EQMM Evaluation: Areas of Enquiry for different target groups

Stakeholder	Dimension of Change	Areas of Enquiry
EQMM staff	Planning and management skills	o Ways in which they apply HRBA internally (participation, inclusion) o Effectiveness of project planning and management o Effectives implementation of F&A manual policies and procedures o Ability of implement and monitor strategic plan o Levels of leadership dependence
EQMM trainers	Capacity and motivation	o Knowledge on HR and specific issues o Levels of commitment to HRBA o Effectiveness of team and team work o Facilitation skills o Ability to follow up and support alumni o Ability to monitor evaluate and track impact of trainings o Ways in which they critically reflect on and adapt content methodology and/or target different participants
Alumni of training courses	Capacity, motivation and ability to deliver HR interventions and/or advocacy	o Awareness and understanding of HR and HRBA o Awareness and in depths understanding of specific HR issues o Shifts in attitude in relation to the above o Levels of motivation to address HR issues o Ability to plan and implement HR related interventions o Ways in which they provide on going support and/or leadership to community organisers/organisations o Ways in which they collaborate and network with others (in the coordination of HR/advocacy campaigns)
Community Groups	Capacity, motivation and ability to deliver HR interventions and/or advocacy	o Awareness and understanding of HR and HRBA o Awareness and in depths understanding of specific HR issues o Shifts in attitude in relation to the above o Levels of motivation to address HR issues o Ability to identify key issues to work on

		o Ability plan and implement identified issues
		o Ability to critically reflect on and adapt pans in the light of learning about successes and failures
Partner Organisations	Motivation and ability to apply HRBA internally and in relation to projects and programmes	o Levels of commitment to HRBA o Ways in which they apply HRBA internally o Ways in which they apply HRBA to projects and programmes (obligation, participation and inclusion) o Ability to plan, monitor and evaluate o Technical capacity_ advocacy, research and documentation o Ability to network and develop joint advocacy strategies
Civil society Networks	Capacity, coordination and effective joint action	o Ways in which they collaborate o Development of joint advocacy strategies o Ability to dialogue effectively with political stakeholders o Ability to monitor legal reform systematically and collectively
General public	Access to useful HR information and resources	o Ways in which they are able to access relevant HR information o Types of information they can and cant access o Shifts in attitude about HR and roles and responsibilities of duty bearers and rights holders
Duty bearers	Responsiveness and accountability	o Examples of changes in policy, practice, budget allocation in relation to specific HR issues and demands
Community members	Ability to demand rights and hold duty bearers to account	o Examples of where community action has led to greater government response and/or accountability