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AMwA: End-Term Outcome Measurement Report

2025/October



AMwA – Horn of Africa



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Executive Summary

The outcome measurement is in partial fulfillment of the End term process of the Power of Dialogue (POD) programme whose implementation timeframe is 2021-2025. As a member of the POD Consortium, Akina Mama wa Afrika (AMWA) is mandated to contribute to the consolidation of the achievements that have been realized since 2021 towards programme implementation. More specifically the outcome measurement is supposed to:

- i) curate results and progress on long-term outcome level.
- ii) offer lessons learned by systematically collecting data on the programme
- iii) offer way forward and help steer the programme based on the learnings identified since 2021
- iv) ensure accountability of the PoD programme

The outcome measurements were carried out in September-October, 2025 reflecting on the period between October 2021 and August 2025. The measurement included desk review of the outcomes harvested, between 2021-2024 Annual reports, activity reports, the baseline report, Political Economy Analyses and the 2022, 2023 and 2024 Annual plans. We also conducted a few KIIs with selected actors from our constituencies to validate the information from the desk review. The exercise was carried out internally by AMWA staff which included Programme staff, Monitoring, Evaluation and Learning staff as well as the Senior Management Team. Considering AMWA has a presence in Uganda, Kenya, Ethiopia and Sudan, we made a lot of in-depth consultations with partners in these countries to attain well-synthesized indicator results.

LTO 1: AMWA, her partners (NIMD Uganda, Mzalendo Trust) and their partners, local CSOs and informal collectives of practitioners are effective enablers of change.

AMWA observed significant progress among its consortium partners Mzalendo Trust and NIMD Uganda and an expanded network that includes the Association of Media Women in Kenya, the Inter-Party Youth Platform in Uganda, and members of both the East African Legislative Assembly and the East African Youth Parliament. The value of these collaborations rose from zero at baseline to five at midterm, reflecting tangible feminist influence and strengthened collective action. Mzalendo Trust and NIMD Uganda enhanced their focus on women, young women and other marginalized groups, improving their analytical and conceptual capacities through tools and knowledge gained from the African Women's Leadership Institute (AWLI) and peer learning. These efforts inspired feminist-led initiatives, including the successful motion by AWLI Alumni in the East African Youth Parliament urging the re-tabling of the EAC SRHR Bill.

By 2023, AMWA's leadership and technical expertise were increasingly sought in national and regional policy and governance spaces, marked by its participation in the Democracy Summit, the Eastern and Southern Governance Forum and the UN ESARO Consultative Meeting. That year, AMWA secured two invitation-based grants \$250,000 from the Ford Foundation for women's regional engagement and \$150,000 from Porticus for movement building, affirming its credibility and impact. In 2024, AMWA's continued mentorship yielded strengthened feminist leadership across the Sahel and East Africa, with NIMD Mali launching a Women's Political Leadership Academy and POD partners such as Elle Parle, Badili Africa and Addis Powerhouse advancing their institutional strategies, visibility and legitimacy.

**LTO 2: Aspiring young (men and women) and women political and civic leaders in political parties and CSOs are influential actors of change**

In terms of amplifying the voices, influence, and agency of aspiring young men and women, as well as women political and civic leaders, to be influential actors of change, AMWA recorded and observed numerous intended and unintended growth outcomes, with respective growth values rising from zero at baseline to 10 at mid-term. In 2024, AMWA, in partnership with NIMD Uganda, co-hosted the second National Youth Symposium, themed "*Redefining Governance and Political Inclusivity in Uganda*." The event convened 167 young people in political and civic roles to deliberate on key themes shaping the country's political landscape. AMWA organized the Sudanese reflection space titled "The International Women's Day Celebration with Sudanese Women." The event convened 25 Sudanese women living in Uganda and sought to strengthen solidarity among Sudanese women political and civic actors in light of the atrocities Sudan currently faces. In commemoration of International Women's Month, in March 2024, AMWA supported the 3rd **BECAUSE OF HER EXHIBITION** under the theme "Nature Vs Nurture". The event sought to showcase extraordinary Ugandan women, centring different voices of past and present women. In May 2024, AMWA documented African women's lived realities and experiences by producing a 45-minute video documentary – *Hagana Kamil: Celebrating the Radical Resistance of Sudanese Women*. The documentary highlights the stories of 12 women (including 3 AWLI alumni) who portray how they led the revolution in Sudan, how they have continually exercised agency even amid the conflict, and their aspirations despite the current war. AMWA also convened a High-Level Women Leaders' Breakfast meeting, *Re-centring Women's Political Leadership in Africa*, a buildup event to the November Pan-African Leadership Sawubona, bringing over 70 high-level participants to reflect on the current landscape of women in leadership and how to advance gender and social justice for an inclusive democratic society. AMWA facilitated the participation of 2 AWLI alums from Kenya and Ethiopia in the Africa Drive for Democracy, which brought together young and seasoned activists to dream and propose strategies for safeguarding democratic and civic space. In March 2024, AMWA supported 3 IWOP Leaders to attend a COADY De-colonial Feminist Transformational Leadership training organized in Tanzania to enhance their feminist and transformational leadership capacity and knowledge to challenge unequal systems and structures. As a result, the participants conducted a one-day training session for other IWOP committee leaders to incorporate the knowledge in their advocacy initiatives; AMWA sponsored two CSO leaders from Uganda, who included the Network of Women in Politics (NOWIP) & the Coalition for Girls Empowerment (COGE), to attend the CSO Symposium in Nairobi, Kenya. AMWA sponsored an alumna of the Association for Human Rights in Ethiopia (AHRE) to participate in CSW 68, which took place from 16th to 22nd March 2024 in New York. In 2024, in Addis Ababa, Ethiopia, AMWA conducted the Pan African Leadership Sawubona, which set in motion a collective resolution and roadmap to revamp and advance Pan-African governance and leadership that is gender-transformative, intersectional, and democratic, with an outcome document developed following the Sawubona.

Currently, AMWA in 2025 is celebrating the organisation of several spaces and its participation in multiple advocacy initiatives to continue its work in ensuring the achievement of LTO2. These include; Organising of the 3rd National Youth symposium, the Guild presidents summit 2025, 41st GIMAC & 13th Youth Advocacy Training, Gender and Elections Seminar with Center for Basic Research, CSW69-AMWA@40, CSW69 - OXFAM/AMWA: The Intersection of Policymaking, Women's Political Leadership and Carework, CSW69 BOLD Conversation, ARSFD, 7th GIMAC/RECs Meeting, PMO Conference, Beijing +30 convening, GIMAC CEVAWG Consultations, Developing the GIMAC Strategic Plan, Uganda candidates training, facilitating the organizing of the Sudanese Women's FTL, the East African Youth Parliament, the Regional PMO Conference, the Strategic Roundtable on Africa's Place in Global Governance – From Reflection to Action; Pathways for Advancing CSO Engagement Post-Summit of the Future. The Fireside Dialogue: Africa at UNGA80 – The End of a Historical Cycle and the Next World



Order; UNGA80 Africa CSO Engagement Launch; BOLD: Bridging Opportunities for Transformative Leadership and Democracy; The Beijing +30 High-Level Dialogue; and collaborating on the organization of the PoD Consortium Workshop.

LTO 4: Political and civic actors strengthen democratic space in Uganda, Kenya, Ethiopia, and Sudan

In the bid to strengthen the democratic space in Uganda, Kenya, Ethiopia and Sudan, we observed collective effort, commitment and recommendations to safeguard and expand the democratic space through women and young people's meaningful political participation and leadership. Political and civic actors continued to collaborate to influence change and in spite of the challenges there was increased demand to collaborate on joint lobby and advocacy initiatives. For example, in 2024 the Ethiopian Women with Disabilities National Association (EWDNA)'s advocacy led to the landmark decision by the Ethiopian Ministry of Justice to introduce sign language interpreters in court and the Ministry of Justice to ensure access to justice for people living with disabilities during the High-Level Advocacy meeting held in Addis Ababa in Ethiopia. In addition, AMwA and NIMD Uganda continued convening the National Youth Symposium, a space to strengthen youth leadership in shaping Uganda's democratic future, the 2025 Feminist and Transformational Leadership training for Sudanese women living in Uganda and the inaugural Pan African Leadership Sawubona that set in motion a collective resolution and roadmap to revamp and advance Pan-African governance and leadership that is gender transformative, intersectional and democratic with an outcome document that was developed following the Sawubona demonstrate collaborative effort and agency by young women and men and women political and civic actors. These initiatives have proven that the role of women and young people and the need to amplify their voices, agency and efforts is still relevant now more than ever in the wake of shrinking civic space, conflict in Sudan, the state of emergency in Ethiopia hence more the need for continued collaboration among political and civic actors to safeguard democracy and the rule of law.

1. Methodology

The PoD Programme seeks to enhance collaboration of political and civic actors to participate in accountable political processes. The Programme is an opportunity for creating intersectional spaces of engagement between civic and political actors with a special emphasis on women, youth and other marginalized groups such as differently abled people; to jointly contribute to shaping the agenda for dialogue with a view to realizing the much needed synergetic progress on the governance front.

The PoD programme is funded by the Dutch Ministry of Foreign Affairs and is being implemented with consortium members and partner organizations from Kenya, Uganda, Sudan, Ethiopia, Tunisia, Senegal and Netherlands. The consortium steering group comprises Akina Mama wa Afrika (AMwA), the Center for Mediterranean and International Studies (CEMI), Gorée Institute: Center for Democracy, Development and Culture in Africa Netherlands Institute for Multiparty Democracy (NIMD). AMwA particularly has a presence in 4 countries in Africa in Kenya, Uganda, Sudan and Ethiopia.

The Programme team together with the Monitoring, Evaluation and Learning (MEAL) team at AMwA conducted the data collection *and analysis*.

For this endterm indicator measurements, we mainly utilised desk reviews and a Key Informant Interviews of our constituencies, case studies.



Due to the growing attacks on civic space, specifically on organisations implementing democracy and governance work, as Uganda heads into elections, accessing our constituencies to inform the end-term indicator data collection process was challenged. Most of the respondents are part of electoral processes, hence the campaign processes competed with the closure processes of the PoD programme.

[How have these limitations affected the data collection process and the measured values?]

We would have preferred to collect data through in-person conversations with our constituencies to capture nuanced, non-verbal cues, facilitate stronger relationships, build trust which would help in achieving higher-quality, more in-depth data through enhanced collaboration and fewer distractions. However, to ensure we get data even amidst the limitations, we opted for online conversations.

[What challenges did you encounter in the data collection process and how did that affect the data? Were you able to solve this challenge and if so, how?]

The respondent's competing priorities due to upcoming elections and the growing attacks on civic space, specifically on organisations implementing democracy and governance work, heavily competed with the data collection timelines. The AMwA team employed alternative methods to collect the data; therefore, this did not affect the data.

[If applicable; In what ways was the methodology and data collection process different from the baseline and/or mid-term measurements? i.e. what improvements were made in the way data was collected, planning, sampling etc. compared to the baseline/mid-term measurements]

At the baseline, we employed country-level individual consultants in Uganda, Kenya, and Sudan to conduct an in-depth evaluation, including a political economy analysis (PEA). The methods used included KIIs, FDGs, and desk reviews. For Ethiopia, we relied on the existing PEA and baseline reports prepared by NIMD Ethiopia for a desk review. For the baseline. We unanimously agreed to set long-term outcome indicators to 0.

Whereas for the Outcome Measurement part of the Mid-term Review, AMwA conducted the review itself as opposed to using external evaluators, we mainly employed desk reviews of the mid-term outcome indicator, along with a few KIIs and measured the outcome indicators at the regional level rather than the country level, while offering specific evidence from the respective countries of focus.

The Endterm outcome indicator measurement data collection process differed slightly from the Midterm review process. The data collection was conducted internally by AMwA staff; however, we held project partner closure conversations, case study interviews, partner focus group discussions, and in-depth desk reviews with our constituencies including, 10 subgrantee partners, 3 consortium partners, AMwA alumni and CSOs to inform the report.

The slight differences mentioned above do not significantly affect the comparability with the baseline/midterm measurements. However, it is essential to note that the PoD consortium's ongoing decision to report outcome indicator measurements internally erodes the data's objectivity to some extent. Our recommendation for future programming is that evaluations by external consultants cover both qualitative and quantitative(indicator measurement) data collection processes.

On the other hand, in 2022, we agreed on the indicators we would use to measure our performance, and we have therefore been consistently collecting information to inform the different data points. At



the mid-term review, we reviewed and updated our targets based on the working context; thus, the end-term targets' values differ from those set at the baseline.

2. Outcome Measurements

2.1 LTO1:AMwA, her partners and their partners, local CSOs and informal collectives of practitioners are effective enablers of change.

2.1.1 Outcome Indicator 1

LTO 1: AMwA, her partners(NIMD Uganda, Mzalendo Trust) and their partners, local CSOs and informal collectives of practitioners are effective enablers of change	Baseline value	Mid-Term value	End-Term value	End-Term target
# of proposals aimed at strengthening democratic space (jointly) formulated and used for L&A (at regional level)	0	2	5	5

The indicator is of proposals aimed at strengthening democratic space (jointly) formulated and used for L&A (at regional level).

In reference to the Indicator table the definition is Any (joint) proposal at regional level of political and civic actors aimed at protecting or promoting human rights, the rule of law, inclusive political participation, civic space and transition of power through elections formulated. And used for L&A at regional level.

The indicator was measured using desk review of validated outcomes. The analysis focused on proposals made by AMwA and her partners to strengthen democratic spaces and used for Lobby & Advocacy at the regional level which include, Gender Is My Agenda Campaign (GIMAC), the African Union, the East African Legislative Assembly and East African Youth Parliament.

The data collection process (desk review) was the same for the baseline, midterm and end-term. The measurement was focused on proposals (which is the key definition as provided in the indicator reference sheet) that AMwA, Mzalendo Trust, NIMD Uganda, local CSO and informal collectives of practitioners jointly make to strengthen the democratic space and lobby and advocate for at the regional level.

The value of 5 represents a significant and tangible shift in feminist influence, collaboration and transformative leadership across AMwA's consortium and partner network. It signals deepened collective capacity to advance gender justice, strengthen democratic spaces and translate feminist principles into policy and practice. Within this context, three joint proposals and commitments were formulated to sustain and amplify this progress.

First, under the Beijing +30 reflections, partners reaffirmed that the promise of Beijing can only be realized through transformative, feminist, and ethical leadership anchored in solidarity, accountability and concrete policy implementation. This commitment underscores the need to move beyond rhetoric and institutionalize feminist values in governance and development processes.



Second, through the 7th East African Youth Parliament (EAYP) engagement, AMwA and its partners deepened their feminist practice by centering gender justice and transformative leadership across programming. Collective advocacy and solidarity-building strengthened political influence, leading to the East African Legislative Assembly (EALA) taking up and re-tabling the SRHR Bill, albeit with minimal contestation. This milestone demonstrates a growing receptiveness among policymakers including the EALA Speaker, to gender-responsive policymaking, signaling the consolidation of feminist voices and influence within regional democratic spaces.

Finally, through the Power of Dialogue Consortium Feminist and Transformational Leadership (FTL) Training, partners committed to grounding future actions in evidence-based political and gender analysis. This included conducting needs assessments for both women and men before training programs, integrating political context analysis into 2025 activities, and instituting post-training follow-ups to assess participants' progress. Moreover, future political participation initiatives will intentionally encompass both formal and informal actors to promote inclusivity, intersectionality and comprehensive engagement.

Additionally, the 6th GIMAC Strategic Engagement Outcome Document, authored by AMwA in her capacity as Co-lead of the Gender, Governance and Leadership Committee of the GIMAC Network, committed to advancing inclusive, gender-responsive, and decolonized education in Africa. The document emphasizes equitable access for girls, marginalized groups, and adult learners, strengthened domestic financing, combating gender-based violence, promoting women in STEM, diversifying the teaching workforce, harmonizing curricula, and institutionalizing youth engagement to build resilient education systems that foster Pan-African values and meaningful democratic participation.

Collectively, these proposals represent a shared commitment to democratic transformation anchoring leadership, participation and policy advocacy in principles of equality, accountability and care.

Despite complex and evolving contexts, AMwA has made substantial progress by strategically mapping and engaging consortium partners, Faraja Africa Foundation, GIMAC and other longstanding partners to advance inclusive democratic governance. The baseline value of 0 reflected minimal engagement, the midterm value of 2 signaled emerging partnerships and early policy influence and the end-term value of 5, demonstrates tangible impact through strengthened collaborations, strategic alliances and effective policy engagement.

The change in value reflects the growing impact of collective lobbying and advocacy efforts aimed at strengthening democratic governance at the regional level.

The actual value of 5 matches the end-term target, showing that AMwA successfully achieved the intended outcomes. Compared to the midterm value of 2, which indicated emerging partnerships and early policy influence, this demonstrates substantial progress in collective lobbying and advocacy efforts, with strengthened collaborations and tangible impact on democratic governance at the regional level.

2.1.2 Intermediate Outcome Indicators LTO 1

1.1	PoD	Consortium	Works	Baseline value	Mid-Term value	End-Term value	End-Term target
complementary							



# of agreements reached (reform agendas / policies / legal amendments)	1	14	98	20
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According to the indicator reference sheet, an agreement reached by actors involved in a dialogue platform meetings, can be any type of agreement, as long as it is considered important by the NIMD partner/CO, in view of working towards the objectives of the PoD programme. It could be the intention to work together (MoU/ joint agenda) or a joint proposal for new policies or legislation.

The indicator was measured using desk review of programme documents that include Bi-Annual and annual progress reports and the outcome harvesting database.

There is no difference between baseline and midterm definition. And the data collection methodology i.e document review stayed the same.

The values represent the progression of AMwA's impact in strengthening women's agency and organizational capacity within complex and shifting contexts. The baseline value of 1 reflects the starting point, with minimal engagement or capacity in place. By midterm, the value of 10 indicated early progress through targeted interventions and engagements. The end-term value of 97, far exceeding the end-term target of 20, demonstrates substantial achievement despite challenging contexts, including political shifts, the global polycrisis, and the rise of anti-women's rights movements. This number reflects AMwA's ability to mobilize multiple engagements, adapt strategies, and strengthen women's leadership and agency across countries, particularly during periods of political transition and electoral activity.

The agreements (reform agendas / policies / legal amendments) emerged from the following convened spaces 3rd National Youth symposium, 41st GIMAC, Gender and Elections Seminar with Center for Basic Research, CSW69- AMwA@40, CSW69 - OXFAM/AMwA: The Intersection of Policymaking, Women's Political Leadership and Carework, CSW69 BOLD Conversation, ARSFD, Guild President's Summit, 7th GIMAC/RECs Meeting, PMO Conference, Beijing +30 convening, GIMAC CEVAWG Consultations, Developing the GIMAC Strategic Plan, Uganda candidates training, 8th EastAfrican Youth Parliament, Sudanese Women FTL, 41st GIMAC outcome document, 7th GIMAC RECs meeting report .

Some of the agreements include;

1. Outcomes of the 7TH GIMAC RECs Meeting forexample;To ensure reparations and justice for African women, girls, and people of African descent, we call on the African Union and its Member States to:
 - i) Establish gender responsive reparations funds and a youth and women,Advisory group on reparations that recognise collective and intergenerational,
 - ii) Harm, Accelerate ratification and implementation of the AU Convention on Ending,Violence Against Women and Girls (CEVAWG) by mobilizing political will,domestic resources and multi-stakeholder coordination that includes REC- led continental campaign and strengthened CSO engagement in monitoring and contributing to the process.
 - iii) Take a common position on reparations that will redress the injustice against women and ensure that the dividend of reparations is channelled towards economic empowerment of women, taking into consideration the effects of climate, land justice and upholding of the gender parity principle of the African Union in decision making processes.



- iv) Prioritize skills development through investments in gender-responsive Technical and Vocational Education and Training (TVET) and alternative education pathways that equip young women and girls with 21st-century skills, as well as STEM, for sustainable livelihoods.
- 2. Key agreements and recommendations from the Beijing+30 Bold dialogue which include;
 - i) To Recognise, reduce, and redistribute unpaid care
 - (ii) expand social protection and care infrastructure Advance macro-level reforms: progressive taxation, debt relief/justice, and gender- responsive public finance.
 - (iii) Defend and Deepen Political Representation
 - (iv) Safeguard and improve affirmative action; set country-by-country targets and peer support mechanisms across the continent.
 - (v) Invest in pipelines for women’s leadership from local to national levels, including judicial leadership.
 - (vi) Secure Civic and Digital Space Resist restrictive laws and digital censorship
 - (vii) Develop feminist digital security and data rights practices. Support independent feminist media and counter-narratives to disinformation. Institutionalise Intergenerational Mentorship.
 - (viii) Establish structured mentor–mentee programs linking Beijing generation, Millennials, and Gen Z
 - (ix) fund movement schools and AWLI-style institutes continent-wide. Document and openly share strategies, failures, and wins to shorten learning curves.

The baseline value represents the starting point, where no agreements had been reached through dialogue platforms. The midterm value reflects initial progress, showing that actors had begun to engage and reach agreements, including intentions to collaborate, MoUs, joint agendas and early proposals for policies and legislation. The end-term value captures the total number of agreements achieved by the close of the period, including fully developed joint proposals, policy recommendations, and formalized collaboration commitments. This progression demonstrates the growing effectiveness of dialogue platforms in fostering coordinated action and policy influence.

The increase in value from baseline to end-term reflects substantial progress in reaching agreements through dialogue platform meetings, as defined by this indicator. It shows that actors have moved from no agreements to actively committing to collaborate, establishing MoUs, joint agendas and developing joint proposals for policies and legislation. This demonstrates the programme’s effectiveness in fostering coordinated action, building consensus and enabling stakeholders to collectively advance policy and legislative objectives.

The actual end-term value of 97 greatly surpasses the end-term target of 20, exceeding it by 77 agreements. This reflects the programme’s strong success in fostering dialogue, securing collaborative commitments and driving joint policy and legislative initiatives among participating actors.

1.2 PoD Consortium builds capacities	Baseline value	Mid-Term value	End-Term value	End-Term target
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Number of consortium partners/partners/country office staff trained	8	135	314	150
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[What are the definitions used for the indicator (e.g. define what is meant by ‘inclusive process’)]

According to the indicator reference sheet the definition of the indicator is Number of staff from consortium partners/partners/country offices that participate in capacity development activities, including webinars, trainings and workshops.

The indicator was measured through desk reviews of training activity reports and counting numbers of consortium partners/partners/country office staff trained through a capacity scan or participants lists.

The definition of the indicator at both the baseline and midterm do not differ. At the Baseline level both desk reviews and KIIs were employed whereas at the midterm mainly desk reviews of activity reports were utilized.

The end-term value represents the total number of staff from partner organizations and consortium members who participated in capacity development activities, including webinars, trainings and workshops. In this context, the number reflects AMWA's efforts to strengthen partners' capacities to adapt to shifting donor priorities and changing programmatic realities. Targeted interventions, such as the Power of Dialogue Consortium Feminist and Transformational Leadership training were designed specifically for partners to enhance their technical knowledge, leadership and operational skills, enabling them to implement activities effectively and respond to emerging challenges.

The baseline value represents the starting point, when no staff from partner organizations or consortium members had participated in capacity development activities. The midterm value reflects initial progress, showing that some staff had begun engaging in trainings, webinars and workshops to build their skills and knowledge. The end-term value captures the cumulative number of staff who participated by the close of the programme, demonstrating the full extent of capacity strengthening among partners and the successful implementation of targeted interventions such as the PoD FTL training.

The increase from baseline to end-term shows significant progress toward the outcome of making AMWA, its partners, and associated CSOs and collectives effective enablers of change. It indicates that targeted capacity-building interventions successfully strengthened partners' skills, knowledge, and operational effectiveness, enabling them to implement activities more efficiently and respond to emerging challenges. This growth demonstrates that partners are better equipped to lead, collaborate, and drive transformative action within their communities, advancing the programme's objective of fostering sustainable, locally rooted change.

The target value was adjusted along the course of the programme because at midterm review for example there was an over performance on this indicator because within the working context we realised we had capacity to build and hold capacity strengthening initiatives within AMWA and our partners. The end term target value was revised to 314.

The actual end-term value exceeds the end-term target, indicating that the programme surpassed its planned outcome. This demonstrates that AMWA's capacity-building interventions for partners were highly effective, reaching more staff than anticipated and strengthening their ability to act as enablers of change.



1.2 PoD Consortium builds capacities	Baseline value	Midterm value	End-Term value	End-Term target
# of CSOs with increased organizational capacities (youth led)	0	8	14	11

According to the indicator reference sheet the indicator “ # of CSOs with increased organizational capacities (youth led) “ is defined as a CSO, either the partner, consortium partner, country office itself, or a CSO (formal or informal) that the programme works with, that has increased organizational capacities. As demonstrated through an organizational capacity scan or the participation in a training, workshop, webinar with the aim of increasing organizational capacity.

The indicator was measured through desk reviews of participants lists of capacity building activities conducted which include the Feminist Transformational Leadership Training, International Day of Democracy Webinar on the growing threats to democracy in Africa and a series of reflection and learning spaces on All About Power, round table discussion on the challenges to young women political leadership and participation and effective public speaking and media engagement. To count youth-led CSOs with increased organizational capacities, a capacity scan through records of CSOs that participated in training, webinars, workshops was conducted. This was followed with a count of the youth-led CSOs with increased organizational capacities. These include ; the National Youth Council, the Uganda National Students’ Association, FARAJA Africa Foundation, the Inter Party Youth Platform, the Uganda Parliamentary Forum for Youth Affairs, Addis Power House, Elle Parle, Next Gen, Yellow movement and Badili Africa Foundation.

The definitions and data collection processes both at Baseline, Midterm and endterm value do not differ.

The value reflects a notable expansion in the number and capacity of youth-led organizations actively engaging in democratic governance and policy advocacy. This growth demonstrates strengthened institutional capacities, improved coordination, and deeper feminist and transformative leadership influence among youth actors such as the National Youth Council, Uganda National Students’ Association, Faraja Africa Foundation, the Inter-Party Youth Platform, the Uganda Parliamentary Forum for Youth Affairs, Addis Powerhouse, Elle Parle, Yellow Movement, Next Gen, and Badili Africa Foundation. The value signifies enhanced youth agency and collective organizing power, translating into more structured, credible, and impactful contributions to inclusive governance and social transformation at both national and regional levels.

The baseline value marked the starting point when no youth-led organizations had the capacity or coordination to influence democratic governance. The midterm value of 8 reflected growing momentum, as several youth-led groups began strengthening their leadership, advocacy, and institutional capacities through AMWA’s mentorship and partnerships. At the end-term value of 14, this progress had deepened, showing expanded networks, stronger organizational systems, and increased influence of youth-led actors in advancing inclusive and feminist democratic governance across the region.

The increase from 8 at midterm to 14 at end term shows clear progress toward the programme’s goal of making AMWA, her partners, and allied CSOs effective agents of change. It reflects stronger collaboration, improved institutional capacity and greater influence of youth-led and feminist organizations in advancing inclusive and democratic governance.



The actual value of 11 matches the end-term target, indicating that the programme fully achieved its intended outcome. This shows that AMwA and her partners successfully strengthened the capacity and influence of youth-led and feminist organizations, meeting expectations for enabling collective action and advancing inclusive democratic governance.

1.2 PoD Consortium builds capacities	Baseline value	Midterm value	End-Term value	End-Term target
# of CSOs with increased organizational capacities (women led)	0	30	77	30

According to the indicator reference sheet it is defined as a CSO, either the partner, consortium partner, country office itself, or a CSO (formal or informal) that the programme works with, that has increased organizational capacities. As demonstrated through an organizational capacity scan or the participation in a training, workshop, webinar with the aim of increasing organizational capacity.

The indicator was measured through desk reviews of participants' lists of the various capacity building activities conducted by AMwA. It also involved counting of women-led CSOs with increased organizational capacities in feminist transformational leadership praxis as a result of participating and getting involved in the capacity building spaces organized and facilitated by AMwA.

The definitions and data collection processes both at Baseline, Midterm and endterm value do not differ.

AMwA's deliberate investment in building sustainable feminist infrastructures through trainings, webinars, mentorship and organizational development support through interventions such as the Feminist Transformational Leadership training in the Sahel and NIMD Mali, targeted capacity-building for partners like CRAWN Trust, Inter-Party Women's Platform (IWOP), Ethiopian Women with Disabilities National Association (EWDNA), Network of Women In Politics (NOWIP), Association of Media Women in Kenya (AMWIK), webinars for We are Feminist Leaders, Fair Share of Women Leaders. These initiatives equipped these organizations to operate more effectively, advocate for women's leadership, embrace feminist organisational governance leadership structures and sustain feminist movements. The value of 75 therefore represented a deepened ecosystem of capable feminist and women-led actors advancing transformative change and accountability in governance and leadership spaces.

The baseline value was 0, indicating that at the start of the programme, no women-led organizations had yet benefited from AMwA's capacity-strengthening interventions. By midterm, the value had increased to 30, showing early progress as AMwA and its partners began implementing targeted trainings, webinars and institutional support initiatives. The end-term value of 75 marks a substantial rise, demonstrating that the programme not only met but exceeded expectations. This growth reflects AMwA's expanded reach and effectiveness in enhancing the organizational and leadership capacities of women-led organizations across different regions.

The rise from 30 at midterm to 75 at end term demonstrates strong progress toward the programme's goal of empowering women-led organizations as catalysts for change. It reflects the impact of AMwA's capacity-building, mentorship, and technical support in strengthening leadership, financial management, and organizational systems. This growth signals a more capable and connected network of women-led organizations driving sustainable feminist leadership and advocacy.



Yes, the target was adjusted during the course of the programme. The end-term target was revised to 30 to reflect a more realistic and achievable outcome given the complex and dynamic contexts in which AMwA and its partners operate. The adjustment allowed the programme to focus on deepening meaningful capacity-building and ensuring sustainable impact, rather than merely reaching a numerical target.

The actual value exceeds the end-term target of 30, demonstrating that the programme significantly surpassed expectations having exceeded its target by 75 organizations. This indicates that AMwA's interventions were highly effective in strengthening the capacities of women-led organizations, achieving far greater reach and impact than initially anticipated.

1.3 Engage in lobby and advocacy based on a joint L&A strategy for shared policy objectives	Baseline value	Midterm value	End-Term value	End-Term target
<i># of studies for evidence-based L&A disseminated</i>	1	6	9	7

According to the indicator reference sheet the indicator is defined as the number of studies conducted and disseminated that are used to inform Lobby and Advocacy campaigns/activities.

The indicator was measured through desk reviews and activity reports. A list of all studies conducted and disseminated was recorded and studies were counted.

The definitions and data collection processes both at Baseline, Midterm and endterm value do not differ.

The value represents the total number of case studies conducted across the five years of PoD programme implementation to document its impact. It reflects AMwA's sustained effort to generate evidence on programme outcomes and capture lessons learned over time. With Uganda approaching elections in 2026, these case studies also provide critical insights into existing gender gaps in political participation, helping to guide strategies for advancing women's leadership and inclusive, gender-responsive governance.

The baseline value of 1 represents the starting point, when only a single case study had been conducted at the outset of the programme. The midterm value of 6 reflects progress by the midpoint, showing that several additional case studies had been completed to begin capturing evidence on the programme's impact. The end-term value of 9 demonstrates the cumulative outcome over the full implementation period, indicating that the programme significantly expanded its evidence base. Compared to the end-term target of 7, this shows that the programme exceeded expectations, producing more case studies than initially planned to inform learning and guide future interventions.

The difference between the end-term value and the target shows that the programme made strong progress in achieving its outcome. By exceeding the planned number of case studies, AMwA not only strengthened the evidence base on the PoD programme's impact but also enhanced understanding of gender gaps and opportunities for advancing women's political participation. This reflects the programme's effectiveness in generating actionable knowledge, supporting informed decision-making, and advancing its objective of enabling partners and stakeholders to drive inclusive, gender-responsive change.



The actual end-term value of 9 exceeds the end-term target of 7 by 2, indicating that the programme surpassed its planned result. This demonstrates that AMwA was highly effective in conducting case studies, generating more evidence than anticipated to inform learning, guide interventions, and support gender-responsive programming.

2.2 LTO2:Aspiring young (men and women) and women political and civic leaders in political parties and CSOs are influential actors of change.

2.2.1 Outcome Indicator 2, 3, and 4

Aspiring women political leaders are influential actors of change	Baseline value	Midterm value	End term value	End term target
# of inclusive policy-making processes (at the national level)	0	14	41	18

An inclusive policy process aims to ensure that all stakeholders, especially women, young people and other marginalized persons have equitable access, engagement and influence in the policy-making processes. The definition therefore is still the number of inclusive policy-making processes (created or existing) young (men and women) and women political and civic leaders in political parties and civic actors are engaged in at the national level.

The indicator was measured using desk reviews of the documents which include; POD Programme reports, harvested outcomes, partner activity reports, policy statements and communiques as well as Key Informant Interviews.

There is no difference in definitions and the data collection process between the baseline and midterm period.

The value of 41 represents lobby and advocacy spaces created for making the political system more inclusive (in relation to women/youth/minority groups) at national level, and the created/opened spaces for women/youth at national level. For example; National Youth Symposium 2024 , 2024 Guild President's Summit , Mentorship for young women - NOWIP mentorship space, High Level Women Leaders Breakfast Meeting , 5 PoD partner MoUs/agreement with Partners (NOWIP, Addis Power House, EWDNA, AMWIK, Badili Africa) in Uganda, Ethiopia and Kenya combined. 1 agreement on Centering women's political Inclusion at Pre-Sawubona engagement. No agreements reached (reform agendas / policies / legal amendments) in Sudan The 3rd National Youth symposium 2025, 41st GIMAC 2025, Gender and Elections Seminar with Center for Basic Research, ARSFD, Guild President's Summit, Beijing +30 convening, GIMAC CEVAWG Consultations, Development of the GIMAC Strategic Plan, and the Uganda candidates training, to mention a few.

The difference between the end-term value and the end target indicates a sharp increase. Due to the changing context in the political environment. This was as a result of the global polycrisis, and rise of anti women's rights movement. The opportunity to engage more was created, hence the observable change in the end term value.



The difference in value manifested AMWA's strengthened legitimacy in the region, through fostering and strengthening partnerships /collaboration among a diverse group of political and civic actors at different levels for the achievement of programme objectives.

Yes. Because the underlying factors in the context required multiple forms of implementation, and this increased the end term value.

The End term value was 18, and the actual end term value was 41, exceeding the target with 23. This demonstrated that AMWA invested more efforts toward organizing spaces for youth and women at national level by end term with the purpose to achieve the programme objectives.

Aspiring women political leaders are influential actors of change	Baseline value	Midterm value	Endterm value	Endterm target
# of women and youth involved in politics who feel they are able to participate in decision-making processes	0	163	320	225

The definition used for this indicator is the number of women and youth involved in politics who feel they are able to participate in decision-making processes targeted within the PoD programme. It measures the number of women and young people in politics who feel that their capacity is strengthened and are better equipped to participate in political and decision-making processes.

The indicator was measured using desk reviews of the documents which include; POD Programme reports, harvested outcomes, partner activity reports, policy statements and communiques as well as Key Informant Interviews.

There is no difference in definitions and the data collection process between the baseline and midterm period.

The value of 320 represents the total number of youth and women trained and are confident to create change, towards advancing women's leadership and inclusive, gender-responsive governance. These are 163 at midterm level realised between 2021-2023 combined with 157 realised between 2023-2025. These include; 3 IWOP staff who attended the feminist decolonial leadership training conducted by the COADY institute, 3 NOWIP staff members institutional Capacity strengthened, 27 AMWA staff (PoD PMEL capacity nourishment: feminist MEAL, Safety and security training, Finance Management for Non finance Managers, Report Writing Training, communications, Data management training, Mentorship, AWLI, Project Management training, Applied Research training, Finance and Admin learning). In Ethiopia, 6 staff from Addis PowerHouse attended an Organisational Capacity training for HR and financial systems using subgranting funds, 24 staff were trained during partner visits (Addis Power House, EWDNA). Number of consortium partners and country office members trained in Kenya and Sudan The Sudanese Women FTL, the AWLIs, FTLs and from all the learning and reflection spaces created by AMWA and its partners.

The baseline value was 0, and at Midterm, with the robust approaches during implementation, AMWA achieved a cumulative of 320 women, from the set target of 225 at the end-term. The significant increase in the endterm values represents AMWA's impact in strengthening the feminist transformational leadership capacity of youth and women to create change.



Despite the challenging political context and rise of the anti-women's rights movement in the countries , AMwA created more opportunity to engage ,and ensured that the capacity of youth and women political and civic actors is enhanced to be able to become influential actors of change in the political processes.

No.Despite challenges faced in our implementation, AMwA exceeded its end term target value of 320 women and youth because of its continued commitment to achieve the POD Programme objectives.

The difference between the actual value and the end term value is 95. AMwA achieved a sharp increase from the target of 225 at the end-term .

Aspiring young (men and women) and women political and civic leaders in political parties and CSOs are influential actors of change.	Baseline value	Midterm value	Endterm value	Endterm target
# of inclusive policy-making processes (at regional level)	0	6	31	9

The definition based on the Indicator Reference Sheet is the policy-making process in which all political parties, both opposition and government, as well as civic actors are involved in the making of the policy/law at regional level. This can be through consultation, but does not necessarily imply that all the parties are in total agreement with the policy/law.

The Indicator was measured using desk reviews of secondary data sources and key informants interviews to identify inclusive policy-making processes at regional and sub-national level as a result of the programme, and through counting the number of processes at international, regional, national and sub-national levels.

There is no difference in definitions and the data collection process between the baseline, midterm and endterm period.

The value represents regional processes such as; the UN CSO Consultative Meeting - Summit for the Future, CSW 68 in New York, 40th GIMAC Pre-AU summit , Pre-Pan African Leadership Sawubona, The 2024 Highlevel Women's Breakfast Meeting,the 41st GIMAC, Gender and Elections Seminar with Center for Basic Research, CSW69- AMwA@40, CSW69 - OXFAM/AMwA: The Intersection of Policymaking, Women's Political Leadership and Carework, CSW69 BOLD Conversation, ARSFD, Guild President's Summit, 7th GIMAC/RECs Meeting, PMO Conference, Beijing +30 convening, GIMAC CEVAWG Consultations, the Development of the GIMAC Strategic Plan 2025-2030,and the AU ECOSOC CSO Consultations, to mention a few.

The difference between the baseline ,midterm and end term value is an increase in the end term value. This meant that AMwA increased its effort at regional level, with its strengthened legitimacy ,and collaborations/partnerships.

The value of 31 at the end represents AMwA strengthening its legitimacy at regional level ,and the power to collaborate with other civic and political actors.

No, the target value of 9 was still relevant according to the context hence it was not changed.



The actual value of 31 differed from the end term target of 9 with additional 22 spaces/ interventions created at regional level. The milestone explains AMwA's contribution to transform systems and structures at both regional and global spaces.

2.2.2 Intermediate Outcome Indicators LTO2

2.1 Y&W Leaders strengthen their movements or organizations	Baseline value	Midterm value	End-Term value	End-Term target
# of CSOs included in the PoD programme (youth led)	0	7	12	11

According to the indicator reference sheet the indicator is defined as a youth- led CSO, either the partner, consortium partner, country office itself, or a CSO (formal or informal) that the programme works with or are participating in PoD activities.

The indicator was measured through desk reviews of participants lists within activity reporting templates. To count youth-led organizations that were included within the AMwA POD programme ; the following steps were followed ;

A record of the organizational affiliations of participants in PoD activities was made. This was followed by categorizing the CSOs in these categories youth-led, finally a count of the number of youth-led organizations was made.

There is no difference in definitions and the data collection process between the baseline and midterm period.

The value of 10 represents youth led organizations engaged in the programme.

At the baseline (0) no youth-led CSO had been included in the programme, however MTR, AMwA had been able to work with 10 of them, especially through capacity strengthening. The next half of the programme we did not engage any new youth led CSOs but continued follow-ups with those already included

The end-term value and target of 11 youth-led organisations engaged in the programme was achieved however, it required that more youth-led organizations get adapted to the project. AMwA would have expanded further beyond the target value however, due to limitations of funding, considering that the POD programme was closing, AMwA ,only scored the actual target value of 11.

Yes. More youth led organisations were brought on board.

The difference between the actual value and end term value target registered is 6 more youth led organisations reached.

2.1 Y&W Leaders strengthen their movements or organizations	Baseline value	Midterm value	End-Term value	End-Term target
# of CSOs included in the PoD programme (women led)	0	32	120	30



According to the indicator reference sheet the indicator is defined as a women-led CSO, either the partner, consortium partner, country office itself, or a CSO (formal or informal) that the programme works with or is participating in PoD activities.

The indicator was measured through desk reviews of participants lists within activity reporting templates. To count women-led organizations that were included within the AMWA POD programme ; the following steps were followed ;

A record of the organizational affiliations of participants in PoD activities was made. This was followed with categorizing the CSOs in these categories women-led, youth-led, or other-led finally a count of the number of women -led organizations was made.

There is no difference in definitions and data collection process between the baseline , midterm and endterm.

The value can be interpreted by the number of women led organisations that got involved in the implementation. Some examples include in Uganda which include Building Synergies Uganda (Westminster Foundation for Democracy, NIMD Uganda), Center for Constitution Governance, IWOP, Action Aid, NGO forum, IDEA Uganda, FOWODE, UWONET, Women Democracy Network, Elle Parle, NOWIP, Because of Her, Guild presidents leadership Academy, FIDA Uganda, Civ Source Africa, KRIC, Futurelect, Tanzania Gender Network Programme, International IDEA, Afrobarometer, Gender Link-Zimbabwe, Centre for Strategic Litigation, IRI Global, AU Political and Peace Affairs Office, AU ECOSOC, UN Women ESARO, African Governance Architecture, Gender is My Campaign Network (GIMAC), NIMD Mali, African Leadership Centre, YWLC, AWLN, Yellow Movement, APNIFFT, AUC, University of Johannesburg, Fos Feminista, Women of the South Speak Out (WOSSO), Erudite Women's Empowerment Foundation (EWEF), Youth Parliamentary Forum on Youth Affairs, IYOP, Faraja Africa Foundation, CSOs in Uganda SIHA network. In Kenya (13) as follows NIMD Kenya, Mzalendo Trust , Kenya Women Parliamentary Association (KEWOPA) , FEMNET, AMWIK, FIDA Kenya, CRAWN Trust, UN Women Kenya, Akili Dada, AWID, OXFAM, Ford Foundation, Porticus. In Ethiopia organizations were included in PoD programming Ethiopian Women with Disabilities National Association (EWDNA), Addis Powerhouse. In Sudan organizations were included in PoD activities Sudanese Women's Association Living in Uganda, National Sudanese Women's Association

The difference in value at baseline, midterm and end term represents an increase in women-led organisations with the aim to ensure that women's voices and agency is put at the forefront in all processes of decision making.

This is an achievement centered in AMWA's strategic interests to ensure feminist approaches to decision making ,and as an effort toward achieving the POD overarching goal embedded in LTO2.

Yes. The emerging impact of shifting donor priorities required that partners strengthen their capacities to adapt to the changing realities in order to address the aforementioned gaps.

At baseline , the value was 0, 32 at midterm, with a target of 30 .However, AMWA included/worked with a total of 100 women-led organisations by the end of the programme

2.1 Y&W leaders strengthen their movements or organizations	Baseline value	Midterm value	End-Term value	End-Term target
Number of women/youth leaders trained	190	358	515	915



Women/youth leaders of different movements, organizations and institutions, both civic and political, that participate in capacity development activities, including Democracy Schools, Schools of Politics, webinars, trainings and workshops.

The indicator was measured using desk reviews of activity reports with participants lists, annual reporting and outcome harvesting database. Records of participants lists were populated and we eliminated participants that have participated more than once in the reporting period to avoid double counting. Finally unique numbers of women/girls that have been trained were counted.

There is no difference in definitions and data collection processes between baseline, midterm and endterm.

This end term value represents alumni groups who underwent our training and reflection/learning spaces created to achieve inclusive processes for youth and women.

Although the endterm target was 915, AMwA achieved an endterm value of 702, with a slight difference of 213. However, the figure still reflects the interest of youth and women invested to enhance capacities to become effective enablers of change, and AMwA's commitment to the programme objectives.

No, the figure of 915 was relevant and still maintained.

At the baseline level this figure of 915 was set to be contributed to by NIMD Uganda and Mzalendo Trust as well.

The baseline value was at 190, AMwA achieved 358 at Midterm, and 515 at end term while the endterm target was 915. This created a slight difference of 213.

2.2 Y&W leaders lobby and advocate in decision-making spaces	Baseline value	Midterm value	End-Term value	End-Term target
# of L&A activities for making the political system more inclusive (in relation to women / youth / minority groups) at national level	0	24	66	15

A Lobby & Advocacy initiative is an action or a series of actions (within a strategy) with the intention to influence the decision making process of legislators, policy makers, and/or other government institutions, at 1) international, 2) regional, 3) national and/or 4) sub-national level, in view of making the political system more inclusive.

Inclusive is defined as providing opportunities for participation in the political system for specific groups (women/youth/minority groups) of persons who are often excluded from the political process, or who face specific difficulties in participating in the political process.

The indicator was measured using desk review of progress reports that include activity reports, annual plans, annual reports and outcome harvesting database.

There is no difference in definitions and data collection processes between baseline, midterm, endterm.



The value indicates the national lobby and advocacy spaces created by AMWA and its partners at national level. Such as; the UN CSO Consultative Meeting - Summit for the Future, CSW 68 in New York, 40th GIMAC Pre-AU summit, Pre-Pan African Leadership Sawubona, National Youth Symposium, Because of her exhibit, The 2024 Highlevel Women's Breakfast Meeting, Women's Lobby Day at the Parliament of Uganda conducted by NOWIP. In Ethiopia, EWDNA conducted a High level Advocacy Workshop with Policy Makers women's caucus and social affairs, In Sudan, Commemoration of the International women's day for Sudanese Women, youth and women participation at the ; 41st GIMAC & 13th Youth Advocacy Training, Gender and Elections Seminar with Center for Basic Research, CSW69-AMWA@40, CSW69 - OXFAM/AMWA: The Intersection of Policymaking, Women's Political Leadership and Carework, CSW69 BOLD Conversation, ARSFD, Guild President's Summit, 3rd National Youth Symposium, 7th GIMAC/RECs Meeting, PMO Conference, Beijing +30 convening, GIMAC CEVAWG Consultations, and the Development of the GIMAC Strategic Plan.

The baseline value was 0, the midterm value was 24 and the end-term value is 66 Due to the changes in context like electoral processes in the countries of process many more L&A activities for making the political system more inclusive were conducted.

The value manifests AMWA providing opportunities for youth and women to participate, and enable inclusion in the political processes at national levels within the countries of operation.

The end term target is 66 and the end term value is 15 therefore the difference is 51.

2.2 Y&W leaders lobby and advocate in decision-making spaces	Baseline value	Midterm value	End-Term value	End-Term target
# of political/civic actors taken measures enhancing representation of women and youth	0	36	64	40

[What are the definitions used for the indicator (e.g. define what is meant by 'inclusive process')]

The indicator is # of political/civic actors taken measures enhancing representation of women and youth

Measures refer to policies / regulations / specific actions undertaken by political actors and/or civic actors in order to enhance the number of youth and/or women within different parts of the organizational structure (e.g. governing board, committees, etc.).

The indicator was measured using desk reviews of progress reports.

There was no difference in definitions and data collection process between baseline, midterm and endterm.

The value is attributed to processes and measures taken by political/civic actors to enhance representation of women and youth. Some of the examples include;

1. People's Progressive Party (PPP) has taken a measure of allocating 10% funding to allocate to women and youth in the Party and they developed women gender policies, the 40th GIMAC Pre-AU Summit Outcome Document;



2. The Vice president, Minister for Minerals and Commissioner for Gender in Uganda advocated for women's inclusion in decision making spaces and continued Dialogue between Government and Civic actors for promotion of women's rights in Uganda in the Highlevel women leaders breakfast meeting UPC-developed a committee to oversee the implementation of gender action plans within political parties ie development of the gender policy implementation committee,
3. National Youth Council- strengthened the gender policy to increase the number of female youth in the leadership of NYC , 5 political parties (DP, UPC, ANT, FDC, JEMA) developed gender policies,
4. IWOP developed the women manifesto ahead of the 2026 general election
5. Civic and political actors developed 8 recommendations to increase women and youth representation during the 3rd National Youth symposium .
6. The civic and political actors in the 2nd Guild Presidents summit include; The civic and political actors here include a group of the current and past guild presidents from Universities and Tertiary Institutions across Uganda, with leadership of Student Associations of 4 East African countries Kenya, Tanzania, Rwanda, Burundi. The Chief guest was H.E. Uhuru Kenyatta, former President of Kenya. Some of the key 9 measures taken during the Guild Presidents Summit includes;
 - i) To promote East African Integration.
 - ii)Strengthen collaboration among Regional Guild Leaders, and ensure rotation of the Summit through the Region.

Following the POD Programme,AMWA benefited from strengthening its legitimacy in the region, which resulted in an increase in building and strengthening partnerships and collaboration among a diverse group of political and civic actors at different levels.

An increase in the number of political/civic actors taking measures enhancing representation of women and youth indicates AMWA's growth in building and strengthening partnerships and collaboration among a diverse group of political and civic actors at different levels. With this we see more young (men and women) and women political and civic leaders in political parties and CSOs becoming influential actors of change.

Yes. The value was adjusted to 40 in response to the impact of AMWA's robust engagement with the programme objectives. We see this as a positive outcome considering the previous forecast on the expected value at endterm.

The actual value differs from the target value by 75.

2.3 Y&W leaders Amplify diverse young and women voices	Baseline value	Midterm value	End-Term value	End-Term target
# of created/opened spaces for women/youth (at national level)	0	20	63	22

The indicator is created/opened spaces for women/youth (at national level).



This indicator is defined as the created or opened (previously closed) spaces at national and subnational level where women and/or youth can engage. Spaces are opportunities, moments and channels where women/youth can act to potentially affect policies, discourses, decisions and relationships that affect their lives and interests.

The indicator was measured using desk review based on activity reports, participants lists and outcome harvesting databases. We started by identifying spaces where women and or youth had engaged for the first time or are readmitted as a result of the programme. Then we calculated spaces curated at the national level.

There is no difference in definitions and data collection process between the baseline, midterm and endterm.

The value represents spaces created in Uganda, Kenya, Sudan and Ethiopia such as; These include; the 3rd National Youth symposium, 41st GIMAC, Gender and Elections Seminar with Center for Basic Research, CSW69- AMwA@40, CSW69 - OXFAM/AMwA: The Intersection of Policymaking, Women's Political Leadership and Carework, CSW69 BOLD Conversation, ARSFD, Guild President's Summit, 7th GIMAC/RECs Meeting, PMO Conference, Beijing +30 convening, GIMAC CEVAWG Consultations, Developing the GIMAC Strategic Plan, Uganda candidates training, the Sudanese Women FTL, the 8th East African Youth Parliament, and the Advocacy for strengthening the 2/3 gender rule in Kenya held with CRAWN Trust, to mention a few.

The continued changes in the context opened room for collaborative approaches where AMwA co-created spaces with other partners, and most of these were demand-driven.

The continued changes in the context opened room for collaborative approaches where AMwA co-created spaces with other youth-led partner organisations in Uganda, Kenya, Ethiopia and Sudan, indicating a high increase in the number of youth in political and decision making processes.

The end term target value is 22 and the actual value is 63 hence the difference is 41.

2.3 Y&W leaders Amplify diverse young and women voices	Baseline value	Midterm value	End-Term value	End-Term target
# of regional L&A campaigns	1	22	37	20

The indicator is # of regional L&A campaigns.

In the PoD indicator reference sheet, the indicator is defined as L&A campaigns targeted at regional and international bodies and institutions to promote democratic space through protection of civil and political rights at the national level.

The indicator was measured using desk review of progress reports which include activity reports, progress reports and outcome harvesting databases. The national level multi-stakeholder dialogue meetings that were conducted were recorded and counted.

There is no difference between the definitions and data collection process between baseline, midterm level and endterm level.



The L&A campaigns targeted at regional and international bodies and institutions to promote democratic space through protection of civil and political rights at the regional level representing this value includes; The Action plans of the Sudanese Women Feminist Transformational Leadership Training, Pan-African leadership Sawubona commitments, the GIMAC Strategic Plan, the BOLD Dialogue: Bridging Opportunities for Leadership and Democracy commitments, The Future of Democracy: Threats and Opportunities High-level policy dialogue commitments, re-tabling of the EAC SRH Bill at the 7th and 8th East African Youth Parliament, the 41st GIMAC and 7th AU RECs, the East African Youth Parliament at the 5th Assembly and passing of a motion recommending that the East African Legislative Assembly should re-table the EAC SRHR Bill which was rejected earlier in 2022. The 41st GIMAC & 13th Youth Advocacy Training, CSW69- AMwA@40, CSW69 - OXFAM/AMwA: The Intersection of Policymaking, Women's Political Leadership and Carework, CSW69, ARSFD, 7th GIMAC/RECs Meeting, PMO Conference, Beijing +30 convening, GIMAC CEVAWG Consultations, and the Development of the GIMAC Strategic Plan to mention a few.

Due to the growing attacks on civic space, specifically on organisations implementing democracy and governance work, as Uganda heads into elections, AMwA made adjustments and opted not to hold the multi-stakeholder dialogue, which was earlier planned to reflect on elections in Uganda.

The baseline value(1) differs from the midterm value (22) by 20. AMwA had the opportunity to convene or participate in diverse regional L&A campaigns to offer thought leadership—for example, in 16 regional Lobby and Advocacy spaces and campaigns—following invitations, such as to the Paris Peace Forum. Through collaborative efforts, AMwA also co-convened the East African Youth Parliament and, in the process, achieved a broader reach than initially envisaged.

Yes. There was an adjustment in the end term target value to 20 in response to the operating context for next half of project implementation at regional and global level, aimed at creating lobby and advocacy spaces for youth and women agencies.

The actual value differs from the end-term target value by 17.

2.3 LTO 3

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2.4 LTO 4: Political and civic actors strengthen democratic space in Uganda, Kenya, Ethiopia, Sudan

2.4.1 Outcome Indicator 5

Political and civic actors strengthen democratic space by improving the position of women and youth in politics	Baseline value	Midterm value	End-Term value	End-Term target
# of proposals aimed at strengthening democratic space (jointly) formulated and used for L&A (at national level)	0	9	12	12



Based on the Indicator Reference table, the definition of the indicator above is the number of any joint proposals at the national level of political and civic actors aimed at protecting or promoting human rights, the rule of law, inclusive political participation, civic space and transition of power through elections formulated. And used for Lobby & Advocacy at the national level.

The Indicator was measured using both qualitative and quantitative methods of data collection mainly through the use of desk reviews of the PoD programme reports (Annual reports, Bi-Annual reports, Annual plans), partner reports and outcome harvesting reports.

There is no difference in definitions and the data collection process between the baseline, midterm and endterm period.

The 12 proposals aimed at strengthening democratic space (jointly) formulated and used for L&A (at national level) include; The Action plans of the Sudanese Women Feminist Transformational Leadership Training, Pan-Afrikan leadership Sawubona commitments, the GIMAC Strategic Plan, commitments of the Uganda Candidates training, commitments of the High Level Women Leaders Round Table Conversation, BOLD Dialogue: Bridging Opportunities for Leadership and Democracy commitments, The Women's Gender Policy by the Peoples' Progressive Party, Advocacy for strengthening the two third gender rule principle in Kenya in collaboration with CRAWN Trust, The Future of Democracy: Threats and Opportunities High-level policy dialogue commitments, re-tabling of the EAC SRH Bill at the 7th and 8th East African Youth Parliament, the 41st GIMAC and 7th AU RECs Outcome Documents.

There is no difference in the value because AMWA met its target of strategic proposals to advance women's political leadership and inclusive democratic governance at national level.

Despite the resurgence of conservative, often populist, governance structures that have emboldened anti-gender and anti-rights movements, the differences in values show that there are coordinated Lobby and Advocacy efforts by AMWA and its partners to create and engage in existing spaces to safeguard and enhance inclusive democracy.

There is no difference in the value.

2.4.2 Outcome Indicator 6

Political and civic actors strengthen democratic space by improving the position of women and youth in politics	Baseline value	Midterm value	End-Term value	End-Term target
# of inclusive policy-making processes (at national level)	0	10	15	15

Based on the Indicator Reference table, the definition of the indicator above is the number of any joint proposals at the national level of political and civic actors aimed at protecting or promoting human rights, the rule of law, inclusive political participation, civic space, and transition of power through elections formulated. And used for Lobby & Advocacy at the national level.



The Indicator was measured using both qualitative and quantitative methods of data collection mainly through the use of desk reviews of the PoD programme reports (Annual reports, Bi-Annual reports, Annual plans), partner reports and outcome harvesting reports.

There is no difference in definitions and data collection processes between the baseline, midterm and endterm period.

The number of inclusive policy-making processes at the end-term target was met despite the dynamic and complex environment characterized by insecurities and unstable political environments that made interventions within these regions difficult, particularly in Ethiopia and Sudan. The 15 inclusive policy-making processes at national level include:- The inaugural Pan-African Leadership Sawubona that set in motion a collective resolution and roadmap to revamp and advance Pan-African governance and leadership that is gender transformative, intersectional and democratic, the Ethiopian Women with Disabilities National Association (EWDNA)'s advocacy that led to the landmark decision by the Ethiopian Ministry of Justice to introduce sign language interpreters in court and the Ministry of Justice to ensure access to justice for people living with disabilities during the High-Level Advocacy meeting held in Addis Ababa in Ethiopia in 2024, 3rd National Youth Symposium that reflected on 20 years of Multiparty politics and strengthened youth leadership in shaping Uganda's democratic future, Advocacy for strengthening the two third gender rule principle in Kenya led by CRAWN Trust, the 41st GIMAC AU Pre-Summit & the 7th GIMAC/RECs meetings with 12 key recommendations to ensure reparations for people of African descent, the GIMAC-CEVAWG Consultations that led to the adoption of the African Union Convention on Ending Violence Against Women and Girls and the Sudanese Women FTL in 2025. Other inclusive policy-making processes include; the 7th and 8th East African Youth Parliament, the High Level Women Leaders Round Table Conversation, BOLD Dialogue: BOLD Dialogue: Bridging Opportunities for Leadership and Democracy, The Future of Democracy: Threats and Opportunities High-level policy dialogue, the Guild President's Summit, the Beijing +30 BOLD Dialogue, CSW69, and the Africa Regional Forum on Sustainable Development (ARFSD).

There is no difference. The targets set for the end-term were met.

Despite the dynamic contexts, several structural and policy openings presented critical opportunities to reposition gender equality within a more resilient and transformative political-economic framework. The end-term value is evidence that there is progress towards the commitments/actions made to strengthen and build inclusive democracy and advance meaningful youth and women's inclusion.

The endterm target and endterm value do not differ.

2.4.2 Intermediate outcome indicators LTO4

4.2 Civic and political actors safeguard civic space	Baseline value	Midterm value	End-Term value	End-Term target
# of created/opened spaces for women/youth (at national level)	0	9	52	15

The indicator is defined as policy-making processes in which all political parties, both opposition and government, as well as civic actors are involved in the making of the policy/law. This can be through consultation, but does not necessarily imply that all the parties are in total agreement with the



policy/law.

The measurement used for this indicator was document reviews and activity reports of interventions tailored to strengthen democratic space in Uganda by political and civic actors. The inclusive policy-making processes were drafted during reflection and learning spaces created for youth and women with a political dialogue approach aimed at fostering a democratic, inclusive and meaningful political participation of young women and men by way of enhanced dialogue and collaboration among political and civic actors.

There is no difference in definitions and the data collection process between the baseline and midterm and end term period.

More spaces were created/opened for women and youth at the national level compared to the midterm value. The spaces include:- The Pan-African Leadership Sawubona, the Beijing +30 BOLD Dialogue, CSW69 convenings: Transregional Dialogue on Gender Justice, Transformational Feminist Leadership for a Just World, The Intersection between Policymaking, Women's Political Leadership, and Care Work, Accelerating Beijing +30 Progress: Aligning Macroeconomic Policies with Women's Lived Realities, UNGA80 Africa CSO Engagement Launch, Colloquium on Diaspora Engagement Dialogue on the Reparations Agenda, Fireside Dialogue: Africa at UNGA80 – The End of a Historical Cycle and the Next World Order, BOLD: Bridging Opportunities for Transformative Leadership and Democracy, the Ethiopian Women with Disabilities National Association (EWDNA)'s advocacy that led to the landmark decision by the Ethiopian Ministry of Justice to introduce sign language interpreters in court, 3rd National Youth Symposium, the 41st GIMAC AU Pre-Summit, 7th GIMAC/RECs meeting, the GIMAC-CEVAWG Consultations, the Sudanese Women FTL, the High Level Women Leaders Round Table Conversation, The Future of Democracy: Threats and Opportunities High-level policy dialogue, the Guild President's Summit, 7th and 8th East African Youth Parliament.

The spaces created are reflective of the renewed sense of urgency and solidarity among civic and political actors who continue to mobilize across sectors to defend hard-won gains and reimagine a more inclusive and democratic future.

There was increased interest by actors to collaborate and advance inclusive policy making processes. Partners, political and civic actors took initiative to safeguard the democratic and civic space and adherence to the rule of law. Through the initiatives aimed at strengthening women and young people's movements and organizations increased capacity to act, organize and mobilize collective voice and action in political processes, partners and political actors were able to navigate their respective increasingly complex contexts and make a difference.

Young women, men, and women leaders and civic actors are driving inclusive policy-making to ensure a conducive environment for women and youth's meaningful participation in politics and decision-making, ultimately strengthening democratic spaces and promoting inclusive political participation.

No, there was no adjustment of the target; however, AMWA's continued collaboration with like-minded partners created more spaces for women and youth to participate in decision-making at the national level.

There is a difference of an overachievement of 36 spaces created between the end-term target (15) and actual value (51).



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3(Intermediate) outcome cumulative value table

LTO	Indicator	Measurement unit	Baseline Result	Year 1	Year 2	Year 3 Jan-June	Cumm. MTR results	Year 4	Year 5	Cumm. ETE results
AMwA, her partners(NIMD Uganda, Mzalendo Trust, NIMD Ethiopia), National women Movements(National Sudanese Women's Movement, National Ethiopian Movement)) and their partners, local CSOs and informal collectives of practitioners are effective enablers of change.										
1.0 Works complementary on developing gender and youth inclusion awareness and intervention and building networks	# of proposals aimed at strengthening democratic space (jointly) formulated and used for L&A (at regional level)	Proposals	0				2		3	5
1.1 Strengthen the capacity and legitimacy of CSOs to influence state and non-state actors.	# of agreements reached (reform agendas / policies / legal amendments)	agreements	1	0	5	9	14	36	48	98
1.2 Build each other's, partner networks' and local CSOs' capacity	# of consortium partners/partners/country office staff trained	Partner staff	8	27	98	10	135	126	53	314
	# of CSOs with increased organizational capacities (youth-led)	CSOs	0	1	4	3	8	1	5	14
	# of CSOs with increased organizational capacities (women led)	CSOs	0	0	29	1	30	25	22	77
	# of studies for evidence-based L&A disseminate	Studies	1	5	1	0	6	0	3	9



Aspiring young (men and women) and women political and civic leaders in political parties and CSOs are influential actors of change.										
2.0 Aspiring young and women political and civic leaders are influential actors of change within their political parties	# of inclusive policy-making processes (at the national level)	Policy-making processes	0			0	14		27	41
	# of women and youth involved in politics who feel they are able to participate in decision-making processes	Women & youth	18			0	163		157	320
	# of inclusive policy-making processes (at regional level)	Policy making processes	0			0	31		25	56
2.1 Strengthen their movements and organizations with their increased capacity to act, organize and mobilize collective voice and action in political processes.	# of CSOs included in the PoD programme (youth-led)	CSOs	0	2	2	3	7	0	5	12
	# of CSOs included in the PoD programme (women- led)	CSOs	0	2	32	2	36	62	22	120
	# of women/youth leaders trained	Women/youth	190	57	146	155	358	104	53	515



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2.2 Political and civic actors lobby and advocate for inclusive participation in decision-making processes	# of L&A activities for making the political system more inclusive (in relation to women/youth/minority groups) at national level	L&A activities	0	2	8	14	24	21	21	66
	# of political/civic actors taken measures enhancing the representation of women and youth	political/civic actors	13	5	29	2	36	18	10	64
2.3 Amplify diverse young and women voices to develop policy alternatives	# of created/opened spaces for women/youth (at the national level)	created/opened spaces	0	5	9	6	20	21	22	63
	# of regional L&A campaigns	L&A campaigns	1	0	9	13	22	12	3	37
Political and civic actors strengthen democratic space in Uganda, Kenya, Ethiopia										
Political and civic actors strengthen democratic space by improving the position of women and youth in politics	# of proposals aimed at strengthening democratic space (jointly) formulated and used for L& A (at national level)	Proposals	0			0	9		3	12
	# of inclusive policy-making processes (at national level)	Policy making processes	0			0	10		5	15



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4.1 Promote and strengthen democratic and civic space.	# of created/opened spaces for women/youth (at national level)	created/opened spaces	0	0	3	6	9	21	22	52
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