such groups, the definition of 'value for money' is different to that for more generic programmes, for example with the general public.

Part B: Approaches by Comic Relief

a. How have Comic Relief's grant-making policies and processes helped or hindered the delivery of lasting change to the project's participants?

The Evaluation found that the grant conditions cited by Comic Relief – for a Child Protection Policy, description of HIV approaches for different age groups and plan for making TfaC Malawi a nationally governed and managed organization – were highly reasonable. In turn, they were all met by the time of TfaC's Year 1 Report.

Comic Relief's support to the TfaC Project has clearly been invaluable. The grant has represented the largest proportion of the Project's funds and provided stability for the three-year period. TfaC has been especially grateful for the flexibility provided by Comic Relief – being able to use its grant to address core costs and keep initiatives moving, while using the smaller and more ad hoc funding from other donors to supplement specific areas. TfaC's staff have also welcomed that Comic Relief only asks for annual narrative and financial reporting and that the required format is straightforward and logical. Meanwhile, staff at TfaC characterize the relationship with Comic Relief as *"supportive", "accommodating"* and *"understanding"*. However, it has not always been entirely without challenges. For example, during its three-year duration, TfaC's grant has been managed by three different representatives of Comic Relief. While each person has been highly supportive, this has raised issues of continuity and consistency. A specific challenge was seen in relation to agreement of the Project's outcome indicators. The process to finalize these in the Grant Start-Up Form was protracted, including with Comic Relief requesting that the near-final version be significantly re-developed in 2012 – a process that required intensive work by TfaC's Project Team. While TfaC acknowledges that the resulting number of indicators is simpler and 'tighter', it is questionable whether such action was necessary for a Project already under-way.

In 2013, TfaC started benefitting from an additional, three-year organizational development grant from Comic Relief. The £37,000 is strategically useful as it is for traditionally 'un-fundable' areas of work, such as the development of an MEL framework, roll-out of a communications strategy and consolidation of previous work (such as the packaging of TfaC's curricula in an e-book format).

b. Are there any other ways in which Comic Relief's role, systems or support have helped or hindered the delivery of change?

In additional to its financial resources, Comic Relief has brought added-value to TfaC. For example, it has been willing to invest in its work at a time when other donors are increasingly reluctant to fund HIV-related initiatives. It has also provided TfaC with opportunities to present its work on child protection and gender transformative programming.

Comic Relief has served as a 'critical friend' to TfaC – which, in turn, has welcomed monitoring visits from staff, both for the morale boost that they symbolise and for the technical insight that they bring. For example, a visit by the then Grant Manager in March 2011 drew useful attention to the need for TfaC to more clearly define its model for economic strengthening and link such work to the market[60]. By the time the current Grant Manager visited in January 2013, TfaC had carried out a market survey and was developing a social enterprise model[61]. Meanwhile, TfaC UK has appreciated opportunities to meet with and learn from other UK partners of Comic Relief's grantees.

6. Findings for Learning Area 3: WHERE?

Section 6 presents the findings for the Evaluation's Learning Area 3: WHERE? It answers the question: *'Where should the project go in the future (based on its lessons to date about what has/has not worked)?'*

The following findings are structured according to the key questions provided for Area 3 in the Evaluation Learning Framework (see Annex 1):

a. What are the core lessons learned on which the project must base its future direction?

The Evaluation identified multiple useful lessons about TfaC's 'Interactive Theatre and Legislative Theatre for Sex Workers and Their Clients' Project. Many of those relating to programmatic work have been highlighted in the previous pages. The following suggest some of those that are most relevant to the future strategic direction of the Project. The lessons learned include that:

- To support sex workers and sexually exploited children, it is vital to not only work directly with such groups, but the **key stakeholders around them**. As already demonstrated through the Project, this includes the police and local decision-makers. However, there also remains a need to do work further with clients, intimate partners and family members.

- A **comprehensive package of support** (combining BCA training, empowerment, economic strengthening, access to services, etc.) is needed and works well for the Project's core participants. One or two components alone would be unlikely to achieve the same type of changes and results.

- However, the package of support also brings challenges – notably in terms of limiting the **number of people** that the Project can reach within its existing scale of resources. There are still many hundreds – or, likely, thousands - of sex workers and sexually exploited children who are yet to be reached. As such, it is vital for the Project to continue to consider how best to multiply the intensive, high quality work that it carries out with its core groups.

- While being rightfully proud of and maximizing its innovative methodology, TfaC must remain constantly open to **learning and improving its work**. This includes collaborating more closely with and exchanging lessons learned with others working with sex workers and sexually exploited children in the Eastern and Southern Africa region.

- A clearly defined target group and well-developed methodology are not only important for 'doing good work', but securing TfaC a **niche within the national response** to HIV and the market for financial resources. TfaC is well placed to further establish itself as a leader in programmes for sex workers and sexually exploited children both in Malawi and the Eastern and Southern Africa region.

- TfaC risks being weakest in areas where it lacks relevant **expertise in-house** - as in the case of economic strengthening or working with male sex workers. In such instances, it must ensure that, early in the process, it identifies and secures an appropriate source of external support or makes a clear, strategic decision to not engage in such work.

- TfaC is an attractive and collaborative partner to other agencies, including those in the civil society and government sectors. However, it must be careful to avoid **unrealistic expectations or over-dependency** by other organisations. Where necessary, it should advocate for other institutions to meet their responsibilities, such as for the Ministry of Education to provide bursaries for sexually exploited children returning to school.

- TfaC thrives on the flexibility of funding and moral support provided by a donor such as Comic Relief. However, it needs to show that its programming is evolving and that its future work will not simply be 'more of the same'. It needs to demonstrate a **clear, strategic direction**, such as for scaling-up its impact in both programme and policy work. As Harriet Cochrane, Health Programme Manager at Comic Relief says: *"TfaC's work has been impressive and they've done well not to run before they can walk. But now it's time to look to the future. We want to hear about how they're going to expand, what strategic partnerships they're doing to form, how they're going to engage more in advocacy. It's time to move to the next phase."*

- In the light of TfaC's own organizational direction – combined with trends in global health and the likely post-2015 agenda – it is important for the Project to continue to be framed as an **integrated initiative** that provides a wide range of SRH and other health support. It is also critical that its work is explicitly based within recognized human rights frameworks.

b. What are the key options for the future direction of the project? For each option, what are the implications - such as in terms of the necessary funding, human resources, political support, etc.?

Based on the findings and lessons of the Evaluation, the following suggests some options for the future directions of the Project. For each, some examples of issues to consider are suggested. It should be noted that the options are not necessarily mutually exclusive.

Box 23: Examples of options for future development of TfaC Project

Option	Examples of issues to consider
Option 1: Keep the Project's model and scale as it is	This could involve 'continuing business as usual'. Some questions include: • *Does this make best use of TfaC's rich wealth of lessons and methods?* • *Would this make a large enough contribution to the national response to HIV?* • *Would this appeal to existing donors, such as Comic Relief?*

<u>Option 2:</u> Keep the Project's scale as it is, but make the model even more comprehensive	This could involve increasing attention to: sex workers' clients (beyond the police and army), intimate partners and children; sex workers and sexually exploited children who are living with HIV; and answering the 'What next?' questions (such as how to support sexually exploited children who have finished school). Some questions include: • *Does the Project have strong strategies to reach and engage clients?* • *Where would the Project's responsibilities start and end (such as with the children of sex workers)?* • *What are the feasible and sustainable answers to the 'What next?' question?* • *How will TfaC demonstrate that a deeper approach still brings value for money?* • *Will donors be interested in any approach that reaches relatively low numbers of people?*
<u>Option 3:</u> Considerably increase the scale of the Project – through a less intensive and more streamlined model	This could involve expanding the scale of the Project (to reach more people), while decreasing its intensity (such as by developing a 'minimum package' of critical support). Some questions include: • *What would be an acceptable balance between quantity and quality?* • *Can the complex needs of sex workers and sexually exploited be addressed through a streamlined approach? What aspects of the work could be reduced?* • *What would a minimum package of support look like for sex workers and sexually exploited children?*
<u>Option 4:</u> Scale-up the Project to a selected number of priority geographic areas – with TfaC leading the implementation	This could involve expanding the Project to other geographic areas identified by the NAC as priorities for work with sex workers. It would be done through TfaC leading the expansion (such as through having offices and staff in other regions) and implementing the work. Some questions include: • *Is the Project ready for such expansion? What has/hasn't worked in its existing expansion work in other Districts of the Central Region?* • *Could all of this be done immediately or would the Project need to add a region at a time?* • *What level of funding and staffing would be needed for such expansion and is there likely donor interest?*
<u>Option 4:</u> Scale-up the Project to a selected number of priority geographic areas – through strategic partnerships with other organisations	This could involve expanding the Project to other geographic areas identified by the NAC as priorities for work with sex workers. It would be done through TfaC identifying strategic partners in the regions, building their capacity and working through them to implement the work. Some questions include: • *What type and quality of partner organisations would TfaC need to identify?* • *Are there such organisations in the relevant regions and are they likely to be interested in working with sex workers and sexually exploited children? How could TfaC ensure the quality of their work?* • *What preparation work would the Project need to carry out for this (such as in terms of completing curricula or packaging the TfaC methodology)?* • *What level of funding and staffing would be needed for such expansion and is there likely to be donor interest?*
<u>Option 5:</u> Extend the Project's reach to other marginalised populations (such as male sex workers) – through strategic partnerships with other organisations	This could involve using the Project's methods and lessons from working with female sex workers and sexually exploited children to support other organisations to reach different marginalised groups, such as male sex workers. Some questions include: • *To what extent can the Project's methods and lessons be adapted to other populations?* • *Are other organisation's available and interested to take on this work?* • *Is this work feasible within the political and legal environment of Malawi?* • *Would this work appeal to donors?*

7. Conclusions

Section 7 presents the 'top 10' conclusions from the Evaluation.

Based on the Evaluation's findings, the 'top 10' conclusions that can be drawn about the 'Interactive Theatre and Legislative Theatre for Sex Workers and Their Clients' Project are that:

1. **The Project benefits from a clear target group and compelling rationale for action. However, its clarity of purpose risks being limited by different opinions on the ultimate aim of the work** – whether it is to enable sex workers to reduce their risk, improve their health and have options in life or whether it is specifically to enable people to leave sex work.

2. **TfaC's theory of change increasingly plays out in practice – with a critical combination of individual, group and social change. In the future, the third step – focusing on advocacy - requires further attention.** There is strong potential for TfaC to build on its local and sectoral advocacy to enhance its contribution at the national level, addressing the structural issues that restrict the lives and health of sex workers and sexually exploited children.

3. **Overall, the Project has achieved what it set out to do and demonstrated strong results and change across its three outcomes.** In many areas, the Project has met, and often exceeded, its indicators agreed with Comic Relief. Where there is under-achievement (such as with male sex workers), there is a logical explanation. In general, however, the power of the Project's results is weakened by confusion and inconsistency in the sources of data used for each project year.

4. **The Project's quantitative results are mirrored by people's lived experiences. It is clear that TfaC has transformed – and very likely saved – the lives of many women and children.** This is evidenced in TfaC's own impact assessments and was backed-up by multiple interviews and discussions carried out during the Evaluation.

5. **The Project's core assets are:**
    - **Who it works with:** TfaC targets defined and highly marginalised groups (sex workers and sexually exploited children) and those of direct relevance to their lives (such as the police). This makes strong sense within the context of Malawi's response to HIV and represents a clear niche for the organisation.
    - **How it works with them:** TfaC uses an intensive and participatory approach that places the person 'centre stage' and provides comprehensive support, including knowledge, skills, empowerment and access to services.
    - **The Team:** The Project has a strong and impressive staff who not only have appropriate skills and expertise, but demonstrate strong personal commitment to their work.

6. **The fundamental added-value of the Project is 'The TfaC Methodology'.** This is characterised by: using highly participatory and intensive training; facilitating interactive and legislative theatre; and using approaches, such as 'touch tag', that engage different people and encourage self-efficacy. Other highly valuable strengths of how the Project works include it: being responsive to participants' needs; using a multi-pronged approach (such as working with *both* sex workers and the police); providing accessible services that reach people where they are; working in partnership with other key stakeholders; and working with local leaders.

7. **Areas for further attention by the Project include the disappointing levels of impact seen on some key indicators of BCA (such as the ability of sex workers to correctly demonstrate condom use).** Such aspects should be fundamental 'basics' of the work and always receive adequate time and attention.

8. **While progress is being achieved, there remains a particular need to further research and develop an effective, appropriate and sustainable model of economic empowerment for the Project's target groups.** This should, to the extent that is feasible, aim to provide sex workers with a range of options in their life, while also being sustainable for the Project (in terms of not requiring intensive support and monitoring).

9. **TfaC invests significant time and energy in its MEL systems and data collection, yet it is not fully capturing key areas of the Project's strengths and learning.** For example, there is a need for strategic and creative thinking about how best to capture: the benefits of 'The TfaC Methodology'; the 'soft' impacts on participants' lives; and the impacts on wider stakeholders, such as audiences at outreach activities. TfaC could also further explore the opportunities for linking and learning with other organisations working with sex workers, especially in the Eastern and Southern Africa region.

10. **TfaC has benefitted from financial, moral and technical support from Comic Relief and appreciated a positive and constructive relationship. It must now build on its success and demonstrate a strong, strategic direction for the future.**

8. Recommendations

Section 8 presents recommendations for action by TfaC. Each is supported by an explanation and/or suggestions about how it could be further explored or implemented.

Based on its findings and conclusions, the Evaluation of TfaC's 'Interactive Theatre and Legislative Theatre for Sex Workers and their Clients' Project recommends that TfaC should:

1. **Ensure absolute and shared clarity on key concepts and language used in the TfaC Project. Notably, this includes: changing the name of the Programme (from 'ABC'); and ensuring a shared intent of reducing women and children's health risks and increasing their life options.**

   The current name of Alliance for Behaviour Change (ABC) Programme risks confusion with the Abstain, Be Faithful, Use a Condom strategy previously promoted by some international donors. This causes unfortunate confusion, especially for a programme targeting sex workers for whom, according to global guidance by WHO and partners[62], a wide package of interventions is needed. It is recommended that TfaC identify a new Chichewa name that provides a mobilising and empowering message about the Project.

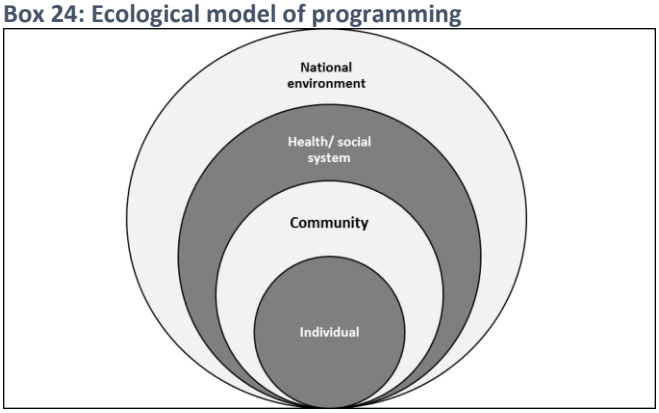
   It is also vital that, going forward, all key stakeholders have a clear and shared understanding of the main intent of the Project. In the case of female sex workers, this should be to support the women to assert their rights, protect their health, reduce their risk and increase their options in life (such as through economic strengthening). It should not be explicitly to leave sex work – something that, for many women, may continue to be a necessary (and, sometimes, preferred) means of work and income.

2. **Continue with the Project's existing, strong work – focused on integrated support for female sex workers and sexually exploited children in Lilongwe – and make it *even* stronger and more comprehensive. This includes expanding the reach to sex workers' clients, intimate partners and children.**

   Other steps to strengthen the Project's existing model could include:

   - Using the **ecological (multiple-level) model** of programming (see Box 24) as a checklist to ensure that every action that is taken by the Project is as directly beneficial to sex workers and sexually exploited children as possible. This should also enable TfaC to 'say no' to initiatives that are not of explicit benefit.

Box 24: Ecological model of programming



   - Ensuring that all interventions achieve the **'fundamentals' of an SRH/HIV grant**, such as in terms of comprehensive knowledge of HIV and ability to correctly demonstrate condom use.
   - Critically examining the Project's **drop-out rates** (such as the people who drop-out of BCA workshops or do not chose to join in the first place) and developing strategies to address identified problems.
   - Further developing a feasible, effective and sustainable **model of economic strengthening** that is integrated more fully and earlier on within the process of support to target groups.
   - More specifically addressing the needs of **participants living with HIV** by increasing the Project's attention to Positive Health, Dignity and Prevention[63].
   - **Not targeting male sex workers**, but seeking collaboration with an appropriate organisation for such community members – with whom TfaC could share its lessons and methodologies.

3. **Expand TfaC's work to the other geographic regions of Malawi identified by the NAC as priorities for interventions for sex workers – by developing and implementing a 'lighter touch' TfaC model.**

   While continuing and enhancing its existing work, it is critical that TfaC leverages its lessons and experience and scales-up its work – maintaining a focus on sex workers and sexually exploited children, while reaching a larger number of geographic areas. This should be done by learning from TfaC's expansion work to date and refining a model that, while maximising TfaC's methodology, enables it to have a 'lighter touch' by working through other local organisations.

4. **Complement the already well-developed first two steps (individual and group) in the Project's theory of change with more concerted action on the third – social change, with a focus on national advocacy.**

Action in this area could involve:

- Carrying out a participatory **advocacy situation analysis** to identify both: advocacy priorities for sex workers and sexually exploited children; and advocacy targets and techniques to achieve change.
- Building the capacity of the nascent **Sex Workers' Network** and its members – such as in priority setting, alliance building and public speaking – to enhance their engagement in advocacy at all levels.
- Identifying, and forming a **strategic alliance** with, other like-minded organisations involved in national advocacy, especially related to human rights and marginalised groups.
- Providing advocacy **capacity building** for key project staff and considering the recruitment of an Advocacy and Communications Officer.

5. **Develop and implement a TfaC sustainability strategy that, over time, will enable the Project to become less dependent on international funding, while more cost-effective and self-sufficient within different sectors and communities.**

   This strategy could build upon the Project's existing efforts towards sustainability, such as by:

   - Using the Project's existing core trainers and facilitators as the foundations for future scale-up. For example, this could include further developing a process for police facilitators to roll-out the methodology themselves, with only modest inputs from TfaC.
   - Building the capacity of existing local mechanisms, such as Chiefs and Community Child Protection Teams, to support TfaC's work through established, low-cost structures.
   - Ensuring that all aspects of the Project are fully integrated into existing district and national strategies and processes – maximising the opportunities to multiply the impact of TfaC's work. Examples might include: integrating TfaC's work into the national training curriculum for the police; and more strategically identifying and stating TfaC's contribution to the strategy of the DAC for Lilongwe.
   - Further developing a realistic and effective model for economic strengthening to enable project participants to strengthen their future options and, over time, reduce their dependency on the Project. Economic strengthening also provides an opportunity to maintain participants' interest in the work, such with the opportunity for VSL meetings to be combined with health talks.

6. **Within attention to sustainability and longer-term planning, emphasise attention to the 'what next?' of core groups that the Project has already reached and engaged, such as the existing sex worker facilitators and police facilitators.**

   There is a need to strategise on 'what next?', such as for sexually exploited girls who have now completed their education or for police facilitators who have completed their initial training (but need ongoing support and incentives to do a good job). Such work should recognise such participants as critical assets to the Project and its future and, in particular, maximise their role in scaling-up the work to other participants and/or different geographic areas.

7. **Simplify the Project's MEL systems and focus them on what it really needs to know and how best and easiest to find it out.**

For example, action in this area could include:

- Reducing the number of monitoring indicators and ensuring that the remainder 'really count' (in terms of being crystal clear and providing useful, relevant information).
- Identifying indicators and monitoring methods that capture the 'soft' (but critical) impacts of the Project on people's lives.
- Identifying how to measure the Project's impact on wider audiences (such as those reached through outreach work and theatre performances).
- Ensuring that the Project's MEL systems and data collection reflect TfaC's commitment to participation.
- Scheduling organisational time to learn from the Project's multiple studies and apply their learning.
- Developing learning questions that effectively capture the Project's unique areas of learning and will help it to improve its future work.
- More proactively sharing the Project's lessons and results with other key stakeholders in Malawi and the Eastern and Southern Africa region, especially those working with sex workers and sexually exploited children.

8. **Within the development and roll-out of TfaC's Communications Plan, identify exciting and innovative ways to communicate the essence and added-value of the Project and the ('hard' and 'soft') changes that it brings to people's life. Also ensure that key stakeholder have the opportunity to see the work in action.**

   For example, action could be taken to:

   - Build on TfaC's innovative ways of working to develop equally creative ways to tell the 'TfaC story' to external audiences. This could combine innovative methods (such as an interactive website) with simple tools (such as 2-page briefs on key aspects of the Project's work).
   - Ensure that key national and international stakeholders (such as TfaC's Trustees, the NAC and donors) have the opportunity to observe the Project's work in communities – to see for themselves what is different and powerful about the approaches used.

9. **Build on its commitment to participation and ensure that the next phase of the work is developed in full consultation with the Project's participants and partners, with the needs and opportunities of sex workers and sexually exploited children at the heart of all decisions.**

   It is critical that the process of identifying and shaping the next stage of the Project both learns from the past successes and weaknesses and is informed by an accurate understanding of the current and likely future needs of sex workers and sexually exploited children. This could be achieved through initiatives such as: analysing and responding to the key issues raised in this Evaluation; holding participatory workshops and discussions with the Project's core groups; and hosting a stakeholders meeting, for example involving existing/potential partners among donors, NGOs and the government.

Annex 1: Key questions for Evaluation Learning Framework

Learning Area 1: WHAT?	***What difference has the project made to people's lives?***
1.1. **How many people –** within its different target groups - has the project reached directly and indirectly through its different types of activities? Based on those numbers, to what degree have the **project outcomes** been achieved? 1.2. Were there any **unexpected outcomes?** If so, what were they? 1.3. In what ways have there been **changes to participants' lives** since being involved in the project? What is the range of changes (including those that are 'soft' and qualitative)? To what extent are they attributable to TfaC? Are the changes **relevant** to people's needs and likely to be **sustainable** in the long-term? 1.4. Specifically, what has been the impact of the **behavior change advocacy** work? Has it been effective in bringing about change and/or were there any weaknesses or gaps? 1.5. Specifically, what has been the impact of the **vocational training and business support**? Has it been effective in bringing about change and/or were there any weaknesses or gaps? 1.6. Specifically, what has been the impact of the **child protection work**? Has it been effective in bringing about change and/or were there any weaknesses or gaps? 1.7. Specifically, what has been the impact of the **advocacy** work? Has it been effective in bringing about change and/or were there any weaknesses or gaps? Have there been changes to the **policies**, **practices and attitudes** of decision and policy-makers of benefit the project's target groups? 1.8. Overall, to what extent has the achievement of the changes been influenced (positively or negatively) by the **external context** and other factors?	
Learning Area 2: HOW?	***How has the project achieved that difference?*** ***A. Approaches by the project and its partners*** ***B. Approaches by Comic Relief***
A. Approaches by the project and its partners: 2.1. What was the project's **theory of change**? How does it respond to/fit with TfaC's organizational theory of change? Has the theory been implement? Has it been effective in bringing about change and/or were there any weaknesses or gaps? 2.2. What have been the most effective **methods/approaches** used to bring changes to people's lives? How did they make a difference? Why were they better than others? What methods/approaches have not worked and why? *2.3.* What has the project learned about the **learning questions** agreed with Comic Relief? 2.4. How effective have the project's **management and financial systems** been? How have they helped or hindered the delivery of lasting change? 2.5. How effective has the project's **monitoring and learning systems** been? How have they helped or hindered the delivery of lasting change? 2.6. Has the project been **cost-effective**? If so, in what way? ***B. Approaches by Comic Relief:*** 2.7. How have Comic Relief's **grant-making policies and processes** helped or hindered the delivery of lasting change to the project's participants? 2.8. Are there any other ways in which Comic Relief's **role, systems or support** have helped or hindered the delivery of change?	
Learning Area 3: WHERE?	***Where should the project go in the future (based on its lessons to date about what has/has not worked)?***
3.1. What are the **core lessons learned** on which the project must base its future direction? 3.2. What are the **key options for the future direction** of the project? 3.3. For each option, what are the **implications** - such as in terms of the necessary funding, human resources, political support, etc.?	

Annex 2: List of respondents to Evaluation

Method 1: Group discussions

Description: Discussions were conducted with groups of the Project's stakeholders. These used a semi-structured format, based on the Evaluation Learning Framework. In some cases, they included participatory activities to serve as energisers or to gain a deeper insight into people's experiences.	
Type of group	**Names of respondents**
1. Community leaders, Chinsapo	1. Community Chief 2. Community Chief 3. Member of Community Child Protection Team 4. Member of Community Child Protection Team 5. Member of Community Child Protection Team 6. Member of Community Child Protection Team 7. Member of Community Child Protection Team 8. Member of Community Child Protection Team
2. Queen Mothers	1. Mwandida Kafakalawa, Chinsapo Area 2. Taurayi Bondwe, Centi Area 3. Fatima Banda, Area 25 4. Emily James, Area 25 5. Ethel Muwa, Chigwinzano Area 6. Tiya Chisima, Biwi Area
7. Police facilitators	1. Andrew Hanya, Area 30 Police Station 2. Marys Tsozapanja, Kawale Police Station 3. Godrick Dzinkambani, Area 3 Police Station 4. Chipilio Kachigamba, Kawale Police Station 5. Vasco Wawya, Kia Police Station 6. Lizzie Nyirenda, Lingadzi Police Station 7. Maggie Malola, Lilongwe Police Station 8. Tsokalida Ktomela, Lingadzi Police Station 9. Dorothy Kachitsa 10. Priest Mpemba, Kanengo Police Station 11. Beatrice Magwera, Police Headquarters
12. Sex workers involved in 2013 training	1. Tsungai Mapila, Kawale 7 Area 2. Edina Singano, Kawale 7 Area 3. Patricia Makwale, Kawale 1 Area 4. Patricia Makwale, Kawale 1 Area 5. Mary Banda, Kawale 1 Area 6. Mirika Kapanda, Lumbadzi Area
Total respondents	**31**

Method 2: One-to-one interviews

Description: In-depth, one-to-one interviews were carried out with individual representatives of the Project's stakeholders. These lasted 30 – 60 minutes and used a semi-structured format, based on the Evaluation Learning Framework.	
Name	**Description**
Project participants:	
1. Beauty Amos	Participant in Child Protection/Back to School programme, 17 years old, Tandire Area
2. Memory Ngongonda	Participant in Child Protection/Back to School programme, 16 years old, Mchesi Area
3. Mirika Kapanda	Sex worker involved in 2013 training, Lumbadzi Area
4. Tsungai Mapila	Sex worker involved in 2013 training, Kawale 7 Area
5. Priest Mpemba	Police facilitator, Kanengo Police Station

6. Beatrice Magwera	Police facilitator, Police Headquarters Lilongwe
7. Wezzie Msiska	Army trainer, solider, Kamucu Barracks
8. Leonard Mbwana	Army trainer, solider, Kamucu Barracks
Project partners:	
9. Linje Manyozo	Social and Behaviour Change Interventions Specialist, National AIDS Commission
10. Tusekele Mwakasungula	District AIDS Coordinator, Lilongwe
11. Commissioner Chatsalira	Police Commissioner, Police Headquarters, Lilongwe
12. Colonel Nkhoma	Malawi Army, Kamucu Barracks
13. Mwandida Kafakalawa	Publicity Secretary, Lilongwe Sex Workers Network
14. Useni Winess Tambala	Village Headman, Chilinde 2
15. Faetti Makungu	Village Headman, Lumbadzi T.C
TfaC Malawi:	
16. Eric Saforo	Executive Director
17. Rhoda Ndovie	ABC Programme Manager
18. Ruth Kamchcha	Behaviour Change Advocacy and Vocational Training and Management Manager
19. Lauryn Sulani	Mobile Health Clinic Manager/Nurse
20. Hannah Fox	Finance and Administration Manager
21. Zoe Dibb	Monitoring, Evaluation and Learning Manager
Comic Relief:	
22. Harriet Cochrane	Health Programme Manager
Total respondents	**22**

Method 3: Observation of the context

Description: Aspects of the Project were seen 'in action' to observe how TfaC works and supports its participants and partners.	
Context	**Description of observation**
1. Outreach to a sex work 'hotspot'	Outreach activity to a sex work 'hotspot' in Chinsapo Area. Including interactive theatre and touch tag by members of the Sex Workers Network, mobile clinic and liaison with Chiefs and Community Child Protection Team
2. Workshop for sexually exploited children	Participatory workshop for 20 sexually exploited girls on 'improving our education for a better and productive future' within the Back to School Programme. Facilitated by the ABC Programme's Child Protection Manager
3. Training of trainers for the military	Training of trainers workshop for 12 male and female soldiers at Kamucu Barracks. Focusing on participatory facilitation skills and facilitated by the ABC Programme's Behaviour Change Advocacy and Vocational Training and Management Manager
Total contexts	**3**

Method 4: Literature review

Description: A desk review was conducted, using the Evaluation Learning Framework to assess qualitative and quantitative information in resources related to the Project and the context in Malawi.	
Type of group	**Number of resources**
1. Resources related to the TfaC Project	31 resources (see Annex 3 for list)
2. Resources related to Comic Relief	3 resources (see Annex 3 for list)
3. Resources related to the context in Malawi	3 resources (see Annex 3 for list)
Total resources	**37**

Annex 3: List of literature for Evaluation

Resources related to the TfaC Project:

1. *Proposal to Comic Relief*, (original project proposal), TfaC.
2. *International Project Grant: Grant Start-Up Form,* TfaC, 2011.
3. *International Project Grant: Grant Start-Up Form,* TfaC, (final) August 2012.
4. *Comic Relief Budget 10.12.10,* TfaC, 2010.
5. *ABC Program Organogram*, TfaC.
6. *Alliance for Behaviour Change: Monitoring and Evaluation*, presentation to Comic Relief, TfaC, 2011.
7. *ABC Baseline 2011 – Female Focus Groups*, presentation to Comic Relief, TfaC, 2011.
8. *ABC Logframe 2013,* TfaC.
9. *ABC Logframe – Combined 2013,* TfaC.
10. *ABC Logframe 2012,* TfaC.
11. *ABC Logframe 2011,* TfaC.
12. *Comic Relief Logframe Indicators,* TfaC.
13. *Comic Relief Monitoring Spreadsheet*, TfaC, 2010.
14. *Annual Report to Comic Relief*, TfaC, 2011.
15. *Annual Report to Comic Relief*, TfaC, 2012.
16. *Appendix: Plan for Making Theatre for a Change a Nationally Governed and Managed Organisation* in *Annual Report to Comic Relief*, TfaC, 2012.
17. *Appendix: Training Manual For Reducing Risk Among Young People (12-17) Affected By Sex Work* in *Annual Report to Comic Relief*, TfaC, 2012
18. *Appendix: Updated Child Protection Policy* in *Annual Report to Comic Relief*, TfaC, 2012.
19. *Narrative re Financial Report and Budget to be Included in Comic Relief Report For Year 2 (Part F),* TfaC.
20. *Financial Report Year 2 and Change Proposal for Year 3 from Theatre for a Change, Submitted 30 January 2013,* TfAC, January 2013.
21. *Workings for Year 3 (3013) Budget,* TfaC.
22. *Proposed ABC Curriculum 2010*, Tfac, 2010.
23. *Comic Relief Data Mining Exercise,* TfaC, 2012.
24. *Measuring Impact Across the Theatre for a Change Partnership,* Johnson Yaw Kefome, Country Director TfaC Ghana and Fiona Morrell, Fundraising and Grants Manager TfaC UK, 17 June 2013.
25. *Female Sex Workers Impact Assessment – July 2013*, TfaC, July 2013.
26. *Impact Assessment: Child Protection,* Megan Wanless for TfaC Malawi, 2013.
27. *Tilitonse Police Endline Survey Results Headlines*, TfaC Malawi, 2013.
28. *Vocational Skills Training Strategic Review,* for TfaC, March 2012.
29. *Assessment of the Economic Empowerment Program and the Village Saving Loans*, Mulder Mkutumula for TfaC.
30. *Theatre for a Change Advocacy Strategy,* TfaC.
31. *Theatre for a Change website,* Including:
    - *Sex Worker Programme*; http://www.tfacafrica.com/What-we-do/TfaC-in-Malawi/Sex-worker-programme
    - *Mofanana;*http://www.tfacafrica.com/What-we-do/TfaC-in-Malawi/Gender-Equality-campaign/Mofanana
    - *Annie Lennox Comes to Visit TfaC Malawi;* http://www.tfacafrica.com/About-us/News/From-Malawi/Annie-Lennox-comes-to-visit-TfaC-Malawi

Resources related to Comic Relief:

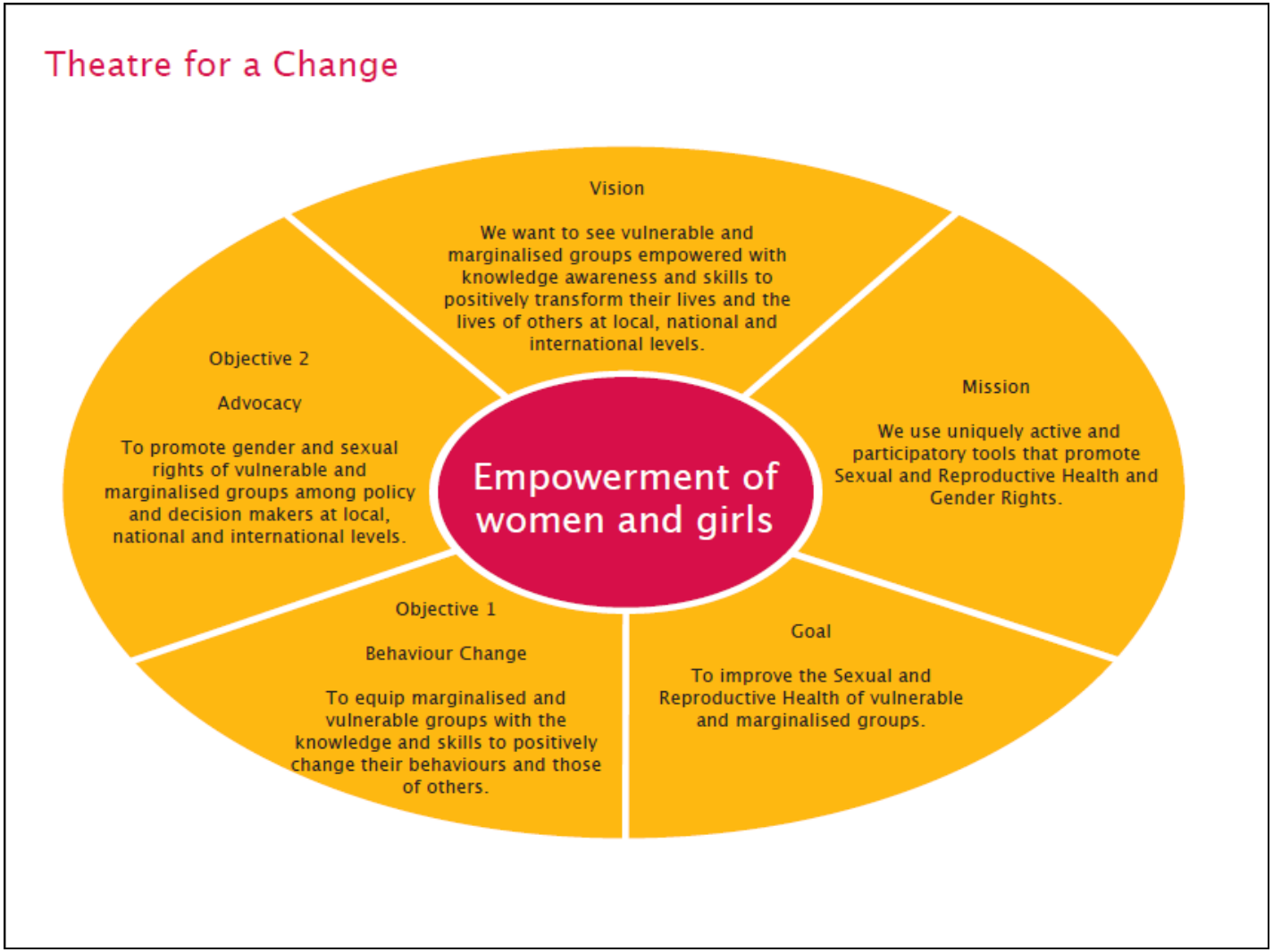
32. *International Visit Report: Theatre for a Change, Malawi*, Beth Mbaka, Comic Relief, 21-22 March 2011.
33. *International Visit Report: Theatre for a Change, Malawi*, Harriet Cochrane, Comic Relief, 10-11 January 2013.

34. *International Project Grant Feedback Report 2009-12,* Harriet Cochrane, Comic Relief, February 2012.

Resources related to the Malawi context:

35. *Malawi National AIDS Commission*; http://www.aidsmalawi.org.mw/
36. *2012 Global AIDS Response: Progress Report: Malawi Country Report for 2010-2011,* Government of Malawi, 2012.
37. *Malawi*, UNAIDS; http://www.unaids.org/en/regionscountries/countries/malawi/ (accessed 12 July 2013).

Annex 4: TfaC's organisation-wide strategy



Annex 5: Indicators and data for project outcomes, outputs and targets

Outcome 1: Sex workers, their clients and sexually exploited children have the knowledge, attitudes and skills to reduce the risk of HIV transmission and report implementing them consistently in their lives

Indicators	Timeframe	Predicted # to benefit directly		Actual # to benefit directly		Estimated # to benefit indirectly		Actual # to benefit indirectly	
		M	F	M	F	M	F	M	F
70% of target groups have comprehensive knowledge of the essential facts about HIV transmission, prevention and treatment	Year 1	120	120	105	162	600	600	525	810
	Year 2	120	120	170	152	600	600	850	760
	Year 3 (to date)	120	120	207	210	600	600	1,035	1,050
	Total	**360**	**360**	**482**	**524**	**1,800**	**1,800**	**2,410**	**2,620**
65% of target groups have positive attitudes towards male and female condoms	Year 1	120	120	105	162	600	600	3,287	2,732
	Year 2	120	120	154	131	600	600	1,159	2,650
	Year 3 (to date)	120	120	207	210	600	600	887	1,746
	Total	**360**	**360**	**466**	**503**	**1,800**	**1,800**	**5,333**	**5,382**
65% of target groups go for HTC at least once during their participation in the programme	Year 1	120	120	50	154	2,000	1,000	3,287	2,732
	Year 2	120	120	145	144	2,000	1,000	2,407	1,195
	Year 3 (to date)	120	120	775	517	2,000	1,000	513	1,578
	Total	**360**	**360**	**970**	**815**	**6,000**	**3,000**	**6,207**	**5,505**

Outcome 2: In target areas, sex workers and sexually exploited children advocate for their rights to live in safer environments, so that the risk of gender based violence is reduced

Outcome indicators	Timeframe	Predicted # to benefit directly		Actual # to benefit directly		Estimated # to benefit indirectly		Actual # to benefit indirectly	
		M	F	M	F	M	F	M	F
70% of target groups have knowledge of their gender and sexual rights	Year 1	120	120	105	162	600	600	525	810
	Year 2	120	120	182	151	600	600	647	638
	Year 3 (to date)	120	120	207	210	600	600	388	263
	Total	**360**	**360**	**494**	**523**	**1,800**	**1,800**	**1,560**	**1,711**
40% of target group (male and female sex workers and sexually exploited girls) report reduced level of gender based violence from Police	Year 1	15	95	0	16	75	475	0	80
	Year 2	15	95	16	66	75	475	80	330
	Year 3 (to date)	15	95	0	119	75	475	0	595
	Total	**45**	**285**	**16**	**201**	**225**	**1,425**	**80**	**1,005**
30 policy-makers and stakeholders at local and national levels make positive statements that support sex workers' human rights	Year 1	15	95	19	7	2,000	1,000	3,287	2,732
	Year 2	15	95	0	44	2,000	1,000	647	638
	Year 3 (to date)	15	95	0	44	2,000	1,000	388	263
	Total	**45**	**285**	**19**	**95**	**6,000**	**3,000**	**4,322**	**3,633**

Outcome 3: Sex workers and sexually exploited children have the personal and professional skills to generate a liveable income or return to school

Outcome indicators	Timeframe	Predicted # to benefit directly		Actual # to benefit directly		Estimated # to benefit indirectly		Actual # to benefit indirectly	
		M	F	M	F	M	F	M	F
80% of target group (male and female sex workers and sexually exploited girls) demonstrate personal development life skills	Year 1	15	95	0	144	30	190	276	192
	Year 2	15	95	8	46	30	190	16	92
	Year 3 (to date)	15	95	0	0	30	190	0	0
	Total	**45**	**285**	**8**	**190**	**90**	**570**	**292**	**284**
35% of target group (male and female sex workers) establish and manage their own income generating activities as the main source of their livelihood.	Year 1	15	80	0	10	11	56	0	20
	Year 2	15	80	9	47	11	56	18	94
	Year 3 (to date)	15	80	0	0	10	56	0	0
	Total	**45**	**240**	**9**	**57**	**32**	**168**	**18**	**114**
50% of target group (sexually exploited children in focus groups and receiving referral services) return to school by end of project	Year 1	0	40	0	33	0	0	0	33
	Year 2	0	40	7	8	0	0	0	0
	Year 3 (to date)	0	40	9	32	0	0	0	0
	Total	**0**	**120**	**16**	**73**	**0**	**0**	**0**	**33**
20% of target groups (male and female sex workers) leave sex work	Year 1	15	80	0	38	6	32	0	76
	Year 2	15	80	2	20	6	32	4	40
	Year 3 (to date)	15	80	0	4	6	32	0	8
	Total	**45**	**240**	**2**	**62**	**18**	**96**	**4**	**124**

Project outputs

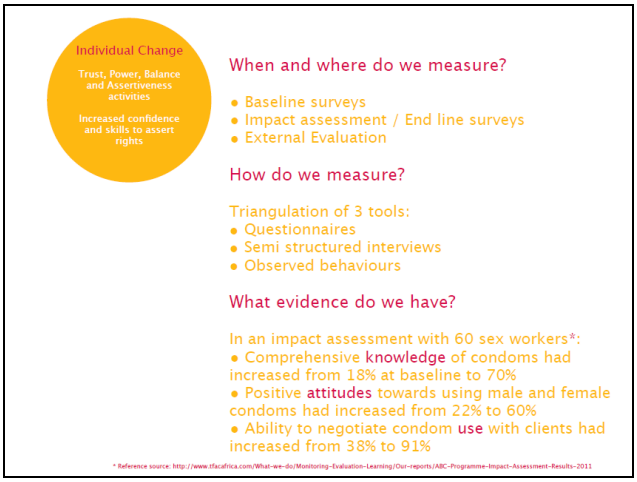
Output	Timeframe	Predicted # to benefit directly		Actual # to benefit directly	
		M	F	M	F
Behaviour change workshops (male clients, female sex workers and sexually exploited girls and police)	Year 1	120	120	105	162
	Year 2	120	120	261	223
	Year 3 (to date)	120	120	207	210
	Total	**360**	**360**	**573**	**595**
Legislative theatre performances	Year 1	60	60	105	162
	Year 2	60	60	148	149
	Year 3 (to date)	60	60	532	244
	Total	**180**	**180**	**785**	**555**
Interactive theatre performances	Year 1	720	80	105	162
	Year 2	720	80	1,146	1,126
	Year 3 (to date)	720	80	244	283
	Total	**2,160**	**240**	**1,495**	**1,571**
Condom distribution	Year 1	2,000	3,000	919	1,068
	Year 2	2,000	3,000	1,159	2,650
	Year 3 (to date)	2,000	3,000	1,658	909
	Total	**6,000**	**9,000**	**3,736**	**4,627**
HIV testing and counselling sessions	Year 1	2,000	3,000	3,337	2,886
	Year 2	2,000	3,000	2,552	1,339
	Year 3 (to date)	2,000	3,000	1,288	2,095
	Total	**6,000**	**9,000**	**7,177**	**6,320**
Vocational skills training	Year 1	8	48	0	110
	Year 2	8	48	10	53
	Year 3 (to date)	8	48	5	160
	Total	**24**	**144**	**15**	**323**
Micro finance training sessions	Year 1	8	48	0	77
	Year 2	8	48	14	76
	Year 3 (to date)	8	48	0	0
	Total	**24**	**144**	**14**	**153**

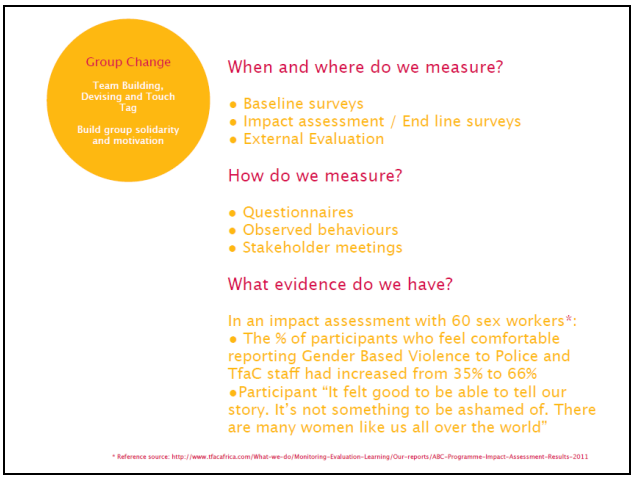
Project targets

Target group	Timeframe	Total # predicted over life of grant		Total # over life of grant to date		Total # predicted under 18 over life of grant		Actual total # under 18 over life of grant		Total # predicted disabled over life of grant		Actual total # disabled over life of grant	
		M	F	M	F	M	F	M	F	M	F	M	F
Sexually exploited children in focus groups	Year 1	0	15	0	67	0	15	0	67	0	0	0	0
	Year 2	0	15	22	60	0	15	22	60	0	0	1	0
	Year 3 (to date)	0	15	0	21	0	15	0	21	0	0	0	0
	Total	**0**	**45**	**22**	**148**	**0**	**45**	**22**	**148**	**0**	**0**	**1**	**0**
Sex workers in focus groups	Year 1	15	80	0	77	0	0	0	0	0	0	0	0
	Year 2	15	80	25	83	0	0	0	0	0	0	0	1
	Year 3 (to date)	15	80	0	98	0	0	0	0	0	0	0	0
	Total	**45**	**240**	**25**	**258**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**
Army personnel (female)	Year 1	0	25	0	18	0	0	0	0	0	0	0	0
	Year 2	0	25	0	70	0	0	0	0	0	0	0	0
	Year 3 (to date)	0	25	0	0	0	0	0	0	0	0	0	0
	Total	**0**	**75**	**0**	**88**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Sexually exploited children who receive referral services	Year 1	0	25	0	23	0	25	0	23	0	0	0	0
	Year 2	0	25	0	0	0	25	0	0	0	0	0	0
	Year 3 (to date)	0	25	1	144	0	25	1	144	0	0	0	0
	Total	**0**	**75**	**1**	**167**	**0**	**75**	**1**	**167**	**0**	**0**	**0**	**0**
Clients (male army and police)	Year 1	105	0	105	0	0	0	0	0	0	0	0	0
	Year 2	105	0	199	0	0	0	0	0	0	0	0	0
	Year 3 (to date)	105	0	207	0	0	0	0	0	0	0	0	0
	Total	**315**	**0**	**511**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Children of sex workers	Year 1	20	20	5	4	20	20	5	4	0	0	0	0
	Year 2	20	20	21	25	20	20	21	25	0	0	0	1
	Year 3 (to date)	20	20	6	3	20	20	6	3	0	0	0	0
	Total	**60**	**60**	**32**	**32**	**60**	**60**	**32**	**32**	**0**	**0**	**0**	**1**

Annex 6: Monitoring and evaluation for TfaC's Theory of Change

The following slides summarise when, where and how TfaC (in both Malawi and Ghana) currently measures the results of its work in relation to the three levels of its Theory of Change (see Box 5)[64].





Annex 7: References

[1] *Terms of Reference for a Consultant to Evaluate our 3-year Comic Relief Funded Programme 'Interactive Theatre and Legislative Theatre for Sex Workers and Their Clients'*, TfaC, June 2013.
[2] Queen Mothers are sex workers who have gone through the BCA training process and act as peer educators in their local communities, disseminating information and demonstrating/distributing condoms in bars or on the streets, as well as mobilising them to access HTC and report incidents of GBV.
[3] *Female Sex Workers Impact Assessment – July 2013*, TfaC, July 2013.
[4] *Impact Assessment: Police,* TfaC Malawi, 2013.
[5] *Impact Assessment: Child Protection,* Megan Wanless for TfaC, 2013.
[6] For further information about the Consultant's skills and experience, please see: www.middletonlee.com
[7] *Terms of Reference for a Consultant to Evaluate our 3-year Comic Relief Funded Programme 'Interactive Theatre and Legislative Theatre for Sex Workers and Their Clients'*, TfaC, June 2013.
[8] *Inception Report: Evaluation of TfaC's 'Interactive Theatre and Legislative Theatre for Sex Workers and their Clients' Project*, Sarah Middleton-Lee Ltd, 10 July 2013.
[9] *2008 Malawi Population and Housing Census.* Cited in: *Main Population Issues in Malawi,* UNFPA; http://unfpamalawi.org/index.php?option= com_content&view=article&id=47:main-population-issues-in-malawi&catid=35:home-page (accessed 12 July 2013).
[10] Data for 2011. UNAIDS; http://www.unaids.org/en/regionscountries/countries/malawi/
[11] *Main Population Issues in Malawi,* United Nations Population Fund; http://unfpamalawi.org/index.php?option= com_content&view=article&id=47:main-population-issues-in-malawi&catid=35:home-page (accessed 12 July 2013).
[12] Data from a 2011 study by the Family Planning Association in Malawi. Cited in *2012 Global AIDS Response: Progress Report: Malawi Country Report for 2010-2011,* Government of Malawi, March 2012.
[13] Data from a 2006 Behavioural Surveillance Survey by the National Statistical Office and targeting high risk groups (truck drivers, sex workers, fishermen, young vendors, male and female school teachers, male and female police officers and female border traders). Data is not provided for the military. Cited in *2012 Global AIDS Response: Progress Report: Malawi Country Report for 2010-2011,* Government of Malawi, March 2012.
[14] *2012 Global AIDS Response: Progress Report: Malawi Country Report for 2010-2011,* Government of Malawi, 2012.
[15] *Consolidated Guidelines on the Use of Antiretroviral Drugs for Treating and Preventing HIV Infection: Recommendations for a Public Health Approach*, WHO, June 2013.
[16] *National HIV Prevention Strategy 2009-2013*, Government of Malawi.
[17] *Measuring Impact Across the Theatre for a Change Partnership,* Johnson Yaw Kefome, Country Director TfaC Ghana and Fiona Morrell, Fundraising and Grants Manager TfaC UK, 17 June 2013.
[18] *Proposal to Comic Relief*, TfaC.
[19] 1. Behaviour Change - Reduced infection/ re-infection of HIV among sex workers and clients; 2. Service Provision - Increased access and uptake of relevant legal, social and health services by sex workers and their clients; 3. Advocacy - Increased mention of sex workers rights in messages by politicians, and local leaders, and in local and national policy making; and 4. Education and Training - Increased access to, and uptake of, education/training and alternative sources of income in addition to, or instead of, sex work. *Proposal to Comic Relief*, (original project proposal), TfaC.
[20] *International Project Grant: Grant Start-Up Form,* TfaC, 2012.
[21] *International Project Grant: Grant Start-Up Form,* TfaC, 2011.
[22] *Measuring Impact Across the Theatre for a Change Partnership,* Johnson Yaw Kefome, Country Director TfaC Ghana and Fiona Morrell, Fundraising and Grants Manager TfaC UK, 17 June 2013
[23] *Measuring Impact Across the Theatre for a Change Partnership,* Johnson Yaw Kefome, Country Director TfaC Ghana and Fiona Morrell, Fundraising and Grants Manager TfaC UK, 17 June 2013
[24] *Financial Report Year 1 and Change Proposal for Year 3 from Theatre for a Change, Submitted 30 January 2013,* TfAC, January 2013.
[25] Unrestricted funding for overall ABC Programme.
[26] In Year 1, funding for ABC Programme implementation. In Year 3, funding for expansion of work with sex workers to additional geographic areas.
[27] Unrestricted funding for support to overall ABC Programme.
[28] In Year 2 and Year 3, funding for vocational training.
[29] In Year 3, funding for work with sex workers and the police.
[30] A different calculation was used for Year 1 and it is not apparent why.
[31] Different data was used for Year 2 and it is not apparent why.
[32] Data for Year 1 and Year 2 refers to the core group participants in behaviour change workshops who underwent HTC. Data for Year 3 also includes those who identify as being part of the Project's target group who were reached through HCT outreach, such as at sex work hotspots and police Open Days.
[33] Data for Year 1 is calculated at 5 indirect beneficiaries per 1 direct beneficiary. Data for Year 2 and Year 3 is calculated as 50% of the people attending the Project's theatre performances.

[34] Data for Year 1 is the number of non-core people who accessed HTC. Data for Year 2 and Year 3 is 50% of people attending theatre performances.
[35] 'Touch tag' refers to a method used by TfaC by which, after the performance of a piece of theatre, members of the audience can take on the role of a character in the drama and change the course of the events, for example through the character making a better decision.
[36] The assessment only addressed women who completed both the baseline and endline – hence, having a small sample size (52), despite 96 women taking part in the programme. *Female Sex Workers Impact Assessment – July 2013*, TfaC Malawi, July 2013.
[37] Note: Comprehensive knowledge of HIV is assessed according to the percentage who correctly identify the two major ways of preventing the sexual transmission of HIV (using condoms and limiting sex to one faithful, uninfected partner), who reject the two most common local misconceptions about HIV transmission and who know that a healthy-looking person can have HIV. Condom use is assessed by being able to complete all eight steps involved in correct use of male condoms and all nine steps involved in correct use of female condoms.
[38] *Tilitonse Police Endline Survey Results Headlines*, TfaC Malawi, 2013.
[39] *Impact Assessment: Child Protection,* Megan Wanless for TfaC Malawi, 2013.
[40] *Tilitonse Police Endline Survey Results Headlines*, TfaC Malawi, 2013.
[41] *Vocational Skills Training Strategic Review,* for TfaC, March 2012.
[42] *Assessment of the Economic Empowerment Program and the Village Saving Loans*, Mulder Mkutumula for TfaC.
[43] The baseline for the 2013 impact assessment of 52 sex workers participating in the BCA workshops found that the amount of money made through sex work on a typical day/night was around 2,800 MKW (£5.60). This compared to Malawi's GNI per capita average of $0.87 per day (according to the World Bank in 2012).
[44] For all of the Project's key targets – such as sex workers – the numbers for people accessing HTC represent both those that have been in the core group (and, for example, undergone BCA workshops) and those that are reached within the wider community (such as through outreach or public events).
[45] Figure refers to 2013. Data is not available for the previous years.
[46] *Annual Report to Comic Relief*, TfaC, 2011.
[47] *Impact Assessment: Child Protection,* Megan Wanless for TfaC, 2013.
[48] *Proposal to Comic Relief*, (original project proposal), TfaC.
[49] *Theatre for a Change Advocacy Strategy,* TfaC.
[50] *International Visit Report: Theatre for a Change, Malawi*, Beth Mbaka, Comic Relief, 21-22 March 2011.
[51] 1. How are children in Malawi affected by sex work? 2. Why do young people in Malawi go into sex work? 3. What are the critical factors in enabling young people to leave sex work? 4. Why do some people leave the programme, and others stay? 5. How are the rights of sex workers abused? 6. Who are the most frequent clients of sex workers in Malawi? 7. What impact does Legislative Theatre have on policy makers at local and national levels? *International Project Grant: Grant Start-Up Form,* TfaC, 2011.
[52] *Female Sex Workers Impact Assessment – July 2013*, TfaC Malawi, July 2013.
[53] *International Visit Report: Theatre for a Change, Malawi*, Beth Mbaka, Comic Relief, 21-22 March 2011.
[54] *Female Sex Workers Impact Assessment – July 2013*, TfaC Malawi, July 2013.
[55] *Impact Assessment: Police,* TfaC Malawi, 2013.
[56] *Impact Assessment: Child Protection,* Megan Wanless for TfaC Malawi, 2013.
[57] *Female Sex Workers Impact Assessment – July 2013*, TfaC Malawi, July 2013.
[58] *Annual Report to Comic Relief*, TfaC, 2011.
[59] *International Visit Report: Theatre for a Change, Malawi*, Harriet Cochrane, Comic Relief, 10-11 January 2013.
[60] *International Visit Report: Theatre for a Change, Malawi*, Beth Mbaka, Comic Relief, 21-22 March 2011.
[61] *International Visit Report: Theatre for a Change, Malawi*, Harriet Cochrane, Comic Relief, 10-11 January 2013.
[62] 'We recommend a package of interventions to enhance community empowerment among sex workers'. *Prevention and Treatment of HIV and Other Sexually Transmitted Infections for Sex Workers in Low- and Middle-Income Countries: Recommendations for a Public Health Approach,* WHO, UNAIDS, UNFPA and Global Network of Sex Work Projects, December 2012.
[63] Positive Health, Dignity and Prevention is an approach promoted by the Global Network of People Living with HIV (GNP+) and partners that highlights and links issues of HIV treatment, prevention, support and care within a human rights framework. http://www.gnpplus.net/en/programmes/positive-health-dignity-and-prevention/positive-health-dignity-and-prevention
[64] *Measuring Impact Across the Theatre for a Change Partnership,* Johnson Yaw Kefome, Country Director TfaC Ghana and Fiona Morrell, Fundraising and Grants Manager TfaC UK, 17 June 2013.