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EVALUATION REPORT



**UDF-PAK-11-457 - Strengthening Youth, Minority and Women's Organizations
in Pakistan**

Date: 5 June 2016

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All errors and omissions remain the responsibility of the authors.

Disclaimer

The views expressed in this report are those of the evaluators. They do not represent those of UNDEF or of any of the institutions referred to in the report.

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I. Executive Summary

(i) Project Data

The *Strengthening Youth, Minority and Women's Organizations in Pakistan* project sought to improve the understanding and capacity of 150 civil society organizations (CSOs) to mobilize youth, women and minority groups to participate in and strengthen democracy at the grassroots in 25 districts. Its intended outcomes were: 1) improved understanding among civil society on democracy and advocacy skills for good governance; and, 2) increased participation of youth, women and minorities and their organizations in democratic processes.

This was a two-year USD 225,000 project (1 May 2013 - 31 October 2015 including a six month no-cost time extension). It was implemented by the Chanan Development Association (CDA), a Pakistani nongovernmental organization (NGO) based in Lahore. Its main intended activities were to:

- Develop a baseline on CSOs in the 25 districts on their democratic understanding;
- Train 150 master trainers to undertake cascade programs on democracy in the 25 districts for 5,000 CSO members;
- Conduct district forums in the 25 districts to sensitize 10,000 CSO representatives and hold an annual national CSO democracy forum for 1,000 stakeholders;
- Provide 150 seed grants to CSOs in the 25 districts to engage 15,000 vulnerable communities on democratic participation; and,
- Promote grassroots efforts to strengthen democracy through four bi-annual newsletters and two press conferences.

(ii) Evaluation Findings

The project objectives were **relevant** to the mission of CDA which seeks youth empowerment and their meaningful participation along with that of youth-, women- and minority led civil society groups. Addressing youth issues at the provincial level was also important since youth issues have been devolved to that level. However, the project lost relevance in its design and implementation. The design was ambitious in geographic scope and in the number of CSO participants, especially for the level of funding. This limited the number of activities that each CSO could undertake because it spread the funding out between so many different organizations and locations. This resulted in a number of CSOs losing interest in the project. The project also did not tailor its activities to the different needs and context of the different districts and target groups which affected relevancy.

According to CDA reporting, all of the activities were undertaken and the project met its targets. Project reporting was general and did not provide the specifics needed for the evaluators to be able to understand its actual implementation and results, which are needed to determine **effectiveness**. Additional information provided was incomplete, but the evaluators were able to factor in the information posted on CDA's Facebook site, which allowed them to develop a rough timeline for project implementation. The information provided in interviews was also consistent enough that the evaluators were able to make some general observations about project reach and performance.

CDA was able to quickly mobilize after the grant went into effect, holding a series of district level forums between candidates and youth and CSOs before Pakistan's general elections on 11 May 2013. Many of these participants were members of CDA's Y-PEER network that it created with the assistance of the United Nations Population Fund (UNFPA) around 2010. However, activities after that appeared intermittent, and mainly spread out in 2014. CDA also appeared to have blended the project's intended national civil society democracy forum into

its annual youth peace festival that it has held since 2009 in every September. Despite its quick start, CDA ended up requesting a no-cost time extension for the project because of the extra time it said was required to identify CSO partners because of the high level of demand according to its reports. Very few activities appear to have been done in the extension period. Six training or trainers (TOT) sessions did appear to have been done along with some cascade workshops. Most CSOs interviewed appeared to have done only one or two activities with the project, so the actual extent of the training and district level activities is uncertain. There appeared to be no follow up to trainings or to the issues identified in district workshops/forums. The trainings themselves did not appear to have been done on the basis of need. All of which would have affected project effectiveness. The national youth festivals seemed to be popular events and were well attended and UNDEF's logo was visible along with those of other donors on the promotional material. CDA gave out double the number of seed grants anticipated to CSOs in 20 project- and two non-project districts. No information on the amounts was provided but several organizations appeared to have received multiple grants with four CSOs implementing 20 percent of the activities listed.

The grantee did not appear to have the necessary project management systems in place to allow for an **efficient** project management that could track its activities and aggregate data for project management, monitoring and evaluation purposes. If it did, information from these systems was not available to the evaluators who had difficulties getting information on the project. The CDA website, where the documents were reportedly posted, was not functioning during the evaluation due to maintenance. CDA sent the evaluators raw data in different formats which were not possible to correlate, aggregate or compare within the timeframe of the evaluation. Only some partners seemed to have signed Memorandums of Understanding (MOUs) at the start of the project, and none reported having had regular project management meetings. There was no information available on expenditures beyond the final financial report, which stated that there were not major deviations between the planned budget and their expenditures. However, without more information, the evaluators are unable to assess the actual use of the budget, its compliance to the program design or its cost effectiveness.

All of these factors affected the **impact** of this project. In particular, its intermittent nature and the lack of focus on ensuring activities were need based and tailored to the context. A baseline was reportedly conducted at the start of the project but not repeated at the end. Without this there is no way of knowing if the situations or knowledge levels had changed for participants. Pre-and post-training questionnaires were done for the TOT, which CDA said showed that 92.5% of participants had significantly better understanding and knowledge on democracy. The data from these tests were not available for the evaluators to review, but several CSO participants noted that that no differentiation was made in trainings between those who were already experienced trainers and novices. Their starting points and needs would have been very different. It is likely that the efforts done in the 10 days immediately preceding the 2013 national elections resulted in an increased participation by some youth in the electoral process and that the annual forum increased the awareness of participating youth. The degree of this is impossible to determine without data. It is also likely that being associated with a UN project such as this increased the visibility of CSOs participating within their districts.

CDA felt the project was self-**sustaining** in nature since it would build the capacity of civil society and its participants. CDA is continuing to work with youth with other donor funding. The annual youth summit was held in 2015. The UNDEF logo was included on its conference banner and promotional materials but CDA stated that UNDEF funding was not used for that event. The knowledge gained by participants in trainings and workshops is likely to remain with them. There was **UNDEF value added** for this project as its funding was an incentive for the CSOs to partner with CDA. They felt working with a UN project would increase the profile of their organization.

(iii) Conclusions

- **Support for CSOs working on issues of democratic participation and understanding with youth, women and minority led CSOs is important and needed** within a context such as Pakistan's. Youth are the majority of the population and their actions and attitudes will determine the future of the country. There is a critical need to increase their understanding of democracy, to get them engaged constructively in civic processes, and to promote the equal rights of women and minorities.

- **The design was logical in its approach but appears to have been only intermittently implemented on an activity basis.** This was reflected in the one-size-fits all trainings and CDA moving among different CSOs for activities rather than selecting, training and staying with the same CSOs throughout the project. This limited its relevance, effectiveness and potential impact for its targeted groups.

- The grantee's existing **youth based network helped facilitate this project** which had an ambitious geographic scope. However, the project lacked special measures to ensure gender was adequately integrated and minority groups were included. Activities also seemed to remain primarily in district capitals and main cities and did not significantly reach the grass roots which likely had the greatest need for this type of a programme.

- **Project management, reporting, and monitoring systems were inadequate** for a development project and that needs to manage project implementation, track results and report on performance to ensure it is on budget and able to make payments promptly. Reliance on existing relationships with some focal points and CSOs also contributed to a level of informality that affected all aspects of the project and likely its conformance to the project document. As a result, this **evaluation is unable to confirm if all reported activities occurred** and in the quantities reported, especially in terms of district level activities.

- **The project could have had more significant results than were visible** to the evaluation team, but **it is not possible to know since project performance data was not sufficiently tracked or aggregated.**

(iv) Recommendations

- For similar projects in the future, the evaluators recommend **continued attention to improving the understanding of democracy and capacity of district level CSOs in Pakistan** as the more informed and prepared they are, the more effective they can be to support their constituents, help dispel misinformation and misperceptions about democracy and human rights, and to influence policy and decision making.

- **Use a developmental focus in implementation** to ensure an integrated and cohesive democratic development programme. This will improve project performance and ability to achieve the intended development goals. Provide training to project staff and focal points on the development approach and best practices and develop a short implementation guide on the project for staff and partners.

- **Formalize relationships with all partners**, including focal points, through MOUs or other agreements, signed at the start of the relationship that details the specific purpose, responsibilities, and number/type of activities, timeline, reporting requirements and funding amounts. If funding is limited, reduce the number of locations so that partners have the resources needed to adequately implement their part of the programme.

- **Use a needs-based perspective** for the selection of project districts and CSOs. Do a training needs assessment before designing trainings and tailor the programming to the needs of the different participants and context. For example, divide TOT into beginner, intermediate or advanced.

- **Mainstream gender and the integration of minority groups into project design, selection criteria for partners and during implementation**, and ensure special measures are adopted to promote the inclusion of girls/women, at-risk youth and minority groups, especially in more conservative and grass roots areas.

- **Improve project reporting** to ensure data is systematically collected from every activity, assessed, aggregated and used for project management and reporting purposes. Repeat baselines at the end of the project so the differences can be determined. Maintain a project archive system so that this material is easily accessible for project management, monitoring and evaluation purposes.

II. Introduction and development context

(i) **The project and evaluation objectives**

Strengthen Youth, Minority and Women's Organizations in Pakistan project (UDF-PAK-11-457) was a two-year USD 225,000 project implemented by the Chanan Development Association (CDA). USD 25,000 of this was retained by UNDEF for monitoring and evaluation purposes. The project ran from 1 May 2013 to 31 October 2015 including a six-month no-cost time extension. Its main objective was to strengthen grassroots democracy in 25 districts in Pakistan by empowering 150 civil society organizations (CSOs) to engage youth, women and minorities in grassroots democracy efforts. It intended to do this through: 1) improving CSO understanding on democracy and advocacy skills for good governance; and, 2) increasing the participation of youth, women and minorities and their organizations in democratic processes, such as the formation of provincial youth policies, democracy forums, local government and general elections.

The evaluation of this project is part of the larger evaluation of the Rounds 2, 3 and 4 UNDEF-funded projects. Its purpose is to “contribute towards a better understanding of what constitutes a successful project which will in turn help UNDEF to develop future project strategies. Evaluations are also to assist stakeholders to determine whether projects have been implemented in accordance with the project document and whether anticipated project outputs have been achieved”.¹

(ii) **Evaluation methodology**

The evaluation took place in April - May 2016 with field work done in Pakistan from May 12 - 18, 2016. The evaluation was conducted by Sue Nelson and Muhammad Saghir, experts in democratic governance. The UNDEF evaluations are more qualitative in nature and follow a standard set of evaluation questions that focus on the project's relevance, effectiveness, efficiency, impact, sustainability and any value added from UNDEF-funding (Annex 1). This report follows that structure. The evaluators also reviewed available documentation on the project and on the situation of youth, women and minorities in Pakistan (Annex 2).

The field work in Pakistan was done by the national expert, with the international expert participating virtually. The national expert met with CDA, and CSO partners in Lahore, and with project participants in Karachi and Quetta. A sample of participants from Bahawalpur, Dado, Jaffarabad, and in districts in Khyber Paktunkhwa, Gilgit and Azad Kashmir were interviewed by phone. The list of persons interviewed is provided in Annex 4. In addition, the team designed an on-line survey for participating CSOs. The requests to complete the survey were sent to all of the CSOs with email addresses from the list provided by CDA and 52 of these took the survey. Those results are incorporated into the evaluation team's findings and are provided in Annex 2.

During the preparatory work, the evaluators identified several issues which they followed up on during their interviews. These included:

- **Level of participation by CSOs** as the project design anticipated the participation of 150 local CSOs in 25 districts, reaching about 10,000 persons;
- **Selection criteria for CSOs and districts**, to determine if the most qualified CSOs and districts in need were chosen;

¹ Operational Manual for the UNDEF-funded project evaluations, p. 6.

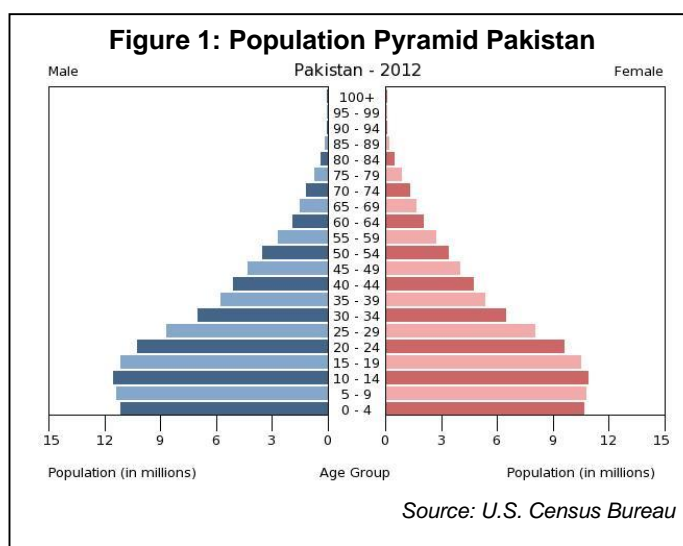
- **Extent of results** beyond outputs as project reporting provided no disaggregated information on the CSOs, participants and locations reached, or what they did then with the assistance and training;
- **Nature of constraints encountered** as the project anticipated working on a very sensitive topic in some of the districts and there was no mention in reporting of any difficulties encountered; and,
- **Reason for delays in final reporting** as the final narrative report was six months late, and whether this was an implementation issue (such as the lack of internal collection of data on project performance) or if it was caused by another issue.

In addition, the team addressed the issues raised by UNDEF:

- **Reasons for the delays in communications** between the grantee and UNDEF and if this reflected issue at implementation level; and,
- **Validation of activities** listed in the Final Narrative Report (FNR) were done and if the expected outcomes were reached, along with the **impact of the seed grants** in the 25 districts.

(iii) Development context

Pakistan is an Islamic federal republic of 196 million persons, 60 percent of these are under 30 years of age (Figure 1), with 35 percent under the age of 15.² The median age is 22.6 years old.³ Out of the 50 million youth ages 18-29, 55 percent are located in urban areas.⁴ This large demographic group can be the catalyst for significant social and democratic change as they age and make their voices heard. At the same time, they face many challenges. Women also comprise almost half of Pakistan's population but gender discrimination is still prevalent. Pakistan's religious and ethnic minorities also face discrimination, and have dwindled from 40 percent at independence to just four percent by 2012.⁵ This includes the Christian, Hindu and Shiite minorities.



Pakistan is in the low human development category, ranking 147 out of 188 countries on the *Human Development Index*.⁶ Twenty-two percent of its population is below the national poverty line⁷ and only 43 percent of the 18 - 24 year olds are literate.⁸ Within this context, the situation for women is even more difficult. According to the World Economic Forum, Pakistan ranks 144 out of 145 countries for gender equality, just above Yemen. The political empowerment of women is slightly better at 140th.⁹ Although Pakistan's rankings are still at the bottom of the global list, there have been improvements in the sectors of education, health and survival when compared to a decade ago.¹⁰

² Country Meters, *Pakistan Population*

³ Index Mundi, *Pakistan Demographics Profile 2014*

⁴ IPR, *Pakistan's Youth Bulge: Human Resource Development (HRD) Challenges*

⁵ UCA News, *Pakistan's minority population is shrinking*

⁶ UNDP, *Human Development Report, Work for human development, Pakistan*, p 2

⁷ Ibid,

⁸ TAF *Voter Education Survey Report, Pakistan National and Provincial Elections, 2007/2008*, p vi

⁹ World Economic Forum, *Global Gender Gap Report, 2015*, p 9

¹⁰ Ibid

Pakistan underwent democratic reforms after its 2008 elections. It had its first transfer of power from one democratically elected civilian government to another after the 2013 elections. But it still faces many issues including political and personal insecurity, weak rule of law, corruption, social cohesion and rapid urbanization. Population growth continues to be a serious concern, and one of the biggest challenges facing the country is how to turn its large youth bulge into a 'demographic dividend' where youth are constructively engaged and contribute to economic and democratic development. Research indicates that large scale youth bulges are potentially destabilizing, especially in countries prone to civil conflicts. The theory is that unemployed and disaffected youth are more vulnerable to crime, extremism and violence.¹¹ In Pakistan, more than 47,000 lives have been lost in terrorist-related violence in the past decade, and different religious, political and militant organizations operate within its borders, some of which radicalize youth and further marginalize women.¹²

A poll done at the end of 2012 showed that nine out of ten Pakistani youth are anxious or very anxious about their future and the situation in their country. On a macro level, the survey showed they are most anxious about the cost of living, political leadership and the threat of terrorism. On a micro level they worry most about unemployment and the cost of food and oil/gas. Women were significantly more anxious about the micro issues than the men, who worried about macro level problems. Eighty-seven percent of the youth said they did not believe that the political system was working properly. This rose to 92 percent for the youth aged 15-18. At the same time 60 percent of the youth believed that the way to change the situation was through elections.¹³

In the *Next Generation* report, a survey done by the British Council on the state of youth in Pakistan, only 14 percent of the youth surveyed identified themselves as Pakistanis, while 75 percent identified themselves by their religion. A similar finding was found by the James Walter Thompson (JWT) youth survey cited above. According to JWT, the combination of the lack of national identity and high anxiety makes 54 percent of the youth want to live abroad rather than in their own country.

Although Pakistan ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1996 it has not yet implemented all of its provisions within society. The problems are deeply rooted in its cultural, socio-economic and political context. The status of women varies considerably depending on factors such as class, region, religion, education, and the urban/rural divide. However, gender disparities are stark. Only 18 percent of the female adults aged 25 and older have a secondary education, compared to 43 percent of male adults, and only 22 percent of females aged 15 and older participate in the labour force, while it is 83 percent for males.¹⁴

There are high levels of gender-based violence, much of it done by family members, such as a husband, brother or cousin. There are still "honour" killings of women. Although illegal, most go unreported. Government officials are often perceived as indifferent, especially to the problems of poor women. Women belonging to religious minorities are particularly threatened by customs and hatred, such as those from the Hindu and Christian communities. Most working class women are employed in the informal sector, and earn less than a dollar a day.¹⁵

¹¹ UN, *Pakistan One United Nation Programme, 2013 - 2017*, p 36

¹² USIP, *Radicalization of Youth in Pakistan*

¹³ JWT, *Pakistani Youth Sentiment Survey: Time For change*

¹⁴ Ibid, p 158

¹⁵ Asian Human Rights Commission, OpCit

III. Project strategy

(i) Project approach and strategy

With this project, the Chanan Development Association intended to improve the participation of youth, women and minorities in democratic and political processes in Pakistan by strengthening the ability of 150 district-level CSOs to promote and engage their constituents in grassroots democracy building activities. CDA felt that by building CSO capacity and providing seed funding for CSOs to become engage, it could provide opportunities to increase the participation of youth, women and minorities in the democratic processes. In particular, CDA intended for this project to address:

- **Policy constraints and the lack of implementation** of policies aimed at increasing women's participation, as well as the lack of policies towards promoting the engagement of religious and ethnic minorities and youth despite recent interest from political parties towards youth engagement;
- **Institutional constraints** caused by the lack of institutional mechanisms to engage youth, women and minorities in political and democratic processes. Student unions had not yet been reconstituted despite the lifting of a 30 year ban, and local government elections, which were expected to generate more opportunities for youth participation, had yet to be held;
- **Capacity weakness** of grassroots CSOs on political and democratic processes. CSO fora and interaction with the media were seen as the only platforms available for the project target groups to interact with policy makers and media. CSOs also lacked the resources to mobilize youth to participate in their communities and rarely shared information about their work;
- **Social and cultural norms** about democracy that were negative from low levels of general awareness and socialization on democratic governance. This prevented the full participation of women and others, especially in rural and tribal areas.

CDA expected to address these problem areas by strengthening the capacity of local CSOs to understand democratic issues and increase their ability to engage with youth, women and minorities in grassroots democratic processes.

In particular, the UNDEF project intended to:

- **Improve CSO understanding and capacity** to mobilize youth, women and minorities and their organizations and promote practices of strengthening democracy at the grass roots through training and advocacy skills building. This was to be done through a trainer-of-trainers program to train 150 CSO trainers and reach 5,000 CSO representatives. The curricula was to be developed after a comprehensive baseline assessment to measure the level of democratic understanding in the 25 target districts;
- **Increase participation of youth, women and minorities** and their organizations in democratic processes through conducting democracy forums in all 25 districts to engage and sensitize 10,000 CSOs representatives. CDA also intended to hold two national civil society democracy forums (one per year) to engage 1,000 stakeholders including parliamentarians and the media;
- **Provide seed grants** to all 150 CSOs to engage 15,000 vulnerable communities (youth/women/religious minorities) in their districts to participate in the democratic

processes based on proposals submitted by the CSOs. CDA would share the lessons of these seed grants through a widely-shared activity report; and,

- ***Increase awareness of grassroots efforts*** to promote democratic practices through four bi-annual newsletters and two press conferences in Lahore.

The intended outcomes for this project were: (i) improved understanding among civil society, particularly CSOs led by youth, women and religious minorities, on democracy and advocacy skills for good governance; and, (ii) increased participation of youth, women and minorities and their organizations in democratic processes, such as the formulation of provincial youth policies, democracy forums, local government and general elections.

CDA identified some risks for the project. Among these was the possible lack of interest among civil society and particularly the youth, women and minority-led organizations in the targeted districts to participate in project activities; a lack of commitment by master trainers to replicate the training at district level; and, a lack of participation by CSO representatives, parliamentarians, political leaders and media in the democracy forums. CDA intended to mitigate those risks by developing a database of CSOs working in the districts to ensure that those active in the democratic sector and that already had strong links to political actors and media would be included in project activities, and by signing an MOU with each for the life of the project. It also intended to make the CSOs responsible for ensuring that their master trainer replicated the training and by only giving training certificates to those who successfully fulfilled their commitment to undertake two district-level workshops.

The project was seen to be self-sustainable since it intended to build CSO capacity which would enable them to continue the work after the end of the UNDEF-funded project. It also expected the master trainers to continue to share their knowledge. CDA also intended to help mobilize financial resources for the CSOs from other donors by encouraging CSOs to write joint funding proposals.

Gender was to an integral part of the project design since women were one of the main target groups. However, in addition, CDA intended to ensure that at least 40 percent of the participants of the trainer of trainers were women, and a third of the seed grants were to be given to women-led organizations. CDA also anticipated that at least 30 percent of the beneficiaries will be young women in each district.

(ii) Logical framework

Project activities

Intended outcomes

Medium-term impacts

Long-term development objective

Improved understanding among civil society on democracy and advocacy skills for good governance

<ul style="list-style-type: none"> • Selection of 150 CSOs in 25 districts (6 per district) • Baseline on CSO democracy understanding in 25 districts • Creation of CSO database and networking site • 6 TOTs for master CSO trainers (4 days each for 25 participants) • 200 two-day workshops in 25 districts for 25 civil society participants each on democracy (5,000 total) 	<ul style="list-style-type: none"> • Increased knowledge and motivation among youth, women and minority groups to engage in democratic practices • Increased level of knowledge, capacity and engagement of CSOs in democratic and governance processes • More coordinated effort of CSOs working on democratic issues at district level 	<p>Increased participation by youth, women and minority groups in political and democratic processes</p> <p>Strengthened civil society groups engagement in democratic governance issues</p>	<p>More inclusive democratic governance</p>
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Increased participation of youth, women and minorities and their organizations in democratic processes

<ul style="list-style-type: none"> • 200 1 day forums in 25 districts (8 per district) for 150 participants (10,000 total) • 500 local democratic issues identified/ addressed at forums • Quarterly CDA/CSO follow ups with parliamentarians, parties, CSOs and media on addressing issues raised in forums • 1 national civil society democracy forum/year for 500 stakeholders each. • Annual CSO “Call for Action” to address democratic challenges at national level • Annual Civil Society Democracy Award for participating CSOs • Seed grants awarded to 150 CSOs for democratic activities • Production of 4 bi-annual newsletters and 2 press conferences on project activities and successes. 	<ul style="list-style-type: none"> • Increased capacity for district-level CSOs to implement democracy programmes and engage youth, women and minority groups • Increased national discussion on provincial and national challenges towards democratization • Increased recognition of role played by local CSOs in democratization • Increased media coverage on issues of youth, women and minorities 	<p>Formulation of provincial youth policies</p> <p>Implementation of provincial youth policies</p> <p>Increased participation of youth, women and minority groups in democratic processes at grassroots</p>	<p>More inclusive democratic governance</p>
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IV. Evaluation findings

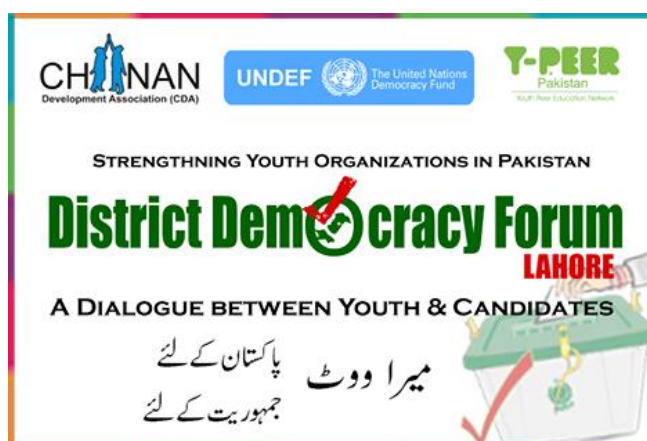
(i) Relevance

The project objectives were relevant to the mandate of the grantee, the Chanan Development Association which was created by a group of youth activists in 2004 as a theatre troop focusing on improving the conditions of youth, and in particular young women, so they could participate equally “without any biases of gender, religion, class etc for the creation of a healthy, just, democratic, nonviolent and peaceful society.”¹⁶

The project objectives were also relevant to the needs of civil society organizations in Pakistan working on issues related to democracy and the participation of youth, women and minority groups. This was especially pertinent to those working and living in rural areas which have more limited access to resources such as training, grant funding and accurate information on democratic issues and values. This was also evident in the number of applications CDA said it received-- which was double the number of CSOs that it intended to assist.

Addressing youth policy issues at the provincial levels was also important since youth issues had been devolved to the provinces in Pakistan’s 18th Amendment to its constitution. At the time of the project, only the province of Punjab had adopted a policy on youth.

However, the project lost relevance in its design and implementation as noted by both the CSO participants and CDA itself. The design was ambitious in geographic scope and number of CSO participants, especially for the level of funding. This limited the number of activities that each CSO could undertake by spreading the funds and activities out over a larger area. In its final report, CDA reported on the “lack of interest from some of the organizations in the project interventions” in year two from the limited number of workshops and forums planned in their districts and limited funding available for each, especially for the larger organizations.¹⁷ Selection of the CSOs also did not appear to be based on need. It also appears that not all of the activities implemented focused on the project’s objectives, which also limited its relevance to achieving the project’s intended outcomes.



May 2013 Democracy Forum in Lahore - CDA Facebook

Several CSOs noted in interviews that the project did not factor in some of the critical concerns of youth, which included poverty and unemployment, while others felt it needed to work more at the grassroots level and in rural areas where youth, women and minorities have harder times and less opportunities and access to these types of programmes and information. The project implementation strategy did also not address relevancy based on need despite starting with a baseline survey. Training materials were common for all 25 project districts regardless of the context and level of the target groups. For example, youth in urban zones have more learning opportunities and higher levels of awareness for the issues relevant to the project than those in rural areas. In addition, in the evaluation survey, 96.56% of the respondents said they thought their organization had adequate advocacy skills and knowledge about youth, women

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¹⁶ Peace Direct, *Insight on Conflict, Chanan Development Association, Pakistan*

¹⁷ UDF-PAK-11-457, *Final Narrative Report*, p 4

and minority issues.

The project’s start date of 1 May 2013 coincided with the Pakistani general elections held on 11 May 2013. This increased the relevance of democracy trainings/forums to the targeted groups, which the CSOs noted as being useful, but realistically there was not enough time to implement a meaningful program before election day, although the electoral process could have been used afterwards to promote advocacy with the newly elected officials for improved youth, gender and minority policies monitor if officials kept their campaign promises in regards to these issues.

(ii) Effectiveness

According to the Final Narrative Report (FNR), all of the activities were done and the project met its targets, even though the reporting included a caveat that some district level CSOs lost interest in Year 2 because of the limited number of activities. This it said resulted in some of the larger district CSOs not continuing with the project.

Project reporting was general and did not provide the specifics needed to be able to understand what the project had actually done, when, where and with which groups which is needed to assess project implementation and performance. Additional material sent to the evaluators provided some pieces of information that the evaluators were able to use with the information found on CDA Facebook site where some project-related activities and photos had been posted to develop a rough timeline for project implementation. (Figure 1). In addition, interviews with project participants were consistent enough that the team was able to make some general observations about project reach and performance.

CDA announced the UNDEF grant in a 10 April 2013 Facebook post asking for expressions of interest from youth, minority and women-led CSOs to participate in the project by 15 April 2013. This early action meant that CDA would have been in a position to determine its partners by the time the project started on 1 May 2013. An immediate start-up was essential if CDA wanted to take advantage of the pre-election environment for the general elections held on 11 May 2013 to increase the awareness of youth and others on the importance of voting and to get candidates’ commitment to address issues of youth, gender and minorities.

As a result, CDA partners held a number of democracy forums from 3 to 9 May 2013 that seems to have reached at least 14 districts. Sign-up sheets were only provided to the evaluators for two of these forums which showed a total of 89 participants. Assuming an average of 44 persons per forum and that all forums referenced in the CDA Facebook posts were held, these events reached an estimated 750 persons before the elections. An article interviewing the CDA’s Executive Director on the forums says that the forms engaged 85 candidates from four political parties and that as many as 90 percent of the participants found them useful. It also noted a low turnout in Lahore district and that forums could not be organized

Main activities	Date
Project start date	1 May 2013
Democracy Forums	3 - 9 May 2013 8 Aug 2013 27 April 2014 2 & 13 May 2014 19 June 2014
Youth Forums	13 Dec 2013
Cascade trainings	24 Feb 2014 3-4 March 2014 16 -17 March April 2014 30 -31 May 2014 8 July 2014
Democracy Workshops	22 March 2014
Meetings with officials	3 March 2014 July 2014
Youth Peace Summits	August 2014 Oct 2014
National Youth Peace Festival	26-28 Sept 2013 24-27 Sept 2014
Seed grants	July-August 2014
Young Women’s Leadership Forum	3 March 2015
International Youth Day	12 August 2015
End of project	30 October 2015

in Quetta and Karachi because of security issues. However, it said there was an “overwhelming’ response in Jafarabad and Dadu districts.¹⁸

CDA said it received over 300 applications from CSOs that wanted to be included in the project. This shows a strong demand for these types of participatory democracy awareness programs as well as the reach of CDA informational networks. CDA is the main partner organization of the Y-PEER youth network in Pakistan created in 2009 in partnership with UNFPA and serves as its secretariat. This gives it access to a national network of youth and CSOs working on these issues. Its Facebook page has almost 17,000 likes. Statistics on the use of its facebook and website, especially the database that was to be created under the project for CSOs for recordkeeping and networking, were not available to the evaluation team.

CDA said used predetermined selection criteria to select the 150 participating organizations. The criteria was: registered CSOs in the targeted districts that believed in democracy and human rights, whose primary target audience was youth, women and minorities, had good contacts and networks among policy makers and media, and that would commit to participate in all of the activities for the two years of the project. There were no scoring sheets available to be able to determine if this criteria was applied, but there does appear to have been a shifting list of partners during the project according to the different lists of CSO partners sent by CDA and information from participating CSOs.



Participant at Karachi youth festival. Photo: CDA Facebook

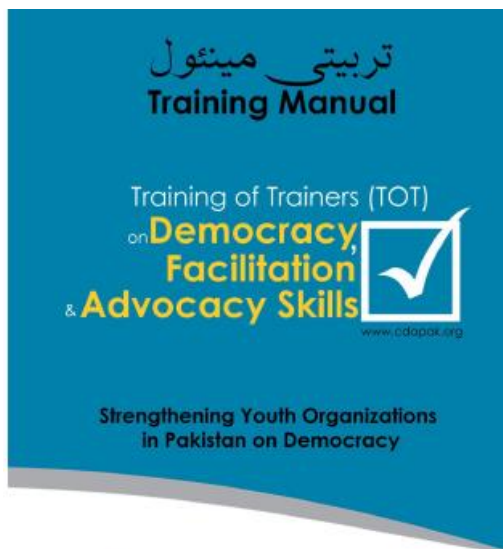
The initial list sent by CDA for its CSO partners was a workplan listing 132 CSOs. This was the list used by the evaluation team to contact participants and to request them to take the evaluation survey. However, CDA subsequently sent another list of 150 CSOs. Out of the first 10 names checked on this list, only half of these were included in the workplan. According to interviews, CDA grouped CSOs in each district expecting them to work together on trainings and forums, guided by the CDA “focal point” in that district. The focal points seemed to be CSO-related persons that CDA had worked with in the past and who served unpaid in this position.

The design intended the first activity to be a baseline of the 150 CSOs to determine their level of understanding on democracy, identify the major issues and challenges to democracy in their districts, and to assess their organizational capacity to implement project related programmes. The FNR reported two consultants were hired and produced a project baseline report that was distributed widely. The list of persons contracted under the grant provided by CDA to the evaluators listed one baseline consultant and one data base manager; however the contact numbers provided for them rang unanswered. The CDA Executive Director said he had sent the baseline questions to the CSO partners by email. About one out of three CSOs interviewed and about 55 percent of the survey respondents remembered receiving questions at the start of the project. However none of those interviewed in person said they had seen a baseline report. A copy of the baseline was not made available to the evaluators so they cannot make any findings on whether it was completed and provided useful information, and if the information was then used to develop training on areas of concern relevant to the CSOs work and their needs.

¹⁸The Express Tribune, 20 May 2013

Project reporting has no dates for any of the trainings or forums and project participants had a very dim memory for dates of project activities. But it appears that TOT training was done around March 2014 according to the CSOs that participated as trainers and that subsequently did cascade training. Trainings labelled “cascade” are mentioned intermittently from February to early July 2014 in Facebook postings. The last day of these two to three day workshops seemed to include developing a plan with the CSOs to undertake quarterly trainings and forums. However, most of the TOT participants interviewed said there was no continuity or follow up by CDA or its focal person to ensure implementation of these plans. Most seemed to indicate that they conducted one training afterwards (as a group of CSO from that district) and a forum, but there appeared to be little to no contact or project activity for most of them beyond that. A few in different districts said a few other activities were done in their districts, but by different CSOs that were “friends” of the focal point or of the CDA. Project reporting states that 73 percent of the trainers conducted trainings afterwards. No other statistics on these trainings were available to the evaluation team. However, CDA likely determined that number based on the sign in sheets sent to CDA by the CSOs which they needed to submit for reimbursement of cascade expenses. According to sign in sheets that were sent by CDA to the evaluators that were labelled as “cascade training”, 597 persons took this training.

The efficacy of these trainings is unknown. CDA provided a copy of a TOT manual and a cascade manual. Both were prominently labelled as a part of the UNDEF project and appeared to have been done in March 2014. However, none of the CSO participants interviewed said that training manuals were used in their training (beyond a power point presentation), and no materials were provided to them for use in conducting the cascade trainings. There did not appear to be any differentiation in training content or delivery methods among the 25 districts or for the different CSO and their target groups (such as youth, marginalized groups or rural populations) although the CSO partners themselves may have adapted what they remembered from the TOT training to their own particular context. Participants remember a pre and post test for the TOT, but the data from these was also not available.



Training Manual

There did not appear to be any focus on gender in the trainings and those interviewed in person said their participants were primarily men. Only one of the organizations had a column on the sign in sheet for male/female, so no disaggregated data was collected for participants beyond that to be able to make a determination about the inclusion of women or minority groups in project activities. However, photos of activities on the CDA Facebook page that appear to be from UNDEF funded activities show a good representation of girls and women at many of those activities

The project design included an element where the local forums would identify some local issues that the project could address through advocacy and awareness raising activities. Forums appear to have been done around March 2014, but these seemed to be events with guest speakers and notables. CDA did say issues were identified but when asked to provide the evaluators with a list of these issues and the follow up actions taken, CDA said they were too trivial for this. This raises the question as to the quality of training and/or instructions to the partner CSOs about the purpose for the forums and adherence to the project design. Otherwise, the purpose for these forums, other than general awareness raising, is not clear which would limit its contribution towards achieving the intended project outcomes. CDA did undertake some visits with local and national officials on youth issues and CDA programming according to some Facebook posts. Most appeared to be related to organizing different district youth summits or the annual CDA youth peace festival.



Peace festival 2014 - Photo: CDA Facebook

Organizing an annual national civil society democracy forum for 500 stakeholders was included in the design for Year 1 and 2 of the project. The implication was that this would be the culmination of the project training, advocacy and other efforts done during the year. However, CDA appears to have been holding an annual youth peace festival since 2009 with UNFPA and other donor support. For the festivals in 2013, 2014 and 2015 the UNDEF logo was visible along with the other donors. These annual events are evidently a good way to increase youth participation and awareness on issues related to democratization, peace and harmony, but it seems that they would have been held anyway with or without the UNDEF funding, so their contribution towards achieving the project's intended outcomes is uncertain.



Certificates for 2014 Peace Festival Volunteers - CDA Facebook photo

The annual events appeared to be popular events, with CDA receiving many applications from youth to be delegates and volunteers, and with hundreds of persons attending the multi-day events. These events also received wide press coverage and seemed to include recognition of active youth and actors in the sector. Youth 15 to 29 years of age were eligible. Those who were selected as delegates had to pay an application fee of RS 2,500 (USD 23.86) for those outside of Lahore to cover their lodging and meals and RS 1,000 (USD 9.55) for the meals for those in Lahore. Participants had also to be responsible for their own transport costs.¹⁹

CDA also appears to have used UNDEF funding for similar one-day events in 2014 in at least four district locations, including at the *I am Karachi* celebration and a youth summit. There was

¹⁹ Youth peace/CDA Facebook, *About*

no data provided on any of these events other than the posters and photos visible on the Facebook page. These also received good press coverage.

The seed grants component of the project appears to have been implemented primarily in July and August 2014. The FNR states that CDA received 350 ideas and awarded 300 seed grants in 25 districts and published a report on these activities on its web portal. The CDA website was under maintenance during the duration of this evaluation so this was not possible to check, and no report on seed grant activities was provided to the evaluators. However CDA provided a list of “seed grants” that showed 270 activities in 22 districts, including two non-project districts (Figure 2). The list did not include the amount given for each activity, however in the project document, each grantee was expected to receive USD 100.

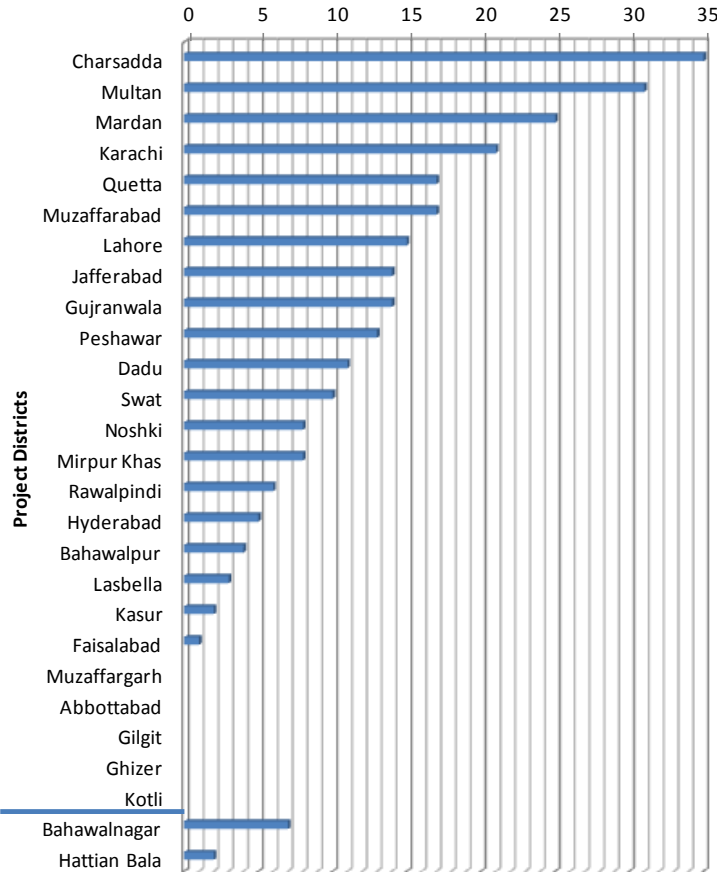
According to recipients interviewed, the funding was for their regular activities with none recognizing it as a grant programme. The funding seemed to have been provided as a reimbursement for expenses. Several organizations received multiple grants. The evaluators were not able to identify all of these as the list was not provided in a sortable format, but at least four organizations were listed as having 10 or more grants, with one of these receiving around 20. These four together received 20 percent of total grant activities and another 13 organizations, that received five or more grants each, accounted for another 30 percent of the grant activities. One of the grant recipients interviewed said he would call up CDA with his activity ideas and received authorization to undertake six, but was only reimbursed for two. According to him, CDA said the other two were not up to standard so they were not reimbursed. Other CSOs interviewed could not differentiate between the seed grant and the payment for trainings which seem to have been at about 5,000 rupees (USD 47.62).

The FNR also reports producing four biannual newsletters about the project. None of the CSO partners said they remembered seeing any newsletters and no samples were provided to the evaluation team. The press conferences did appear to have been held, mostly in relation to announcing the UNDEF project at its start and in relation advertising the national youth peace festivals.

(iii) Efficiency

The grantee did not appear to have the necessary project management systems in place for this grant that tracked its activities and aggregated the data so that it could be used for project management, monitoring and evaluation purposes. If it did, the information it gathered was not provided to the evaluators. The evaluation team had difficulties in obtaining information on the project. The final narrative report was delivered on 12 May 2016 after repeated UNDEF and evaluator requests. It was dated 26 February 2016. CDA said it had

Figure 2: Seed Grants (Number by district)



sent the report earlier but had difficulties getting it through. UNDEF noted communication issues with the grantee, which it said the grantee acknowledged and promised to correct in January 2015, but which did not result in any noticeable improvement. The CDA website was under maintenance for the duration of the evaluation so the evaluators were unable to check the site for any of the data or reports that were mentioned as having been posted there.

The evaluators made several requests for project information from the grantee. CDA apologized for delays and sent different pieces of material. However most of this was piece meal, consisting of different lists in different formats which made comparisons of the content, or their aggregation, impossible within the timeframe of the evaluation, especially since much of this was provided at the end of the field work. It also included raw sources of data, such as 62 pages of scanned sign in sheets, 219 pages of scanned newspaper clippings and 112 photos, almost all without caption. It was also not clear that all of the material sent related to the UNDEF project as some did not mention UNDEF or the UNDEF logo was not visible on the certificates or banners. The information gathered in interviews from project participants was also extremely general and none seemed to have project related documents handy that they could show the evaluator. During the visit to the CDA office in Lahore, the evaluator was not provided with access to project records and files as CDA said that all project records were in their records room, and that only a few pages related to staff salaries were available.

Effectiveness: Sample of survey responses:

“Two day training for the staff was very useful to learn from different organizations’ staff and to incorporate democratic values within participants as well as organizations. District forums were great events to gather all stakeholders along local representatives to share the democracy’s essence to our youth, women and people from minority.”

“As Karachi is a metropolitan city with around 20 million population, activities like 2 or 3 cannot make an impactful and sustainable change.”

“We conducted training of more than 60 youth on democracy, all participants understand well regarding democracy, but it needs to work more on it. We just conducted the 2 training among the youth but it [is] also needed in the remote areas of District Dadu.”

“I attended only one training in Multan. The performance of the trainer was poor. District democracy forums were established but are not functional. I was a member of the district forum but follow up was not taken by any. “

According to the Project Document, a consultant would be hired to develop a project database that could track the 150 CSOs and which could be used for networking and reporting purposes. The budget included 80 days for this work as well as an additional 20 days for a consultant to design the software for the database. This is a sizeable amount of time for such an effort. CDA reported that it hired the two consultants and according to the Facebook posts required that CSOs apply on line to participate in the project as well as to apply for the annual youth forms. This would imply that CDA did have database systems, but if so, it is unclear why more information was not available for the evaluation. None of the CSOs interviewed said they were aware of a project portal or database. The only reporting requirement from CDA for project participants appeared to have been the submission of sign in sheets from their various events for reimbursement of expense purposes.

The project intended to sign MOUs with the 150 CSOs to participate in the project activities, and one would assume, to be eligible for the seed grants. A copy of an MOU provided to the evaluators was dated 19 August 2013. This committed CDA and the CSO to participate in the project for its full two years but did not include the actual scope of the activities (such as number of events the CSO was expected to undertake, seed grant amounts or purpose, etc). The formula for payment was reimbursement of actual costs. This method of reimbursement also

appears to have been used for the seed grants which would tend to negate the concept of a grant which is usually provided up front and the grantee reconciles the costs in a final tranche. Most of the district level CSOs could be expected to be in difficult financial straights as they do not have the same level of access to donors as national CSOs, so expecting them to upfront the costs for project activities was likely a serious constraint for some organizations to participate in the effort.

It is unclear how many CSOs actually signed an MOU or when. According to the evaluation survey 51% of the respondents signed MOUs, 75 percent of these were signed in 2013, 16.6 percent in 2014, 4.17 percent in 2015 and another 4.17 percent in 2016. About one out of three CSOs interviewed in person said they had signed an MOU, while one noted that CDA had sent him an MOU to sign and back date to August 2013 on the day of the evaluation interview, asking him to put it in his project records for the evaluation. All of this suggests a lack of systematic project management efforts.

There also did not appear to have been regular project meetings with the CSO partners. The project budget itself only included funds for 18 days of CDA staff travel for a project to be implemented in 25 districts over a two year period. CDA intended to rely on its focal points in the regions. However, these appeared to be unpaid volunteers (at least for this project) and to expect them to do adequate project follow up with six CSOs in their district every quarter for two years was probably unrealistic. This may have provided a cost saving measure for the budget, but these focal points would have also required supervision and mentoring to ensure they were implementing the project according to the project document and not using other CSOs to implement the work as alleged by some of the CSOs. There was also no indication that a monitoring committee met quarterly to follow up on project implementation or that it then recommended corrective action or changes to keep the project on track. The CSO partners were also unaware of any regular meetings or a project steering committee formed for the purposes of monitoring the project which CDA reported. The CSOs interviewed said they heard about the project in the first meeting and many said they never heard back from CDA after they did their one forum or training.

The project required a six month no cost time extension to complete the project activities. According to the undated CDA request, which was approved only days before the original end date of the project, CDA said it needed the extension because the initial activities, including the selection of the CSOs, took much longer than anticipated due to the volume of applications received. This caused delays to the completion of the project's milestones, notably the completion of the 50th cascade workshop on democracy that was to be held in Month 7 of the grant and the completion of the 125th district forum on democracy scheduled for Month 16, which resulted in the fact that CDA had not yet received its second and third tranches of funding from UNDEF which affected all of the remaining activities.



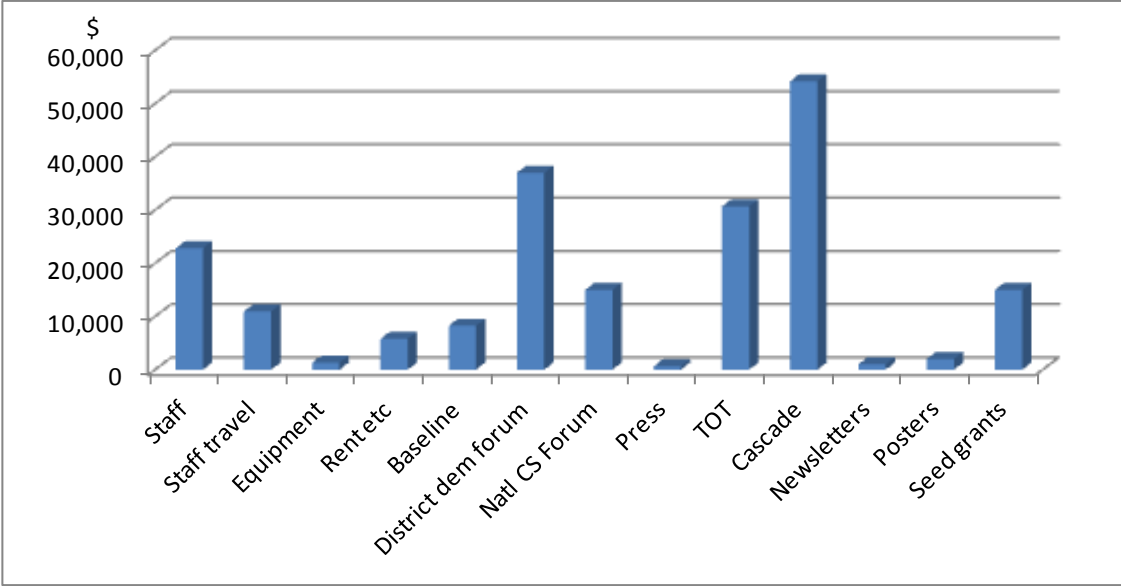
TOT South Punjab - Photo: CDA Facebook

The evaluators are not clear on the rationale provided for the extension. The midterm report stated that CDA had not faced any major challenges outside of the selection of CSOs where it received double the number of applications as spaces available so it took more time than anticipated. However, the report for Milestone 3 shows it was held in October 2014 which is more or less month 16 of the project so it did not appear to have been delayed. And as noted in the previous section, CDA announced the UNDEF project to its prospective partners

a month before the project started and required that all applications to be received by 15 April 2013. This was two weeks before the project start date. It was also able to hold 25 forums with candidates, presumably organized by CSOs in the different districts, within the first 10 days of the project's start date.²⁰

Project reporting shows there was no major deviation between the planned budget and actual expenditures for this project (Figure 3). There was no other information available to the evaluators on expenditures aside from the anecdotal information provided by the CSOs interviewed. CDA said the project budget was already on the low-side so no additional efforts were needed to ensure a cost effective use of the funds by its CSO partners. The evaluators received complaints from some of the CSOs that CDA had not reimbursed all expenses, and for some there were extreme delays in reimbursement of more than a year. Most of these were

Figure 3: Project Expenditures



for small amounts-- usually under USD 50. One group said it was promised RS 25,000 (USD 371) per training, but after the first training, they were never paid, and the rest of the activities were done by friends of CDA or the focal point. The difficulties in receiving payment for work done appeared to be one of the primary reasons why many partner CSOs said they only conducted one training.

According to the project budget, 67 percent of the funds covered district level activities and seven percent covered the national level activities. Project management costs were about 20 percent of the total project budget. The team is unable to make any comment on whether this was an efficient allocation or use of project resources because of the lack of implementation and expenditure data.

CDA appears to have had other donor funding, including UNFPA and USAID, to do similar activities during the life of the UNDEF project. CDA seemed to piggy back some UNDEF activities onto these other projects. The extent of this is unknown since no information was available on expenditures or the contributions of other donors.

(iv) Impact

CDA reporting states that it met or exceeded its performance targets. However, it is not

²⁰ UDF, PAK-11-457, *Midterm Progress Report*, p 6

possible for the evaluators to assess the impact of a project such as this without adequate implementation or performance data. CDA states it collected baseline information at the start of the project from the CSOs in its targeted districts. This data was not available to the evaluators. Even if it were, a baseline needs to be repeated at the end of the project in order to be able to determine if there were any differences in the levels of perceptions or knowledge of the participants and if any improvements were made in the broader enabling environment and related policies. However, the evaluators can make some general comments about the effectiveness of the methods used and their potential for impact from the information gathered and from the anecdotal information provided by CSO participants about their experience.

Other than some of the seed grant activities having labels relating to gender or minority groups, and a workshop held in the project’s time extension about girls’ leadership, there was no indication that any special measures were taken to ensure the inclusion of girls and women in the process of project planning and implementation which was part of the project design.

A critical factor was the intermittent nature of the activities. It is difficult for one-off or occasional activities to have major accomplishments beyond perhaps raising the awareness level of some participants. Participants who attended the youth festivals in the districts or at the national level would have been exposed to issues affecting youth and gender as well as to prominent civil society activists and policy makers. This can help develop an interest in public policies and civic activism, and recognize some persons’ contributions in the sector, but without follow up activities to ensure those youth were able to build on this exposure and continue the relationships established during the event, potential results would have been limited. There is some back and forth of participants on the CDA Facebook page which could help promote networking, but it did not appear to go beyond questions about upcoming events or a congratulations for organizing an event.

Impact: Sample of survey responses:

“Youth Democracy Forum on the eve of International Youth Day, provided good space for the young people to understand the current challenges to Pakistan’s democracy.”

“This has been a prestigious opportunity to enhance skills, knowledge and learning about democracy, advocacy, electoral processes. I believe this has impacted positively thousands of lives across Pakistan, to aware and strengthen them.”

“ Although [this] is a tremendous effort and effectively engaged youth and women as well. Somehow it can be more beneficial if access led to rural areas where youth lack access to knowledge, education because these areas are the hub of extremism and disturbed actions.

Another factor that affected potential impact was the lack of tailoring the different trainings to the needs of the targeted districts and beneficiaries. According to CDA, 92.6 percent of training respondents had significantly better understanding and knowledge on democracy after the training based on their responses to the pre- and post-training tests.²¹ The data from this survey was not available to the evaluators to review, but many of those interviewed remarked that there was no differentiation made in trainings between those who were already experienced trainers and those who had never done it. Their starting points and needs for training and skills transfer would have been at completely different levels.

It is likely that the efforts done in the 10 days before the national elections in 2013 did result in an increased participation by some youth in the electoral process, most notably by attending a forum that included presentations by candidates. This likely increased their interest in voting and contributed to making a more considered judgement about who to vote for. These events

²¹ UDF-PAK-11-457, *Final Narrative Report*, p 10

were timely and done by the district level CSOs which would have made the events closer to the people within that district. Determining the scale of any increased awareness or participation is not possible due to the lack of data and the myriad of other factors that influence electoral participation.

There is also no way to know about the impact of the seed grants as there appears to have been no performance data collected on these and no report on their activities was available to the evaluators. There was no financial information provided on the amounts for each activity to be able to determine their scale and the number of grants provided to each CSO and district varied considerably with several non-project districts receiving seed grants while some project districts received nothing. Providing some funding under this grant likely helped ensure that these CSOs were able to do some activities with youth and helped put a focus on some important issues within the districts such as gender based violence.

It is also likely that being associated with a UN project, such as this, increased the visibility for participating CSOs, increasing the public perception of their legitimacy and importance of their work. Some of the CSO participants work in difficult circumstances, especially those in some of the more conservative areas where the concept of democracy and human rights is not well understood and efforts to raise the awareness of youth, women and others on these issues is not appreciated by a large segment of society.

The youth policy situation remains largely the same as it was at the start of the project, with Punjab still having the only youth policy in place. However, there were also some other extremely active actors working on provincial youth policies, including the Organization for Youth Development (BARGAD) that held a national forum on provincial youth policies in 2015 with UNFPA funding. So, even if changes had been made, attributing them to this project would have been difficult.



Youth Festival, September 2014 - Photo: CDA Facebook

(v) Sustainability

CDA felt the project was self-sustainable in nature since it would build the capacity of civil society and enable them to work beyond the UNDEF funding period to promote democracy at the grass roots. It also stated it would work with these CSOs to develop other joint funding proposals in their districts for other donors, and would encourage replication of the training through peers.

The annual youth peace summit seemed to be an annual event that started before the UNDEF grant and continued into the time extension phase of the project. In that time, CDA stated that it put the UNDEF logo on the conference banners and promotional materials but did not use any UNDEF funding for that event.

Any increased knowledge or exposure gained by some participants through participation in the project is likely to remain within those individuals. Many of the CSOs that participated in the project still seem to be present in their districts although about a third of the emails sent to the

132 CSOs on the CDA list were returned as undeliverable. Fifty two CSOs responded to the evaluation survey, 92 percent of which were registered CSOs.

CDA continues to work with youth through its Y-Peer network, which provides some continuation for youth and CSOs interested in issues of peace, democracy, human rights and other issues.

(vi) UNDEF Value added

Several CSO partners said they participated in this project because they wanted to work with a UN agency and thought the inclusion of UNDEF on their organizational profile would help it implement their work easier and attract other donor funding.

IV. Conclusions

Based on the evaluation findings, the team concludes:

(i) Support for CSOs working on issues of democratic participation and understanding with youth, women and minority led CSOs is important and needed within a context such as Pakistan's. Youth are the majority of the population and their actions and attitudes will determine the future of the country. There is a critical need to increase their awareness on the meaning of democratic principles and human rights, get them engaged constructively in the policy making processes and to promote the equal rights of women and minorities. This conclusion follows the findings on relevance.

(ii) The design was logical in its approach and could have served as an effective basis for the project. However it appears to have been only nominally followed and **intermittently implemented on an activity basis**, rather than implemented as an integrated and cohesive democratic development programme. Part of this was the one-size fits all TOT and cascade trainings. It also appeared to move among different CSOs for activities rather than select, train and use the same CSOs throughout the project which would have contributed to a more programmatic perspective. This limited its effectiveness and potential impact for the targeted groups. This conclusion follows the findings on relevance, effectiveness, efficiency, impact and sustainability.

(iii) The grantee's existing youth-based network helped facilitate this project which had an ambitious scope of 25 districts. However, special measures to ensure the integration of gender and the inclusions of religious and other minorities into the project seemed absent. It also seemed to remain primarily based in district capitals and main cities and did not substantially reach the grass roots which is likely one of the areas of greatest need for these types of programmes. This conclusion follows the findings on relevance and effectiveness.

(iv) Project management, reporting and monitoring systems were inadequate for a development project and lacked the systems needed to manage project implementation, track results, monitor performance, make corrections and report accurately on its results. Project staff and focal points also needed training on these issues and beyond the ability to organize and publicize an event. The reliance on existing relationships with some focal points and CSOs also appeared to contribute to a certain level of informality on all sides for project implementation. As a result, this **evaluation is unable to confirm whether all reported activities occurred** and in the quantities reported especially in terms of the district level activities. This conclusion follows the findings on relevance, effectiveness, efficiency and impact.

(v) The project could have had more significant results than were visible to the evaluation team, but **it is not possible to as project performance data was not sufficiently tracked or aggregated**. This conclusion follows the findings for relevance, effectiveness, efficiency, impact and sustainability.

V. Recommendations

To strengthen similar projects in the future, the team recommends:

(i) Continued attention to improving the understanding of democracy and capacity of district-level CSOs in Pakistan as the more informed and prepared they are, the more effective they can be to support their constituents and help dispel misinformation and misperceptions about democratic objectives and human rights. This recommendation follows conclusion (i).

(ii) Use a developmental focus in implementation to improve project performance and progress towards achieving the intended development goals. Provide training to project staff and focal points to ensure they understand the development approach, best practices and the difference between organizing a series of events and implementing a development programme. A short implementation guide on the project could also be developed and used to train staff on the project's specific objectives, activities, timeline, reporting requirements and quality control mechanisms. This could help ensure consistency between implementation in the different districts and improve project performance and reporting. This recommendation follows the conclusions (ii), (iv) and (v).

(iii) Formalize relationships with all partners, including focal points, through MOUs or other agreements signed at the start of the relationship that detail their specific purpose and responsibilities; number and type of activities they are supposed to carry out; their time line; reporting requirements; payments; and the amount and modalities for subgrants. Provide enough resources to partners and focal points so that they are able to fulfill their intended roles. If resources are limited, reduce the number of locations and for CSOs so that each one can be adequately covered. This recommendation follows conclusions (ii), (iii) and (v).

(iv) Use a need-based perspective for the selection of project districts and the constituent's needs of their partners. Do a training needs assessment before designing trainings and tailor the training and programming to the needs of the different participants, groups and locations. For instance, TOT training could be divided by beginner, intermediate or advanced groups, especially if six master trainers are used per training. This recommendation follows conclusions (ii) and (iii).

(v) Mainstream gender and integration of minority groups into project design, selection criteria for partners and during implementation and ensure special measures are adopted to promote female and minority inclusion, especially in more conservative areas. Include CSOs that address the less educated and at risk youth in the cascade activities and events such as youth conferences to ensure a broader participation of youth and minority groups. This recommendation follows conclusions (i) and (iii).

(vi) Improve project reporting ensure data is systematically collected from every activity, aggregated, assessed and used for project management and reporting purposes. Ensure a baseline is repeated at the end of a project so that the differences can be determined. Maintain an archive of project records and project products so that the material is

easily accessible for project management, monitoring and evaluation purposes. This recommendation follows conclusions (iv) and (v).

VI. Overall assessment and closing thoughts

CDA has a record of holding very popular youth events throughout Pakistan. Its annual youth summit is well attended and has many enthusiastic supporters. Project such as these, that attempt to engage youth and other groups constructively in dialogue and processes for a more peaceful and democratic nation are an important endeavor. With its enormous youth bulge, Pakistan's future lies in the perspectives and actions of its youth.

One organization cannot do it alone. The concept of using CSOs in every district to spread awareness and engage youth, minorities and women in similar activities is a good one, as these are the actors who are working at the community levels that can reach youth, women and minorities across the country. As noted by one survey respondent: *“Thank you for engaging us in the evaluation. This was a very good project which brought a lot of likeminded youth organizations together. We need more of such initiatives to bring positive change in our country.”*

However, to be effective and make the most out of development funds, it needs to be a more cohesive and continuous effort than organizing a series of different events. It would be useful for grantees to connect with the United Nations Development Programme (UNDP) or one of the other development agencies working in Pakistan to see what resources and guidelines they have available for civil society organizations on lessons learned in development programming, implementation, management and monitoring.

VIII. Limitations, constraints and caveats

The evaluation was constrained by the lack of information available on the project. Interviews provided only generalized information and perceptions about project activities. The material and information provided by the grantee was incomplete, in different formats and without aggregation. The grantees website was down for maintenance for the duration of the evaluation so there was no possibility of verifying or obtaining information that had been posted there. The team relied on the posts in various Facebook pages, including CDA's own Facebook page, and the pages created for some of the different events it organized, to develop a rough timeline for project implementation and identify UNDEF funded events.

The team also developed a short online survey that it sent to all 132 organizations on the initial list sent by CDA of project partners to help compensate for the lack of project data. In general the responses were more positive than those provided in the in person interviews. One of the factors was that CSOs were hopeful for UNDEF funding, which CDA exploited by calling some of its CSO partners to inform them of the survey and the need for positive responses for funding reasons. Nevertheless, many of the comments were thoughtful and provided good insight into the project and the problems faced in the sector, and the team appreciates their time to take the evaluation survey.

VIII. ANNEXES

Annex 1: Evaluation questions:

DAC criterion	Evaluation Question	Related sub-questions
Relevance	To what extent was the project, as designed and implemented, suited to context and needs at the beneficiary, local, and national levels?	<ul style="list-style-type: none"> Were the objectives of the project in line with the needs and priorities for democratic development, given the context? Should another project strategy have been preferred rather than the one implemented to better reflect those needs, priorities, and context? Why? Were risks appropriately identified by the projects? How appropriate are/were the strategies developed to deal with identified risks? Was the project overly risk-averse?
Effectiveness	To what extent was the project, as implemented, able to achieve objectives and goals?	<ul style="list-style-type: none"> To what extent have the project's objectives been reached? To what extent was the project implemented as envisaged by the project document? If not, why not? Were the project activities adequate to make progress towards the project objectives? What has the project achieved? Where it failed to meet the outputs identified in the project document, why was this?
Efficiency	To what extent was there a reasonable relationship between resources expended and project impacts?	<ul style="list-style-type: none"> Was there a reasonable relationship between project inputs and project outputs? Did institutional arrangements promote cost-effectiveness and accountability? Was the budget designed, and then implemented, in a way that enabled the project to meet its objectives?
Impact	To what extent has the project put in place processes and procedures supporting the role of civil society in contributing to democratization, or to direct promotion of democracy?	<ul style="list-style-type: none"> To what extent has/have the realization of the project objective(s) and project outcomes had an impact on the specific problem the project aimed to address? Have the targeted beneficiaries experienced tangible impacts? Which were positive; which were negative? To what extent has the project caused changes and effects, positive and negative, foreseen and unforeseen, on democratization? Is the project likely to have a catalytic effect? How? Why? Examples?
Sustainability	To what extent has the project, as designed and implemented, created what is likely to be a continuing impetus towards democratic development?	<ul style="list-style-type: none"> To what extent has the project established processes and systems that are likely to support continued impact? Are the involved parties willing and able to continue the project activities on their own (where applicable)?
UNDEF value added	To what extent was UNDEF able to take advantage of its unique position and comparative advantage to achieve results that could not have been achieved had support come from other donors?	<ul style="list-style-type: none"> What was UNDEF able to accomplish, through the project, that could not as well have been achieved by alternative projects, other donors, or other stakeholders (Government, CSOs, etc). Did project design and implementing modalities exploit UNDEF's comparative advantage in the form of an explicit mandate to focus on democratization issues?

Annex 2: Survey Findings

The on-line survey was open to the list of 132 CSO partners provided by CDA. The evaluators invited those persons with e-mail addresses to take the evaluation survey. 127 invitations were sent out, of which 34 were returned as undeliverable. The survey was open between May 15 and May 24, 2016. 52 persons took the survey.

Although this was apparently not all of the project participants, it still expanded the input into the evaluation. Some of the respondents put considerable thought into their answers which the evaluators appreciated.

This survey is not meant to be representative and presents only a snapshot of the views and opinions of those who responded to the survey. The survey was anonymous and allowed for only one response per IP address.

A. Survey respondents

Location: 50 respondents from 23 of the 25 project districts, plus another 2 locations. This broke down to:

- Lahore: 4%
- Muzaffargarh: 6%
- Bahawalpur: 2%
- Multan: 6 %
- Kasur: 4%
- Gujranwala: 4%
- Faisalabad: 2 %
- Rawalpindi: 0
- Karachi: 8%
- Hyderabad: 8 %
- Dadu: 6 %
- Mirpur Khas: 4%
- Quetta: 6%
- Noshki: 4%
- Jafferabad: 2%
- Lasbella: 6%
- Peshawar: 4%
- Swat: 2%
- Mardan: 6%
- Charsadah: 2%
- Abbotabad: 4%
- Giligit: 0
- Ghizer: 2%
- Muzafferabad: 4%
- Kotli: 4%

Those who marked "other" locations listed:

- Banu & About Abad : (1)
- Mirpur AJK: (1)

Type of Organization:

- Registered NonProfit: 92.16%
- Unregistered NonProfit: 3.9%
- Government Entity: 1.96%
- Other: 1.96%

Focus of Organization:

- Youth: 88.46%
- Women: 57.69%
- Minorities: 26.54%
- Other (not specified): 9.62%

Age of organization:

- Less than 1 year: 0 %
- 3 to 5 years: 41.15%
- 6 to 10 years: 30.77%
- More than 10 years: 23.08%

Activeness of organization:

- Very active: 80.77%
- Somewhat active: 11.54%
- Not so active: 5.77%
- Not active: 1.92%

B. Awareness of Project

- Yes: 90.38%
- No: 3.85%
- Not sure: 5.77%

Affiliation with project

For those who were aware of project: (Respondents were able to check more than one box)

- 23.40% were Focal Points
- 25.53% were CDA trainers
- 61.70% were participating organizations
- 34% were project staff or paid consultant/experts
- 27.66% were participants
- 34.04% were seed grant recipients
- 2.13% were nonpaid project affiliates
- 2.13% were aware of the project but had no other relationship with it

C. Overall impression of the project

	Very good	Good	OK	Not very good	Very poor	Don't know/NA	Total
Overall impression?	45.65% 21	43.48% 20	6.52% 3	0.00% 0	4.35% 2	0.00% 0	46
Relevance of project to needs of youth in Pakistan?	50.00% 23	34.78% 16	13.04% 6	2.17% 1	0.00% 0	0.00% 0	46
Relevance to the project for women and female youth?	38.30% 18	40.43% 19	14.89% 7	2.13% 1	4.26% 2	0.00% 0	47
Relevance of project for minority groups?	43.48% 20	23.91% 11	23.91% 11	6.52% 3	2.17% 1	0.00% 0	46
Quality of trainings and workshops?	47.83% 22	32.61% 15	17.39% 8	0.00% 0	2.17% 1	0.00% 0	46
Quality of district democracy forums?	44.68% 21	34.04% 16	14.89% 7	4.26% 2	0.00% 0	2.13% 1	47
Ability of a project of this nature to make a difference?	34.04% 16	44.68% 21	19.15% 9	2.13% 1	0.00% 0	0.00% 0	47

Comments:

Democracy,,,,, 75 People

1. Skill Development of youth or 2. Entrepreneurship skills. Self-business.. It should be on grass root level i.e. village level.

Youth Democracy Forum on the eve of International Youth Day, it provided good space for the young people to understand the current challenges to Pakistan's democracy and interact with political leadership and civil society
Democracy youth

I held a training and forum. The topic is advocacy and democracy. There are 25 people in each training and 50 people in forum the impact was very good

This has been a prestigious opportunity to enhance skills, knowledge, and learning about democracy, advocacy, electoral processes. I believe this has impacted positively thousands of lives across Pakistan, to aware and strengthen them.

The forums engaged the youth / women and minorities in dialogue with parliamentarians, political leaders about governance and democratic processes, the workshops were focused on democracy, human rights, election process, youth participation and advocacy skills

We reached Female, Youth and Minorities it is a good project

Democracy, governance, advocacy, local government, election

It was really a wonderful project with diverse group of organizations with key specializations like working with youth, minority groups and women and this partnership was extended towards gross route level organizations. Two day training for the staff was very useful to learn from different organizations' staff and to incorporate democratic values within participants as well as organizations. District forums were great events to gather all stakeholders along local elected representatives to share the democracy's essence to our youth, women and people from minority.

Society for Democracy and Human Development was lead organization in Bahawalpur and successfully arranged 02 training on Human Rights Education and Democracy. While single Political District Democracy forum has been arranged.

A Visionary Foundation Pakistan was selected as a partner organization with CDA in this project in Karachi District along with the 5 other

organizations in the same district. I was the focal person of this program. As the project designed is to all these organization work in collaboration with each other to organize workshops and forums on democracy. Out of these organization 3 were not even interested from the start of the program to collaborate in this project. As we don't know how these organization selected but we try to contact and engage these organization in the project activities. We only hold 2 Workshops on Democracy and engaged around 50 young people and hold 1 Forum on Democracy and engaged around 80 participants. As Karachi is a metropolitan city with around 20 Million Population and activities like 2 or 3 cannot make an impactful and sustainable change.

50 youth

It was fantastic and it was all about youth, women, and minorities. Forum organized at district level was good.

I am working in a Youth-led organization, working to empower youth and minorities of the specific area. After getting training from CDA, i held many workshops for youth and minorities of my area. Our organization is running a academy and we often held workshops for youth. We have enabled youth, minorities and women to face challenges and be part of decisions at homes. More than 500 youth are engaged and working to empower other youth and women in district Noshki.

We have close liaison with CDA. Their activities are appreciable.

Training Topic.....Advocacy, facilitation and Democracy.....Participants.....30
Forum Topic.....District Democracy Forum.....Participants.....50

The Youth became aware regarding the Democracy process. Its benefits and Concepts and values. How to involve people in democratic process

Although is a tremendous effort and effectively engage youth and women as well. Somehow it can be more benefited if access led to rural area where youth have lack access to knowledge, education because these areas are the hub of extremist and disturbed actions.

We did workshops in which we engaged more than 30 youth and in district democracy forum we engaged fifty plus youth. Our main focus was to wearing the you from democratic forum and Democratic system of the country. We have engaged participant with political representative

and social activists. It was good experience but we had provided less fund and opportunities at least being a minority representative organization it could be necessary that we had to be provides more opportunities and at least our some representative of organization could get a opportunity to be participate in National youth peace festival which was held in Lahore. So the experience was good we have need such types of programmes more in our country in order to strengthen democratic system.

We conducted the training of more than 60 youth on the democracy, all participants understand well regarding the democracy. but it needs to work more on it, we just conducted the 2 training among the youth, but it also need in the remote areas of District Dadu accordingly.

On average in every workshop we conducted, there were 28 participants while on average in every forum we conducted, there were 72 participants, all the participants were young people below the age of 29.

District democracy forums at bela no of participants total 100, 2 days training democracy No of participants were 50

Agreement with statement

I have attended only one training at Multan. The performance of trainer was poor. District democracy forums was established but they are not functional. I was the member of district forum but follow up was not taken by any

In Peshawar we conducted two forums in collaboration with two other organizations. Each forum had around 25 participants. The topic was democracy and youth.

It was a great learning for me to be a part of that project. I have been very inspired to know all about the project interventions. I have also got training and same was delivered in the community on minority rights and the role of youth in development sector. The session gathered more than 120 community members including youth and minority people. It was a good experience for me to work with these people. As an output/impact, they are well aware about their rights and are demanding such ones. The other main output is that interfaith and social harmony improved.

	Yes	No	Somewhat	Not sure	This activity did not happen with us	Total
▼ The trainings were useful and addressed actual needs.	80.85% 38	0.00% 0	17.02% 8	2.13% 1	0.00% 0	47
▼ CDA and the project focal point were dynamic and met regularly with us	70.21% 33	14.89% 7	10.64% 5	4.26% 2	0.00% 0	47
▼ We had a democracy forum in our district	87.23% 41	8.51% 4	4.26% 2	0.00% 0	0.00% 0	47
▼ We did advocacy in our district on youth, women or minority-related issues	76.60% 36	12.77% 6	8.51% 4	2.13% 1	0.00% 0	47
▼ The annual national democracy forum was substantive and had good results	48.89% 22	6.67% 3	13.33% 6	8.89% 4	22.22% 10	45
▼ We received seed grant funding for activities	73.91% 34	19.57% 9	4.35% 2	2.17% 1	0.00% 0	46
▼ We were reimbursed for our expenses related to this project	80.43% 37	15.22% 7	4.35% 2	0.00% 0	0.00% 0	46
▼ Persons from our organization were trained as trainers	97.83% 45	2.17% 1	0.00% 0	0.00% 0	0.00% 0	46
▼ We did a cascade program on democracy	76.60% 36	10.64% 5	4.26% 2	6.38% 3	2.13% 1	47
▼ We received bi-annual newsletters on the project	31.91% 15	51.06% 24	2.13% 1	6.38% 3	8.51% 4	47

Comments

Visits and informed our volunteer groups in District , orient them about the project and training. In different meetings we briefed the other organizations about this project.

We have done 2 training and 1 forum in Quetta

Though CDA provided seed grant but I did not take it for cascade programs because I was

busy with exams those days. But other members receives and did that.

CDA's staff was very cooperative in guiding at all levels. The training organized at Regent Plaza Hotel Karachi for trainers was also learning full, each expense was reimbursed.

We received Seed Grants of Rs. 5000 (Approximate 50\$) per youth action and we did 3 youth action in our community but even these was not reimbursed till now.

Arranged training at tehsil level and district level on democracy

Overall the CDA have good performance.

We had done different activities we also done to engage youth in different categories we made the high profile of the youth and uploaded it on our fb page in border to the inspire the youth.

We completed the two training among the youth, but also need of advocacy work on it at the district level that we could shared more message of democracy among the youth, there were no any follow up from the CDA in 2015. They shared that we worked with you 2 years but they just worked 3 months with us, after all there were no any communication from the CDA.

Beside this we participated in baseline exercise as well as meetings with high level Government officials including Chief Minister and Youth Minister of Balochistan to advocate for provincial youth policy.

Social media

We conducted two forums and after that no one from CDA contacted us to do more activities

D. Rating experience with project

- Very good: 50 %
- Good: 32.6%
- OK: 8.70%
- Not very good: 6.5%
- Very poor: 2.17%
- Note enough information to make a judgement: 0
- Don't know/NA: 0

E. Signed an MOU with project

- No: 31.91%
- Don't know/Don't remember: 17.02%

When was MOU signed? (For those that signed an MOU)

- 2012: 0
- 2013: 75%
- 2014: 16.6%
- 2015: 4.17%
- 2016: 4.17%

F. Completed a baseline survey for project

- Yes: 55.32%
- No: 25.53%
- Don't remember/NA: 19/15%

G. Prior experience with CDA

- Yes: 40.43%
- No: 57.45%
- Not sure: 2.13%

For those who worked with CDA before, relationship with CDA:

- We worked with CDA on other projects: Yes: 77.78%; No: 22.22%
- We were friends with CDA staff: Yes: 7%, No: 46.67%, Somewhat: 1%
- We are in the same network: Yes: 56.25%; No: 37.50%, Somewhat: 1%
- I work for CDA: Yes: 28.57%; No: 64.29%, Somewhat: 7.14%
- I worked with CDA in the past: Yes: 28.57%, No: 57.14%, Somewhat: 7.14%, Don't Know: 7.14%

- I am a volunteer or have been a volunteer for CDA: Yes: 57.14%, No: 35.71%, Somewhat: 7.14%

Comments:

We were the partnered with CDA in ASK Program by Rutgers Pakistan as a youth lead organization in Karachi

Our youth members conducted the training with CDA on the Y-Peer and also raise campaign on the youth on our own resources, CDA did not support any more.

We worked with CDA in Y-PEER Program which established a youth network in Pakistan.

H. Biggest constraint to youth participation in the civic and democratic processes in Pakistan

Time management for all trainees, training in village level if possible so its results will be somehow sustainable.

Lack of political will by political parties, lack of youth policy in Sindh province, lack of opportunities

Miss management of available recourses, designations, services.

The biggest constraint is lake of awareness about the importance of right to vote and use it as power to brighten up their futures.

Lake of basic education and less meaningful partition toward the issues of our economy

In our region the youth is not very active in their social life, though they are very well educated. There is no youth policy that gives clear direction of their meaningful engagement, all of these issues concludes in lack of platforms for the youth to learn and participate in civic and democratic processes.

As Pakistan is the country with a youth bulge, youth participation is imperative in each and every process, including civic and democratic, but the major challenges revolve around the lack of understanding of youth about their rights, and negligible acceptance of them as the leaders of today.

I can't answer the question because i am answering on a phone keypad and I don't know the meaning of constrain and there is no other easy way to find its meaning bkz here where I am is not 3g but dieying dieying (marta marta)2g.... And i am on field now i am on an All Balochistan household survey held on social protection and social cohesion. i am doing it because i have no job no income to support my vision but its great ... In this moment i am on a khat charpai and its full moon night and i am extremely tired so there will be no time with me for this survey later, now i will try to move on with the embarrassment of bad vocabulary...and last but not the least it's a desert area Dalbandin and this time no

electricity it's a city of Balochistan having borders with two countries

Yes

Basically un awareness and lack of interest by youth themselves is the biggest constraint in my point of view.

There is no chance for youth because of the age of youth in Our Society.

Government Policies Participation in parliament/Local Government elections

MOU no signed Lack of funds Lack of

In Pakistan the youth is becoming aware day by day. Now a days the level of unemployment is main constraint of youth in participation in civic and democratic process.

Democracy in Pakistan is not very strong and the political parties are also not very mature, the local govt system is not very effective. All of these are measure challenges for youth participation.

The biggest constraint for youth participation in civic activities is cultural barrier. When we talk about South Punjab, People are not well awarded from such activities because of no exposures in this dimension, hence they don't bother either their child go for it or not.

Youth is mostly used by the political parties as well as used as a TOKEN in the activities, No meaningful youth participation being done in any level of democratic process even in local, provincial and national level. In my point of view the biggest constraint to youth participation in the civic and democratic process is the lack of KNOWLEDGE, AWARENESS, INFORMATION and PROCESSES within the democratic system and within the country. Young people don't considered their right to vote as a strength in Pakistan as they think this cannot change ANYTHING as Democratic Forces has everything to set them aside.

Yes

Lack of Unemployment opportunities and frustration

Yes

In Pakistan, youth are not being asked for anything. On every stage youth issues are highlighted but what the youth actually can do are kept hidden from others therefore most of youth are not participating or aren't being invited in decision making.

Tension of youth

Lack of awareness Lack of opportunities No involvement in decision making

In Pakistan 25 million children are out of school. Pakistan is one of the countries where they have massive pool of Youth under 30 age group. Lack of Access to education, opportunities, Democratic institute, injustice etc. Youth are demoralize we have to work on Social justice and accountability as well if we want them on decision making process

Youth can bring the change and we had observed it in last election that through such types of workshops and district democratic forums youth were awarded a lot and they knew the value of vote.

Yes exactly youth must have to participate in democratic process in Pakistan.

They are considered as future but in reality youth is the present, today's youth is more

informed and skilled so they need to be involved in present ventures of policy making as well as implementation.

it has to need work more on it, youth of sindh specially remain ignored from the civic democracy, due to lack of knowledge on the democracy we still yet did not get our rights,

The government and the political parties do not have focus on youth participation and no policy of youth in our province

Lack of funds uncertain situation

The biggest constraint is the lack of awareness, platforms and participation by the young people in civic and democratic processes.

Lack of confidence, Lack of awareness and lack of opportunity for the participation in such like activities

Lack of awareness about democratic values, NOC issues Differed interests and priorities.

Is the level of awareness. In school colleges they don't play sports and are not involve in co curricular activities. They are only force to cram and to get marks in exams

Yes, youth is not well aware about their potentials and they are very far from civic and democratic processes in Pakistan.

CSO working on youth issues are just earning for themselves.

1. Biggest constraints to women and female youth

Their approach to city for training.

Gender inequality and poor resource allocations for their development.

Lack of educational and confidence and custom barriers.

Women's obstacles are quite different from men. As they have to face objections from home. They often do not have access to enjoy their basic rights; mostly females are left uneducated which is a great hindrance.

5/20/2016 5:34 AM View respondent's answers

They trying to be equal with the men in the society even if they are more valuable than men, they always see freedom in the work which is done by male in the society rather than their own needs

Girls in our region are not encouraged to participate in social activities, they are restricted within the families and these restrictions do not allow them to meaningfully engage in society.

There is less exposure, awareness and mobility of young girls, while there is a lot of stigma associated with the girls who are outspoken and seek their rights, this is the major constraint in their participation.

Same problem again sorry for my duffness... ;)

Yes

According to my point of view cultural barriers are the biggest constraint to women and female youth.

The Female Youth face some difficulties in our Society.

Gender equity sensitivity Mobilization to religious leaders Women empowerment

Cultural barrier

The female are also becoming empowered. They should be facilitated in their higher education. The right to education for female is necessary for women.

* Early age marriages "less education * less opportunities * socio culture restrictions

Biggest Challenge cause for mention problem is lack of education and sense of understanding towards the nation developments.

Women are still considered as a COMMODITY in Pakistan and most of the country parts don't recognize these 50% population of Pakistan as a CHANGE AGENT. few examples can be seen as MALALA, SHARMEEN OBAID CHONIY, SHUGUFTA BEGUM etc but these are very few who can fight with the ODDS but when we talk about the systematic support which is not available.

Youth participants in different activities

Out dated customs and traditional values Lack of mobility

Good

Women and female youth in our society are imprisoned at homes. Our society thinks that women are not allowed to go out of their homes. Religious thoughts are the biggest constraint to their participation.

5/19/2016 12:40 AM View respondent's answers

Tension of women

5/19/2016 12:11 AM View respondent's answers

Lack of awareness Lack of opportunities No involvement in decision making Traditions and culture

Women and Minority are integral part of our society but we can't empower them until. Democratic, Friendly and social justice system will be better way to encourage both of this sections

Through this process women were also awarded and they also actively participated in the Democratic and election process because democracy provides the equal rights to each of the citizens. But being an minority representative I would like to request if through this project if one US tour will provide our minority representatives as they can go US and make the inspire other women's and youth . I think women should play their role in sustainable democracy

Their limited access to education is the major constraint, there are other constraints as well like harassment, early marriages, cultural constraints but I believe that an educated woman is confident enough to overcome other constraints.

Mostly women and female have not permission to participate on this kind of open forums where they will share their experiences, it will depend on the projects, that we will visit their homes and make aware them about the right of vote as well as democracy.

Social issues, no information and awareness and cultural barriers, less women Organizations Militancy, cultural barrier

The biggest constraints to women and female youth is the cultural constraints particularly in our region which restrict their mobility and participation and create hinders for their

Culture values

Mobility, NOC, cultural constraints.

Cultural constraints and lack of opportunities

There is very less accessibility to basic rights and their in-equal provision is the main constraints to women and female youth.

Most of organizations do drama to gain projects.

J. If CSO respondents fell have adequate advocacy skills and knowledge about youth, women and minority issues

- Yes:96.56%
- No: 2.22%
- Not sure: 2.22%

K. Additional comments:

If training and activities were properly arranged and certificates awarded to trained and Females have given some TA to approach to training spot.

I really learnt a lot and enjoyed a lot .Using that information and skills yet. I am thankful to CDA

for this event very much interested to join more events like that

Nothing

As our organization is working with the youth women and minority, this project helped built our capacity and empowered us to work more closely with other organizations and

stakeholders, particularly the Parliamentarians and political leaders.

I hope someday we could share something together.... I mean i would love to hear some ideas from u and to share some ideas personally with u (who ever is reading me now) ... Sorry for tonight

The Chanan Development Association done the Agreement with 6 Organizations for 4 quarters, in One Quarter the amount was 75000. But they just give us Only One Quarter and Our 3 Quarter Stile Remaining.

CDA is one of the leading youth organizations nationwide which select gross route level organizations on merit basis to undertake the project with local context. I do appreciate this

Overall project objectives and activities is the need of the current situation

Our organization learnt many things to this project.

The idea was good but as it has included may Districts i.e. 25 District in the project which cause this project less impact in term of any sustainable change. If it was focused & targeted 3-5 districts then the youth, women and minority organization can get the more benefits by the program and also work better for the IMPACT in the respective communities.

Please give fund the CSO that work with CDA on youth with undef support

This project was very beneficial for the community. Such projects should be replicated in other remote areas as they are not much aware and don't have opportunities. Activity cost was so less that should be increased.

As I mentioned that our organization is a youth-led organization and we are working on youth, women and minority empowerment and we have brought change in mentalities of the

people. We still need support from CDA and other willing organizations.

Thanks and hope that I District Bannu both CDA and Donors will remain contact with us for future activities.

You can be learned with the experiences not with one sided view be independent in your own work

We glade to give evaluation response but we have just one request. Being a minority representative organization we have much need such type of project if your collaboration will be with us then we can work in a better way if proper seed grants and fund would be provided us then we could better work. It was really good and healthy project regarding democracy, advocacy, and facilitation.

We have conducted the overall baseline of our district Dadu, where found very massive challenged of youth work, we found very passive youth at the remote areas of Dadu, if we together try to work for the real change than we must make involve them for the better society and youth will play pivotal role for the society.

As a project is very innovative and need of the current situation

Thank you for engaging us in the evaluation. This was a very good project which brought a lot of like minder youth organizations together; we need more of such initiatives to bring positive change in our country.

CDA work is good however in Peshawar their work was limited

More programs should be launched so that together we may contribute to the development of Pakistan by strengthening youth, minorities and women in Pakistan,

Annex 3: Documents Reviewed:

Asian Human Rights Commission, *Gender based disparities worst in Pakistan*, <http://www.humanrights.asia/resources/journals-magazines/eia/eiav4a1/2-gender-based-disparities-worst-in-pakistan>,

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Annex 4: Persons Interviewed

11 May 2016	
Travel of national consultant to Lahore	
12 May 2016	
Syed Yousaf Tariq	Finance Director, CDA
Qasim Murtaza	Monitoring and Evaluation Officer, CDA
Muhammad Shahzad Khan	Executive Director, CDA
Salman Ahmad	Administrative Officer, CDA
Fasahat Ul Hassan	Chairman, Youth Advocacy Network Lahore
13 - 14 May 2016	
Travel of national consultant to Quetta	
Naqeeb Khan	General Secretary, STREET (Strengthening Rights and Equality by Empowering Team), Quetta
Ravi Chand	Administrative Officer, STREET (Strengthening Rights and Equality by Empowering Team), Quetta
Khalid Mir	Executive Director, Social Sangat, Jaffarabad
Rehmat Ullah	Chief Executive Officer, AWSDA (Aghosh Welfare Society and Development Association, Quetta)
15 - 16 May 2016	
Travel national consultant to Karachi	
Feroza Azmat	Chief Executive Officer, Taqweem-e Pakistan Development Organization, Karachi
Sajida Fayyaz	Social Mobilizer, Taqweem-e Pakistan Development Organization, Karachi
Hammad Naqvi	Co-Founder, C Cube
Rashid Mehmood Khan	Chief Executive Officer, Visionary Foundation Pakistan
17 to 24 May 2016	
Asma Munir	Rural Development Organization- Pakistan, Faisalabad- by phone
Muhammad Naved	New Kashmir, Kotli, AJK, by phone
Qasim Ali	Mountain Youth Recoure ORG, Giligit - Hunza, by phone
Amir John	Peace and Development Foundation, Multan by phone
Jawad Mansoor	Youth Front Pakistan, Muzaffargarh, by phone
Rubina Shahin	Al-Fateh Development Organization, Muzaffargarh, by phone
Humaira Yasmeen	Wasaib Women Development Organization, Bahawalpur, by phone
Stephen Rafiq	United Social Welfare Society Bahawalpur, by phone
Muhammad Junaid	Mardanwal Khalaq, Mardan, by phone
Khalid Mir	Social Sangat Balochistan, Jarrarabad, by phone
Khuda Bux Babar	Rural Organization for Social Empowerment, Dadu by phone
Aaqib Mukhtiar	Sindh Rural Development Organization "SRDO NGO", Dadu, by phone
Muhammad Afraz	Youth Action , Kotli, AJK, by phone

Adnan Ahmad	HINA Foundation, Mirpurkhas, by phone
Samson Salamat	Centre for Human Rights Education, Lahore, by phone
Raziq Faheem	College of Youth Activism, Rawalpindi-Islamabad, by phone
Salman Abid	Strengthening Participatory Organization, Lahore, by phone
Another 18 organizations were called, but did not pick up in Kotli AK, Lasbella, Ghizar, Mardan, Jaffarabad, Dadu, Lahore, Muzaffargarh and Gilgit.	

Annex 4 : Acronyms

CDA	Chanan Development Association
CSO	Civil Society Organization
JWT	James Walter Thompson
NGO	Non-Governmental Organization
TOT	Training of Trainers
UNDEF	United Nations Democracy Fund
UNFPA	United Nations Population Fund
USD	United States Dollar