



Endline Report - South Sudan Women's Participation Pilot Project



**Women's Refugee Commission &
International Organization for Migration**
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Acronyms and Abbreviations

CWG.....	Community Watch Group
CHC.....	Community High Committees
DRC.....	Danish Refugee Council
DTM.....	Displacement Tracking Matrix
FES.....	Fuel-efficient stove
GBV	Gender-based violence
GBVIMS.....	Gender-based Violence Information Management System
IDI.....	In-depth Interview
IDP.....	Internally displaced person
IOM.....	International Organization for Migration
IRC	International Rescue Committee
NP.....	Nonviolent Peaceforce
PoC.....	Protection of Civilian
ToT.....	Training of trainers
UNFPA.....	United Nations Population Fund
UNHCR.....	United Nations Refugee Agency
WRC.....	Women's Refugee Commission

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Background

Since the eruption of the conflict in South Sudan in December 2013, nearly 4 million people have been displaced by violence and food insecurity, including 2.1 million who have fled to neighboring countries and 1.86 million others who remain internally displaced¹. Over 60 percent of those internally displaced are estimated to be children. Over 7.5 million people across South Sudan require humanitarian assistance.² Some 146,470³ internally displaced people (IDPs) have registered for refuge in UN Protection of Civilian (PoC) sites, while the remaining 90 percent of IDPs are outside the PoC sites.

Despite the signing of the Agreement on the Resolution of the Conflict in August 2015, violence continues to affect all civilians across the country. Lack of justice and the rule of law to respond compound the ongoing violence. An unprecedented cholera outbreaks have been recorded since 2014 and continue to remain a critical concern. One in every three South Sudanese is severely food insecure. An entire generation of children is at risk with nearly one in every three schools being destroyed, damaged, occupied or closed, impacting 1.17 million children's education. Over 17,000 children are estimated to be recruited by armed groups; 9,000 are registered as unaccompanied, separated or missing. Hunger and malnutrition is widespread, with over 1 million under 5 years estimated to be acutely malnourished, including more than 273,600 who are severely malnourished.⁴

South Sudan has an exceptionally high early pregnancy rate (300/1000 for girls aged 15-19 years). According to the United Nations Population Fund (UNFPA)⁵, this is attributable to high rate of child, early and forced marriage. Adolescents and youth, specifically females, are the most affected group in terms of HIV/AIDS. According to the Gender-based Violence Information Management System (GBVIMS), one in four recorded incidents is sexual violence, including rape. One in five IDP women reported to have been raped during the ongoing crisis. Cultural norms in South Sudan discourage reporting of incidences, and as such, combating gender inequality and gender-based violence (GBV) is extremely difficult. Women and girls' access to education and other empowerment opportunities are little to none, contributing to their increased risks of exposure to sexual violence. Displacement resulting from conflict and violence, mass numbers of armed groups, and the weak rule of law exacerbate the situation of women and girls.

Even if sheltered inside PoC sites, women and girls' protection concerns do not end; they face risks of violence on a daily basis, living in fear of constant attack from men from within and outside the camp who act in an environment of impunity. Women and girls are particularly at risk while leaving the camp in unending search of firewood.

Against this backdrop, a baseline study was conducted in the Bentiu PoC site, Unity State, South Sudan in July 2016, to explore how women, men, and marginalized groups participate in the camp life and camp governance structures, and how women's participation may contribute to women and girls' perceptions of safety. Using qualitative methods, a baseline assessment was conducted to understand the barriers and facilitators to women's participation and to generate strategies to foster women and girls' participation in camp governance and camp life. Identified strategies from the baseline include promoting the use of fuel-efficient stoves, supporting adult education and learning, supporting women's groups to implement micro businesses, and establishing safe spaces for women and girls. the International Organization for Migration (IOM) has piloted some of these strategies as identified during the baseline in Bentiu PoC site since October 2016.

This report outlines findings from an endline study conducted in September 2017, to explore what change, if any, had occurred in how women and girls participate in the camp life and camp governance and how they relate to their perceptions of safety, as a result of these pilot strategies.

At the time of the endline study, Bentiu PoC site hosted 115,020 IDPs (20,067 households), of whom females made up 50 percent and children under 5 made up 38 percent of the total population.

¹ UN OCHA South Sudan Humanitarian Snapshot October 2017

² IOM South Sudan Humanitarian Update #77, July 2017

³ As of November 2017

⁴ UN OCHA 2017 South Sudan Humanitarian Needs Overview

⁵ UNFPA – Country Programme Document for South Sudan (DP/FPA/CPD/SSD/2)

Methodology

During the baseline study, IDP women and girls had shared suggestions and recommendations that would facilitate their increased participation in camp governance and camp life. In order to carry out these recommendations, the study team, along with the IOM field team, ranked the recommendations, and designed and implemented several pilot activities.

Overall goal of the pilot activities: To improve women's participation in governance structures in camps and camp-like settings to reduce women and girls' perceptions of risks to GBV.

Key activities undertaken within Bentiu PoC site:

1. Mapping of existing women groups in the PoC and building their leadership capacity
2. Provision of financial and procurement support to selected livelihood-related Quick Impact Projects (QIPS) designed by women's groups
3. Identification of culturally appropriate Fuel-Efficient Stoves (FES) and capacity building of targeted women and men (using training of trainers (ToT) approach) to build FES
4. Establishing a cultural center to support adult learning opportunities (inclusive of construction, donation of learning material, establishment of a management structure and implementation of adult learning activities)

The WRC and IOM developed a study design with a mixed methods approach in order to examine if above activities contributed to fostering women and girls' participation in the camp life and camp governance and whether their participation led to any changes on perceptions of safety.

The following key questions were developed to facilitate discussions among the endline study participants:

1. Did the project activities contribute to improving women and girls' participation and sense of safety? How? If not, why not?
2. Did the project activities engage some women and girls but not others? Why?
3. How, if at all, did participation in the project activities improve women's feelings of representation? In decision-making in the camp?
4. What were facilitators and barriers to participation in project activities?

Evaluation tools, inclusive of a Stories of Change⁶ activity, were developed to facilitate participatory focus group discussions (FGDs) and in-depth interviews (IDIs) among IDP women, men and adolescent girls. Stories of Change activities (two meetings each) were held with some of the targeted women and girls who had participated in the pilot activities.

Data collection took place in Bentiu PoC site from September 18 – 29, 2017, 2017. The assessment team consisted of 8 female and 4 male data collectors. Data collectors were trained and supervised by staff from IOM headquarters. Focus groups, in-depth interviews, stories of change activities and a short quantitative survey were conducted by the data collectors; key informant interviews were conducted by IOM HQ with an interpreter when necessary. Interview tools were translated and revised for cultural appropriateness by the data collectors (IOM South Sudan staff and related volunteers), and further adjusted after pilot testing the tools among IDP community members. Verbal consent was obtained from participants over the age of 18, written parental consent and adolescent verbal assent was obtained for adolescents; verbal consent was obtained for photos for all participants. All activities were conducted in Nuer or English. Transcripts were translated and transcribed in English through daily debriefings. The study team spoke with 9 key informants from 5 agencies⁷, and conducted 14 FGDs, 4 stories of change exercise, and 3 IDIs with IDPs. In total,

⁶ An evaluation tool developed by WRC based on the Most Significant Change (MSC) Technique and Guide to Its Use, R. J. Davies & J. Dart (2004), to document what change matter most to children and youth. Refer to: *GBV-Disability-Youth-Toolkit-3-Participatory-Assessment-3G-Stories.pdf* UNFPA – Country Programme Document for South Sudan (DP/FPA/CPD/SSD/2)

⁷ Representatives from Danish Refugee Council (DRC), UNFPA, UNHCR, Nonviolent Peaceforce (NP), and IOM.

the study team conducted qualitative interviews with 93 individuals. A quantitative survey was conducted with 51 women who participated in the pilot activities as well as 132 non-participants. Transcripts were coded and analyzed using NVivo 10 by WRC in New York and survey data were analyzed using SPSS 22.

Findings

Changes in the context

While the governance structures within Bentiu PoC site had not changed, the IDP leaders that had previously made up the Community High Committee (CHC) during the 2016 baseline study, pursuant to their term limits, had been replaced by new members, selected according to geographic representation. The proportion of women representatives in the CHC remained unchanged from the baseline (1 female out of 3 members selected by each County Association). However, a noticeable increase in the total number of women representatives in other formal and informal camp governance structures was noted (see below section: Contributing factors to participation).

Following an IOM mapping of all informal women's groups active in the PoC site in October 2016, regular women's forum meetings are now organized on a bi-weekly basis. Humanitarian organizations participate actively in these meetings, which also offer a wider and more inclusive platform for women to express their views and needs while receiving direct feedback from camp actors.

Participation in pilot activities

In total, 11 women's groups, made up of at least 55 women and older adolescent girls⁸ participated in the pilot activities related to livelihoods through Quick Impact Projects - receiving business training and start-up grants. Starting up their own small-scale businesses, including in establishing restaurants, hairdressing and other trades, enabled the women to engage externally in the camp life outside of their traditional domain of participation in caregiving, cooking and cleaning within their household. Additionally, 95 women leaders participated in leadership skills training, including topics in: problem solving and decision making; community participation; time management;



presentation skills; effective communication; team-building. Women leaders, including old and new members of formal and informal governance structures, reported increased leadership capacities and improved communication with camp residents, while community members that the study team spoke to, affirmed increased responsiveness of their leaders.

To address immediate security concerns, 60 women and adolescent girls received fuel-efficient stoves (FES), enabling recipients to reduce their time spent on the all too common activity of leaving the site to collect firewood and risking their safety. The FES project also consisted of a livelihoods component, in which women and men were trained in constructing the FES, using a training of trainers (ToT) approach, that could benefit from making and selling the stoves to other households.

Finally, the implementation of the construction of a cultural center to support adult education experienced significant delays due to accessibility of construction teams into the PoC. This component was thus introduced late into the pilot implementation phase and the study team could not note any observable outcomes.

⁸ The actual number of women and girls who were participating members of these groups were much higher, although it was reported that there are on average 5 women per group who were responsible for the start-up businesses through a quasi-management team.

Outcomes of pilot activities on women's participation

Expanded participation outside the home

Women's participation in the pilot activities has reportedly expanded their overall scope of participation in the camp life. Contrary to most women sharing about their domestic activities as main ways of participation during the baseline, the study team noted that by the endline, women were describing their participation more broadly, highlighting their involvement in collective activities beyond the household. Project teams also reported that the established women's groups even formally integrated socially-responsible business practices, such as either donating or selling their products and services at reduced costs for vulnerable women, girls and boys within their communities. Several key informants also mentioned noticing increased attendance of women in camp-level meetings, while women in group discussions shared of feeling more comfort in participating and voicing their concerns. One female leader shared that "now all people are treated equally and participate as one community. Not like before when there was no way to express our needs," while several others commented on their increased role in community dispute resolution, "as a block leader... my role is to separate people when they fight." Women who set up small businesses through the QIPS, shared experiences of advising other women who wish to start their own businesses, as well as collectively supporting vulnerable residents within their blocks. Moreover, one key informant had observed how members of the women's business groups took initiatives to round up "those who are vulnerable in their blocks, such as persons with disabilities, to go buy charcoal, contribute money, organize for the cleaning of their house, fetch water for them," while one of the sons of the women leaders validated that "those activities [leadership training] brought a lot of change... my mother gathered the vulnerable in the block and helped them".

Increased decision-making within the household

The study team noted that women who had participated in the pilot activities also indicated increased involvement in decisions at the household level. Husbands of women who participated in either the leadership training or the livelihoods activities shared in group discussions about some of the positive impact in their households: "Sometime back, feeding the family was her main responsibility... now she shares her ideas, talks to the children about how they should behave," while another husband noted that "it gave me an opportunity to share the financial responsibility for the family." Similarly, a son of a woman who participated in the business training proudly claimed that "what changed is that she is now able to send us to school, us boys and my sisters... my mother is investing in our education".

Increased confidence to voice opinions

As women gained leadership skills through training and built knowledge and awareness about their rights to participate, they gained confidence to speak out on issues that concern them. One woman leader from a group discussion claimed that "before the training, the men denied our rights... they did not allow us to participate... now we know we have rights, we are able to advise others." Another woman asserted that "as a block leader, women can now participate... if you are a leader and you are strong, then men cannot chase you away and you can share your ideas with the rest of the people." The increased assertiveness among women leaders was also observed by several key informants, one of whom shared that he "saw a woman talking with lots of confidence that she did not have before, saying 'I want to be a chairperson for the CHC here'". However, he also concluded that if the activities discontinued, that women "will go back... we need to continue giving them confidence to speak up and eventually they feel able to face the men".

Increased capacities to meet household financial needs

The study team observed that the women's livelihoods activities have brought positive change at the household level, particularly in meeting the household financial needs. One husband of a woman who had started a small business noted that his wife's business was "generating profits to sustain the family... and reduced my responsibility"; while another husband mentioned that "now

she can save money... the training has changed the women who participated... and reduced the family financial concerns." Men in group discussions also acknowledged the link between women participating in livelihoods activities to broader participation in camp governance and camp life, as one husband added, "they [women] are now able to run businesses and compete for leadership positions in the community".

It is worth mentioning that while the men primarily shared about the tangible outcomes of increased household incomes, women shared more about their experience of learning new skills (in leadership or starting a business), gaining knowledge about women's rights and the benefits of participation, and the strengthened peer support networks working in groups resulted in.

Expanded peer support networks and access to ideas and information

The study team determined that the leadership and livelihoods skills training among newly formed and existing women's groups have contributed to what women thus considered more valuable: strengthened peer support networks and connections; increased sense of female solidarity; and greater access to information and communications. Several women in group discussions mentioned that what they appreciated the most was that "they [the trainings] brought women together to share different ideas", while another noted that it was "good for women to come together... and help others who cannot work or go to collect firewood". One woman in a Stories of Change exercise also shared her experience in gaining a new livelihood, "before I didn't know how to earn money... how to do a business, at that time I thought women could only earn money by collecting and selling firewood, collecting grass and selling it. I now know how to start a business and earn money through it". Indeed, some of the women had plans to grow their businesses through increasing their members, which could lead to women's grassroots organizing efforts.

Contributing factors to participation

Increased representation of women in both formal and informal structures

Although not directly related to the pilot activities, the study team heard from the various women, men, and key informants that there were now more women in both the formal governance structures, i.e. within the sector and block leadership, as well as in informal structures, i.e. youth groups and women's leagues. IOM, as camp management agency, routinely promotes women's leadership and works with communities to strengthen camp governance structures and support meaningful participation of all members of the displaced community. These efforts, along with those of other UN agencies and NGOs to advance gender equality, are complementary to the pilot activities undertaken to enhance women's participation in this study. As such, there are external factors that contributed to increased participation of women and girls in camp governance and camp life overall.

Improved understanding of roles among IDP leaders

Alongside increased representation of women in camp committees, the leadership skills training conducted among IDP leaders seems to have improved community perception that the leaders were more responsive. Women leaders mentioned understanding their roles as leaders better, sharing that before, they "used to discuss the needs by ourselves, but now include all people to come together and decide the need". Women block leaders seemed confident in assuming their roles in resolving problems and disputes among their block residents, encouraging each other that "leadership starts at home, and then your neighbors. If you are a good leader then people will understand you and respect you." Furthermore, men in group discussions confirmed that "there is a change in how the leaders perform" and that "the leadership represents the needs of the community... it was not like that before". One man also confirmed that "we [fellow block residents] trust the current block leadership... they were not so effective before".

Decreased need to search for firewood outside site as result of FES

Among the most important outcomes of FES distribution was decreasing women's need to leave the camp in search of firewood. While the FES distribution did not eliminate women's need for

firewood, it decreased the frequency of women leaving the camp: “I used to go out twice a week to collect firewood, but now I go once a week” as evidenced by one woman. Study respondents appreciated that women were in less need for firewood and thus, less exposed to risks. They also mentioned several additional benefits: “it protects the children from burning... sparks don’t fly out, and food cooks faster so the children eat on time.” As a key barrier to participation identified at the baseline, the decreased time spent on collecting firewood means women’s time is freed up, so that cooking with the FES “allows women to go out and participate in other camp activities.” Nevertheless, the study team noted that most women still go out to collect firewood, as according to one key informant, “now they sell their firewood to earn money... maybe so that they can also buy things like vegetables... because it is still a business for them,” although “they don’t go out as often as before.”

Inclusion of marginalized groups in camp governance and camp life

The study team noted that persons with disabilities at Bentiu PoC site, while often hidden from humanitarian actors, were found to be more supported than perhaps other marginalized groups.⁹ Although not part of a formal structure, an informal group called the War and Disability Committee exists to ensure that persons with disabilities have appropriate access to services and avenue by which to bring up concerns to the CHC. Moreover, the pilot implementation team notably made efforts to include women with disabilities into the pilot activities. One woman with disabilities who participated in the livelihoods activities shared with the study team her that she generally felt included in “decision-making for camp activities” and that “if there is a common problem among those of us with disabilities, we will group together and go to the CHC, or go to IOM;” noting that as “some of us [women with disabilities] are leaders,” they were responsible for reporting concerns.

The study team concluded that representation of various tribes (Nuer and Shilluk) adequately exists within the camp committees, including through the County Association, where members from different counties are equally represented. Thus, IDPs from different geographic origins and tribes generally felt included in camp governance structures. The study team heard one male respondent pointing out that as a member of the minority Shilluk tribe, that he felt they were “part of any decision-making and part of the leadership;” while another man from the majority tribe sharing that “some time back, there used to be a lot of conflict between the two communities... the two now live in peace.” The study team however, did not verify whether or not ethnic minority women and girls equally felt consulted on decisions and engaged in the camp life.

As for adolescents, the study team observed that they are generally unable to influence and are excluded from camp decision-making processes. Still, there was a parallel youth committee structure that consult with the main governance structure. The study team determined, however, whether formal or informal, camp committees are typically represented by adult men and women, including the youth committee, which consists primarily of male youth. For leisure activities, there were mostly mentions of “kickboxing and football... typically activities that interest young boys;” while adolescent girls were most often expected to remain inside, as “they are still under the care of their parents and our culture dictates that girls are not allowed to participate in public activities;” according to informants. Unrelated to the pilot activities, several sources reported however, that there have been improved efforts in girls’ education within the PoC site, as one male respondent explained that there was “bigger involvement of young girls in various schools in the PoC;” and another noting that girls have “increased ambitions for education.”

Remaining challenges to participation

Cultural norms challenging women from speaking up in public

Although the study has highlighted some positive changes in women recognizing the benefits of participation, the traditional roles of women remain unchanged at Bentiu PoC site. Cultural norms

⁹ It is worth noting that this pilot study did not explore the depth to which all the complexities of marginalization, linked to power and privilege rooted in particular contexts, which may contribute to certain groups being marginalized. The resource and time limitations available in this study did not allow for detailed exploration of the diversity of marginalized identities that the study team could conduct with sufficient substance and integrity. This study, therefore, primarily kept its focus on discussions with IDP communities and key stakeholders on exploring the inclusion and participation of women and girls with disabilities, adolescent girls, and ethnic minorities in the camp governance and camp life. Future studies should approach more in depth the complex situations relating to barriers and facilitators to participation faced by other marginalized groups, such as sexual minorities, religious minorities, elderly persons, and others.

still dictate that women are subservient to men, and women and girls not speak in public. This was noticeable from one interview in which an informant mentioned women may be “physically present but have no voice” and that because IDPs are pressed by the camp management agency, and other humanitarian actors, to place women representatives within leadership structures, “all the deputies [of camp committees] are women... it doesn’t mean that they have a voice or they can carry out deputy functions. They just write their name down.” The pilot activities opened limited opportunities for a limited number of women to build the skills needed to exercise their leadership and create a path to self-reliance. Most women and girls living in the PoC site still face numerous challenges – shyness, lack of confidence, fear of stigmatization, and other social challenges that prevent their voices from being heard.

Limited change in male perception of women’s role

Related to the persistent norms challenging women’s participation, limited change was observed in the male perception of women’s role within the camp, aside from the few husbands sharing about their wives’ increased household decision-making because of increased incomes they brought in to support the family. Women in groups lamented about how “men do not like females to go outside in public, because when women go out, there will be no one to do the household work,” forcing women to stay at home. Male leaders of a trade union in a group discussion further illustrated the prevailing male perception: “for now women should not lead the trade union... our members are hostile and would not accept women in leadership.” Another male respondent however, directly pointed out, “women are ready to lead, men are the obstacles.”

Lack of education for women and girls

Due to the delays experienced in constructing the adult education learning center, outcomes for women’s participation related to engaging in adult learning opportunities could not be measured. However, key informants noted how critical this component was to ensure sustainable impact for women’s participation, explaining that it should be “where everything starts” and that women’s lack of education was “the excuse men use to not allow women to participate or dismiss their opinions.” Adult education aimed at building women’s basic knowledge in literacy and numeracy should also encompass critical know-how and proficiency in navigating the camp life, including how governance structures operate. This was demonstrated as a main gap beyond women’s ability to voice their concerns, in “what concerns need to be expressed at which levels,” according to another informant.

Need of continuous leadership training and mentoring

Members of Bentiu PoC site governance structures have a 6-month term on their leadership. While rotating leadership may have important benefits to the PoC, including in creating opportunities for leadership development, encouraging motivation, and to circumscribe power to any one group over another; however, sustaining positive outcomes observed to date within this pilot study may prove meaningless if women leaders who were trained do not stay long enough in leadership to practice their skills over time. One key informant remarked about this challenge, “since we started the [leadership training], the committees changed... tracking women’s participation in this situation is a bit hard, because of the turnover of committee members.” In situations where camp leadership rotates frequently, putting in place a continuous cycle of leadership training, inclusive of orientation opportunities, ensures that next generation’s leaders are ready and equipped with tools and resources to lead. Often lacking experience, skills, and confidence to lead, women leaders in particular, need coaching and time. Instituting a mentorship structure where more experienced leaders could coach and support new leaders could help to sustain new skills and reinforce new behaviors, and ultimately contribute to enhancing women’s effectiveness in leadership roles.

Participation and safety

Livelihoods activities resulting in increased economic security

One positive change mentioned by the study respondents brought on by the livelihoods activities

is how they felt more financially secure at the household level. Several husbands in a group discussion acknowledged their wives' contributions, that they helped to "reduce the family financial concerns", while two husbands admitted their reliance on their wives as the sole provider, as they were not earning any income at the time.

Perceptions of safety increased through implementation of a fuel efficient stove project

During the baseline study, the most pervasive safety concerns for women and girls was being exposed to risks during firewood collection. A fuel-efficient stove project was implemented as part of the pilot activities to address this critical concern. Among those or family members of those who received the FES the study team spoke to, respondents widely reported needing less firewood and thus less frequently leaving the site to collect firewood. Women exchanged similar stories in the Stories of Change exercise about how they felt safer with the FES because "there is no chance of burning that can happen to my children, not like when [they] used the other stoves".

Perceptions of safety increased through leadership training

The study team noted several instances of women leaders who had undergone leadership training to express that they also felt "safer" and more "free" now that they were leading with renewed skills. One woman leader shared in a group discussion about how she felt "safer because some of us leaders could not go out and talk in public before," and another similarly pointing out that she was "free now because I was not able to stand in front of men." Probing further among women leaders about their perceptions of safety, it was clear that as they became more skilled in effective communication, they felt less paralyzed by a fear of being judged by men and felt more confident and comfortable speaking up for themselves.

External factors contributing to perceptions of safety

Notwithstanding the increased perceptions of safety among the study respondents, it is worth noting that the security situations within Bentiu PoC site fluctuates based on multiple internal and external factors. At the time of the endline, the displacement within Unity State had decreased over recent months, suggesting that the security situation had been improving.¹⁰ Internally within the PoC site, study respondents also shared that there had been safety audit exercises in recent past and increased efforts of Community Watch Groups patrolling the site at the time. These activities likely have further contributed to the study respondents' improved perceptions on safety.

Quantitative survey on pilot participants and non-participants

A simple, 3 question survey was designed to generate some quantifiable information among women participants of the pilot activities in order to assess the following: 1) change in their perceptions of safety; 2) their opinions on whether women have a voice in how decisions are made in the camp; and 3) whether they agree or disagree that women have the space and voice to participate in the decisions made in this camp. The survey was conducted among women participants around the start of the pilot activities and again at the end along with the qualitative endline study. Women who did not participate in the pilot activities were also surveyed to provide a comparison of information between those who participated and those who did not participate.

A total of 183 women were interviewed for the survey. Women who did not participate in the project were identified by convenience sampling; selecting a random house and then going house by house ensuring the neighborhood demographics reflected those who had participated. Of those who responded to the survey (310), 24 respondents identified as having a disability. Age segments of surveyed women are as follows: 18-29 years = xx%; 30-49 years = xx%; 50-64 years = xx%; 65 and over = xx%.

In the baseline survey (taken between February and May 2017), 139 participants were interviewed and asked the same three questions.

¹⁰ <https://reliefweb.int/report/south-sudan/situation-overview-unity-state-south-sudan-july-august-2017>

SURVEY RESULTS

	Baseline - participants (n=139)	Endline - Participants (n=51)	Endline - Non-participants (n=132)
Generally, how safe do you feel around the camp?	Very safe: 9% A little safe: 36% A little unsafe: 37% Very unsafe: 18%	Very safe: 50% A little safe: 42% A little unsafe: 6% Very unsafe: 2%	Very safe: 26% A little safe: 51% A little unsafe: 13% Very unsafe: 10%
Do you feel that the women here are represented in the camp decisions?	well represented: 9% somewhat represented: 55% not represented: 36%	Well represented: 55% somewhat represented: 43% not represented: 2%	Well represented: 25% Somewhat represented: 56% not represented: 19%
Do you agree or disagree with the statement, "Women can participate in the decisions made in this camp."	Totally agree: 44% Agree a little: 34% Disagree a little: 9% Totally disagree: 13%	Totally agree: 71% Agree a little: 29% Disagree a little: 0 Totally disagree: 0	Totally agree: 49% Agree a little: 40% Disagree a little: 11% Totally disagree: 0

The survey results indicate that there are clear differences between the participants and non-participants in responses across all three questions – on perceptions of safety, representation, and means to participate in camp decisions. Participants reported higher levels on perceptions of safety and representation in camp decisions than non-participants. Moreover, all participants reported agreeing (a little or totally) that women had the means to participate in camp decisions, while among the non-participants, although still mostly positive, responses were slightly diffused. Additionally, among the participants, the data show that there are positive changes in women's responses between the pre- and post-intervention across all questions.

These differences between participants and non-participants, as well as the direction of change observed among participants between their pre- and post-intervention responses, together suggest that the pilot activities contributed to women feeling safer, more represented, and had greater ability to participate in camp decisions.

It is worth noting, however, there may have been other factors from the qualitative findings that may have also contributed to changes in women's perceptions toward safety and participation. This is further indicated by the comparison between the pre-intervention responses from participants and responses from non-participants, as the latter shows slightly higher levels of response (although not as high as participants' post-intervention response).

Recommendations

In order to advance women and girls' participation in camp governance and camp life within Bentiu PoC site, further work must be done to enable them to participate in decision-making within their households and their communities. Because gender norms that create barriers for women to participate are particularly strong in this context, it is also critical to work with men and raise their awareness on the benefits of women's participation on families and communities. Confidence and solidarity building among women and girls and having space to share their ideas and concerns may be one of the most important outcomes from the pilot activities as noted by the study respondents. While the PoC site governance structures have female quotas, supporting the informal, parallel structures where women and girls are already active could enhance their overall participation. In order to sustain the outcomes observed by this pilot study and continue the efforts already undertaken, the following are key recommendations for camp management actors and service providers:

- Expand all pilot activities to cover more women and girls: the study team repeatedly heard from across all interviews and group discussions about the need to continue building upon the pilot activities, and to cover more women and girls, including those that are particularly hidden. Minority ethnic women, married or parenting girls, women and girls with disabilities, and caregivers of family members with disabilities should be among target beneficiaries.
- Provide childcare/caregiving options to increase participation in camp-level meetings and activities: when including women and girls with caregiving responsibilities, it is essential to provide options for caregiving so that they can attend meetings and trainings. Find supportive ways to work around their schedules where they might find alternative care for their children and/or family members.
- Expand the range and scale of women's livelihoods programming, with sustainability as foundation: to ensure that women continue to benefit from the quick impact projects and are safe beyond the pilot duration, sustainability of interventions must be the foundation of program design and implementation. Interventions should be done through conducting appropriate local market assessments to identify opportunities for women and girls which consider what is culturally deemed appropriate in the interest of women's safety, but looks to facilitate opportunities beyond the common approach, i.e. tea shops and hairdressing. This should also include a systematic identification of risks associated with livelihoods for women (and men, girls and boys), integration of risk-mitigation strategies, and an M&E of protection risks and benefits.
- Engage men and boys equally as partners in transforming traditional gender norms and reducing barriers to women's participation: awareness raising activities and leadership skills trainings should also include men and boys; support male champions for gender equality and women's participation. Engaging men and boys may involve bringing them together to dialogue and reflect on gender relations and expectations men/boys face, including alternative forms of masculinities, and taking action for transforming oppressive gender norms and promoting equality. Activities should be grounded in local contexts and rights-based approaches.
- Put in place a continuous leadership training opportunities and mentoring structures: where camp leadership undergo frequent transitions, ensure a continuous opportunity exists for new leaders to be equipped with tools and resources to lead. Women leaders in particular, need coaching and time to develop leadership skills; mentorship structures could help women sustain new skills and reinforce new behaviors.
- Enhance adult education opportunities: in a context where female education is particularly low, enabling women who missed out on education to participate in adult learning opportunities can enhance their confidence to participate. Such opportunities, particularly when targeting women, should not only comprise of basic literacy and numeracy, but also include know-how to navigate the governance structures.
- Ensure female education starts from girls: pervasive gender inequality in children's education will cause women's education to remain a prevailing challenge to their equal

participation with men. Investing in girls' education now will reduce future need to educate women.

- Associations: Distribution of 8 small grants to the 8 women's groups;
- Linking and structuring a dialogue between existing governance structures with existing women's groups: Setting up a women's league or conference that would regroup the representatives of the different women's groups / committees in the PoC, and clearly defining their mandate to be inclusive of representing and addressing safety concerns of particularly vulnerable groups, including adolescent girls, widows, elderly women, and women with disabilities; and
- Establishing community-based safe spaces at the disposal of IDPs for community-based activities targeting women and girls.



