

FINAL REPORT

End of Project Evaluation

Gender and Youth Promotion Initiative: PBF/IRF-255:

Strengthening the Role of Women and Youth as Peace Builders
to Improve Development in the Highlands of Papua New Guinea

United Nations Population Fund

Dr Lawrence Robertson

Dr Pamela Kamya

Mr Lyndel Toidalema

Independent Contractors/Evaluators

June 2021

DISCLAIMER

other implementing UN Agencies.

Table of Contents

Acronyms and Abbreviations

Acknowledgements

Executive summary

1. Introduction

2. Background and Context

2.1 Background

2.2 Context

3. Evaluation Scope and Objectives

3.1 Scope

3.2 Objectives

4. Evaluation Approach and Methods

4.1 Stakeholder Analysis and Sampling Approach

4.2 Data collection

4.3 Limitations and their Management

4.4 Ethics

5. Data Analysis

6. Findings and Conclusions

6.1 Relevance

6.2 Coherence

6.3 Effectiveness

6.4 Efficiency

6.5 Impact

6.6 Sustainability

6.7 Gender Equality and Human Rights

6. Lessons Learned

7. Recommendations

Annex 1: Terms of Reference (TOR)

Annex 2: List of Documents Consulted

interviews and 10 FGDs were conducted, with average attendance of 20 people per FGD. Separate FGDs were held for Women and youth in 6 of the 10 communities, where there were substantial numbers of Women and youth in attendance as well safe venues. FGD attendance depended on the availability of community members; a convenience sampling method was thus used. Observing COVID 19 restrictions most FGDs were conducted in Community Halls built under the Project which was an open space adequate for social distancing. Validation meetings were held in both provincial capitals and with UN agency staff to gather feedback on draft findings, conclusions, lessons learned and recommendations.

Data Analysis

The ET developed an evaluation matrix in the inception report and compared and triangulated findings based on different sites and from people with different kinds of engagement with the GYPI project to determine common findings, reac

commitment displayed in the development of the plans continued on through community support in building community halls with the support of IOM. FGDs and KIIs found that when community members could see tangible infrastructure, they felt a sense of achievement and ownership; This ownership had led them to take care of this infrastructure. In FGDs, particularly with male youth, youth shared how they had used GYPI Project mindset and behavioural change training to stop engaging in fights that they expected would result in the damage of this infrastructure by other enemy groups. For most of these groups such as Toma in Southern Highlands, the Community Centre is the first real modern infrastructure in the community. Hard infrastructure has helped them to take ownership and responsibility to achieve peaceful development, which has been encouraged through the development of soft infrastructure like the CPDP. All communities in SHP expressed the need to address other development priorities identified under their respective development plans. Limited coordination and communication were seen as major

0 0 ucnBc0000s0000s20 6104 PBgTFC [1,3] B4E590 00000 02G (12992) reWr 6 (Bt) 121-4 (146) (s) TJET6W* 54JET 11.04 Tf1 0 0-1

communities, where GYPI beneficiaries have played important roles in peace mediation and community mindset change.

Sustainability: The GYPI project was developed as a catalytic project to build a base for further programs to support peacebuilding in the Highlands. The project provides lessons that can be built on for greater sustainability, replication and expansion.

Gender equality and human rights: Gender sensitivity and human rights were integrated into the project and relationships with partners/stakeholders. The ProDoc targeted Women and youth through an approach emphasizing rights, which the RUNOs then operationalized in implementation by working with and through Women and youth leaders to engage community leaders, elders, and the broader community, the selection of Women and youth as community mobilisers, and the mobilization of their peers

reporting, perhaps through training programs or funds to specifically support the joint development, management, and implementation of joint projects, and budget to project staffing in key areas of coordination and monitoring.

4. RUNOs should develop ways to strengthen activity implementation in Southern Highlands and Hela Province by systematically ensuring greater consultation and collaboration in program design, activity implementation, monitoring, evaluation, and reporting.
5. RUNOs should develop interventions that engage with the instigators of violence; engagement with the instigators who can be identified through consultation with community leaders and elders is requested by government stakeholders and GYPI project beneficiaries.
Develop and support a more structured peace campaign program that is visible throughout Southern Highlands and Hela Province
6. The PBF should consider developing funding instruments with longer time frames to strengthen what has been initiated through the project as violence is still problematic outside the primary GYPI project intervention sites
7. Lessons and experience from the GYPI project should be used to inform longer-term peace building in the Southern Highlands Province and Hela Province as is being done for the new area-based programme in the Highlands.
8. UN agencies and the PBF should continue to focus on supporting sustainable capacity development of the Churches, LEP centers, and other Government recognized sub-national frameworks such as the Provincial Council of Women Network and work with the National Youth Development Authority to use Youth networks
9. Soft outcomes should be supported by hard outcomes for long term sustainability of the peace process

violence (SARV) - which caused more than 300 deaths and displaced an estimated 100,000 people over this period; The Highlands also suffer from the entrenched marginalisation of Women and youth.¹ The GYPI P patriarchal region of PNG where traditionally, Women have no voice in public decision making, and the main way young men are involved is as fighters where they are often the key instigato These problems are exacerbated by weak local governance. The ProDoc noted t absence of Government services (health, education and justice services) and governance structures at all levels are politicised and weak (p. 6). The fragile situation in the Highlands is compounded by the presence of large, lucrative international extractive industry projects, including recently the largest oil and gas (LNG) project in the country. The proliferation of firearms over the last few years has escalated the costs of violence in terms of lives lost. The situation and these conditions thus pose a multi-dimensional challenge to furthering economic and human development. Conditions of patriarchal societies and endemic violence, firearms proliferation, weak governance, and royalty payments from the extraction of natural resources place great pressure on human rights as well as on social stability and development in the two provinces and PNG as a whole. This background was assessed in the development of the project.

The ProDoc noted that recent trends suggested that the volatile situation in the highlands was building towards a crisis, with severe risks for a downward spiral of violence, death and disorder with particularly detrimental consequences for Women and youth in the highlands. The baseline study for the GYPI Project noted that the total population of Hela Province and the Southern Highlands Province is an estimated 750,000-110(po)11(s5t-110(p)-4()-869e5ce)a812 792 reW* n3nlETQ.00000912 0 5(To0.0000093k2 re(,)11(0

Outcome 1: Targeted subnational institutions are inclusive of Women and youth to prevent and respond to inter-group conflict

Output 1.1: Knowledge of the benefits of peaceful conflict resolution processes are expanded, including the benefits of including Women and youth in conflict prevention and peace building (knowledge & attitudes)

Output 1.2: Peace building and conflict management mechanisms and structures integrate the voice of Women and youth (practice)

Outcome 2: Women and young people effectively engage in community-level peacebuilding mechanisms to prevent and respond to inter-group conflict

Output 2.1: Change of community attitudes towards greater inclusiveness of Women and youth in conflict prevention and improved social cohesion (knowledge & attitudes)

Output 2.2: Women and youth promote and engage in the development and implementation of community level peace plans and by-laws (practice)

Constrained by PBF rules to an 18-month joint project under the GYPI competition, the RUNOs approached the initiative as a pilot to learn lessons about supporting peacebuilding in the Highlands and how Port Moresby-based UN Agencies could learn to work effectively with partners in the region, which is difficult and expensive to reach. The RUNOs hoped that the GYPI experience could be used for resource mobilization for a larger follow-on peacebuilding project in the region to meet what were recognized to be larger, longer term challenges in the Highlands.

3. Evaluation Scope and Objectives

This section makes the evaluation scope and objectives clear to guide users of the evaluation through two the evaluation. The section covers what the evaluation does and does not do and the reasoning behind this scope. The second section, the objectives of the evaluation, explains the specific goals of the evaluation, including the intended use and users of the evaluation.

3.1 Scope

In accordance with PBF policies, every project is required to undertake an evaluation within 3 months of completion of implementation. The evaluation has provided an opportunity to assess the PBF-funded project achievements in an inclusive way and to help understand its contribution to peacebuilding within the Highlands. Per UNF nce (TOR) for the evaluation, the evaluation has assessed the overall progress of the GYPI Highlands project against its intended goals and objectives, utilizing Organisation for Economic Co-operation and Development (OECD), Development Assistance Committee (DAC) evaluation criteria. The evaluation aims to not only help to better understand the progress the PBF-funded project has made towards its intended outcomes, but also help explain why the project has had these effects as well as contribute to potential future PBF engagements and other projects in PNG and other countries.

UNFPA took the lead in the joint project on monitoring and evaluation (M&E). Thus, UNFPA has led the management of the final evaluation. The TOR for the International Evaluator, provided as Annex 1, notes that the purpose of the evaluation is to assess the impact of the GYPI Highlands Project in Hela and SHP

in order to determine how the impact aligned with project outcomes. The evaluation has thus examined project reach, how resources were utilised, coordination of activities and the challenges faced in implementing the project. UN Women, UNFPA and IOM and the UN Country Team (CT) anticipate using the findings from the evaluation more broadly to inform future programme planning and implementation, including for the larger PBF-funded joint project, Creating Conditions for Peace in PNG Highlands, that began in November 2020.

The RUNOs reportedly intend to use the evaluation to contribute to accountability, learning and decision-making, in particular through the use of practical recommendations to inform the management and coordination of programme implementation for subsequent projects. Conclusions and recommendations may also be useful for key programme partners, PBSO, as well as for UNFPA, UN Women, and IOM for

4. Evaluation Approach and Methods

This section first discusses the processes and methodologies the approach - used in conducting the evaluation, followed by four subsections that cover stakeholder analysis and sampling, data collection; limitations and their management; and evaluation ethics.

potential factors that may have influenced and contributed to the changes identified in project outputs and impact.

(across different observations from different project sites, from different staff, partners, and stakeholders in KIIs, from FGDs with different communities in the two provinces, and from different documents). In addition, the evaluators will next validate findings, conclusions, recommendations, and lessons learned through a series of validation workshops with RUNOs as well as with partners and stakeholders in Hela and the Southern Highlands Province. Based on the information available, the evaluators have made and supported judgments on the value and extent to which project processes and activities contributed to the achievement of intended outputs.

6. Findings and Conclusions

6.1 Relevance

Relevance is defined in the revised

and priorities, and institution needs, policies,
applied in the evaluation based on the goals and objectives of the GYPI Highlands project and the² This general definition of relevance is then

international agreements that PNG is a signatory to (such as CEDAW), and national legislation and plans developed to realize these plans (such as national plans to realize the Beijing Declaration and the Gender and Women agency and former project staff noted that the project was in alignment with the SDGs and the Women, Peace and Security (WPS) agenda (UNSCR 1325 and subsequent resolutions).

The ET thus concludes that the GYPI is well aligned to Universal Human Rights, the WPS agenda and more particularly the CEDAW instruments that cascade down through legislative frameworks (the National goals and directive principles of Constitution that provide for equal rights of Women and men).

Assess the extent to which the intervention objectives and design respond to beneficiaries' (especially those of Women and young people) needs and priorities in the area of prevention of inter-group conflict in SHP and Hela Province, as well as to partner institution needs and priorities

UN agency and former project staff noted that the design meet beneficiary needs. Using the Community-based Planning (CPDP) methodology, meant IOM would identify and respond to beneficiary needs, particularly those of Women and young people, through the development of the CPDPs in the 5 sites in Southern Highlands Province. Men were also trained and explicitly involved and engaged in the CPDP processes. IOM thus ensured that needs and priorities were collectively identified by the beneficiaries and that beneficiaries contributed to the implementation of some of the priorities of the plan by supporting IOM with material, labour and other resources to build community halls in SHP. Women and young people in all of the sites in SHP confirmed in FGD, that all groups in the community equally participated in the identification of their needs and priorities and worked together with IOM to build community halls as an outcome of the community peace planning. They explained that the community hall is now able to respond to some of their other peace building needs including Women water available at the community hall, a community meeting area to discuss and resolve community issues, a neutral area for land mediation as a trigger for intergroup conflict, and access to justice through village courts and peace and good order committees that hold hearings within the community halls.

UN Agency and former staff and community volunteers as duty bearers noted there was effective use of the LEP centres and the community mobiliser network through which the CPDPs were developed. Other key interventions were effectively channeled through this network. Implementation partners, under the Church and Faith based organisations like the Melanesian Institute expressed that they used the LEP center network and shared some evidence of notable behavioural change stories. However,

community as peace and good order committee members in the village court to negotiate the return of State-owned guns stolen from the Police, this was observed in a video produced by the LEP center network of the arms surrender ceremony witness by UN Country representative and Government representatives in 2020. There was also the notable use of

also aligned to relevant Government agencies mandates including those of the Community Development Division, which encompasses Women and youth. CPDPs were not developed in Hela Province as IOM did not operate in Hela under GYPI.

Assess whether the objectives remained valid over the course of the project, and whether adjustments were made?

Project reports do not show any change to the objectives of the project laid out in the ProDoc. UN Agency and former project staff noted and confirmed through the validation workshops that the objectives of the GYPI remained valid over the course of the project. Partners, beneficiaries, and stakeholders asserted that they had limited knowle

conducted by UNFPA and UN Women. In a separate interview, the officer indicated that even though the objectives particularly on Government ward development planning and the CPDPs under the GYPI were aligned, Government partnership was weak in the Southern Highlands and there was no commitment to

the experiences they had during the earthquake relief and humanitarian assistance. The beneficiaries expressed that since earthquake relief assistance by the UN, what was provided to the Government to distribute did not reach the communities to benefit affected communities. Community members expressed there was a lot of corruption and mismanagement of relief supplies. What was reported by the Government was purportedly a fair distribution of relief supplies. The Community urged that the UN

The results-based management structure and outcomes, outputs, and indicators for the project set out

explanation. The ET found little evidence of strengthening of the court system, although UN Women reported strengthening existing Bi laws through the project.

Outcome 2: Women and young people effectively engage in community-level peace-building mechanisms to prevent and respond to inter-group conflict

Four outcome indicators were developed for this outcome. Indicator 2.a, the percentage of conflicts mediated with participation of Women and young people as mediators; the GYPI final report reported 15% based on mediation and LEP reports. The low percentage as asserted from FGD was due to the security of Women to effectively engage in community level peace building mechanisms. Indicator 2.b, the proportion of population satisfied with inclusive mediation processes, has not been measured. Although

no way to measure the proportion of the population. Indicator 2.c, the number of active conflicts reported, cumulative over the course of the project, was reported as 10. Finally, Indicator 2.d was the number of new conflicts, annual; the final report reported 5. It is not clear how to evaluate whether and how these indicators, without baselines or further discussion, demonstrate progress or regression in the highlands or the results of the GYPI project that worked in targeted communities.

The narrative for the main summary noted the capacity increase in individuals as a result of GYPI in the Highlands -

es in total, 134 males and 103 ing peace in the Highlands. Of these 24 (11 females, 13 males) are now certified as peacebuilding trainers. This has been achieved through training in advocacy skills, completion of training of trainers, and sensitization on normative frameworks such as UNSCR1325 and UNSCR2 Plus, further recruited and trained 86 community mobilizers and carried community peace awareness activities

Output 2.1 Change of community attitudes towards greater inclusiveness of Women and youth in conflict prevention and improved social cohesion (knowledge & attitudes)

The output was measured through Indicator 2.1.1, the number of youth (young Women and young men) in community youth network engaged in conflict prevention and social cohesion activities, by sex and age. The final report reported 4,485, without sex and age disaggregation.

Output indicator 2.1.2, the number of trained youth leaders playing the role of peace advocates within their communities, by sex and age. The final report reported 100 (50 males, 50 females).

O -management clinics and exhibit positive behavioral changes, by sex, was reported as 20% in the final report, less than the target of 50%. The final report however noted that through monitoring the implementing partner was only able to determine that 20% of the youths had shown positive changes. Due to Covid 19 travel restriction, the IP was not able to further determine the progress of the other youths.

GYPI partner Equal Playing Field hosted a series of meetings and sports events as a channel for release of energy for the youth, to improve social cohesion, and to support youth leaders in the community by promoting success through sports. The target of 11 communities was reported as reached for Output indicator 2.1.4. This had the intention of

Finally, Output Indicator 2.1.5, the number of communities that engage in behavior change through SASA and cross learning exchanges, had a target of 11. The behavior tools used, the self-management

building on an already established presence implementing a complimentary disaster risk reduction project supported by USAID.

Describe any major failures of the project and why they may have occurred

UN agency staff and former project staff noted effective coordination and communication as a failure of the GYPI project. The ET noted that the project did not achieve one major planned deliverable which was the establishment of the Peace center in Mendi in SHP. The project did not engage effectively enough to get Government ownership of project outputs and secure the continuity of volunteer outreach efforts started under GYPI, including having them provide reports to Government. This lack of engagement was the result of the Government not knowing how to effectively support in implementation. In Hela the Division of Community Development expressed there was no communication or involvement from UN staff to them as the division responsible for youth and Women and

to Project Manager, responses such as we are waiting for top management approval was frustrating to the beneficiaries and aired during the evaluation.

In the communities, beneficiaries were not fully aware that the GYPI was jointly implemented by three UN organisations (UNW, IOM and UNFPA). This had to be clarified as an introduction preceding any FGD with the community in this evaluation, so beneficiaries could piece together all the activities they participated in to contribute collectively to the evaluation. Each UN organisation was seen by beneficiaries as having stand-alone interventions. The beneficiaries were also unclear of the overall objectives and what would be achieved collectively by all three UN agencies. This resulted in much confusion with beneficiaries. In some communities the lack of coordination and communication frustrated beneficiaries. The engagement of different beneficiary groups by UN WOMEN and UNFPA created segregations between beneficiaries who were not made aware that this was a jointly implemented project intended to share resources for the similar outcomes. Effectively the same beneficiary groups were to be well capacitated to then cascade the training as outcomes.

Communication and coordination between the UN GYPI coordination representative with Government stakeholders was poor. The lack of shared reporting led to the assumption by Government representatives that all activities were completed, needing no further input from Government. Particularly in the Southern Highlands the Government stakeholders in the Committee were confused and not really aware of what was achieved by the GYPI. There were

3. Ownership
Th

Community hall compared to another. A uniform approach in support for all LEPs was an identified gap in the delivery of the GYPI. All RUNOs highlighted m

harmed. The challenge they discussed with the TOT was that only few participants were trained. Due to security, they were not able to effectively cascade the information, limiting the reach and impact especially in a large District like Koroba with 89 council wards. The reach of awareness of the LEP in Koroba could only cover 23 council wards, which is only 26% of the total District coverage. Due to security concerns of volunteers, outreach and cascading of training remains limited.

Female volunteers who travel to conduct advocacy and awareness are also at risk of Domestic,

the measurement of indicators and to make inferences against the theory of change which again was limited due to the 50-60% success rate as Community Mobilisers were not able to conduct

9. Programme management factors

There was a high turnover of field staff, who left either because they felt they were under-resourced for performing their roles in the field or were not communicating well with Project Coordinator. The Project Coordinator was also investigated for mismanagement and terminated before Project end. Other expatriate staff only supported implementation phases of the Project. The UN Women specialist also left a leading role in the Project early to take on an international post.

What is the project's level of collaboration and complementarity with the other PBF project in SHP and Hela, as well as with any other relevant related projects?

UN Women and UNFPA staff and former project staff, partners, beneficiaries, and stakeholders interviewed and that participated in FGDs did not identify any complementary projects in the two Provinces for the GYPI Highlands project to collaborate with. IOM benefitted from having a complementary project, the USAID community DRR project in SHP, to help support its operations. The ProDoc noted the GYPI was to be a catalytic project. [(ProD)-4(op0 1 333.79 4ptoe)9(m)-4(en)9(t)-4(a)9(r)-3(y)-24

UN Women noted capacity gaps in their Country Office with staff departures that impeded addressing some of the implementation challenges in GYPI.

Assess working relationships within the team.

UN agency staff and former project staff noted that there were notable negative working relationships in the team particularly within UN Women. The Program coordinator reportedly felt there was lack of communication and engagement by senior management to support their work on GYPI, staff below the Program Coordinator reportedly had disengagements with and noted communications and coordination issues with the Program Coordinator. Some UN agency staff suggested that leadership through a program coordinator from outside these provinces faced challenges as Hela and SHP community mobilizers felt closer to the other staff who were from these provinces than to the program coordinator. These issues negatively impacted the capacity of the convening agency to pull the other two RUNOs together; UNFPA and IOM thus forged ahead as pressed with time and continued with GYPI implementation separately.

Assess working relationships with partners, stakeholders and donors

Challenging relationships within the project team had negative impacts on partners and stakeholders. The result was that RUNOs were seen as separate entities and not working collectively under one GYPI project. This created some confusion with partners, community beneficiaries and stakeholders that was identified by beneficiaries in FGDs. With the short time frame of the GYPI, the complexity of the operating environment of the Southern Highlands and Hela Province (especially after a natural disaster) and the limited, efficiency needed streamlined coordination of RUNOs to share resources and costs to maximise effectiveness implementation. The 50-60% rating in program

not resolved by HR. Therefore, staffing around the GYPI would have impacted resourcing and implementation of the GYPI. Former field staff of UN Women shared that they were under-resourced to perform their roles which limited effective community engagement, which they felt demonstrated a lack of efficient and effective management of resources by UN Women needed to effectively implement the Project.

A notable gap in the Pro Doc design plan and actual implementation was the establishment of a proposed peace center to be built in Mendi and accessed by beneficiaries from both Provinces until further investment is made in establishing one in Hela Province. This however was not achieved by UN Women confirmed through observation during the evaluation. From review of budget documentation there were major deviations in budget allocation by UN Women for the Peace center into training and other miscellaneous costs. This resulted in imbalances between soft outcomes and hard outcomes of the project. However, IOM was still able to fill in gaps in establishing purposeful infrastructure based on the background they have had in both Provinces. This however beneficial also changed the design and impact of the Project. This is also indicative of the lack of combined planning and implementation to determine how best the major objective of the Project design around the Peace center could have still been achieved through cost sharing. Was it more cost-effective building five resource centers or reducing the number of

Male beneficiaries said the training on Peace Building and Mindset were really transformational for individuals who received those trainings, mainly the benefits of peace, conflict mediation and settlement, and strategies on developing self-control, Training attendees are actively involved in mediating for peace in their communities. Stakeholders were grateful because they have noticed changes in the intervention communities as a result of the GYPI project. More Women from these communities are speaking up against violence and inter-tribal fights at public gatherings. Women have organised and led peace marches in Southern Highlands and Hela Provinces The one-on-one and house-to-house awareness have seen to have reduced cases of violence in the project communities.

The ET thus concludes that GYPI:

- established a partnership with the Government that needs strengthening for greater engagement.
- built capacity of LEP center networks in peace building
- achieved social community cohesion within the LEP center and Community Hall communities
- strengthened the peace building initiatives with Churches as an institution

To what extent has the intervention generated significant positive or negative, intended or unintended, higher-level effects?

In SHP, unexpectedly the LEP Centers became hubs for the whole UN system to use as entry points (such as the base for IOM to build multi-purpose community halls under GYPI). It was also not anticipated that the governments would use the community halls as they have, including for

by former UN agency staff and former project staff that the ET was able to verify during field visits. Youth engaged in the trainings shared their own stories of behavioral changes brought about with the support of the project. Youths from Komo in Hela Province who were beneficiaries of the training under the Project have engaged in peaceful participation in Rugby as a sport and also in fish farming. Young people have expressed that they need to be kept busy through such sustainable platforms of engagements, so they do not engage in fighting. Similarly, this was expressed by youths in Pureni, Hela Province, where Catholic Church as a partner under the Project has supported the youths to be engaged in rice farming. Such interventions by the Project in engaging youths through the Church partnership has been viewed as peace relevant changes by young people, established through FGD.

The CPDPs and the resulting community

Komo youths took up sports and fresh water fish farming to replace guns.

Based on these findings, the ET recognizes important positive unforeseen benefits that have resulted from GYPI interventions.

Identify any exceptional experiences that should be highlighted (e.g., case-studies, stories, best practices).

Particular exceptional experiences were identified in some interviews, focus groups, and project reporting. These experiences included:

1. The use of the community hall as a village savings and loans facility for Women
2. Rice farming with youths in Pureni
3. Negotiation of peace in Pureni
4. The Komo Rugby League

In conclusion, there are notable highlights of the project with Women, youth, and peacebuilding. Categories where highlights were apparent included:

Trainings:

A majority of the impacts shared by beneficiaries in Hela Province were soft impacts particularly relating to the training that created behavioral changes by individual members of the community. Most success stories shared were direct impacts from the training beneficiaries but responses on success of step-down delivery from the Trainer of Trainers (TOT) is limited as triangulated through interviews with UN WOMEN staff. Beneficiaries from Koroba in Hela Province, expressed that there were also failures by UN WOMEN to monitor the quality of the dissemination of step-down training from the TOT. The quality of the training may not be as expected because of the capacity of the trainers cascading the training. Beneficiaries expressed the need to be monitored and supported before they can effectively deliver at the expected level to have the intended impact. In places like Komo, Hela Province the initiatives taken to make peace by a direct beneficiary in engaging youths in sports (Rugby League) and community participation in the sports has driven peaceful change as people become engaged and youths are occupied. Whilst only one step down training had been conducted due to the cost involved, which came at own expense, greater impact was seen through initiatives that created human development and mindset change through sports. The youths from Komo engaged in Rugby League were r Chang

leader on a local fresh water fish farm project that provides them some income source to support the soft change. This has ensured the sustainability of the soft change created through engagement in sports. Komo previously known as a tribal fighting zone has changed. There are no open displays of weapons in public places. Komo has become a peaceful area in Hela Province and this change is attributed to training from the GYPI project gathered as shared through the FGDs.

Peace Campaigns:

In Hela Province, Women as mothers and wives are passively very influential to their fathers, brothers, husbands and sons. Traditionally Women provoke violence by dressing in warfare attire with special face paint and can spend days crying and calling out to provoke men to go and fight. Women also cook and feed men engaged in tribal fighting. Men in Hela as a display of manhood and masculinity, and to avoid being ridiculed by the Women instigating the fight will engage in traditional warfare. Women also play a critical role in ensuring that their sons from birth are raised knowing who their tribes are and

the payback mindset. Therefore, the targeting of Women as peace builders and the training of Women as mothers has been important to change their mindsets to advocate for peace through the influence they have on men, youths and younger children. Women in Hela Province have taken leading roles in establishing peace with support from the training through the GYPI as noted in FGD. Most Women volunteers under the LEP Centers do not openly advocate, but use inlets such as paying for buai (betel nut), smokes, coke or giving food to male youths to spread peace awareness. The engagement of Women throughout Hela Province is limited because of the cultural gender norms, Women will not stand up and talk in any gathering but are more effective when conducting awareness through household visits. Although the engagement of Women is positive, this reach may be very limited in the overall impact to building peace in the community because of traditional cultural barriers and safety of Women.

For greater impact, beneficiaries and duty bearers in KIIs strongly recommended that more interventions target the instigators of intergroup fighting. Peace Building and Mind-set training for them was sought to significantly propel the peace initiative. This is a strong recommendation because fighting in Hela Province in current times is fueled by individuals behind the scenes funding guns, ammunition and money into the hands of instigators and youth to fight. This can be politically motivated as well and a well-established syndicate to gain and maintain power. Therefore, as a bottleneck to the impact of peacebuilding, the instigators of intergroup fighting need to be engaged by programming.

Development of CPDPs:

The notable impact in the Southern Highlands was the collective input of the community into the development of the CPDPs. The CPDPs created ownership among the beneficiaries in meeting their own development needs. In Kumin, Mendi Southern Highlands, youths were engaged in building of the Community Hall and also the road leading to the Community Hall. Beneficiaries expressed commitment to take on some of the peace and development priorities, however needed more support because beneficiaries could not source any other funding. Beneficiaries in all 5 communities have expressed support for a sustainable livelihood option such as the distribution of seedlings or poultry for them to start raising funds to meet some of these priorities captured under the CPDP.

Community Halls:

In Southern Highlands, the major impact was notably the five (5) Community Halls in SHP built by equal effort from IOM and community contributions in Pimiga, Kumin, Topa, Semin and Pombreal. Pombreal is the only Community Hall that was not completed (an estimated 50% complete) due to the limited commitment by the community and lack of coordination by LEP members due to the expectations of payment. The Community Halls were built with 50% contribution or cost-sharing by the Community, who provided raw materials and labour. The Community Halls have created safe community meeting places to discuss community issues, and are utilised for Village Court hearings, by the peace and good order committee to mediate peace and land access as one of the major drivers of violence identified in Southern Highlands and Hela Provinces. In Topa Village Court hearings are scheduled every Tuesday at the Community Hall. The Community Halls are a safe place for Women and youth to convene. While at the Community Halls, Women and girls can also access safe drinking water supported by the donation of tanks and/or water supply by IOM. In Topa Women and girls shared they felt more safe accessing water at the Community Hall. In Pimaga, Kutubu District, Women use the community hall as a village savings club, where they meet every fortnight Friday to deposit into the savings club. The village savings model was introduced by WWF throughout Kutubu District. Women have now been able to recruit older men and youths into the savings club. Women empowerment opportunities were supported with the soft impact of village savings model training with WWF and sustainability was strengthened through the hard tangible impact of the Community Hall infrastructure established under the GYPI. Women could

speaking up and making decisions which were not traditionally accepted gender norms in Kutubu, SHP Province.

6.6 Sustainability

It is thus challenging to examine before a programme ends; however, even at mid-term, staff, partners, and beneficiaries can discuss work to support sustainability in the future and potential signs that are promising or not promising.

Women

Learning from the GYPI, contrasting approaches by RUNOs led to different levels of engagement and

top level management from each RUNO. From field officers again there was no coordination and communication from the UN WOMEN

Churches are effective sub national institutions for effective partnerships in sustainable peace building long term.

Strong partnership has been established through Church networks under the GYPI. Peace campaigns as

3. *The PBF should continue to fund joint projects and should consider providing additional support for RUNOs to support the joint development, management, monitoring and evaluation, and reporting*

UN agencies have limited experience with joint projects. PBF-funded joint projects are some of the early efforts to strengthen integration in program development, management, M&E, and reporting towards making delivering

Future peacebuilding Projects in the Southern Highlands and Hela should focus on as key instigators of violence. These prominent instigators of intergroup fighting or , peacebuilding process. This targeting can complement a focus on reaching Women and youth. Government stakeholders and beneficiaries feel interventions that successfully target key instigators of conflict are needed to address the root cause of violence in Southern Highlands and Hela Province.

1. Increase the number of LEPs so the area that they can reach is two to three council wards, which could enable LEPs to adequately cover the District and provide for the volunteer network from the respective LEPs to safely reach communities without support for transportation.
2. Train more volunteers and members of the community.
3. Provide a sustainable, consistent supply of resources through LEPs, including stationary and effective a sound system equipment for outreach.
4. Increase the visibility of teams through clear identification markers for members such as uniform hats or shirts.
5. Offer incentives for volunteers - if not monetary then through a performance-based reward model with medals or plaques after outreach and advocacy milestones are reached.
6. Consider other longer-term incentives for volunteers, such as sponsorship for counselling certification training.

10. Soft outcomes should but be supported by hard outcomes for long term sustainability of the peace process

Women and youth in communities saw providing agriculture training, such as distributing seedlings or poultry projects, to those who have completed the peace building and mind-set training as avenues for Women and youth to sustain their livelihoods and maintain peace. Youths in Southern Highlands asserted that without sustainable livelihoods, they will go back to fighting. In Hela, where violence is fueled by money and guns from people seeking political power behind the scene and where there are no other income streams, youth also noted that a potential return to picking up weapons was a prospective livelihood. Therefore, engaging youths in sustainable income generating activities as through agribusiness and animal husbandry are thus critical in cementing the peace created through soft behavioural change support, one outcome from GYPI training.

In Komo in Hela Province, youths are engaged in fresh fish farm

in the community established through the GYPI. A significant observation of transformative change was that in Komo, in direct comparison to other communities in Hela where there continues to be the open display of men carrying bush knives and other weapons in public, no weapons were seen. This observation strengthens the recommendation of having more hard project outcomes accompany and build on and cement soft outcomes created by the GYPI.

2018, inter-communal tensions twice resulted in the suspension of humanitarian operations in both Provinces.

Government services to address tensions are limited. Village courts, which are an official part of the

Rationale

The overall purpose of this evaluation is to assess the impact of the Gender and Youth Promotion Initiative in Hela and SHP in order to determine how the impact aligned with the project outcomes. The evaluation will examine project reach, how resources were utilised, coordination of activities and challenges faced. UN Women, UNFPA, IOM and the UNCT will use the findings from the evaluation more broadly to inform future programme planning and implementation.

Evaluation Objectives and scope

- i. Assess the relevance and appropriateness of the project to responding to the context of the inter-tribal conflict in Hela and SHP. Also, assess project alignment with international agreements and conventions on the Gender Equality and Women Empowerment (GEWE) and youth participation in peacebuilding.
- ii. Assess effectiveness of the project intervention in achieving project outcomes the achievement of project results as defined in the intervention, with a specific focus on effectiveness concerning Women and youth empowerment.
- iii. Assess efficiency, value for money in project intervention and achievement of project

Capacity gaps (these could be in the project team, other internal functions such as HR or Finance, or external organisations as appropriate).

Working relationships within the team.

Working relationships with partners, stakeholders and donors.

Learning processes such as self-evaluation, coordination and exchange with related projects.

Internal and external communication.

- 6. Impact:** What differences did the intervention make in HP and SHP? The extent to which the intervention has generated significant positive or negative, intended or unintended, higher-level effects.

Did the project make a difference in terms of peacebuilding and did its interventions lead to peace-relevant changes and how?

Describe any unforeseen impacts or unintended consequences (whether positive or negative).

Identify any exceptional experiences that should be highlighted e.g. case studies, stories, best practice.

- 7. Sustainability:** The extent to which the net benefits of the intervention continue, or are likely to continue. Potential for sustainability, replication and expansion? Will the benefits last? Assess the key factors affecting sustainability of the project, such as:

The social and political environment/ acceptance and subnational ownership of the project.

Are the project contributions lasting? Which organisations could/ will ensure continuity of project activities in the project area?

Is there evidence of organisations/partners/communities that have copied, up scaled or replicated project activities beyond the immediate project area? Is such replication or magnification likely?

- 8. Gender equality and human rights.** The evaluation will also further assess gender equality and human rights:

To what extent were gender and human rights integrated into the project design and implementation?

How did attention to gender equality and human rights advance the project impact and relationships with partners/stakeholders?

iii) Evaluation design

The evaluation will utilise a non-experimental design, which examines the efficacy of the project and makes forward-looking recommendations for UN Women, UNFPA and IOM implementation in Hela and SHP. Data collection (including secondary data) will include a review of project documents, key informant interviews, Mixed method involving qualitative and quantitative and where possible and deemed relevant, focus group discussions (FGDs).

Clear ethical guidelines should be followed and implemented, obtaining consent from any individuals interviewed or included in FGDs. The evaluation should be gender and youth responsive, as outlined in the evaluation objectives, using a participatory methodology where possible/relevant. Any limitations in the design should be clearly stated and data should be triangulated to enhance the robustness of the data.

The consultancy is estimated to take 37 days, but there may be some flexibility in the duration depending on submitted proposals and suggested methodologies.

Documentation available for the analysis:

GYPI Prodoc

Baselin

Timing of roles and responsibilities

No	Key Events	Time frame	Tentative dates
1	Preparations & Submission of the inception report	5 days (1 wk.)	18-22 Jan 2021
2	Data Collection	14 days (2 wks.)	25 Jan -7 Feb 2021
3	Analysis	5 days (1 Wk.)	8-12 Feb 2021
4	Reporting & hosting of validation Workshop	10 days (2 Wks.)	15-26 Feb 2021
5	Any final amendments	Week 1	

Experience		30%
Should have at least a minimum of 7 years of experience in evaluation, including use of mixed-method design, in peacebuilding	30	
Competencies		25%
<p>Good understanding of issues on peacebuilding and governance and experience in Bougainville are highly desirable.</p> <p>High level planning, organizational and time management skills, including flexibility, attention to detail and the ability to work under pressure to meet challenging deadlines;</p> <p>Excellent interpersonal skills, including ability to establish strong cooperative relationships with senior government officials, civil society and donors;</p> <p>Ability to quickly adapt to change, and to remain calm under pressure; and</p> <p>Proven cross-cultural communication and the ability to function effectively in an international, multicultural environment.</p>	<p>5</p> <p>5</p> <p>5</p> <p>5</p> <p>5</p>	
Technical Criteria Total		70%

**If necessary interviews shall also be cond

comparison of financial proposals, the financial proposal will include a breakdown of this lump-sum am

Annex 2: List of Documents Consulted

United Nations (UN) Documents

United Nations Evaluation Group (UNEG). June 2010. *Quality Checklist for Evaluation ToR and Inception Report*. New York: UN. <http://www.uneval.org/document/detail/608>

UNEG. June 2016. *Norms and Standards for Evaluation*.

Annex 3: List of Sites Visited, Interviews and Focus Groups

SITE VISITS

SHP

1. Pimaga
2. Kumin
3. Topa
4. Semin
5. Pombreal

Hela Province

1. Komo
2. Koroba
3. Walete
4. Hoiyabia
5. Pureni

INTERVIEWS

Stakeholders

Michael Palana Koroba, District Manager, Koroba, Pureni and Walete

PCC members

1. Leo Supiri, SHP Chairman
2. Sr Mary Balupa, FSC SHP
3. Wekia Kelly, Community Development Women's officer SHP
4. Posu Nama, Chairman SHP Youth Group
5. James Tesi, Community Development Youth officer SHP
6. Isaac Mea, Provincial Village Courts and land mediation manager
7. Constable Theresa Kemawawa, Family and Sexual Violence Unit-Mendi SHP
8. Sargent Jimmy Suwai, OI[(The)12(r)-3(es)7(a)] TJETQ.00000912 0 612 792 reW* nBT/F2 11.000912 0 612 792 re Tf

Annex 4: Evaluation Instruments

DOCUMENT REVIEW GUIDE

Significant higher-level effects (positive or negative)
Difference in peacebuilding/peace-relevant changes
Any unforeseen/unintended consequences

Sustainability

Continued benefits from intervention
Potential for sustainability, replication and expansion
Key factors affecting sustainability
Organisations that could ensure continuity
Evidence of replication or magnification, future likelihood

Gender equality and human rights

Extent integrated into design and implementation
Evidence for how GE and HR advances project and relationships

INTRODUCTION AND INFORMED CONSENT

Thank you for talking with us.

My name is _____. And I am _____. We are working independently for the United Nations to conduct an evaluation of the work conducted by UN Women, UNFPA, IOM and its partners through the project
Women and Youth as Peace Builders to improve Development in the
Highlands project.

The goal of the review is to learn about what has been accomplished by the project, what has worked well, and what has not worked as well. Lessons from this review will be used to help the UN and their partners in future work here and around the world.

The information collected today will only be used for the review. We will not use this information in a way that identifies you as an individual in the report.

This interview is entirely voluntary; you have the right **to stop answering** at any point without consequence.

We hope to learn from your knowledge and experience with the project and its activities. Please answer Yes if you willing to participate in this study? [Ensure that participant(s) verbally agree to participate]

Do you have any questions for us before we begin with a short list of questions to learn about the ways that you engaged with or know about the activities of the GYPI Highlands project?

How did the GYPI project collaborate and complement other PBF and other relevant projects in Hela and the SHP?

Was the project relevant in addressing the causes of conflict in the Highlands?

Was the project relevant to the peacebuilding priorities of the government?

Was the project relevant to the peacebuilding priorities of beneficiary communities?

Efficiency

What evidence is there for efficient planning and implementation?

Were plans used, implemented and adapted as necessary?

Was the overall project work plan used?

Can you identify and describe any exceptional experiences that should be highlighted from the GYPI experience as good practices to be replicated? If so, what are these good practices?

Sustainability

Do you think GYPI has had lasting benefits? If so, what are these benefits? Why have they been sustained?

How do you see the potential for sustainability, replication and expansion?

What do you see as the key factors shaping the sustainability of the project?

What organisations do you think could continue project activities? Why do you think they could continue these approaches?

Do you have any evidence that organisations, partners, or communities have copied, up scaled or replicated project activities? If so, what is this evidence?

Gender Equality and Human Rights

To what extent was gender equality integrated (or9(or9(or9(0.00000912 0 612 792 reW* nBT72.024 482.11 Tmohm0 u0.0

What difference has the GYPI highlands project made in your communities? Why has it had these effects?

Sustainability

Are project contributions lasting? Why or why not?

Gender Equality and Human Rights

How much did you and others discuss gender equality?

Did attention to gender equality advance t

How much did you and others discuss human rights?

Did paying attention to human rights ?