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Annex 1 – How to Read EvalC3 Tables

Methodology used for EvalC3

Finding Sufficient and/or Necessary attributes or a combination of attributes (i.e., a model) is a core function of EvalC3 software. Through EvalC3 we identified predictors that are important (i.e. Necessary and/or Sufficient) for the outcome to come true. These configurations of attributes were supplemented by within-project inquires to identify the casual mechanisms at work.

EvalC3 is an Excel application designed to find single-attributes or a combination of attributes of cases (aka models) that are the best predictors of an outcome of interest.

For each model, the results are posted in a truth table counting the number of cases for each combination of attributes and outcome as below:

- True positive (TP), both attribute(s) and the outcome is seen, the model is a positive predictor
- True negative (TN), neither attribute(s) nor outcome is seen, the model is a negative predictor
- False positive (FP), the attribute(s) are present but outcome is not, the model does not work for these cases, other factors not in the model may have hindered the outcome
- False negatives (FN), the attributes are not present but the outcome is, other mechanisms are likely to have led to the change in the absence of the model attributes

The EvalC3 analysis used ‘Averaged accuracy’ (termed ‘accuracy’ elsewhere for short), to measure the performance of each model. This calculates the average of TP as a proportion of cases where the outcome is present (i.e. positive predictor of the outcome), and TN as a proportion where the outcome is not present (i.e. negative predictor of the outcome). The higher the averaged accuracy score the better the model’s predictive ability for the desired change outcome.

- Sufficient: For models where FP=0, they are classed as Sufficient. This means that within the sample of projects analysed, if the model’s combination of attributes is present, the change outcome will be present.

- Necessary: For models where FN=0, they are classed as Necessary. This means that within the sample of projects analysed, for the change outcome to be present, the model’s combination of attributes must be present, but there may be cases where the attributes are present, but the outcome is not.
Annex 2: Research Design Outline

Project name: Project Empowering young female slum dwellers to tackle gender-based violence in Lusaka ▶ Research Questions:

What is young women slum dwellers’ perceived level of safety and security\(^1\) in the slum communities they live in and how does this affect their access to work?

**Sub question:**

SQ.1. How does young women slum dwellers’ economic independence impact their perceived level of safety and vice versa?

SQ.2. Do young women slum dwellers know who to go to in case of their safety concerns?

SQ.3. What coping mechanisms are available for them to deal with their safety concerns.

SQ.4. What aspects of gender-based violence experienced by young women are barriers to young women slum dwellers’ access to work.

▶ Overall methodological approach:

- **Approach:**

  We will use a mixed method approach for this research consisting of a survey followed by Focus Group Discussions in the two selected communities. The survey will be administered through smartphones and tablets in both the communities using Kobo Toolbox.

- **Sampling Method:**

  *Respondent Driven Sampling (RDS) method will be used in addition to the snowball sampling method. The various research entry points will be identified with the Young Women Slum Dweller Researchers (YWSR) during the training days.*

- **Names of Slum Communities:**

  Linda compound and George compound in Lusaka

- **Number of observations:**

  100 young women slum dwellers of age between 15 and 24 (50 in each community)

- **Data collection and analysis:**

  Data collection will be led by 10 young women slum dwellers trained by a national and international researcher with overall supervision from Y Care International’s Impact, Results and Learning Manager.

  Data analysis will be done using Kobo Toolbox and Excel. The analysis of SQ.1. will be performed by using EvalC3, a composite tool for qualitative comparative analysis and predictive analytics. EvalC3 will be done by Y Care International.

- **Criteria for selecting 10 Young Women Slum Dweller Researchers:**

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\(^1\) Overall safety and security could include: all kinds of physical, mental and psychological violence including gender-based violence, theft, threat of eviction, disasters (flooding etc.), drugs, insecure housing, terrorism, gangs etc.
o Should be from the same slum community o Can speak and understand English
o Can read and write in English o Can and willing to use tablets/smartphones for data collection o Previous experience of data collection will be preferred

Data collection method/sources and tools:

Characteristics of young women to collect data on:
- Young women slum dwellers (YWS) personal data (location, age, community etc.) - YWS work (yes/no)
- YWS’ type of work (if yes)
- YWS’ free from fear living in their slum communities?
- YWS’ free from fear working in their slum communities?
- YWS safety concerns in different parts of the slum areas (e.g., in their slum/shelter, school, community centre, on the street etc.)
- YWS safety concerns in relation to the type of work
- YWS’ self-confidence?
- YWS can take decisions about their life?
- Do they have knowledge about where to go to in case of their safety concerns?
- YWS have access to community leaders?
- YP have access to appropriate services?

Data Collection Tools:
- Survey using mobile based data collection method i.e., Kobo Toolbox
- FGDs
- Participatory tools (if necessary, to unpack the quantitative findings)

Analysis:
- Kobo Toolbox
- Excel
- EvalC3 (for SQ.1)

Limitations and Risks:

Remote support: The IRL Manager, will be based in London and may mean some communication gaps. This will be dealt by regular catch-ups with the two consultants.

Low resources: The research is budget and time consuming. We will aim to conclude this in the given timeframe.

Access to young women slum dwellers: To access the young women slum dwellers for the data collection, we will rely on the knowledge of the 10 researchers we will be hiring. No other non/governmental records could be consulted in this regard.
**Timeframe** - The key deadlines for this Research are given below:

<table>
<thead>
<tr>
<th>Activity</th>
<th>Responsible</th>
<th>Deadline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finalise research design / outline</td>
<td>HH</td>
<td>December 10&lt;sup&gt;th&lt;/sup&gt;</td>
</tr>
<tr>
<td>Design / finalise tools</td>
<td>Consultants and HH</td>
<td>14 December 2018</td>
</tr>
<tr>
<td>Recruit 10 young women slum dweller researchers (YWSR) from the two slum communities</td>
<td>Peggy</td>
<td>December 11&lt;sup&gt;th&lt;/sup&gt;</td>
</tr>
<tr>
<td>Identify and book the training venue</td>
<td>Peggy</td>
<td>ASAP</td>
</tr>
<tr>
<td>Develop Inception Report and Study Tools</td>
<td>Consultants with help from HH</td>
<td>December 13&lt;sup&gt;th&lt;/sup&gt;</td>
</tr>
<tr>
<td>Training of 10 YWSR</td>
<td>YCI through international and national consultant</td>
<td>17&lt;sup&gt;th&lt;/sup&gt; to 19&lt;sup&gt;th&lt;/sup&gt; of December (morning of 19&lt;sup&gt;th&lt;/sup&gt; will be in the field for pilot testing. In the afternoon, the YWSRs will gather for data cleaning and analysis)</td>
</tr>
<tr>
<td>Outputs:</td>
<td></td>
<td></td>
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<tr>
<td>- YWSR Trained in M&amp;E</td>
<td></td>
<td></td>
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<tr>
<td>- Data collection tools finalised</td>
<td></td>
<td></td>
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<tr>
<td>- Data collection tools uploaded on Kobo Toolbox and tested in the workshop</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Field data collection using Survey</td>
<td>National and International consultant</td>
<td>19&lt;sup&gt;th&lt;/sup&gt;, 20&lt;sup&gt;th&lt;/sup&gt;, 21&lt;sup&gt;st&lt;/sup&gt; of December</td>
</tr>
<tr>
<td>Field data collection using FGDs</td>
<td>National and International consultant</td>
<td>22&lt;sup&gt;nd&lt;/sup&gt; of December</td>
</tr>
<tr>
<td>Data analysis</td>
<td>Consultants</td>
<td>22nd December 2018 to 7&lt;sup&gt;th&lt;/sup&gt; January 2019</td>
</tr>
<tr>
<td>Data analysis report (first cut)</td>
<td>Consultants to submit to HH</td>
<td>7&lt;sup&gt;th&lt;/sup&gt; January 2019</td>
</tr>
<tr>
<td>Data analysis report (2&lt;sup&gt;nd&lt;/sup&gt; draft) to be circulated for comments</td>
<td>Consultants</td>
<td>14&lt;sup&gt;th&lt;/sup&gt; January 2019</td>
</tr>
<tr>
<td>Validation workshops in 2 communities</td>
<td>National consultant and YWCA</td>
<td>14&lt;sup&gt;th&lt;/sup&gt; January 2019</td>
</tr>
<tr>
<td>Production of two A5 report cards with key statistics</td>
<td>National and International consultant</td>
<td>25&lt;sup&gt;th&lt;/sup&gt; January 2019</td>
</tr>
<tr>
<td>Final Report (25 pages in total)</td>
<td>Consultants</td>
<td>28&lt;sup&gt;th&lt;/sup&gt; January 2019</td>
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</tbody>
</table>
Annex 3: Research/Data Collection Training Workshop Summary

### Day 1 Objectives

- Introductions, Training plan and Research overview
- Project Overview
- GBV definitions and sharing of experiences
- Exploring safety concerns for young women
- Data collection preparation - survey questions, Focus Group Discussions and Key Informant interviews

**Introductions, Training plan and Research overview:**

The first part of the training workshop focused on introductions and getting to know each other – this was to ensure that all 10 young women researchers felt comfortable and were aware of who else was attending the training. We discussed expectations and established some ground rules to help the workshop run smoothly. After presenting an overview of the three-day training plan we discussed the research methodology and plans for data collection via an online survey (using KoboToolbox), Focus Group Discussions and Key Informant interviews. We also discussed their roles and responsibilities as researchers. To end the first session, we had a group discussion about Gender Based Violence and made sure that everyone had a similar understanding about the different terms and definitions linked to GBV.

**Project Overview, GBV experiences and safety concerns:**

In the second part of the day we shared some research report cards which resulted from similar research projects. In groups the young women researchers discussed what they liked and what they didn’t like about the report cards. After reporting back in a plenary session, they were asked to think about whether some of the findings were also relevant for the George and Linda slum communities. The group was invited to share their experiences of GBV (personal or second hand experiences which they were aware of in their communities). Following this we asked them to write and draw the safety concerns which they were experiencing at home, in the community and in their workplace. To finish this session, we had a group discussion about the main safety concerns in both George and Linda.

**Research methodology:**

To recap the previous discussion, we discussed and listed the main safety concerns which were applicable to the Linda and George Compound. The group was then asked to help with **brainstorming of initial survey questions** which would help to provide information to support the main research question as well as the four research sub questions. After developing questions the researchers asked to prioritize the questions in terms of importance – this activity helped us to determine which questions were of most importance. To end the day, the group were asked to give suggestions for questions to ask during the Key Informant Interviews as well as discussion points to help guide the Focus group discussions.
Respondent Driven Sampling & Introduction to Kobo Toolbox:
To begin the second day, we had a quick recap of the previous day and then presented the group with an explanation of Respondent Driven Sampling as well as the different entry points which would be involved to determine who could respond to the survey. We then explained how Kobo Toolbox works and asked each researcher to prepare their data collection handsets by downloading Kobo Collect and setting up an account.

Testing handsets & Data collection Practice:
Once all members of the group had KoboToolbox downloaded on their handsets and had set up an account they were shown how to link to a Test survey which had been prepared earlier. We discussed the need to get consent from each survey respondent prior to completing any forms and in pairs the researchers practiced translating the introduction and consent paragraph into their local language. We also discussed good practice and ethics to comply with when carrying out surveys. The group were split into pairs and took turns to practice and complete the test surveys. We then asked one pair to present their interview to the rest of the group and asked for feedback from the rest of the group about what was good about their interview technique and what could be improved.

Data collection Practice continued:
In the afternoon session, the group were split into different pairs and asked to practice interviewing with the test survey once again, ensuring that everyone had practice playing the role of both the interviewer and the respondent. To end the second day, we had a focus group discussion using the suggested discussion topics from Day 1. During this discussion, we discussed the main safety concerns in George & Linda and heard the group’s suggestions regarding ways to improve safety for young women.

Data collection Practice and Data Collection preparation:
The focus of the final day of training was to ensure that all the researchers felt confident with the reading the survey questions. Once again, the group was split into pairs so they could take turns at interviewing and responding to the survey questions. In plenary, the group was shown how to link their device to the live survey to be used for the data collection purposes and had a recap discussion about good practice when interviewing. The remaining time was spent practicing using the test survey and to end the workshop we looked back at the list of expectations drawn up from Day 1 and asked the group to tell us whether their expectations were met. The overall feedback was that everyone was satisfied with the training and felt confident with using the survey platform on the mobile devices and the purpose of the research.

To conclude the final day, we headed to the George Compound to begin the survey data collection.
**Annex 4: Key Informant Interview 1**

<table>
<thead>
<tr>
<th>Date of KII: 20/12/2018</th>
<th>Compound: Linda</th>
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</thead>
<tbody>
<tr>
<td>Name: Miss Saputo (Coordinator of Linda Police Force Victim Support Unit)</td>
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</table>

**Would you agree that young women in your compound experience safety concerns?** Yes, common ones are that young girls are found in bars, they don’t go to school and are coming from poor families so they are dependent on the men in the bars.

**In your opinion, what is a way to combat this problem?**
Try to work together with paralegals, police patrollers and arresting officers.

**What are the most common examples of gender based violence in this area?**
Physical violence – there has been a reduction recently, economic violence – people abandoning their families and failing to provide. Also, psychological violence - men abusing women emotionally.

**In your opinion, what are the main causes of GBV which occurs in the community?**
The poverty and illegal marriages (couples marrying after one night together).

**In your opinion, is the community receiving the support it needs regarding safety concerns/GBV related cases?**
Yes, it is, especially from YWCA, for example the GBV sensitisation programme. Women didn’t used to report GBV cases and following the YWCA programme victims have come forward.

**What is the channel response to any complaints or reports of GBV?**
When the inquiry office receives cases of GBV they are referred to the VSU. Social welfare through community development is also sometimes involved, for example if the victim is juvenile. We usually counsel the victims.

**Is there a reason why there is sometimes a long delay before any concerns/reports of GBV are investigated?**
This usually happens with cases of defilement - delayed because of under 5 kwachas, Difficulty to find produce identity documents and records often causes a delay.

**With cases that are investigated, is there usually any follow up after the case has been dealt with?**
Yes, we usually make follow ups. We take cases to court and then follow up to find out if the person is convicted or not.

**Are young women required to pay an administration fee when they report a GBV case?**
No

**How often do you receive cases of GBV?**
Currently with the support of YWCA there is a reduction in cases. Usually we receive 4-6 cases per month which includes physical, economical and all other types of violence.

<table>
<thead>
<tr>
<th>How many of these cases have been successfully prosecuted?</th>
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<tbody>
<tr>
<td>3 out of 10 cases monthly.</td>
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<table>
<thead>
<tr>
<th>Would you agree that more can be done to improve services to support the community with safety concerns/GBV related cases?</th>
</tr>
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<tbody>
<tr>
<td>Yes</td>
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</table>

<table>
<thead>
<tr>
<th>What suggestions do you have regarding new policies which could help to improve the safety of young women in the area?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Taking cases to court and more support for victims e.g. transport to get to the court – the challenge our side is that victims often don’t have the money to get themselves to court.</td>
</tr>
<tr>
<td>Vendors/traders – helping victims and empowering them.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What activities/actions could be introduced to increase the feeling of safety in the compound?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sensitizing the community and empowering the young girls by taking them back to school or introducing more programmes aimed to support them.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What reasons do victims give when they withdraw their cases and what process is followed before the withdrawal is justified?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Usually the reason is that the women are dependent on traders/breadwinners, e.g. a woman who drinks and depends on man who has victimized her.</td>
</tr>
<tr>
<td>We caution the perpetrator, we call the victim and family of perpetrator, sit them down and counsel them and give warnings to not repeat the violence and discourage GBV.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Would you agree that more could be done to discourage drinking alcohol/taking drugs which may be having a negative consequence on the safety levels of the community?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes. People don’t have what to do. Early in the morning they are in bars so on our side we could patrol more in bars and continue the programmes of sensitising and empowering the community.</td>
</tr>
</tbody>
</table>
### Annex 5: Key Informant Interview 2

<table>
<thead>
<tr>
<th>Date of KII: 20/12 2018</th>
<th>Compound: Linda</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name: Mr Cannon Chimbwevimbhu (WDC Secretary) and Mr Rodwell Kabalukila (WDC Chairman)</td>
<td></td>
</tr>
</tbody>
</table>

#### What safety concerns do young women experience in this community?

High illiteracy and poverty levels due to low education. Instead of school, young women are often selling things to provide an income for their families. Early marriages, drinking, sniffing insunko (tobacco) and premature sex are common because the government doesn't provide incentives to do otherwise and doesn't provide provisions for security like housing.

#### What are the most common examples of gender based violence in this area?

Illegal nightclubs and drinking places are dangerous for young women who can be abused there. There are also certain households where women are abused/raped but do not report cases because the perpetrators are the breadwinners of the household. There is a keen interest to improve safety.

#### In your opinion, what are the main causes of GBV which occurs in the community?

From poverty, there are many marriages which happen because of the social institutions e.g. bars. One person is often supporting the other so they stay together. Unemployment levels cause arguments – men not providing for their families and drunkenness. Women are also socialising in the bars which leads to fights. Undisclosed HIV cases – causes arguments as in some cases it is unknown until someone dies. Emotional violence is also common and made worse due to illiteracy and lack of education.

#### How often do you receive cases of young women safety concerns?

The development committee receive developmental concerns e.g. regarding cleanliness and cholera prevention. It aims to guide the community in the way they live and their well-being. Regarding GBV cases they usual refer people to the Victim Support Unit who can provide more guidance on social conflicts.

#### What are some of the channels/ Mechanisms available in this compound to improve safety concerns of young women?

There is the VSU unit, the YWCA outreach programme - providing safe spaces/Insakas to educate the young people. Also, the family Builders who encourage families to grow strong.
<table>
<thead>
<tr>
<th>Question</th>
<th>Answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>In your opinion, is the community receiving the support it needs regarding safety concerns/GBV related cases?</td>
<td>The VSU – could have more support and ensure that more people have knowledge on GBV.</td>
</tr>
<tr>
<td>What activities/actions could be introduced to increase the feeling of safety in the compound?</td>
<td>More support/incentives could be introduced. e.g. paying for young people’s education, supporting entrepreneurship and people selling</td>
</tr>
<tr>
<td>Would you agree that more could be done to discourage alcohol/drug consumption which may be having a negative consequence on the safety levels of the community?</td>
<td>Yes. The bar opening times can be changed to 10:00 – 22:00 and alternatives to alcohol could be introduced to provide alternative ways for people to make a living.</td>
</tr>
</tbody>
</table>
## Annex 6: Focus Group Discussion 1

<table>
<thead>
<tr>
<th>Date of Focus Group Discussion: 20/12/2018</th>
<th>Compound: Linda</th>
</tr>
</thead>
<tbody>
<tr>
<td>FGD for Women</td>
<td></td>
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</tbody>
</table>

Would you agree that young women in your compound experience safety concerns?

Yes,
- Before being employed – interviews are very different to the work culture
- Some employers refuse to pay you unless you have sex with them so payment dates change
- To pass exams you are sometimes asked to submit your body
- GBV and fear of reporting
- Single mothers – protection issues which arise when they need to go to work and leave their kids alone

What are the most common examples of gender based violence in this area?

- GBV, sexual exploitation and harassment, beating when on the street
- Women are raped in their homes – reporting the case is difficult • Psychological violence

Do you agree that more can be done to improve services to support the community with safety concerns including GBV related cases?

Yes

What suggestions do you have regarding what can be done to improve the safety of young women in the area?

- Having more leaders who can speak on behalf of young people
- Sensitisation about GBV for both women and men
- To improve knowledge somehow to help change mentality
- Recreational areas – to give people something to do

Why do you think young women do not feel safe while walking alone at night in your community?

Women fear rape/murder/gangs e.g. the fluffs /7 ninjas who make you strip and steal your belongings

Why do you think young women do not feel safe while walking alone in the day in your community?

- Even in the early morning (5:00/6:00 am) it is dangerous to be alone – there are people who have been raped on the way to work – punishment is too weak currently
- There are certain areas where gang members hide e.g. in the bush or in the graveyard
### Why do you think young women would not feel safe at home?

- Male family members (brother, uncle, father) harassing
- Lack of knowledge about how to take care of yourself
- No distance/boundaries between father/siblings
- Parents shying away from what is happening
- Civilization – men not being civilized

### Why do you think young women would not feel safe at the work place?

- There is a lot of discrimination in the workplace and many jobs are only seen as suitable for men e.g. brick layer
- It is hard for women’s opinions to be taken into action

### How do you spend your free time? Do you do any productive activities to improve your lives?

- Studying, walking aimlessly, classes with YWCA

### What activities/actions could be introduced to increase the feeling of safety in the compound?

- More sensitisation and awareness – to increase knowledge
- Giving more chance to those who need help – skills trading
- Encouraging men to be more supportive to their families
- Youth friendly spaces like the safe spaces started by YWCA
- Recreational facilities
- Government to make sure that help is provided by the police
- To ensure equal salaries for women in the workplace
- Encouraging women to value themselves and not accept abuse
Annex 7: Focus Group Discussion 2

Date of Focus Group Discussion: 20/12/2018  
FGD for Men  
Compound: Linda

### Would you agree that young women in your compound experience safety concerns?

- There are situations happening here and the security for women is not okay.
- There are many early pregnancies, abortions and child abuse.
- Things only get taken seriously if someone dies.
- There is no neighbourhood patrol or watch.
- I was almost killed around 22:30 when I came across a gang
- We’ve heard of police patrols but they are not serious and the police lack man power.
- There is a lack of seriousness and our problems on safety and security are not taken seriously by duty bearers.

### What are the most common examples of gender based violence in this area?

- Psychological violence, sexual harassment, physical abuse – this mostly happens in places like bars and broken homes, sexual abuse is common.
- Young women here are impregnated at a tender age and some are even forced into sex resulting into early marriage. This is because young women are not informed thus shunning away from services. There is also a lack of awareness about youth friendly spaces.
- Social economic violence also happens here because of poverty. Most young people don’t access information because they just don’t want to. This is stupidity amongst ourselves.

Some girls are kept by grandmothers and used economically by indulging in sexual relations. They are abused sexually and economically.

### Do you agree that more can be done to improve services to support the community with safety concerns including GBV related cases?

- Yes, more needs to be done because women lack information – people need knowledge and information
- I think there is a need for the Ministry of Education to introduce Sexual Health and reproductive education to the curriculum because children/young boys are not taught the truth at home.
- There are too many taboos amongst our parents.
- Information on GBV needs to be revised – comprehensive sexual education should be incorporated and implemented in the education system.
- The government should improve on GBV (CSE)
- Citizens should pressure the government because it hasn’t done anything
- YWCA should come up with strategies to teach about GBV e.g. come up with clubs in schools.
- Let’s not depend on the government
What suggestions do you have regarding what can be done to improve the safety of young women in the area?

- There is a need for human resource development in this community – we need people to learn practical skills and to be busy
- There is a need to announce policies that speak against violence with louder speeches with accurate and precise information
- Harmonisation between NGOs e.g. YWCA and the government is needed.
- The lifespan of the GBV safety concerns programme needs to be increased or we should create a long-term programme for safety concerns in the Linda Compound
- Create recreational facilities e.g. sports – this will help to reduce GBV – it is stupid that we have more bars than recreational facilities
- We should organise programmes for people to be busy e.g. provide employment i.e. tailoring or carpentry.
- Corruption is affecting us because only a few people have access to resources
- We should develop entrepreneurship skills for young people
- The academic education system should be coupled with technical skills
- We should provide concrete information to the community

Why do you think young women do not feel safe while walking alone at night in your community?

- It is not common to see women on the road after hours
- Women who are on the road are often looking for business (prostitution) to cover school fees

Why do you think young women do not feel safe while walking alone in the day in your community?

- They don’t want to be proposed to by men
- Lack of self confidence
- Ideology of people around

Why do you think young women would not feel safe at home?

- Due to family/parental restrictions – some parenting styles involve imposing values and not giving any respect or autonomy to the children.
- Cultural norms/traditional beliefs e.g. 16-year-old daughter – initiation ceremony, circumcision rituals
- Elders of tribes providing traditional medicines (e.g. for abortion)

Why do you think young women would not feel safe at the work place?

- Women have maternal leave for 35 months
- Sexual and psychological violence – values are paralyzed
- Depends on manager and where you are working e.g. open/closed office, bar vs. school
- If YW are not feeling safe they should report this to the authorities
**How do you spend your free time? Do you do any productive activities to improve your lives?**

- Sports/music/sleeping/ playing cards
- Alcohol and drug abuse especially Marijuana use is common with young people
  - Young people consume more alcohol than water

**What activities/actions could be introduced to increase the feeling of safety in the compound?**

- Services like those provided by YWCA should continue and give opportunities for all young people (not just young women)
- Skills training to help increase productivity
- Awareness/sensitisation on GBV/safety issues
- A community library
### Annex 8: Key Informant Interview 3

<table>
<thead>
<tr>
<th>Date of KII: 21/12/18</th>
<th>Compound: George</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name: Vailes (Community Leader) &amp; Violet (Church elder)</td>
<td></td>
</tr>
</tbody>
</table>

**What safety concerns do young women experience in this community?**

Young women are the most vulnerable in the community. Vulnerable in getting pregnant and many don’t go to school so they spend time in other activities like drinking or smoking. Parents don’t care about children like in the past and often the activities of the mother include drinking beer and abusing drugs.

**Do young women feel safe at home/work in the community?**

Young women are often abused by their relatives so they are not safe at home. In the community, there is also not a lot of safety.

**What are the most common examples of gender based violence in this area?**

Economical violence is common due to high poverty levels. Parents fighting, wife/husband battering, fathers who don’t provide for their families. Divorce and marriages with second wives – step children are often treated badly e.g. bent in cooking oil.

**In your opinion, what are the main causes of GBV which occurs in the community?**

There are lots of child headed families and no extended families like in the past.

**Other types of GBV in the community**

Sexual violence – boys attacking girls on the street/rape.

**How often do you receive cases of young women safety concerns?**

Festival periods are the busiest time of year 65% of cases are received then. In December, it increases to 85%. There are lots of defilements.

**How do you handle young women safety concerns related cases in relation to GBV?**

Pass cases to VSU so that another can take over
What are some of the channels/ Mechanisms available in this compound to improve safety concerns of young women?

Police, health facility – clinic, church, counsellors for safety concerns e.g. safety at work
Usually cases get reported to the police/VSU – victims then go to the clinic for tests and the case is passed to a higher authority e.g. YWCA

What are the main reasons for why GBV are abandoned/ withdrawn?

- False information is provided
- Victims withdraw the cases due to the perpetrators being breadwinners/family members e.g. earlier this month a father raped his 8/9 year old daughter. He was arrested and the case was later withdrawn.
Perpetrators hide

In your opinion, is the community receiving the support it needs regarding safety concerns/GBV related cases?

No. Police don't move within the community and soldiers only intervene when issues become serious. Often, they request that GBV victims pay/look for a vehicle before they can take any action and people simply cannot afford this.
What activities/actions could be introduced to increase the feeling of safety in the compound?

- There is a need for more health education which mentors funded by the YWCA did
- More sensitisation and education to spread the message further
- There are 3 areas in George compound but the YWCA project only got implemented in a small part of Lima – this needs to be extended further.
- More house visits – sitting down with families to educate them in terms of what they should do, encouraging them to change and do something e.g. activities to bring respect and money into the house which will mean they are less likely to have GBV.
- Skills training for those who can’t go to school e.g. business skills so that young people are able to sustain their lives and continuous interaction if not sponsorship, empowering parents so they can take children to schools.
- More collaboration between the Market chairpersons, community leaders, schools, police, church, clinic.
- Education needs to continue – need to empower more mentors
- Social cash transfer to help those in more need
- YWCA activities Insakas (how to be good husbands) and safe spaces.
- In the workplace, more safety is needed, especially in bars – they often have adverts saying, ‘bar staff needed’ but then say, "you can have the job if you are my girlfriend" – more needs to be done to educate bar owners and teach them correct behaviours, workshops/seminars and training for bar stakeholders. One quick way of educating bar owners would be to visit the bar and talk with
  - More Drug/alcohol counsellors
  - Recreational centres/library

Would you agree that more could be done to discourage alcohol/drug consumption which may be having a negative consequence on the safety levels of the community?

Yes, kachaso beer is brewed in every Lutuko house – the council say that we don’t want people brewing for beer drinks only

More can be done in collaboration with the drug enforcement team and other stakeholders to discourage abuse of petrol, glue, daga, marijuana, songo – syrup drug mix

Boys at the age of 16 seem like 45 year olds. Little children are also drinking because there is no alternative – no playground exists and there is only football for boys. No library.

Other Comments

YWCA did a good job – a lot of girls with information have done well and they have been helped with money to start businesses. It is a shame that it is the end of the 3-year programme.
Annex 9: Focus Group Discussion 3

<table>
<thead>
<tr>
<th>Date of Focus Group Discussion: 21/12/2018</th>
<th>Compound: George</th>
</tr>
</thead>
<tbody>
<tr>
<td>FGD for Women (10 attending)</td>
<td></td>
</tr>
</tbody>
</table>

Would you agree that young women in your compound experience safety concerns?  
Yes,  
- Women aren’t safe at night because of the junkies that jump out at people  
- There is only one clinic in George serving 4000 people  
- Overpopulated schools – difficult to enrol in grade 1 to 8 and there are 100 pupils per class – there is also no secondary school in George and the nearest one is quite far and costs 24 kwachas per day to travel there.  
- Lack of security and bad patrolling of the streets

What are the most common examples of gender based violence in this area?  
- Early marriage and teenage pregnancy  
- Domestic and physical violence – especially at night  
- Verbal violence

Do you agree that more can be done to improve services to support the community with safety concerns including GBV related cases?  
Yes

What suggestions do you have regarding what can be done to improve the safety of young women in the area?  
- More police posts to increase security and patrol all areas of the community  
- Training/recreational centres – to allow young people to learn skills  
- More schools – so that class sizes can reduce and voices can be heard  
- Another clinic and facilities  
- Building a secondary school  
- Having an ambulance – so that people in a critical condition don’t need to wait so long to be treated  
- Bars – close to replace with recreation centres – young people are drinking and smoking a lot – some below 14 years old.
**Why do you think young women do not feel safe while walking alone at night in your community?**

- Women who are walking on the streets e.g. someone returning late from work are attacked by gangs (Zwibo, Tokota, Zone 5) who threaten with bottles or knives.
- Even at 18:00 hours women can be attacked and have money stolen
  - No/barely any streets light

**Why do you think young women do not feel safe while walking alone in the day in your community?**

- School drop outs and gangs of boys (junkies) attacking/harassing girls on the street and stealing books, shoes, even clothes
- There is a need for development in the community to help school drop outs
- Verbal harassment/bad language/being touched
- Drunkenness and drugs on the streets – there are many bars – if someone abuses you, you take the case to the police and they take no action so the same person continues
- If you break up with your boyfriend he will beat you up

In some cases, people have been turned away from reporting a GBV case because of not being able to speak English.

**Why do you think young women would not feel safe at home?**

- Extended families
- Calling you bad names
- Girls treated differently to boys
- Gender inequality – if boys and girls are hanging out they assume you are together
- No freedom to do things due to being over watched – can’t even greet friends
- Other families have complete freedom
- Other parents tell young women to find men at bars to get money ‘you are grown up now’ – then they are told ‘go to your husband’s house’
- Rumour spreading

**Why do you think young women would not feel safe at the work place?**

- To get a higher position you need to have a relationship with the boss
- Think that women should be in the kitchen and be submissive to their husbands

**How do you spend your free time? Do you do any productive activities to improve your lives?**

- Safe space/church/home
- Children international
- Youth friendly corners – meet and discuss challenges
- Youth and sexual health issues – clinic (sponsored by SIDA)
- Piece work/safe space/church
- Television
- Acting practice
- Washing and youth section Zambia
What activities/actions could be introduced to increase the feeling of safety in the compound?

- More youth programmes
- Build training/skills centre
- Sensitisation of how to report sexual issues e.g. defilement
- More skills & career
- Survival skills programme
- More to address corruption
- Youth empowerment
- Job creation for those who complete school
- Better jobs for women
- Building more primary schools and a secondary school
- Zone monitoring to plan how to safeguard that area

<table>
<thead>
<tr>
<th>Health facilities</th>
<th>– to provide more medicine and more doctors (there is currently only one clinical officer).</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recreation facilities</td>
<td></td>
</tr>
<tr>
<td>Teaching parents/mothers how to stand up for their rights</td>
<td></td>
</tr>
<tr>
<td>Employing nurses/doctors in schools</td>
<td>– none currently</td>
</tr>
<tr>
<td>Electricity</td>
<td>– not working and poor sanitation</td>
</tr>
<tr>
<td>Programmes about safety of young women</td>
<td>– for men as well as women</td>
</tr>
<tr>
<td>Separate spaces for boys and girls</td>
<td></td>
</tr>
<tr>
<td>Safe spaces for children and parents to discuss</td>
<td>– to engage all</td>
</tr>
<tr>
<td>Roadshows</td>
<td>– drama/poetry to share and promote programmes</td>
</tr>
<tr>
<td>T-shirts/uniform to be given to mentors</td>
<td></td>
</tr>
<tr>
<td>Date of Focus Group Discussion: 21/12/2018</td>
<td>Compound: George</td>
</tr>
<tr>
<td>------------------------------------------</td>
<td>--------------------</td>
</tr>
<tr>
<td>FGD for Men (10 attending)</td>
<td></td>
</tr>
</tbody>
</table>

Would you agree that young women in your compound experience safety concerns e.g.?
- Yes, because there are rules which come from homes like parents/guardians protect these young girls
- In the community, there are safety concerns due to peer pressure and a lot of games which victimize our age

What are the most common examples of gender based violence in this area?
- Physical violence (women fear to report these cases and women are more likely to be victims)
- Men feel very shy to report issues because they feel that they won’t be considered as men
- Sexual harassment
- Aural violence – the words they use as abusive language
- Emotional GBV – this has been in process for some time now in our community

Do you agree that more can be done to improve services to support the community with safety concerns including GBV related cases?
Yes

Why do you think young women do not feel safe while walking alone at night from work or in your community?
- Women think that they are weaker than men
- They put their minds into men, depending more on their husbands
- Cultural norms
- They are scared because they think they might be raped by drunk men
- Women don’t know their rights and some lack knowledge on GBV
- Some women don’t take security measures seriously for themselves
- Young women are too dependent on men
- Dress code at night – scares them

Why do you think young women would not feel safe at home?
- Women need to rise and speak for themselves as head of the house
- In home, there is no security

Why do you think young women would not feel safe at the work place?
- They fear to speak out in their work places
- In the work place bosses request women to sleep with them to earn more money
**How do you spend your free time? Do you do any productive activities to improve your lives?**

- Joined organisation
- Youth action Zambia/poetry
- Advocacy/activism
- Reflections daily on what went wrong
- Walk and traditions and food shops
- Reading novels and studying law
- Artist – art/craft/sculpture
- Road running

**What suggestions do you have regarding what can be done to improve the safety of young women in the area?**

- Sensitisation (especially in places where you find a lot of people e.g. markets)
- Introduce programmes which can be implemented in our community to empower the young people
- Security – put more security measures in place and introduce stiffer punishments for GBV perpetrators
- Empowering women with skills - introducing skills training centres
- Increase the number of police posts to increase security
- Health providers should handle issues more professionally
- Women should be empowered to be more self-reliant so that they can be less dependent on their husbands
- Security is the most important of all because we cannot live in fear
- Building more schools because we only have one school in George compound and this only goes up to grade nine.
- Door to door campaigns and brochures which are written in local languages
- Involve a lot of men in advocating for women and empowering them with knowledge, especially regarding GBV (they should also be involved in the campaigns for women)
- Investigation – we should have people to investigate how issues are been handled
- Increasing the number of speed track courts – a court that deals with GBV cases and they are dealt with there and then with no delay - issues should be dealt with immediate effect
- Empowerment should be women with capital and men with knowledge.
# Annex 11: Focus Group Discussion 5

<table>
<thead>
<tr>
<th>Date of Focus Group Discussion: 19/12/2018</th>
<th>Compound: George &amp; Linda</th>
</tr>
</thead>
<tbody>
<tr>
<td>FGD for Young Women Slum Dweller Researchers (10 attending)</td>
<td></td>
</tr>
</tbody>
</table>

### What are the main safety concerns in your compound?

- The large number of bars open after 18:00 – it’s means that it is not safe on the streets for young women due to the number of drunk people coming to and from the bars. The opening time of the bars (06:00) is also deeply concerning and results in many people being drunk before midday.

- The issue of security is not helped by the fact that there is only one police officer on shift in the compound at any one time – one in the afternoon and one at night.

- Common cases of GBV: Sexual harassment (e.g. at bus stops), physical violence, early marriage

- Traditional counsellors – give the advice that marriage is meant to be endured and that whatever happens in your home – you’re not supposed to take it outside.

- Many people choose to resolve GBV issues at home – settling for money/food in return for silence (rather than reporting the case with the police).

- Poverty is the main reason why GBV cases exist and the mindset of man being a leader.

- Men experiencing GBV emotional, physical violence, peer pressure

- Big Mamas – where older, sometimes married women have a relationship with a younger man – these relationships can be beneficial for both as the younger man is provided with some security without having to work for it and the woman gets to enjoy time away from home.
Suggestions to improve the situation:

- Mobile courts would help to make the process of reporting cases shorter – the current long process tends to put people off.
- Restrictions on drugs and alcohol would help to improve safety in the community – there are beers sold for 5 kwachas with a high alcohol content, a cold syrup psychotic medication in regular use which often aggravates GBV issues.
- More safe spaces
- More meetings with parents to ensure they have awareness about GBV
- More awareness campaigns – raising awareness at schools/markets/churches.
- More teaching about feminist values
- More economic empowerment and skills training for young people
- Reinstalling values of hard work and self-reliance – especially with young men.
- Creation of recreation centres to help keep people busy – perhaps utilising existing venues where possible.
Validation Workshop Guidelines

Perceived level of safety and security in slum communities of Linda and George in Lusaka Survey Results.

Prepared by the
Research Consultants Team
(Sarah Davies & Vincent Chiwala)

Validation Workshop Background
Validation of the survey results is a vital component of the implementation of a community based monitoring system (CBMS). For one, it is an important mechanism to ensure that the community members and the local leaders (stakeholders) are informed of the results of the survey. Furthermore, it provides an avenue for verifying the accuracy of the findings of the survey by facilitating discussion on the possible reasons for the said findings. This activity is intended to be undertaken at all geopolitical levels to be participated in by the CBMS focal persons at each level as well as community or sectorial leaders and volunteers.

Objectives of the Validation Workshop
The validation workshop aims to:
1. Present in an assembly the major findings of the survey on perceived level of safety and security in the slum communities where the information was collected (George and Linda Compound).
2. Get feedback from the community on the accuracy of the information gathered by the YWCA enumerators.
3. Identify and prioritize the major problem areas and possible interventions.
4. Facilitate for the integration of Survey Results in the preparation of future projects.

Expected Outputs:
1. Validated data consolidation
2. Documentation of Proceedings of the Validation Workshop
(Please see suggested outline of the workshop documentation report below.)

Duration
3 Hours 30 min
Preparatory Phase
1. The national consultant should meet at least a week before the scheduled community validation workshop to plan and discuss the following:
   - Invitations to key participants
   - Logistical requirements of the workshop
   - Preparation of needed materials and documents
2. As a team, they should review and familiarize themselves with the activities to be undertaken to facilitate a smooth staging of the event.

A. Minimum Requirements:
1. Survey Results
   - Indicator tables (print-outs)
   - Additional figures and charts (optional)
2. Participant list form
3. Any YWCA Flyers
4. Other relevant administrative reports/documents (optional)
5. Pen and Paper

B. Key Participants
1. Community members and YWCA beneficiaries
2. Other Community Representatives (Victim Support Unit (Police), Leaders, Indigenous People/Natives among others)

C. Suggested Process Flow of the Community Validation
Moderator: Research Consultant/ Enumerator
Proposed Presenter of Survey Results: Research Consultant/ Enumerator

PROGRAMME
The basic program for the validation workshop is as follows:

1. Overview of the Survey Conducted
   a. Provide the participants with a brief background on what the survey is all about, how and when it was conducted, its coverage and who were the key persons from the community who have administered and facilitated the survey operation and the processing of the data.
   b. Emphasize that the information gathered from the survey is intended to serve as inputs for the preparation of Report Cards and reporting as well as to further empower young female slum dwellers to tackle gender-based violence in Lusaka.

2. Presentation of Survey Results
   a. Young women slum dwellers’ perceived level of safety and security in the slum communities they live in and how does this affect their access to work? This will be presented to the assembly in the form of tables and graphs.
   b. Prior to presenting the respective findings of the survey, it is important to carefully explain to the participants the operational definitions of each indicator as well as the color-coding scheme followed in the graphs or tables to be presented.

3. Feedback/ Explanation/
   c. It is recommended that the presenter immediately get feedback/possible explanations from the participant’s survey results.

4. End of the Workshop
To conclude the activity, the moderator runs through the outputs produced for this workshop and informs the participants of the next set of activities where these outputs will be used.
Annex 13: Validation Workshop 2

Conducted in the George and Linda Compounds by Vincent Chiwala

A. Background to the Meeting

- The aims/ objectives of the workshop were;
  Present in an assembly the major findings of the survey on perceived level of safety and security in the slum communities where the information was collected (George and Linda Compound).
  Get feedback from the community on the accuracy of the information gathered by the YWCA enumerators.
  Identify and prioritize the major problem areas and possible interventions.

- Details on when and where the community validation took place;
  There were two validation workshops which took place on the 10th January 2019 in the morning. The first Validation workshop took place from Jorge compound at a local church building and lasted for 2 hours 30 min and was attended by 30 people inclusive of community leaders, parents, and young women and men who are slum dwellers. The second validation workshop took place in Linda compound at a local community school and it lasted for 1 hour 48 min and was attended by 13 people inclusive of counsellors, GBV advocate volunteers and young women slum dwellers.

B. Opening of the Workshop

Introductions where made (who and what was in the workshop)

C. Summary of Deliberations

Feedback from the Community; The community members felt that most of the survey findings were valid and they commented on the following themes; 

a. Poverty at Home

They alluded that poverty levels are very high in their communities which causes the rise of safety concerns among young women slum dwellers. This overtime leads to lack of morals and negligence, alcohol abuse which leads to GBV. Thus, most of them said that 90% of the young women do not feel safe from poverty.

b. Service providers
They expressed concern on the need to educate service providers such as the police officers because there is lack of seriousness on safety issues among the police

c. **Community leader’s accessibility**

All the people in the workshop alluded that it is 95% difficulty to access prominent community leaders when they need to report or discuss about safety concerns because of too much bureaucracy. Thus, most slum dwellers don’t even know they leaders.

d. **Reporting of GBV Cases**

Most safety concerns in relation to GBV cases are not reported because of lack of seriousness to, corruption, cultural beliefs and male dominance of women as bread winners.

### D. Recommendation from the Members

- Need for more sensitization programs
- Recreation centres
- YWCA GBV Advocates to be provided with materials such as IDs, flyers and T-shirts
- Police Officers should also be trained on safety issues
- Empowerment of neighbourhood watches
- Introduction of fast trucks courts
- YWCA to bring their offices in the slum communities
- Involving more men in GBV programs
- Educating the perpetuators of GBV on safety concerns
- Introductions of one stop centres

### E. Annex

Workshop Photos
Annex 14: EvalC3 Configurational Analysis

Zambia GBV Research
Configurational Analysis using EvalC3

Hur Hassnain
@hurhassnain
Figure 3: Model Attributes for a Woman to Feel safe at workplace
Model accuracy 78%, Not Sufficient and Not Necessary
(information on how to read the Truth Tables can be found in Annex-1)

Best performing combination of attributes

- She feels safe in her slum community
- She is able to read and write
- She has knowledge about where to go in case of safety concerns

Outcome

She feels safe at her workplace

Confusion Matrix

Evaluate

<table>
<thead>
<tr>
<th>Model attributes</th>
<th>Present</th>
<th>Absent</th>
</tr>
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<tbody>
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</tr>
<tr>
<td>FP = 10</td>
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<tr>
<td>23%</td>
<td>11%</td>
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</tr>
</tbody>
</table>

Model status

- The current set of attributes is: Present
- For the outcome to be: Present

Model performance

Overall
- Accuracy: 78%
- Balanced accuracy: 69%

Figure 10: Model Attributes for a Woman to feel safe at home
Model accuracy 82%, Not Sufficient and Not Necessary
(information on how to read the Truth Tables can be found in Annex-1)

Best performing combination of attributes

- She is free from fear of early marriage
- She is able to read and write
- She has not experienced GBV

Outcome

She feels safe at home

Confusion Matrix

Evaluate

<table>
<thead>
<tr>
<th>Model attributes</th>
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<th>Absent</th>
</tr>
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</tr>
<tr>
<td>FP = 19</td>
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<td></td>
</tr>
<tr>
<td>32%</td>
<td>88%</td>
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</table>

Model status

- The current set of attributes is: Not Necessary
- For the outcome to be: Present

Model performance

Overall
- Accuracy: 82%
- Balanced accuracy: 56%
Figure 17: Model Attributes for a Woman to feel safe in slum communities
Model accuracy 74%, Not Sufficient and Not Necessary
(Information on how to read the Truth Tables can be found in Annex-1)

- Best performing combination of attributes
  - She has access to appropriate services
  - She has access to community leader
  - She has self-confidence

Outcome

She feels safe in her slum community

Confusion Matrix

<table>
<thead>
<tr>
<th>Model attributes are:</th>
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<th>Absent</th>
</tr>
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<td></td>
<td>12%</td>
<td>71%</td>
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</table>

Data says outcome is:

<table>
<thead>
<tr>
<th>Class</th>
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<th>Absent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total cases</td>
<td>128</td>
<td>556</td>
</tr>
</tbody>
</table>

Model status

- The current set of attributes is:
  - Not Necessary
  - Not Sufficient

For the outcome to be:
- Present

Model performance

- Overall
  - Accuracy: 74%
  - Balanced accuracy: 59%

Figure 22: Relationship between work and reporting GBV cases
Model accuracy 70%, Not Sufficient and Not Necessary
(Information on how to read the Truth Tables can be found in Annex-1)

- Best performing attribute
  - She works

Outcome

She reports a GBV case

Confusion Matrix

<table>
<thead>
<tr>
<th>Model attributes are:</th>
<th>Present</th>
<th>Absent</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>FN = 14</td>
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Data says outcome is:

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<th>Class</th>
<th>Present</th>
<th>Absent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total cases</td>
<td>128</td>
<td>556</td>
</tr>
</tbody>
</table>

Model status

- The current set of attributes is:
  - Not Necessary
  - Not Sufficient

For the outcome to be:
- Present

Model performance

- Overall
  - Accuracy: 70%
  - Balanced accuracy: 58%
Y Care International creates opportunities for vulnerable young people across the globe to change their lives for the better. Inspired by and faithful to our Christian values, we work with people of all faiths and none to build a more just world, free from poverty.