Final Evaluation Report

Evaluation of United Nations Volunteers´ Support to UN Peacebuilding Fund's Gender Promotion Initiative (GPI)

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LIST OF GRAPHS AND TABLES

LIST OF ABBREVIATIONS

BMZ	Federal Ministry for Economic Cooperation and Development
CSA	Cost Sharing Agreement
CSO	Civil Society Organization
DAC	Development Assistance Committee
GPI	Gender Promotion Initiative
GYPI	Gender and Youth Promotion Initiative
OECD	Organization for Economic Cooperation and Development
TR	Terms of Reference
UNDAF	United Nations Development Assistance Framework
UNV	United Nations Volunteers Programme
UNVs	United Nations Volunteers
PBF	Peacebuilding Fund
PBSO	UN Peacebuilding Support Office
SG	Secretary General
VRA	Volunteer Reporting Application

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Executive Summary

Evaluation Context

In 2010, the report of the United Nations Secretary General (SG) brought the focus to the role of women in peacebuilding. The SG's Seven Point Action Plan for Gender-Responsive Peacebuilding set actions for the UN, among which was a funding target of a minimum of 15% of the UN's peacebuilding funds to be allocated to programmes, supporting and promoting gender equality and women's empowerment. In order to achieve the target, the SG's Peacebuilding Fund in partnership with UN Women launched the Gender Promotion Initiative (GPI), aiming to fund gender-specific peacebuilding projects. This partnership has been broadened with UNV's effort to deploy specialised expertise to the UN Country Teams implementing GPI projects. There was a gap of qualified personnel on gender-responsive peacebuilding in GPI projects and in a response to this need, the three organizations – United Nations Volunteers Programme (UNV), the Peacebuilding Support Office (PBSO) and UN Women came together with the funding of the Federal Ministry for Economic Cooperation and Development (BMZ).

Object of the Evaluation

On 18 December, 2014, a Cost Sharing Agreement (CSA) was signed between the Government of Germany through BMZ as the donor and UNV to give support to UNV´s work in answering the call of the UN Secretary General´s Seven-Point Action Plan on Gender-Responsive Peacebuilding. The initial funding provided was of €700,000. In December 2017, an amendment of the cost-sharing agreement was signed to continue support to GPI4 and GPI5 and an additional funding of €800.000 was allocated. In addition, a new no-cost extension of the project was approved until 30 June 2020 in order to align the UN Volunteers' contracts, the GPI project duration and the CSA.

The partnership between UNV and the Peacebuilding Fund started to operate in 2015. Since then, UNV has deployed 38 volunteers to support the implementation of GPI projects (2015, 2016, 2017, 2018 and 2019) in Africa (Somalia, Guinea, Mali, Côte d´Ivoire, Liberia, Sierra Leone, Central African Republic, Niger and South Sudan), Asia (Kyrgyzstan, Nepal and Sri Lanka), Latin America (Guatemala and Colombia) and Oceania (Papua New Guinea). UNV´s support to the Peacebuilding Fund´s (PBF) GPI consisted of not only deploying national and international volunteers to five to six countries every year, but also organizing a global learning workshop in partnership with PBSO and UN Women to support the UN Volunteers who were implementing GPI projects and other projects on women, peace and security.

Evaluation Purpose

The fundamental objectives of the evaluation are to:
- Assess the performance of and results achieved by the GPI project;
- Provide clear, actionable recommendations for putting in place effective and efficient implementation mechanisms for volunteerism in support of gender-responsive peacebuilding initiatives;
- Analyse and provide case studies on volunteering contribution to gender-responsive peacebuilding programming, looking at the different dimensions of volunteering – what works and what does not work in this context.

Methodology

A mixed method approach was used. A range of qualitative and quantitative methods were used and triangulation was key in order to contrast different sources and reach a common ground which is based on evidence. The evaluation aimed to be very participatory, involving the key actors from the beginning to make the evaluation useful for future work, including the UN Volunteers. Due to the COVID-19 pandemic, which has affected global travel, the methodology for the evaluation was adapted not to include field visits.

The methodology included:

⇒ **Desk review of relevant documents**:
The initial desk review considered all the key documents involved in the design and management of the project (project document, cost-sharing agreements and revisions, the UNV Strategic Framework, annual project progress reports, learning workshop reports, evaluation reports of selected PBF projects, PBF GPI guidelines, SG's Seven-Point Action Plan on Gender-Responsive Peacebuilding, Volunteer Reporting Applications (VRA) etc).

⇒ **Survey for Host Organizations:**
A survey was sent to 18 out of the 22 host organizations involved in the project for which contact information was available. The return rate was 55% (10 organizations). The survey also allowed for open answers where the Host Organizations could express the greatest achievements of the UN Volunteers, challenges involved and suggestions for improvement of future similar initiatives.

⇒ **Survey for UN Volunteers:**

A survey was sent to all the 38 volunteers involved in the project. The response rate was 55%. Eleven national UN Volunteers and 10 international UN Volunteers responded from 8 countries (Central African Republic, Colombia, Guatemala, Guinea, Mali, Nepal, Niger, Sierra Leone).

⇒ **Review of Volunteer Reporting Application (VRA) forms:** a total of 10 available VRAs were reviewed for the purpose of the evaluation. Since 2018, each UN Volunteer has to fill out a form to evaluate his/her assignment at the end. It includes questions on results generated, people benefiting, added value and personal and professional development, support required and assignment satisfaction.

Considering the survey to host organizations, UN Volunteers and the VRAs filled out, **the evaluation considered the perspective of stakeholders involved in 19 of the 22 projects benefited or 86% of the total number of projects.**

⇒ **Remote semi-structured interviews:** During the inception phase, desk review and consultation of stakeholders, a list of possible interviewees was drafted to include the key stakeholders in semi-structured interviews. In total, 24 people were interviewed (12 from UNV, 3 from PBSO, 4 from UN Women (including 2 host organizations), 1 from BMZ, 3 UN Volunteers and 1 civil society organization).

⇒ **Case studies:** Two countries were selected for the case studies in order to give nuance to the evaluation and

provide more details in terms of what worked and what did not work so well. The countries chosen were Mali and Sri Lanka. For the criteria used for the selection of the case studies, please refer to Appendix E. Both Host Organizations and UN Volunteers were interviewed and their project documentation reviewed. The case studies are presented in a separate document.

Findings by criterion

Relevance

REL 1: The project was conceived with a high alignment with the UNV Strategic Framework 2014-2017, the SG's Seven Point Action Plan on Gender-Responsive and the strategic priorities of BMZ, UN Women and PBSO. However, the project in its current format has low alignment with UNV´s current strategic framework 2018-2021 in terms of implementation modality, even though it remains relevant according to UN´s global guidance towards gender-responsive peacebuilding. The current initiative is implemented as a specific project and the current UNV´s strategy is to mainstream volunteer deployment across UN organizations without a specific project framework. The project is aligned with SDGs 5 and 16.

Efficiency

EFFI 1: The project had some difficulties in the beginning with deploying UN Volunteers due to delays in the implementation of GPI II initiatives. The project was therefore extended and additional resources were allocated to contribute to other GPI cycles. At the end of 2019, project expenditure was 87,88% with an expectation to reach 100% by June 2020, at the end of the project. Most resources were allocated to UN Volunteers

deployment and the workshops (92,4%) as of December 2019.

EFFI 2: There was a gap in the Theory of Change of the project where UN Volunteers were expected to deliver against global outputs they were not always aware of and for which no systematic supervision was in place.

EFF3: UNV was able to successfully deploy 38 UN Volunteers in 22 projects in 16 countries and promote 4 annual learning workshops together with PBSO and UN Women which had very high satisfaction rates (90% of the UN Volunteers reported they were effective for increasing knowledge, skills and networks in the area). However, the limited number of staff involved in the project did not allow for closer follow-up with the UN Volunteers and the promotion of other initiatives as initially envisaged by the project.

EFFI 4: UNV was very well assessed by its key partners, host organizations and UN Volunteers in terms of collaboration mechanisms for planning and implementation and its capacity to deploy volunteers (90% of the host organizations agreed that coordination and collaboration mechanisms with UNV worked well and the provision of volunteers was adequate while for the UN Volunteers, 86% of the respondents agreed that the coordination mechanisms worked well). However, more attention may be needed in terms of provision of well-being support, transport and safety equipment for UN Volunteers on the ground (48% reported they did not receive well-being support and 52% reported they did not receive adequate transport or safety equipment). Overall, the three partners (UNV, UN Women and PBSO) successfully came together to serve the UN System.

Effectiveness

EFFE 1: The GPI projects assisted by UNV have helped to increase the number of women engaged in national dialogues and

have also helped build their capacity to engage. This was achieved with the support of the UN Volunteers which were regarded as important assets to the projects (70% of the host organizations have stated that UN Volunteers have both helped increase the number of women participating in peacebuilding dialogues and their capacity to do so). Data from the project reports from 2016-2018 also show a high percentage of women´s groups participation in the countries for which there is information available (an average of 40,57% against the initial target of 30%).

EFFE 2: The Host Agencies reported UN Volunteers have helped with joint advocacy (80%), access new networks (70%) and increase knowledge on coordination and gender responsive peacebuilding (90%). The UN Volunteers also report the same perception. When asked similar questions in terms of to which extent they have helped with joint advocacy, accessing new networks and increase knowledge for coordination, they have either agreed or strongly agreed with these statements (by 71%, 67% and 74% respectively).

EFFE 3: The Global Workshops promoted were very beneficial for the UN Volunteers (90% of them reported they were effective for increasing knowledge, skills and networks in the area). However, more could have been done to help exchange information and knowledge among them and record the experience (encourage action in the community of practice created, publish online training materials, promote webinars or lives, encourage training among UN Volunteers, publish one pagers with the experiences they had etc) as initially planned in Output 3 related to knowledge promotion.

Sustainability

SUST 1: The majority of UN Volunteers and Host Organizations involved in the evaluation (74% and 60% respectively) have reported that practices developed during the project are still in use after the end of the project. Two relevant examples can be mentioned from the case studies: a) the use of peace talks in Mali inspired in a Colombian experience and b) the use of Monitoring and Evaluation tools in Sri Lanka. In addition, there is evidence from the interviews that some of the UN Volunteers have carried on their work in the area in other UN agencies, further contributing to develop capacity within the UN System.

SUST 2: Most host organizations surveyed by the evaluation (90%) have reported that they intend to continue to work with UNV in the future and they would recommend UN Volunteers for others, which shows that UN Volunteers have an important role in serving the system. In addition, 70% of the host organizations replied that they intend to include UN Volunteers as part of project design on gender responsive peacebuilding in the future. Various host organizations have also extended the UN Volunteers contract out of their own resources (e.g. Mali, Sri Lanka, Colombia) showing their commitment to continue the initiative.

Impact

IMP 1: According to the UN Volunteers, 76% of the projects had at least 1 volunteer group involved and 52% of them had at least 2 groups involved while a small number (5%) had more than 5 volunteer groups involved in the GPI Projects (through implementation, networking and partnership of various kinds). In addition, 76% of the UN Volunteers reported they have helped to bring volunteerism to peacebuilding activities in the project and beyond. Overall, host organizations consider that volunteerism is important, even though, they might not be always willing to promote it actively on its own as it was found in the case studies and also in the results of the survey to the UN Volunteers in which 3 of them have reported lack of

support of the host agencies towards volunteerism.

IMP 2: UN Volunteers have supported the promotion of volunteerism through: a) Creating networks of women; b) Supporting implementing partners on the ground; c) Involving local volunteers through UNV initiatives and consultation with women at the ground level; d) Involving Civil Society Organizations in the project; e) Networking with volunteers; f) Lectures to students; g) Publication of articles on volunteerism and h) Promotion of leadership of women on the ground. This shows the various possibilities of engagement to suggest for future UNV focal points in host countries and the UN Volunteers themselves. In one of the cases mentioned, the UN Volunteer worked voluntarily with a NGO for young women, helping them to do capacity building for women on international human rights mechanisms. In this case, the UN Volunteer encouraged young women to be volunteers in their communities. Another example was the engagement of the International UN Volunteer with VForce in Sri Lanka where national volunteers helped with data collection and processing in the local communities.

IMP 3: Host organizations acknowledge the contribution of UN Volunteers through: a) new tools that the project will use in the future (e.g. Monitoring and Evaluation Framework, peace dialogue model); b) increase in implementation capacity (operational capacity to deliver more through their work); c) strengthened coordination among various actors (with various UN partners and peacekeeping missions) d) knowledge (development of knowledge products) and d) strengthened capacities for partners and staff members (through training of various kinds). UN Volunteers also bring motivation and energy and are considered to be cost-effective within the UN System.

IMP 4: From the part of the UN Volunteers, they have pointed as challenges in their GPI assignments: a) difficulties in developing trust with the target group and increasing women´s participation (25%) ; b) difficulties in promoting coordination among various actors and agencies (15%); c) security situation and instability in host countries (15%); d) short period of implementation and unclear mandate (15%); e) low value given to UN Volunteers (10%) and f) bureaucracy which was difficult to deal with and might have delayed field work (10%). These are key aspects to be considered for future deployment of UN Volunteers in the area of peacebuilding and beyond.

Conclusions

Conclusion 1: The project brought together three UN organizations that were able to create synergy on the ground with their specific mandates (UNV, PBSO and UN Women) and the support of BMZ. The initiative replied to the call of the Secretary General to increase investment to promote gender responsive peacebuilding and was aligned with BMZ´s Gender Road Map. However, the project which had a high level of alignment with UNV´s Strategic Framework 2014-2017, proved to have a low level alignment with UNV´s Strategic Framework 2018-2021 in relation to its implementation mode as a project, even though even though it remains relevant according to UN´s global guidance towards gender-responsive peacebuilding.

Conclusion 2: The project had implementation challenges at the beginning due to delays of projects on the ground and it had four project managers along the implementation cycle. However, it managed to successfully deploy 38 UN Volunteers in 22 projects in 16 countries over 5,5 years, double the project budget and contribute to 4 GPI Cycles (GPI II, GPI III, GPI IV and GPIV).

Conclusion 3: The design of the project had outputs which were beyond the direct

governance of the UNV and fell under individual projects carried out by Host Agencies. There was no close contact with UN Volunteers on the ground to follow-up on individual projects. Staff was adequate to place the UN Volunteers and organize global learning workshops, but more staff capacity (time) would need to have been allocated to fully deliver on the initial plans, especially in relation to the knowledge component.

Conclusion 4: UN Volunteers have contributed to projects which have promoted the engagement of women in peacebuilding dialogues and strengthened the capacity of local communities to engage in gender-responsible building at varying degrees, considering the diversity of contexts, UN Volunteers profiles and time spent by UN Volunteers on the ground.

Conclusion 5: The Global Learning Workshops promoted by the project represented a good practice well assessed by all the actors involved. It was a differential of the initiative in terms of helping to build capacity, share experiences and connect the volunteers among themselves. It was the key deliverable under the knowledge component which could have been enhanced by systematic efforts along the project.

Conclusion 6: The UN Volunteers have brought several contributions which will stay after the project is over, especially in relation to new tools, increased coordination among various actors and capacity building in varying degrees, considering the diversity of projects. Most Host organizations (90%) wish to continue to partner with UNV in the future, which shows their overall satisfaction with the work of the UN Volunteers.

Conclusion 7: UN Volunteers were not always fully aware of their mandate to promote Volunteerism and to deliver against the global project outputs. However, most of them (76%) reported to

have contributed to bring volunteerism to peacebuilding activities and beyond through various means: a) Creating networks of women; b) Support to implementing partners on the ground; c) Involvement of local volunteers through UNV projects and consultation with women at the ground level; d) Involvement of Civil Society Organizations in the project; e) Networking with volunteers; f) Lectures to students; g) Publication of article on volunteerism and h) Promotion of leadership of women on the ground. Host organizations are formally supportive of volunteerism, but may be doing it indirectly through partnerships with civil society organizations, not as an agenda of its own (peacebuilding and volunteerism).

Conclusion 8: UN Volunteers are not always valued as assets by all partners and are sometimes seen as ´junior collaborators`. They often face the challenge of engaging with various agencies, dealing with the bureaucracy of the UN System, having unclear mandates and insufficient time to complete their assignments. More attention may be needed to follow UN Volunteers on the ground, provide guidance and safety equipment and provision of well-being support.

Lessons Learned

1. **The underlying Theory of Change of the project was overly ambitious in making the connection between individual UN Volunteers, delivery of GPI projects and global outputs.**

Connection of a global project with UN Volunteers on the ground demands dedicated effort. Many UN Volunteers were unaware of the objectives of the global project. Future initiatives need to consider the limits of a global project or on the other hand, dedicate specific efforts for follow-up at a ground level.

2. **For peacebuilding context countries, there is a need for early and specific preparation.**

Peacebuilding context countries present a challenging environment in terms of insecurity, instability and costs. Host organizations have reported the need of better preparation from the part of UN Volunteers to adapt to the reality in which they are placed, which should include cultural shock and the ability to manage projects in very adverse circumstances.

3. **UNV in host countries can play a crucial role to engage international and National UN Volunteers with local volunteers.**

There are countries where UNV has significant initiatives to deploy local volunteers across the system and beyond. That is the case of Sri Lanka where such initiative was presented to the international and national UN Volunteers. A clear strategy of collaboration between international UN Volunteers and local UNV focal points may be incorporated in future initiatives promoted by UNV.

4. **Careful selection of UN Volunteers to demanding posts needs to be considered**

Several host organizations and UN Volunteers have reported challenges in finding the right profiles, designing a UNV post which fits well with the current demands of the project, ensuring national UN Volunteers speak the local languages, etc. Placing UN Volunteers in peacebuilding context countries may require special care in terms of selecting the right profile, checking the references and ensuring soft skills are in place.

5. **Host organizations favour volunteerism, but may not be always willing to support it directly in the projects**

Host organizations have largely declared their support towards volunteerism and have mentioned their efforts to engage civil society organizations and involve beneficiaries as volunteers. However, UN Volunteers have also declared that host agencies may not always be willing to support volunteerism directly. Volunteerism was promoted by the GPI projects through the engagement with local groups which include local volunteers.

6. **UN Volunteers are not always recognized in their workplaces due to their work status and this poses great challenges when they are in leading positions**

Several UN Volunteers have reported that they had problems because of the UN grade status in which they are very low in the organization and less recognized for their work. This poses a problem specially when they are in leading positions. Out of the 38 UN Volunteers, only 7 worked as program assistants, the other profiles were more technical. This technical contribution might have been less valued and appreciated by partner organizations due to the low status UN Volunteers are often attributed.

Recommendations
Strategic

For: UNV, PBSO and UN Women

Recommendation 1: Continue partnership between UNV, UN Women and PBSO through the deployment of International and National UNVs to PBSO projects and promotion of learning in the linkages between gender, volunteerism and peacebuilding (outside a project framework).

Rationale: UNV, PBSO and UN Women have worked well together to serve the system with the support of BMZ. In NY, PBSO is one of the few partner organizations that are more supportive towards the promotion of

volunteerism. There is a strong relation between local volunteerism and peacebuilding that could be further explored, especially in the current global scenario of increasing conflict.

For: UNV, PBSO and UN Women

Recommendation 2: Give light to the importance of volunteerism to peacebuilding through further fostering of learning and research in the area.

Rationale: UNV deploys thousands of UN Volunteers to peacekeeping missions and there are still few studies about their contribution. The same applies for peacebuilding. There is also little dialogue between peacekeeping and peacebuilding volunteerism that could learn from one another. The Global Learning Workshops were a very good experience for everyone involved. More learning opportunities should be provided in the future for UN Volunteers in this area.

Operational

For: UNV and PBSO

Recommendation 3: Improve selection process.

Rationale: Various problems were identified. This is an area that needs careful consideration. See last report section for detailed action points.

For: UNV

Recommendation 4: Improve preparation of UN Volunteers and Host Organizations before deployment.

Rationale: Deployment in peacebuilding context countries requires special preparation. UN Volunteers should be

better prepared for the socio-cultural context of the country to avoid shock on arrival. National volunteers need to be better trained on the values of the United Nations before deployment.

Strategic

For: UNV

Recommendation 5: Sensitize partners on the ground about the links between volunteerism and development.

Rationale: The evaluation found that even though Host Organizations are supportive of Volunteerism, they may not be always active towards promoting it.

Operational

For: UNV

Recommendation 6: Review protocol for UNV´s work in host countries to assist UN Volunteers and promote volunteerism.

Rationale: Peacebuilding is built specially through ground work – changing mindsets and attitudes, and that is very much promoted through volunteerism. UN Volunteers have reported less assistance being received in the areas of security equipment and wellbeing.

Strategic

For: UNV

Recommendation 7: Consider building a network of Alumni for UN Volunteers to act as Ambassadors of Volunteerism.

Rationale: There are former UN Volunteers who are in high positions within the UN and beyond. Their voice can be very supportive towards the importance of volunteerism, encouraging new volunteers and the culture of volunteerism.

1. Evaluation Context

The United Nations Volunteers (UNV) Programme offers the United Nations Family since 1970 highly motivated and skilled people from all over the world who are eager to serve in difficult conditions. They help to achieve common goals as set by the international community. Such is the case with gender equality. Resolution 70/219 on Women in development adopted by the General Assembly on 22 December 2015 calls upon all organizations of the United Nations system to mainstream a gender perspective and to pursue gender equality in their work. The support of UNV for gender mainstreaming answers to a global call not only from the General Assembly but also from the UN Security Council (Resolution 1325/Oct 2000) which recognizes that war impacts women differently and that women should be a key part in the prevention, management and resolution of conflicts.

The UN Secretary-General's Peacebuilding Fund (PBF) is the organization´s first financial resort to sustain peace in countries at risk or in a situation of violent conflict. It was created in 2006 and has partnered with a myriad of organizations to help countries stricken with conflict since its inception. It has the policy of being flexible and quick enough to enhance peacebuilding efforts. In 2011, PBF launched a Gender Promotion Initiative (GPI) to promote projects specially designed to support the empowerment of women in peacebuilding and promote gender equality. It has funded projects on local governance in Central African Republic, gender-based violence in Colombia, justice reform in Guinea Bissau, access to land in South Sudan, water conflict resolution in Yemen, just to name a few.

In 2010, the UN Secretary General presented a report on women´s participation in peacebuilding outlining a Seven-Point Action Plan to promote Gender-Responsive Peacebuilding. These measures included actions on: 1) Conflict resolution (systematic action to ensure women´s participation and availability of gender expertise in peace processes); 2) Post-conflict planning (institutionalize women´s participation in and use of gender analysis in all post conflict planning processes); 3) Post-conflict financing (increasing financing for gender equality in post conflict situations); 4) Gender-responsive civilian capacity (include specialized skills to meet women needs and expertise in rebuilding state institutions); 5) Women´s representation in post conflict (technical assistance to conflict-resolution promoting women´s participation); 6) Rule of Law (promote women and girls´ rights to security and justice); and 7) Economic Recovery (equal involvement of women as participants and beneficiaries in local development). Under Item 3 was the target for the UN System to allocate at least 15% of UN-Managed funds in support of peacebuilding projects addressing women´s specific needs and empowerment.

The partnership between UNV and the Peacebuilding Fund started in 2015. Since then, UNV has deployed volunteers to support the implementation of PBF GPI projects (2015, 2016, 2017, 2018 and 2019) in Africa (Somalia, Guinea, Mali, Côte d´Ivoire, Liberia, Sierra Leone, Central African Republic, Niger and South Sudan), Asia (Kyrgyzstan, Nepal and Sri Lanka), Latin America (Guatemala and Colombia) and Oceania (Papua New Guinea). Three out of these countries have received UN Volunteers more than once: Guatemala, Liberia and Sri Lanka. UNV´s support to the UN Peacebuilding Fund´s GPI consisted of not only deploying national and international volunteers to five to six countries every year, but also organizing global learning workshops in partnership with PBSO and UN Women for the UN Volunteers implementing GPI projects and other projects on women, peace and security.

2. Object of the Evaluation

On 18 December, 2014, a Cost Sharing Agreement (CSA) was signed between the Government of Germany (German Federal Ministry for Economic Cooperation and Development – BMZ) as the donor and the United Nations Volunteers Programme to give support to UNV´s work in answering the call of the UN Secretary General´s 7-Point Action Plan on Gender-Responsive Peacebuilding. The initial funding provided was of €700,000 (€350,000 for 2015 and €350,000 for 2016). The first instalment (USD 384,475) was received on 27 March 2015 and the second (USD 375,095) on 23 November 2016. On 18 November, 2016, the project document was revised to change the project title and continue support to additional GPI projects. A no-cost extension was approved up to 31 March 2018. In December 2017, an amendment of the cost-sharing agreement was signed to continue support to GPI4 and GPI5 and an additional funding of €800.000 divided in two tranches of €350.000 (USD 409,505 received in July 2018) and €450.000 respectively (USD 505,440 received in July 2019). In addition, a new no-cost extension of the project was approved until 30 June 2020 in order to align the UN Volunteers' contracts, GPI project duration and the CSA. UNV has provided the donor with annual reports of the Project which included financial implementation status.

The PBF and UNV have agreed on a project where a pair of an international and national volunteer would help assist five to six GPI projects initially for GPI2 and later to GPI3, GPI4 and GPI5. The project at the start was under the area of Peacebuilding at UNV Strategic Framework (2014-2017). Under Peacebuilding, the focus was to work with partner UN entities for promoting increased inclusive civic participation and participatory dialogue in efforts to sustain peace and generate social cohesion. Later it was aligned to the UNV Strategic Framework 2018-2021 under Outcome 2: "The United Nations system is supported to deliver on the 2030 Agenda through the engagement of UN-Volunteers and the integration of volunteerism." While the first strategic Framework operated through projects, the current one focuses on mainstreaming volunteerism across the system.

In the implementation process, the project has supported 22 initiatives (see full list in Appendix A) across Regions (Latin America, Africa, Asia and Oceania) and in various themes (from gender-based violence to political participation to economic empowerment and many others). The project envisioned three outputs which were kept throughout the project with minor text changes:

1. Equal engagement of women in national or local dialogues related to gender equality and women's empowerment within existing peacebuilding initiatives strengthened;
2. Capacity of the UN System to coordinate initiatives and to engage civil society and local communities in gender-responsive peacebuilding strengthened;
3. Effectiveness of the UN System to contribute to collective operational learning and awareness-raising of the impact of gender-responsive programming in peacebuilding processes enhanced.

From the beginning of the project, in the Cost Sharing Agreement, an evaluation of the initiative was already mentioned and throughout the project implementation, a final evaluation was discussed to provide the implementing organizations lessons learned for future Programming in the area of Gender and Peacebuilding, accountability for the involved partners and enhance learning for UNV, PBSO, UN Women, BMZ and also other UN organizations in partner countries.

Twenty-two initiatives were involved and a myriad of partners: UNV as the implementing partner in coordination with PBF and UN Women and BMZ as the donor at a global level for UNV support to PBF's Gender Promotion Initiative), various UN organizations (UN Women, UN Habitat, UNFPA, UNDP) implementing PBF approved projects at country levels as host agencies for deployment of UN Volunteers and Civil Society Organizations (Care, Educare, Interpeace) partnering in implementation of PBF approved projects at a country level in almost 6 years of project implementation in many different contexts. Please, see detailed roles in section 8 of Stakeholder Analysis.

There is a need of making a synthesis of what has taken place in order to generate learning for the future. Beyond the deployment of UN Volunteers to help engage women locally and promote gender-sensitive policy making, four important learning events were organized:

⇒ Global Gender-responsive Peacebuilding Learning and Strategy Workshop, October 24-27, 2016, New York, USA

⇒ Second Learning and Strategy Workshop on Gender-Responsive Peacebuilding for UN Volunteers, November 7-9, 2017, Nairobi, Kenya

⇒ Third Learning and Strategy Workshop on Gender-Responsive Peacebuilding for UN Volunteers, 14 – 16 November 2018, Istanbul, Turkey

⇒ Fourth Learning workshop on Gender-Responsive Peacebuilding for UN Volunteers, 11-13 December 2019, Bonn, Germany

These events fall under output 3 and will be looked under item 9.3 in the report with the Community of Practice on Gender-responsive Peacebuilding which was created by the project.

3. Evaluation Purpose

According to the Terms of Reference for the evaluation, UNV is conducting a final external evaluation of UNV's support to UN Peacebuilding Fund's Gender Promotion Initiative (GPI) project as part of the project's workplan, as approved by the GPI Project Board.[1] The UNV support to this initiative has a focus on working with civil society at a community level to help promote the role of women in local processes of peacebuilding.

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[1] The Project board was created in 2018 and had only one meeting in 2019. The meeting which was held on 8 May 2019 had the following key decisions (not exhaustive): 1) The responsibility of Project Board members for communication and advocacy around project results and partnership should be added to the TOR; 2) Fundraising is outside the scope of the Project Board and should not be included in the TOR; 3) Risk management should be included in the TOR as a responsibility of the Project Board; 4) A joint communication should be sent from the Project Board to Resident Coordinators Offices in countries where UN Volunteers were deployed in 2018 and host agencies, along with the 2018 Annual Project Progress Report, noting appreciation and recognizing lessons learned about the importance of dedicated capacity on the ground; 5) The evaluation should look at results beyond activities including contribution to larger results such as projects, UNDAFs and peacebuilding strategies and 6) Project Board members agree that the contribution of UN Volunteers should be recognized. On completion of their assignment, they should receive a certificate of appreciation.

The fundamental objectives of the evaluation are to:
- Assess the performance of and results achieved by the GPI project;
- Provide clear, actionable recommendations for putting in place effective and efficient implementation mechanisms for volunteerism in support of gender-responsive peacebuilding initiatives;
- Analyse and provide case studies on volunteering contribution to gender-responsive peacebuilding Programming, looking at the different dimensions of volunteering – what works and what does not work in this context.

The Term of Reference proposes to focus the evaluation on the results achieved against the outcomes, outputs and indicators in the GPI project document. It should also distil lessons on the contribution of 'volunteering' or 'volunteerism' to gender based peacebuilding. In addition, it is important to emphasize that the evaluation will look at the contribution of UN Volunteers to achieve the desired GPI/UNV global project outcomes, not the results of the individual GPI projects where they were placed. In this case, the linkages between the GPI projects and the broader United Nations Development Assistance Framework (UNDAF)´s framework in specific countries will not be looked at, considering it is a global initiative benefiting 22 projects. Looking at UNDAFs and the contribution of the projects to broader peacebuilding initiatives would enlarge the scope of the evaluation beyond the resources allocated and the timeframe of the Term of Reference.

4. Evaluation Criteria and Questions

The evaluation will consider the dimensions from the Development Assistance Committee (DAC) of the Organization for Economic Cooperation and Development (OECD) of Relevance, Efficiency, Effectiveness, Sustainability, Gender, Equity and Human Rights (which includes Persons with Disabilities) and Impact. Impact will investigate how the engagement of UN Volunteers has promoted the agenda of volunteerism and also the value added they bring. A distinction between Effectiveness and Impact needs to be made here. Under effectiveness, the outputs of the initiative will be discussed according to what was planned in the beginning (e.g. increased participation of women, increased coordination in the system and increased knowledge in the area) while under Impact, the focus will be in their contribution towards volunteerism as defined by UNV as commissioning institution. A more detailed approach will be taken to two countries selected for the case studies.

The following evaluation questions have guided the evaluation process in each criteria. It is important to note that these questions were elaborated based on the Term of Reference (TR) and they are detailed in the Evaluation Matrix in Appendix B. The sub-questions and details expected to be investigated under each question are being considered as indicators/criteria to be further investigated. The experience of the evaluator shows that it is better to have fewer questions explored more in-depth, rather than many questions with less substance.

Table 1. Evaluation Questions

EVALUATION QUESTION (EQ)	Relevance	Efficiency	Effectiveness	Sustainability	Gender, Equity and Human Rights	Impact
EQ 1: To what extent was the project in line with the UNVs Strategic Frameworks, SG's Seven Point Action Plan on Gender-Responsive Peacebuilding, SDGs and gender-responsive peacebuilding´s agenda of UNV, PBF, BMZ and UN Women?	X					
EQ 2: To what extent were sufficient and appropriate financial and human resources allocated to achieve the expected results for the Project?		X				
EQ 3: To what extent has the engagement of women in national or local dialogues related to gender equality and women's empowerment in the context of peacebuilding increased with the Project?			X		X	
EQ 4: To what extent has the capacity of the UN System to coordinate initiatives and to engage civil society (and specially volunteer groups) and local communities in gender-responsive peacebuilding in the GPI countries been strengthened through GPI UN Volunteers?			X		X	
EQ 5: To what extent has the project contributed to collective operational learning and awareness-raising of the impact of gender-responsive Programming in peacebuilding processes?			X			
EQ 6: What are the changes in knowledge and practices in the participating organizations that will be utilized beyond the scope of this project?				X		
EQ 7: To what extent has the engagement of UN Volunteers promoted the agenda of volunteerism in peacebuilding actions?						X

Beyond the 7 evaluation questions, the evaluation will look at the positive and negative changes produced by the GPI project, directly or indirectly, intended and unintended and will mention whenever appropriate under each evaluation question. One question presented at the inception report was excluded. It was ´In which peacebuilding areas does the project have the greatest and fewest achievements?´. This question was excluded because the data collected was on the achievement of the goals of the overall project and not by specific projects.

5. Evaluation Methodology

The methodology responds to the indicators proposed for each evaluation question (See Appendix B). A mixed method approach was used. A range of qualitative and quantitative methods were used and triangulation was key in order to contrast different sources and reach a common ground which is based on evidence. The evaluation aimed to be very participatory, involving the key actors so that they engage from the beginning as to make the evaluation useful for future work, including the UN Volunteers. In face of the COVID-19 pandemic which has affected global travel, the methodology for the evaluation was adapted not to include field visits. Ideally, field visits allow for a more detailed independent perception of what is happening locally. However, in face of the global health crisis and in the absence of field visits, triangulation was strengthened. With triangulation, various sources of data (desk review, surveys and interviews) were contrasted to bring a more accurate picture of what took place during project

implementation. In this evaluation, it was especially useful to compare data coming from the survey to the Host Organizations and the UN Volunteers on the same topics.

The methodology included:

⟹ **Desk review of relevant documents**:
The initial desk review considered all the key documents involved in the design and management of the project (project document, Cost-sharing agreements and revisions, UNV Strategic Framework, Annual Project Progress Reports, learning workshop reports, Evaluation reports of selected PBF projects, PBF GPI guidelines, SG's Seven Point Action Plan on Gender-Responsive Peacebuilding, Volunteer Reporting Applications – VRA etc). More documents were further selected as the evaluation progressed in order to bring contextual information.

⟹ **Survey for Host Organizations:**
A survey was sent to 18 out of the 22 host organizations involved in the project for which contact information was available. The return rate was 55% (10 organizations). Host organizations were invited to reply to the survey and two reminders were sent to them explaining the importance of their response. From the respondents to the Survey, 5 were from UN Women, 1 from a civil society organization and 4 from other international organizations, which brought a good variety of perspectives from all the GPI cycles. Of this total, 9 projects were covered in 9 countries (Sri Lanka, Niger, Nepal, Colombia, Liberia, South Sudan, Cote d´Ivoire, Colombia, Guatemala, and Mali). In one of the projects, there were two responses, because there were two organizations who worked together in the initiative. The survey also allowed for open answers where the Host Organizations could express the greatest achievements of the UN Volunteers, challenges involved and suggestions for improvement of future similar initiatives.

⟹ **Survey for UN Volunteers:**
A survey was sent to all the 38 volunteers involved in the project. The response rate was 55% (21 responses or valid answers, 1 questionnaire was discarded because the entry contained no data). Eleven national UN Volunteers and 10 international UN Volunteers responded from 8 countries (Central African Republic, Colombia, Guatemala, Guinea, Mali, Nepal, Niger, Sierra Leone). UN Volunteers were invited to answer the survey and three reminder e-mails were sent to them. See Appendix C for data collection instruments. Similar to the Survey for Host organizations, there were six open questions where the UN Volunteers could describe their greatest achievements, challenges involved, their work towards promotion of volunteerism, challenges in this regard and also suggestions for future projects. Data from both surveys were contrasted and were able to provide a better perspective of what happened on the ground.

In total, 17 of the 22 projects replied to the Survey including Host Organizations and UN Volunteers (77% of the total number of projects). Please see Appendix H for detailed information.

⟹ **Review of Volunteer Reporting Application (VRA) forms:** a total of 10 available VRAs were reviewed for the purpose of the evaluation. Since 2018, each UN Volunteer has to fill out a

form to evaluate his/her assignment at the end. It includes questions on results generated, people benefiting, added value, personal and professional development, support required and assignment satisfaction.

Considering the survey to host organizations, UN Volunteers and the VRAs filled out, **the evaluation considered the perspective of stakeholders involved in 19 of the 22 projects benefited or 86% of the total number of projects.**

$\Rightarrow$ **Remote Semi-structured interviews:** during the inception phase, desk review and consultation of stakeholders, a list of possible interviewees was drafted to include the key stakeholders that should go through a remote semi-structured interview (see Stakeholder Analysis in Appendix F). These interviews were key to dialogue with the quantitative data from the surveys and the desk review carried out. As the interviews progressed, more people were added to the list. In total, 24 people were interviewed (12 from UNV, 3 from PBSO, 4 from UN Women, 1 from BMZ, 3 UN Volunteers and 1 civil society organization). See full list of people interviewed in Appendix G.

$\Rightarrow$ **Case Studies:** two countries were selected for the case studies in order to give nuance to the evaluation and provide more details in terms of what worked and what did not work so well. The countries chosen were Mali and Sri Lanka. For the criteria used in the selection of the case studies, please refer to Appendix E. Both Host organizations and UN Volunteers were heard in the interviews and the project documentation reviewed. The case studies are presented in a different document.

5.1. Methods of Analysis

The evaluation has combined a number of methods of analysis: 1) Identification of key themes and contents in the desk review; 2) Descriptive statistics when analysing data from the surveys and lastly, 3) a standard method used by the senior evaluation consultant when dealing with qualitative data which is explained below and summarizes the evaluation process.

1. First review of individual interviews: the text from the interviews was initially reviewed and cleaned where typos and missing text were corrected. In this step, initial patterns were identified and key information highlighted in the transcripts. Data was organized according to the evaluation questions and indicators of the evaluation matrix. This important step helped the evaluator to review the key points that have emerged. The insights and patterns identified helped build the key messages of the evaluation which went into the findings sections of the evaluation report and signal possible conclusions and recommendations to be further thought through in the analytical process.

2. Organization of report by evaluation question and indicators/criteria: the structure of the report was set according to the evaluation questions and indicators/criteria presented in the inception report. During this stage, key patterns and insights from step 1 were placed in the draft evaluation report to be further developed. The sessions lessons learned and recommendations were also set for helping the evaluator not to lose any insights and data identified that could help build these sections.

3. <u>Insertion of qualitative data by evaluation question:</u> as the structure was set and key points identified, relevant parts of the interviews were used for possible quotes to support the arguments and key ideas already identified in Steps 1 and 2. Contrasting views were presented as to give a more accurate picture of what was found in the process. Along the qualitative analysis of indicators/criteria, the quantitative analysis was present in order to complement the arguments around the key findings identified.

5.2. Approach to the assignment

This evaluation aimed to be useful and dialogue with the most relevant actors to the largest possible extent. In order to achieve this purpose, the following steps and measures were followed:

a) **Initial consultation – Kick off meeting:**
From the start, three organizations were consulted, UNV in the figure of the person responsible for the project and the evaluation focal point, the Peacebuilding Fund Focal Point for the Gender Initiative, their evaluation office and the focal point for UN Women.

b) **Stakeholder analysis:**
During the inception process, a stakeholder analysis was carried out, considering who the major actors are and their role in the project, as to identify the list of people to take part in the survey and the semi-structured interviews.

c) **Feedback loop:**
The consultant was in constant contact with the Project Manager who was also in charge of the evaluation. Weekly follow-up meetings took place and there was a productive collaboration between the consultant and the project manager, with the perspective of always keeping the independence of the exercise.

d) **Presentation of draft report to staff directly involved in the project and presentation at the Board Meeting:**
Two key presentations were made to a large audience of stakeholders – one for staff directly involved in the project for initial feedback and review and the later for the members of the Project Board which involved senior officials from UNV, PBSO, UN Women and BMZ.

6. Limitations of the evaluation process

Evaluation takes time and effort. This evaluation looked at the UNV contribution to the Gender Project Initiative from a global perspective, gathering data through two surveys, review of project documents and semi-structured interviews. However, the individual experiences of UN Volunteers in the projects could not be explored, except for the cases studies delivered in a separate document. More could have been explored if more time and resources were devoted to the evaluation, especially in interviewing more UN Volunteers and Host organizations. If UNV intends to bring more evidence on the contribution of volunteerism in specific themes, more

time and effort will have to be dedicated for more in depth evaluations. About 8.000 volunteers are deployed every year, there is a wealth of experiences and lessons learned happening on the ground that need to be looked at in more details, beyond global surveys. For future evaluations, it may be beneficial to increase the number of interviews of volunteers and host organizations in the specific projects.

During the desk review and elaboration of this report, several inconsistencies were found in terms of contract dates of volunteers at a time when GPI projects that were meant to receive them were already over. Due to time constraints, more investigation of each inconsistency was not possible. In addition, there was little contact between the central project managers and the volunteers on the ground. This means that the information in the end of the year reports might not be always consistent and thoroughly checked. Nevertheless, the evaluator is confident that based on the two surveys and the semi-structured interviews which have had response rates of 55% and the review of VRAs, key achievements and challenges were able to be captured and are present in the report. In addition, at the end, 19 of the 22 projects had at least one respondent to the survey (either the host organization or one of the volunteers) or a VRA form filled out, which provided information on 86% of the projects benefited.

7. Ethics of the evaluation

The evaluation was based in the principles set by the United Nations Evaluation Group in the document ´Norms and Standards for Evaluation´ which has served as a landmark document for the United Nations and beyond. The UNEG guidelines for Integrating Human Rights and Gender Equality in Evaluations were also used in the process. The confidentiality of all the informants was respected in the report.

8. Findings and Preliminary Conclusions (by criterion)

8.1. Relevance

Evaluation question 1: To what extent was the project in line with the UNV´s Strategic Frameworks, SG's Seven Point Action Plan on Gender-Responsive Peacebuilding, SDGs and gender-responsive peacebuilding´s agenda of UNV, PBF, BMZ and UN Women?	

Indicators	1.1. Level of Alignment of project with UNV Strategic Framework 2014-2017 and 2018-2021 (low-middle-high)
	1.2. Level of Alignment of project with key partners´ global strategic priorities, namely PBSO, BMZ and UN Women (low- middle- high)

1. The project had a high level of alignment with UNV Strategic Framework 2014-2017, but a low alignment with the current UNV Strategic Framework 2018-2021 due to its operating modality as a project (I1.1). However, gender responsive peacebuilding remains a priority for the UN System as a whole, thus, the area of work remains relevant for all the UN actors involved. The initial UNV framework focused in five key areas: securing access to basic social services, community resilience for environment and disaster risk reduction, peace building, youth, and national capacity development through volunteer schemes. The project initially fell under peace building and started at a time when the peace building portfolio was being set. UNV was informed of the need of the GPI projects for having qualified personnel on the ground and approached PBF and UN Women to discuss a possible collaboration.

2. On the other hand, the UNV Strategic Framework for 2018-2021 brought structural change to the organization. An evaluation was carried out for the past framework and there was an understanding that UNV should not work on specific areas in which other agencies already worked, but rather focus on its mandate to deploy volunteers across the UN System and promote the agenda of volunteerism. Thus, the new strategic framework focused on 1) Supporting Members States with volunteerism as an effective means of implementation and people engagement on the 2030 Agenda and 2) Supporting the UN System to deliver on the 2030 Agenda through the engagement of UN Volunteers and the integration of volunteerism. Under the new Strategic Framework, the project is better aligned with Outcome 2. However, as the organization changed, projects lost priority in the organizations and most of them were closed.

3. The new strategic framework calls the organization to be placed in a different way, looking at becoming a ´global hub´ or a ´think tank´ on volunteerism. It envisions to promote the agenda of volunteerism as a contribution to peace and development efforts. Thus, comes a greater concern with measuring the impact of volunteerism and helping to place it higher at the global agenda, looking at the intrinsic values of volunteerism and how it can be transformative for the Sustainable Development Goals.

4. In the case of PBSO (I1.2), the organization responded to the call of the Secretary General in the Seven Point Action Plan on Gender-Responsive Peacebuilding and set up in 2014, the

Gender Promotion Initiative in partnership with UN Women. The plan had the target for the UN System to allocate at least 15% of UN-Managed funds in support of peacebuilding projects addressing women´s specific needs and empowerment. GPI was in the beginning a small initiative which grew over time. With the Security Council Resolution 2050, PBF's initiative changed from GPI to GYPI (Gender and Youth Promotion Initiative) where youth was included in the thematic focus. PBF has also changed its regulation and opened funding opportunities to civil society organizations. GPI was incorporated in PBSO´s Strategic Plan (2017-2019) and when the partnership started with UNV in 2015, the call of concept notes for the GPI included that ´through PBSO's partnership with United Nations Volunteers (UNV), national and international volunteers, experts on gender responsive peacebuilding will be placed as soon as possible in priority countries lacking dedicated capacities, to support the implementation, monitoring and evaluation of projects´. [2]

5. As far as BMZ is concerned, the organization is one of the key partners and funders of UNV. Volunteerism has a strong support through legislation and action by local governments in Germany. BMZ also has a commitment to invest in gender equality and is guided by the Gender Road Map. In this context, the agenda of engendering peacebuilding responded to the priority of BMZ as an organization (I1.2). Further, in 2015, when the project started, the discussions on gender and peacebuilding were high in the global agenda. When it comes to UN Women, it is the lead agency responsible to engendering peacebuilding within the UN. UN Women joined efforts with PBSO from the beginning and led the initiative to also respond to the call of the Secretary General in the Seven-Point Action Plan.

6. The project is better aligned with the Sustainable Development Goal (SDG) 5 of Achieving gender equality and empower all women and girls and SDG 16 of Promoting peaceful and inclusive societies for sustainable development, providing access to justice for all and building effective, accountable and inclusive institutions at all levels. Under SDG 5, the key target is 5.2 (Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation). Under SDG 16, three targets are addressed: 16.1 - Significantly reduce all forms of violence and related death rates everywhere; 16.3 - Promote the rule of law at the national and international levels and ensure equal access to justice for all and 16.7 - Ensure responsive, inclusive, participatory and representative decision-making at all levels.

Preliminary Conclusion	
REL 1:	The project was conceived with a high alignment with the UNV Strategic Framework 2014-2017, the SG's Seven Point Action Plan on Gender-Responsive and the strategic priorities of BMZ, UN Women and PBSO. However, the project in its current format has low alignment with UNV´s current strategic framework 2018-2021 in terms of implementation modality, even though it remains relevant according to UN´s global guidance towards gender-responsive peacebuilding. The current initiative is implemented as a specific project and the current UNV´s strategy is to mainstream volunteer deployment across UN organizations without a specific project framework. The project is aligned with SDG 5 and 16 (Paragraphs 1, 2, 4, 5 and 6).

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[2] Based on one of the interviews and GPI Call for Concept Notes 2016.

8.2. Efficiency

Evaluation question 2: To what extent were allocated sufficient and appropriate financial and human resources to achieve the expected results for the Project?	
Indicators	2.1. Budget was sufficient and adjusted as needed in a cost-efficient manner
	2.2. Staffing was adequate and adjusted as needed
	2.3. Sufficient time was allocated for implementation and adjusted as needed
	2.4. Outputs were delivered as initially designed.
	2.4. Coordination and collaboration mechanism for planning and implementation of the GPI project functioned well

7. In the first Third Party Cost-Sharing Agreement between the Government of Germany and UNV signed on 18 December 2014, the German Government committed to support the project with €700,000 for GPI2 for the period 2015 and 2016. In 2016, BMZ approved the revision of the project document to incorporate other cycles of the GPI and the request of a no-cost extension of the project until 31 March 2018. In addition, an amendment to the cost-sharing agreement was signed on 20th of December 2017 committing to support GPI4 and GPI5 with a total amount of €800.000. By 31 December 2019, the delivery rate against the 2019 contribution was 87,88% with an expectation to deliver close to 100% by 30 June 2020. In addition, 76,70% was allocated to Volunteer deployments, 15,75% to Workshops, 7,40% to GMS and 0,13% to Miscellaneous (I2.1).

8. The project had four project managers during its implementation timeframe (2015-2020). First, it was under the portfolio of Peacebuilding and latter under the area of Volunteer Advisory Services. The project managers coordinated the selection of GPI projects in conjunction with PBSO and UN Women while the UNV Focal point in each country helped with the selection of UN Volunteers with the host agencies in liaison with UNV Headquarters. At the time of the workshops, the partners (UNV, UN Women and PBSO) came together to design and deliver different sessions with a focus on gender and peacebuilding (UN Women and PBSO acting as leaders in the definition of content during workshops and the project as a whole).

9. The UN Volunteers were supervised by the Host Agencies who were their main point of contact. The different offices of UNV came successfully together especially to deploy the international and national UN Volunteers, however, the lack of a dedicated project manager working with the project implied that little contact was possible between UNV headquarters and the UN Volunteers, apart from the initial briefing and the workshops promoted (I2.2). This falls in the context of the significant changes in the UNV´s strategic framework in which projects were no longer a priority for the organization.

10. In terms of timeframe (I2.3), the project had two main challenges: a) delay in the implementation of some of the GPI projects on the ground due to the difficult scenarios related to insecurity and instability, in which they operate (especially in the first year); b) alignment of timeframes between the GPI project and the CSA between UNV and BMZ (GPI projects start in April and end in March of the following year and the CSA end date was at the end of the year). Both factors led to the extension of the project from the initial timeframe 2015-2016 to March 2018 to deliver the initial deployment of UN Volunteers. However, the no cost-extension helped to identify the opportunity of further assisting other rounds of GPI (4 and 5) and a further commitment of resources was made from the part of BMZ. A further no cost extension was signed until 2020 to align UN Volunteers contracts with the GPI project cycle. In this context, the project was able to adapt its timeframe according to the circumstances on the ground. In some occasions, UNV also carried the additional costs of the continuation of volunteer contracts to fulfil the commitments to the GPI projects (I2.3).

11. The outputs of the project were very ambitious (I2.4) in relation to the capacity in place to follow-up on their delivery. The outputs were: 1) Equal engagement of women in national or local dialogues related to gender equality and women´s empowerment within existing peacebuilding initiatives strengthened; 2) Capacity of the UN System to coordinate initiatives and to engage civil society and local communities in gender-responsive peacebuilding strengthened; 3) Effectiveness of the UN System to contribute to collective operational learning and awareness-raising of the impact of gender-responsive programming in peacebuilding processes enhanced.

12. The implicit Theory of Change behind the project was that the International and National UN Volunteers placed would be able to deliver against these outputs and the project manager would help to promote the learning component and communication pieces at Headquarters. However, the UN Volunteers were guided by the host agencies to achieve the outputs of the GPI specific projects and did not always have the job description aligned with the UNV´s project (e.g. about 20% of the UN Volunteers were project assistants). In addition, the project manager did not have the time needed to guide the UN Volunteers and follow up on their work. The project was not designed to provide this type of support. There were 5,5 projects being benefited every year under this initiative. A collective online conference with UN Volunteers every 6 months would have been helpful to learn more about the status of their deployment and help with the exchange of experiences and lessons learned.

13. However, when it comes to deployment of UN Volunteers, the project was very successful in deploying 38 Volunteers in 16 countries, out of which 68% were females and 53% international. In the case of the international volunteers, 75% of them were from the Global South. About 71% of the UN Volunteers stayed in their assignments for more than 6 months which gave them enough time to contribute to their host organizations and the GPI projects. In addition, four Global Workshops were carried out with very high satisfaction rates which helped to deliver against output ´3` which will be further discussed under effectiveness (I2.4).

14. In relation to the Coordination and collaboration mechanism for planning and implementation of the GPI project (I2.5), in the evaluation survey to which 55% of the UN Volunteers have answered (21 UN Volunteers), UNV was well assessed by them especially in terms of the Coordination and collaboration mechanism and training on safety and security

procedures. In the first case, Graph 1 shows that 18 of the respondents (86%) either agreed or strongly agreed that the coordination worked well and 17 of the respondents (81%) either agreed or strongly agreed that they had received adequate training on safety and security procedures. On the other hand, fewer respondents have reported the same in relation to having received well-being support and adequate transport and safety equipment (11 or 52% and 10 or 48% respectively).

Graph 1. Perception of UN Volunteers in relation to the assistance received by UNV
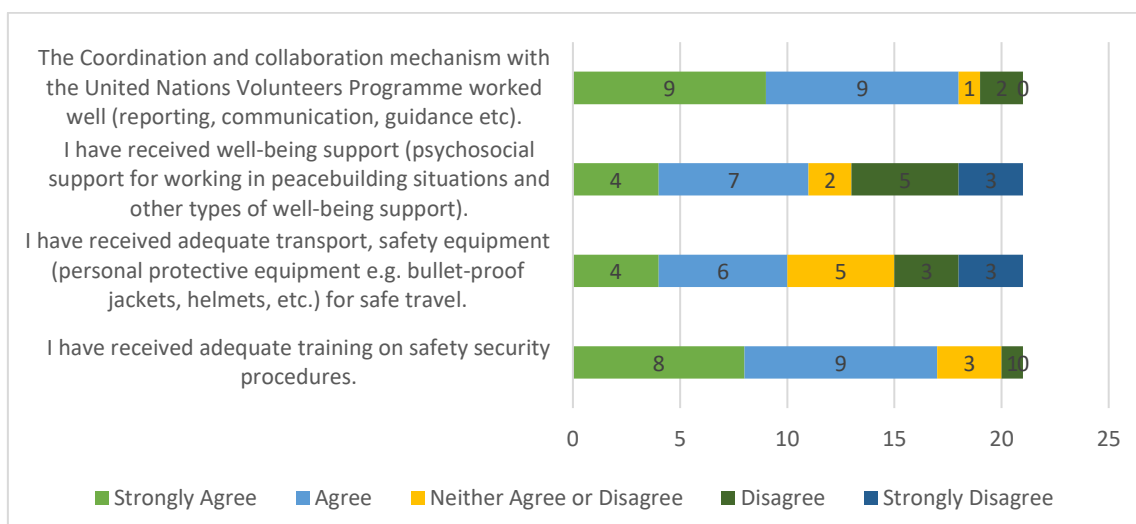
Source: Survey to UNVs, Evaluation of UNV Contribution to the GPI Initiative, June 2020.

15. When it comes to the host organizations, a similar perception was found. A survey was sent to 18 host organizations for which contact information was available, out of which 10 have replied, showing a return rate of 55%. When asked if they agreed that the Coordination and collaboration mechanism with UNV worked well, 90% of them either replied they agreed or strongly agreed (see Graph 2). In relation to the provision of volunteers and adjustment whenever needed, the response was very similar, 90% of them either agreed or strongly agreed with the statement. A slight difference was found between the two statements. The coordination and collaboration was better assessed (5 organizations strongly agreed with the coordination statement, while 4 organizations had the same opinion for the provision of volunteers).

Graph 2. Perception of Host Agencies in relation to the assistance received by UNV
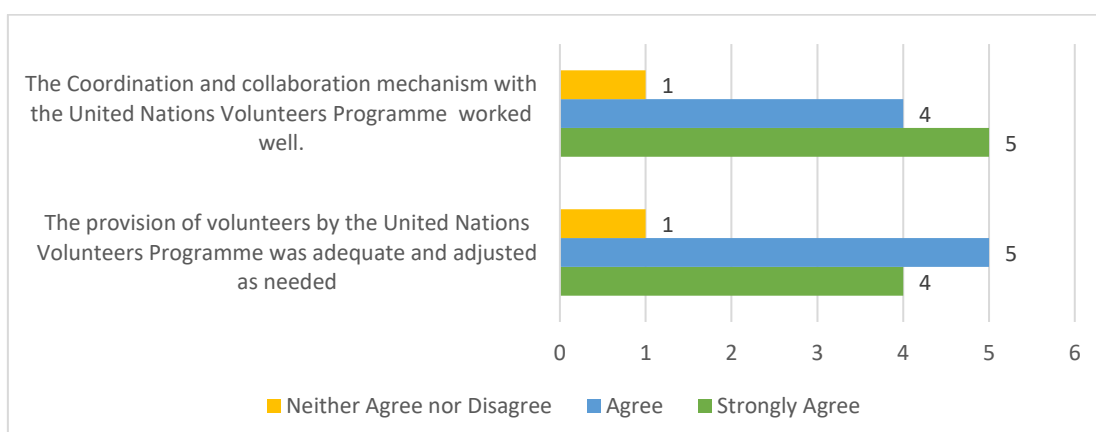
Source: Survey to Host Organizations, Evaluation of UNV Contribution to the GPI Initiative, June 2020.

16. Evidence from the semi-structured interviews shows that in relation to the key partners of the project (UNV, PBSO and UN Women), collaboration was very close and worked very well, except for the Board Meeting which met for the first time only in 2019. There was a general understanding that it would have been better to convene such meeting earlier in the project. There was a perception that UN Women with the mandate to provide gender expertise, UNV with the provision of volunteers and the promotion of volunteerism and PBSO with the link between the country office and the peace architecture were unique in their mandates and benefited the entire country team. ´Services were brought together to serve the entire system`, as one of the interviewees reported.

Preliminary Conclusions	
EFFI 1:	The project had some difficulties in the beginning with deploying UN Volunteers due to delays in the implementation of GPI2 initiatives. The project was therefore extended and additional resources were allocated to contribute to other GPI cycles. At the end of 2019, project expenditure was 87,88% with an expectation to reach 100% by June 2020 at the end of the project. Most resources were allocated to UN Volunteers deployment and the workshops (92,4%) as of December 2019 (Paragraph 7).
EFFI 2:	There was a gap in the Theory of Change of the project where UN Volunteers were expected to deliver against global outputs they were not always aware of and for which no systematic supervision was in place. (Paragraph 12).
EFFI 3:	UNV was able to successfully deploy 38 UN Volunteers in 22 projects in 16 countries and promote 4 annual learning workshops together with PBSO and UN Women which had very high satisfaction rates (90% of the UN Volunteers reported they were effective for increasing knowledge, skills and networks in the area). However, the limited number of staff involved in the project did not allow for closer follow-up with the UN Volunteers and the promotion of other initiatives as initially envisaged by the project (Paragraph 13). See section on Effectiveness for further information.
EFFI 4:	UNV was very well assessed by its key partners, host organizations and UN Volunteers in terms of collaboration mechanisms for planning and implementation and its capacity to deploy volunteers (90% of the host organizations agreed that coordination and collaboration mechanisms with UNV worked well and the provision of volunteers was adequate while for the UN Volunteers, 86% of the respondents agreed that the coordination mechanisms worked well). However, more attention may be needed in terms of provision of well-being support, transport and safety equipment for UN Volunteers on the ground (48% reported they did not receive well-being support and 52% reported they did not receive adequate transport or safety equipment). Overall, the three partners (UNV, UN Women and PBSO) successfully came together to serve the UN System. (Paragraphs 14 and 15).

8.3. Effectiveness and Gender, Equity and Human Rights

Evaluation question 3: To what extent has the engagement of women in national or local dialogues related to gender equality and women's empowerment in the context of peacebuilding increased with the Project?	
Indicators	3.1. Number of women engaged in national or local dialogues for the promotion of gender equality in the context of peacebuilding activities. 3.2. Increased level of capacity (knowledge, skills and networking) for women to take part in national or local dialogues for peacebuilding.

17. This section looks at the objectives of the project and the extent to which they were achieved. The project aimed at increasing the engagement of women in national or local dialogues (I3.1). Data from the project reports from 2016-2018 shows a high percentage of women´s groups participation in the countries for which there is information (an average of 40,57% against a target of 30%). Data from 2019 shows a considerable number of women participating in peacebuilding dialogues which indicates the achievement of the target. Data from 2015 is not available because of the implementation challenges at the beginning of the initiative as described under the criteria of Relevance. The project also followed the number of networks formed throughout the project as it can be seen below (14 in total, considering that in 2017 and 2018, the projects were the same). There is data available for 12 of the 22 projects or 54% of them.

Table 2. Indicators for engagement of Women in national or local dialogues in the project (2016-2019)

Indicators	2016	2017	2018	2019
Target	30%	30%	30%	30%
Percentage of women's groups participation in peacebuilding dialogues	30% - Guinea 40% - Nepal 24% - Somalia	30% - Cote d'Ivoire (CARE) 40%- Cote d'Ivoire (UN Women) 40%- Guatemala 45% - Liberia 35% - Mali	30% - Cote d'Ivoire (CARE) 40%- Cote d'Ivoire (UN Women) 40%- Guatemala 45% - Liberia 35% - Mali	Number of women: Colombia: 100 Niger: 600 South Sudan: 291 Sri Lanka: 936
Target	10	5	5	5
Number of networks of community conflict monitors established where women are engaged	3 networks (only in Nepal)	5 networks	5 networks	6 networks: Central African Republic: 1 Colombia: 1 Niger: 1 network South Sudan: 1 Sri Lanka: 2

Source: UNV Project Reports 2016-2019. These indicators were consolidated from the UNV Project reports for each year and are presented exactly as reported by UNV.

18. When it comes to data from the surveys, the same trend is identified, when host organizations were asked if the UN Volunteers had helped increase the number and capacity of women to take part in national or local dialogues for peacebuilding, 70% of them have reported that they strongly agreed or agreed with both claims (I3.2) as it can be seen in Graph 3 next.

Graph 3. Perception of Host Organizations in relation to UN Volunteers contribution towards increased and more qualified participation of women in percentage points
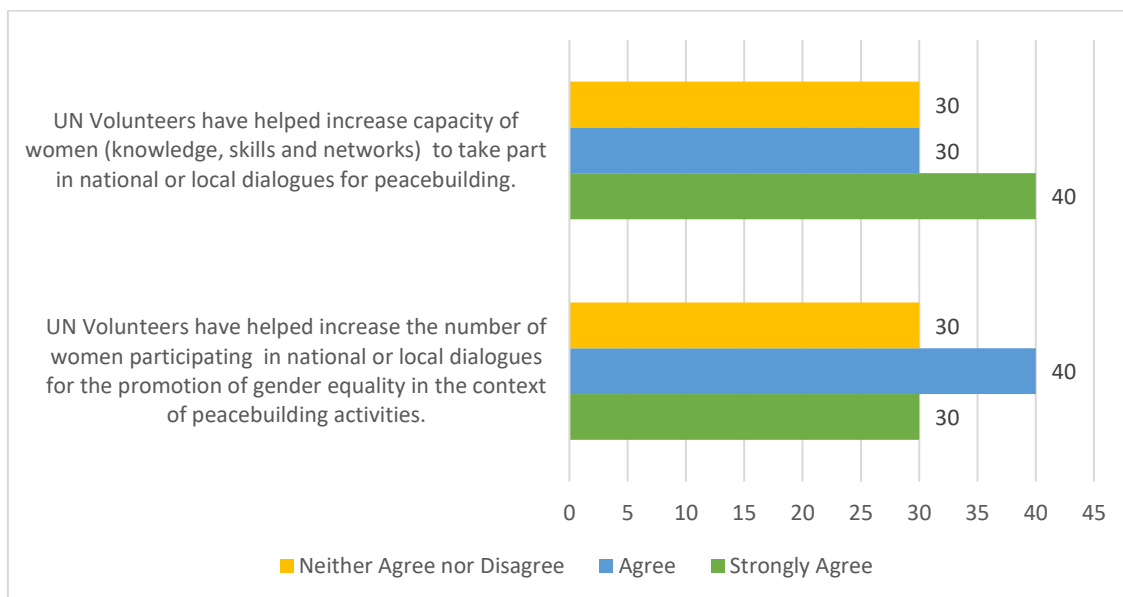
Source: Survey to Host Organizations, Evaluation of UNV Contribution to the GPI Initiative, June 2020.

19. The same applies for the UN Volunteers, when asked the same questions, the majority of them, 81% agreed that they had both helped increase capacity of women to dialogue and the number of women participating. It is a common tendency for the UN Volunteers to assess their work better than the host agencies, but still both answers coincide as it can be seen in Graph 4.

Graph 4. Perception of UN Volunteers towards their contribution to increase women´s participation in peacebuilding dialogues in percentage points
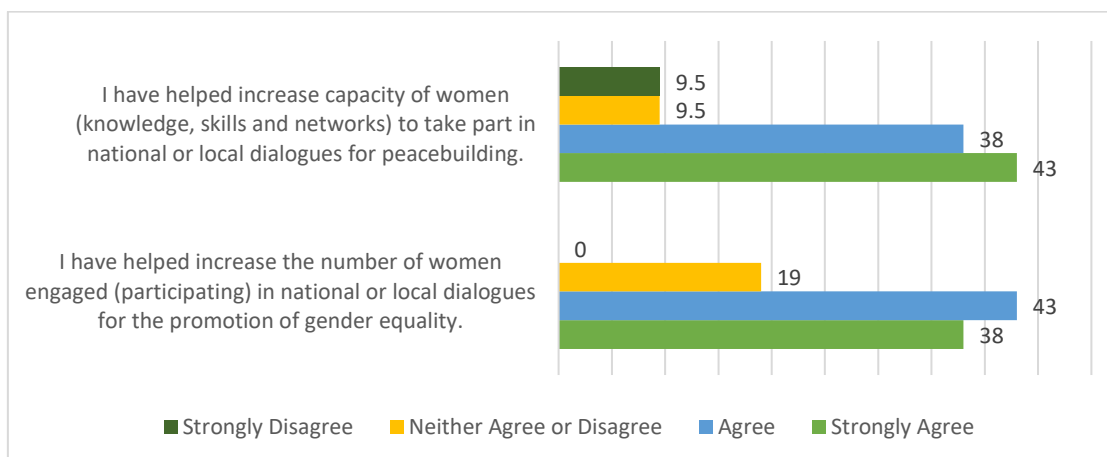
Source: Survey to UNVs, Evaluation of UNV Contribution to the GPI Initiative, June 2020.

20. It is important to acknowledge that UN Volunteers were placed in the context of broader projects for which they gave their contribution, but the projects had a life of their own. So, attribution cannot be made for the increase of women participating or better trained women in the account of individual volunteers alone, but rather as contributors to a larger context. Another observation is important, there was not a close dialogue in many cases between the central project managers and the UN Volunteers and the latter were not always well informed of the broader goals of the global UNV´s project. In addition, there is data available for only 12 projects out of the 22 projects benefited. Nevertheless, additional data from the survey reinforces the perception of both Host Organizations and UN Volunteers that there has been a contribution to increase both the number of women and their capacity to dialogue supported by the UN Volunteers.

Evaluation question 4: To what extent has the capacity of the UN System to coordinate initiatives and to engage civil society (and specially volunteer groups) and local communities in gender-responsive peacebuilding in the GPI countries been strengthened through GPI UN Volunteers?	
Indicators	4.1. Increased knowledge, commitment and orderly procedures of the UN in the coordination of initiatives and engagement of civil society and local communities in gender-responsive peacebuilding. 4.2. Engagement of national UNV with local organizations.

21. Another key aspect of the project was the aim of increasing capacity of the UN System to coordinate initiatives and engage civil society in gender responsive peacebuilding. According to data from the project reports 2016-2019, there was an improvement in coordination and monitoring of GPI Projects (I4.1), more than 5 gender-sensitive decisions, policies and statements drafted each year and at least 5 women´s groups trained each year in the GPI Projects supported by UNV as it can be seen in Table 3 below.

Table 3. Project Indicators on improved coordination, gender sensitive resolutions and training

Indicators	2016	2017	2018	2019
Target	80	80	80	80
Percentage of Resident UN Agencies, Funds and Programmes reporting improved coordination and monitoring in GPI projects	90.5%	90%	100%	Not available
Target	10	5	5	5
Number of gender-sensitive decisions, policies, statements drafted with provision of technical support and national, sub-national, and local levels	24 in total 2 - Guinea 1 - Mali; 20 - Nepal; 1 - Somalia	6 in total 1 Cote d'Ivoire (CARE), 1 Cote d'Ivoire (UN Women), 2 Guatemala, 1 Liberia, 1 Mali	6 in total 1 Côte d'Ivoire (CARE), 1 Côte d'Ivoire (UN Women), 2 Guatemala 1 Liberia, 1 Mali	7 in total 1 in CAR 4 in Niger 1 in Liberia 1 in Sierra Leone
Target	10	5	5	5
Number of civil society and women's groups trained on gender-responsive peacebuilding	16 in Kyrgyzstan; 9 in Somalia	5	5	5

Source: UNV Project Reports 2016-2019. These indicators were consolidated from the UNV Project reports for each year and are presented exactly as reported by UNV.

22. Data from Table 3 is consistent with the replies from the Host Organizations to the evaluation survey. When asked if the UN Volunteers had helped them with joint advocacy, access new networks and increase knowledge for coordination on gender responsive peacebuilding, they had either agreed or strongly agreed by 80%, 70% (I4.2) and 90% respectively as it can be seen in Graph 5.

Graph 5. Perception of Host agencies in relation to UNVs contribution in joint advocacy, accessing new networks and increasing knowledge in percentage points
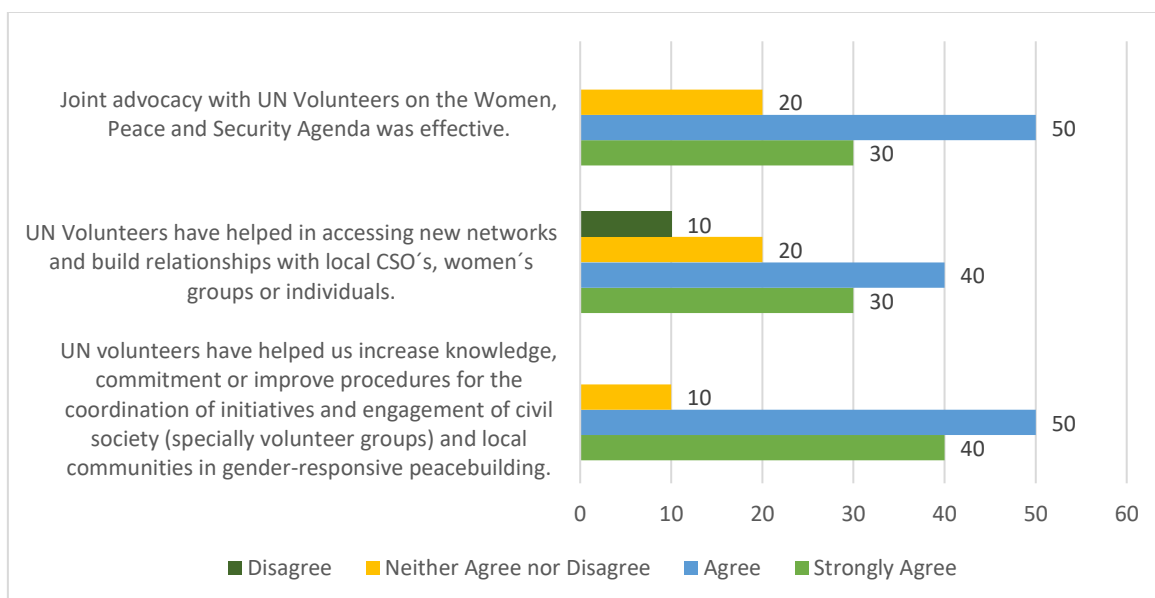
Source: Survey to Host Organizations, Evaluation of UNV Contribution to the GPI Initiative, June 2020.

23. The UN Volunteers also report the same perception, when asked similar questions in terms of to which extent they have helped with joint advocacy, accessing new networks (I4.2) and increase knowledge for coordination, they have either agreed or strongly agreed with these statements (by 71%, 67% and 74% respectively).

Graph 6. UN Volunteers perception towards their contributions for joint advocacy, access to new networks and increase knowledge of host organizations in percentage points

Source: Survey to UNVs, Evaluation of UNV Contribution to the GPI Initiative, June 2020.

Evaluation question 5: To what extent the project contributed to collective operational learning and awareness-raising of the impact of gender-responsive Programming in peacebuilding processes?	
Indicators	5.1. Knowledge of UN Volunteers on gender responsive peacebuilding.
	5.1. Knowledge of partner organizations on gender-responsive Programming in peacebuilding process.

24. One key aspect which was in the design of the project was to promote collective learning and awareness raising of the impact of gender-responsive programming in peacebuilding processes. The original indicators of the project were related to the number of knowledge and communication products developed which can be seen in the next table. As it can be seen, the communication target was met, while the target of knowledge products was not. However, under this front was the organization of the Global Learning Workshops on Gender-Responsive Peacebuilding which was a consensus among all the stakeholders in terms of the high quality, satisfaction and relevance.

Table 4. Indicators of the original project design related to learning

Indicators	2016	2017	2018	2019
Target	2	1	1	1
Number knowledge products developed	1	1	0	0
Target	5	2	2	2
Number of communication products developed	3	2	2	2

Source: Project Reports 2016-2019.

25. When the volunteers were asked about their expertise in gender-responsive peacebuilding, most volunteers (81%) reported to have strong expertise in the area, while 85% of them reported they had increased expertise in the area, 90% of them agreed that the Learning Workshops were effective for increasing knowledge, skills and networks in the area and 86% reported the contents of the learning workshops could be made available online as it shows in Graph 7 (I5.1).

Graph 7. Perception of UN Volunteers in relation to their knowledge on gender responsive peacebuilding and the learning workshops in percentage points
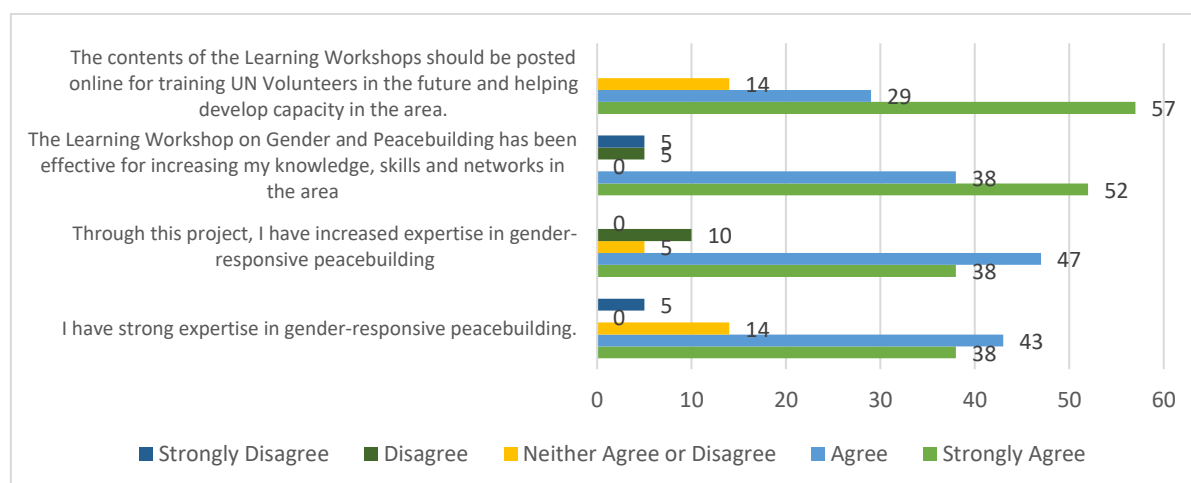
Source: Survey to UNVs, Evaluation of UNV Contribution to the GPI Initiative, June 2020.

26. The host organizations have also acknowledged that UN Volunteers have helped their organizations gain knowledge on gender-responsive programming in peacebuilding process (by 70%) as it can be seen in Graph 8.

Graph 8. Perception of Host Organization on the statement ´UN Volunteers have helped my organization gain knowledge on gender-responsive Programming in peacebuilding processes`
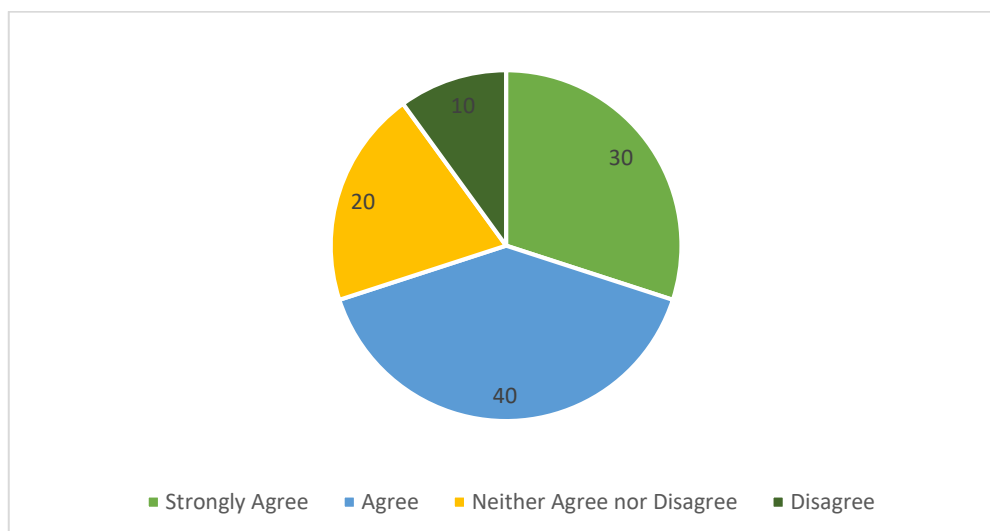
Source: Survey to Host Organizations, Evaluation of UNV Contribution to the GPI Initiative, June 2020.

27. Four workshops were held. In 2016, it was in October 24-27, New York, USA; in 2017, it was in November 7-9, Nairobi, Kenya; in 2018, in 14 – 16 November, Istanbul, Turkey and in 2019, in 11-13 December, Bonn, Germany. They offered an opportunity for UN Volunteers in this project, in other projects and the partners (UNV, PBSO, UN Women and BMZ) to meet and exchange ideas on the experiences taking place on the ground. It was very well regarded for all of those interviewed who took part in the events. The only concern about the workshops was in terms of timing, as they usually took place at the end of the year, when volunteers were far advanced and about to end their assignment. Now, with the COVID-19, there is an expectation that less travel will take place and a possible alternative for future projects might be investing in online learning.

28. Beyond the workshops, there was a side event in commemoration of the 16th anniversary of the Security Council Resolution 1325 on Women, Peace, Security (S/RES/1325), 'Women, Peace and Volunteerism: Partnerships for Sustaining Peace´. It was organized by UNV, PBSO and UN Women in partnership with the Permanent Mission of Germany to the UN who hosted this side event. It celebrated the partnership between the organizations in the framework of the Peacebuilding Fund's Gender Promotion Initiative, and highlighted the work carried out in gender-responsive peacebuilding by UN Volunteers from different countries and regions in which there were 70+ participants from various UN agencies, Permanent missions to the UN and others.

29. Apart from the workshops and the side event, there were also communication pieces and stories being told by UN Volunteers, specially at the time of the workshops. They were published in UNV´s webpage. There were also newspaper articles published during the project. A highlight

was an article published in 2016 in the Huffing Post in the US telling the story of one of the UN Volunteers.

30. However, moving beyond the workshops which were highly rated, there was no systematic learning taking place. Many UN Volunteers and UN agencies were involved and very unique and innovative projects took place in the period 2015-2019, but little record of the experience was made to stay for future learning beyond the project. There is ample and public documentation in the PBSO webpage, but little on the connections between the projects and volunteerism or lessons learned on gender responsive peacebuilding. One further point is that the focus of the workshops was on gender-responsive peacebuilding, but volunteerism was not well incorporated at any point. In one of the meetings, as reported by one of the interviewees, there was a session on volunteerism, which did not happen due to lack of interest from participants in the workshop.

31. A community of practice was also created on Gender Responsive Peacebuilding. However, in order to remain active, it has to be steered and it is not active anymore. UNV is moving in the direction of providing more knowledge to the UN System in terms of how volunteering can help with SDGs. In order to provide this type of knowledge, learning, documenting and sharing will need to be considered in the design of future initiatives.

Preliminary Conclusions	
EFFE 1:	The GPI projects assisted by UNV have helped to increase the number of women engaged in national dialogues and have also helped build their capacity to engage. This was achieved with the support of the UN Volunteers which were regarded as important assets to the projects (70% of the host organizations have stated that UN Volunteers have both helped increase the number of women participating in peacebuilding dialogues and their capacity to do so). Data from the project reports from 2016-2018 also show a high percentage of women´s groups participation in the countries for which there is information available (an average of 40,57% against the initial target of 30%) (Paragraphs 17 and 18).
EFFE 2:	The Host Agencies reported UN Volunteers have helped with joint advocacy (80%), access new networks (70%) and increase knowledge on coordination and gender responsive peacebuilding (90%). The UN Volunteers also report the same perception, when asked similar questions in terms of to which extent they have helped with joint advocacy, accessing new networks and increase knowledge for coordination, they have either agreed or strongly agreed with these statements (by 71%, 67% and 74% respectively) (Paragraphs 22 and 23).
EFFE 3:	The Global Workshops promoted were very beneficial for the UN Volunteers (90% of them reported they were effective for increasing knowledge, skills and networks in the area). However, more could have been done to help exchange information and knowledge among them and record the experience (encourage action in the community of practice created, publish online training materials, promote webinars or lives, encourage training among UN Volunteers, publish one pagers with the experiences they had etc) as initially planned in Output 3 related to knowledge promotion (Paragraphs 25 and 30).

8.4. Sustainability

Evaluation question 7: What are the changes in knowledge and practices in the participating organizations that will be utilized beyond the scope of this project?	
Indicators	1.1. Practices brought by the project still in use by partners and end beneficiaries
	7.2. Perspective of partners to continue to use UN Volunteers and volunteers groups in their gender-responsive peacebuilding Programming.

32. Sustainability involves the continuation of a project´s initiatives and impact over time. In this case, both UN Volunteers and host organizations were asked about the practices brought by the project that are still in use. In the case of Host organizations, 60% have stated that they either agree or strongly agree with the statement that ´UN Volunteers have helped my organization develop new practices that I still use`, which shows the project brought new practices that have outlived the project (I7.1) – See Graph 9. Two relevant examples can be mentioned from the case studies: a) the use of peace talks in Mali inspired in a Colombian experience and b) the use of Monitoring and Evaluation tools in Sri Lanka. In the section on Impact the specific contributions will be further explored.

Graph 9. Opinion of Host organizations about the following statement ´UN Volunteers have helped my organization develop new practices that I still use´ in percentage points
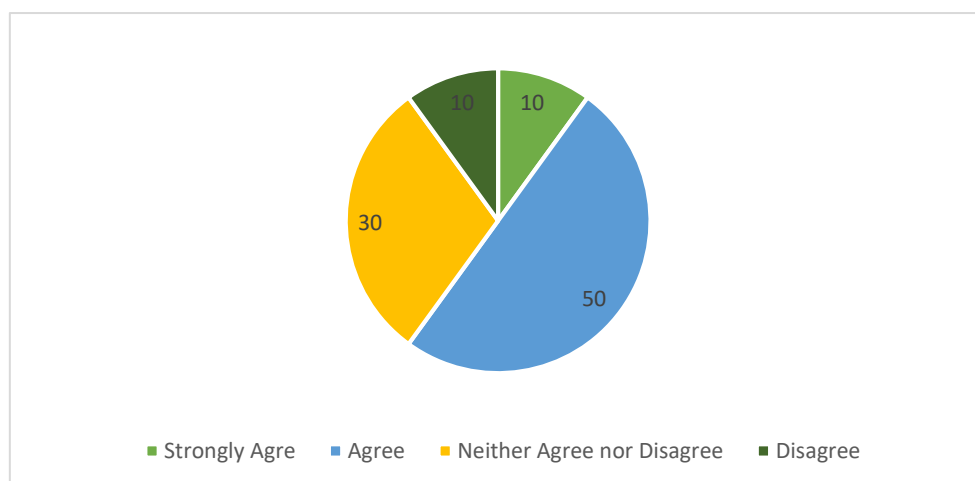
Source: Survey to Host Organizations, Evaluation of UNV Contribution to the GPI Initiative, June 2020.

33. When it comes to the UN Volunteers, a similar response was received (see Graph 10). When asked about new practices that they still use beyond the project, 74% either agreed or strongly agreed with the statement. It is important to emphasize that many of these UN Volunteers will continue their work in the area of gender responsive peacebuilding in the UN System or beyond and that their work in the project may contribute to develop capacity in the area to benefit the field of peacebuilding as a whole. The difference between Host organizations and UN Volunteers shows that in some cases, the benefits that will last may be more evident in the participating individuals and not the organizations. In addition, there is evidence from the interviews that

some of the UN Volunteers have carried on their work in the area in other UN agencies, further contributing to develop capacity within the UN System.

Graph 10. Opinion of UN Volunteers about the following statement:
´I have developed new practices in the project that I still use.` in percentage points

Source: Survey to UN Volunteers, Evaluation of UNV Contribution to the GPI Initiative, June 2020.

34. When Host organizations were asked about their perspective to continue to use UN Volunteers and volunteers groups in their gender-responsive peacebuilding Programming (I7.2), most of them were positive about it. In the case of continuing to partner with UNV, 90% replied they would do so. Along the same line, 90% said they would recommend UN Volunteers to others and 70% replied that they intend to include UN Volunteers as part of project design on gender responsive peacebuilding in the future. This answer is significative as it is the result of the overall satisfaction of the Host organizations with the UN Volunteers´ contribution (see Graph 11). Various host organizations have also extended the UN Volunteers contract out of their own resources (e.g. Mali, Sri Lanka, Colombia) showing their commitment to continue the initiative.

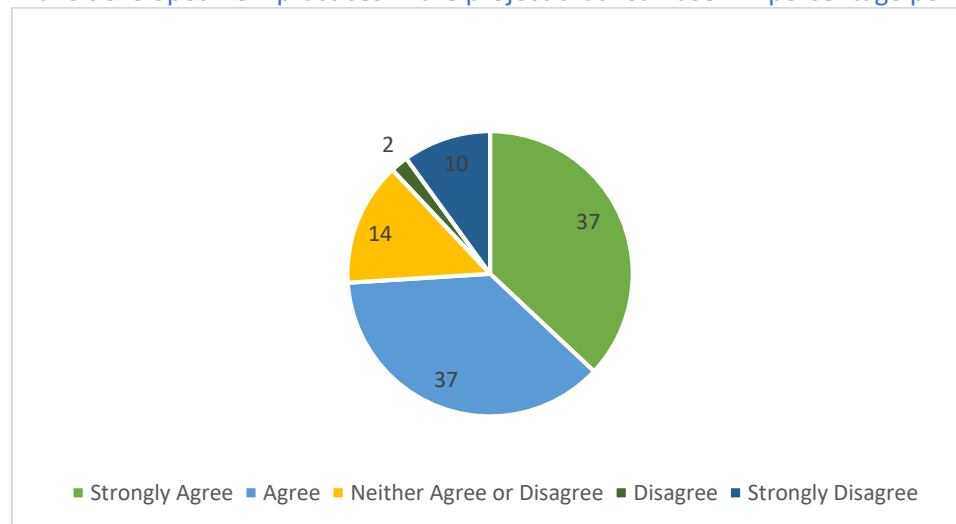Graph 11. Perspective of Host organizations to continue partnership with UNV
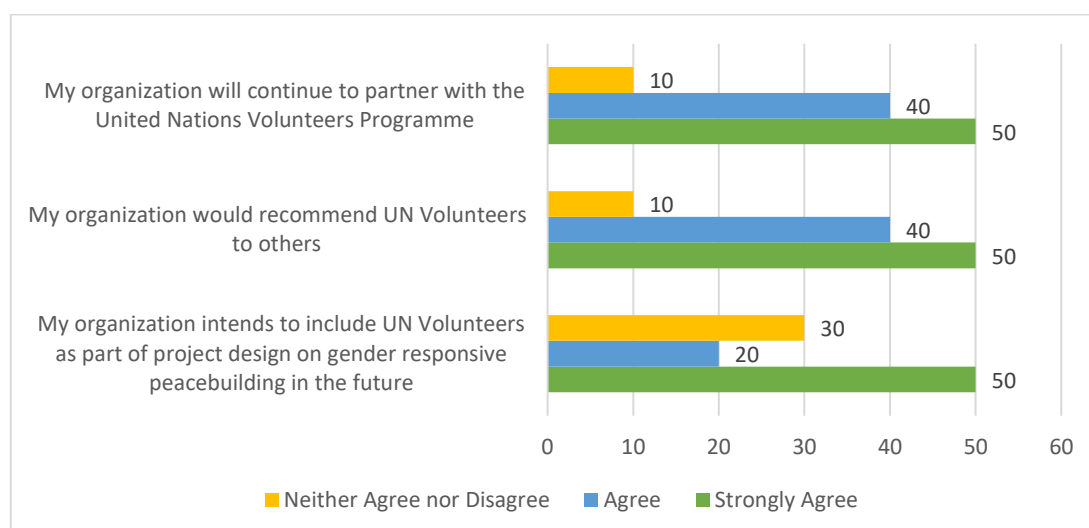
Source: Survey to Host Organizations, Evaluation of UNV Contribution to the GPI Initiative, June 2020.

35. Despite the high levels of satisfaction from the part of the Host Organizations, the need to build capacity at a local level needs to be emphasized. In the interviews with the countries for the case studies, a few challenges were identified with the national UN Volunteers, where there was a mismatch in some cases between expectations of the Host agency and the national UN Volunteer. Peacebuilding needs to be promoted not only at a policy level, but with local efforts so that local actors can actually sustain peace in the long term. This investment in promoting local capacity and engaging national volunteers may be very beneficial for their future assignments in the country.

36. There is an additional benefit that will stay after the project is over which is an increase in the number of profiles for gender and peacebuilding specialists in the Roster of the UNV which may be useful for future deployments. At the start of the project, there were challenges in finding people with both expertise. This may be less so for future initiatives.

| Preliminary Conclusion	
SUST 1:	The majority of UN Volunteers and Host Organizations involved in the evaluation (74% and 60% respectively) have reported that practices developed during the project are still in use after the end of the project. Two relevant examples can be mentioned from the case studies: a) the use of peace talks in Mali inspired in a Colombian experience and b) the use of Monitoring and Evaluation tools in Sri Lanka. In addition, there is evidence from the interviews that some of the UN Volunteers have carried on their work in the area in other UN agencies, further contributing to develop capacity within the UN System (Paragraphs 32 and 33).
SUST 2:	Most host organizations surveyed by the evaluation (90%) have reported that they intend to continue to work with UNV in the future and they would recommend UN Volunteers for others, which shows that the UN Volunteers have an important role in serving the system. In addition, 70% of the host organizations replied that they intend to include UN Volunteers as part of project design on gender responsive peacebuilding in the future. Various host organizations have also extended the UN Volunteers contract out of their own resources (e.g. Mali, Sri Lanka, Colombia) showing their commitment to continue the initiative (Paragraph 34).

8.5. Impact

Evaluation question 8: To what extent has the engagement of UN Volunteers promoted the agenda of volunteerism in peacebuilding actions?	
Indicators	8.1. Number of volunteer groups engaged in projects.
	8.2. Key contributions of UN Volunteers for the promotion of volunteerism.

37. Every UN Volunteer has the promotion of volunteerism as part of his/her job description. This promotion of volunteerism can take various forms: a) Participation in Volunteer Days or other events organized by UNV in the host country; b) Lectures for the community on the importance of volunteerism; c) Engagement with local UNV volunteering programmes; d) Direct promotion of volunteerism through the project in which they are deployed, just to name a few. With the changes in the Global Strategic Framework of UNV 2018-2021 where volunteerism on its own became more prominent, the evaluation was guided by the concern of trying to identify to which extent the UN Volunteers were able to contribute to volunteerism in their assignments.

38. Volunteerism is a key concept in the area of peacebuilding. Peacebuilding needs to pass through community engagement to promote authentic dialogue and good will from the disputing parties. Ultimately, everyone has to be involved to promote a culture of peace and dialogue to heal the conflict. Thus, the importance of local volunteerism. The GPI projects generally involved various partners in their design and the engagement with the community. In this context, UN Volunteers were asked about the number of volunteer groups engaged in the projects. According to the UN Volunteers, 76% of the projects had at least 1 volunteer group involved and 52% of them had at least 2 groups while a small number (5%) had more than 5 volunteer groups involved as it can be seen in Graph 12 (I8.1).

Graph 12. Number of volunteer groups engaged in GPI Projects according to UN Volunteers
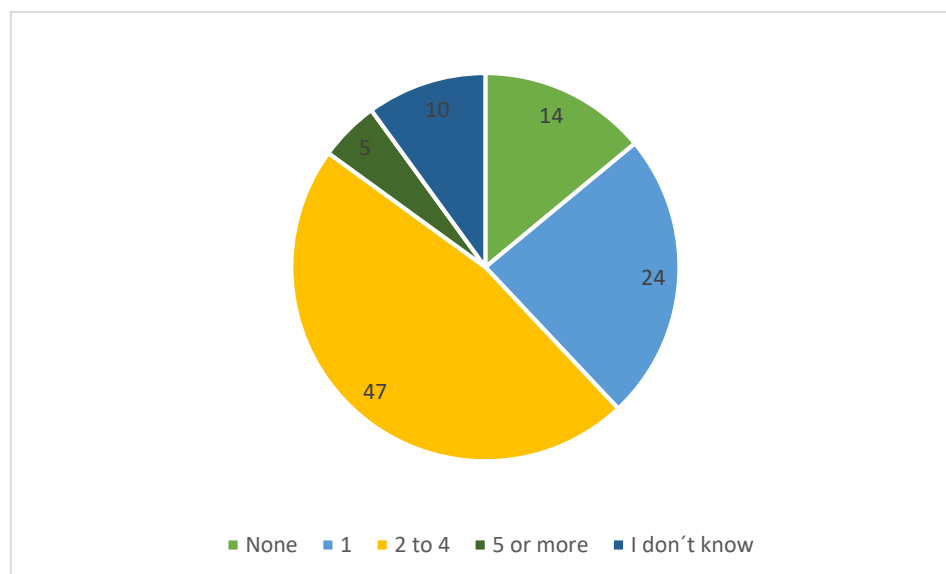
Source: Survey to UNVs, Evaluation of UNV Contribution to the GPI Initiative, June 2020.

39. This shows there was engagement of volunteer groups in most of the projects for which information was available, but also that there is still room for more engagement for the promotion of a deeply rooted culture of volunteerism and peace in the areas benefited by projects as it will be discussed.

40. In terms of key contributions of UN Volunteers for the promotion of volunteerism (I8.2), the UN Volunteers have reported their work in a) Creating a network of women; b) Support to implementing partners on the ground; c) Involvement of local volunteers through UNV projects and consultation with Women at the ground level; d) Involvement of Civil Society Organizations in the project; e) Networking with volunteers; f) Lectures to students; g) Publication of article on volunteerism and h) Promotion of leadership of women on the ground. These responses show that the mentality of volunteerism was present in many of the GPI projects. Graph 13 shows that 76% of the UN Volunteers reported they have helped to bring volunteerism to peacebuilding activities in the project and beyond. Under letter a above, an example is worth exploring. The UN Volunteer worked voluntarily with a Civil Society Organization (CSO) for young women, helping them to do capacity building for women on international human rights mechanisms. In this case, the UN Volunteer encouraged young women to be volunteers in their communities. Another example under letter c was the engagement of the International UN Volunteer with VForce in Sri Lanka where national volunteers helped with data collection and processing in the local communities.

Graph 13. Response of UN Volunteers to the statement ´I have helped to bring volunteerism to peacebuilding activities in the project and beyond`
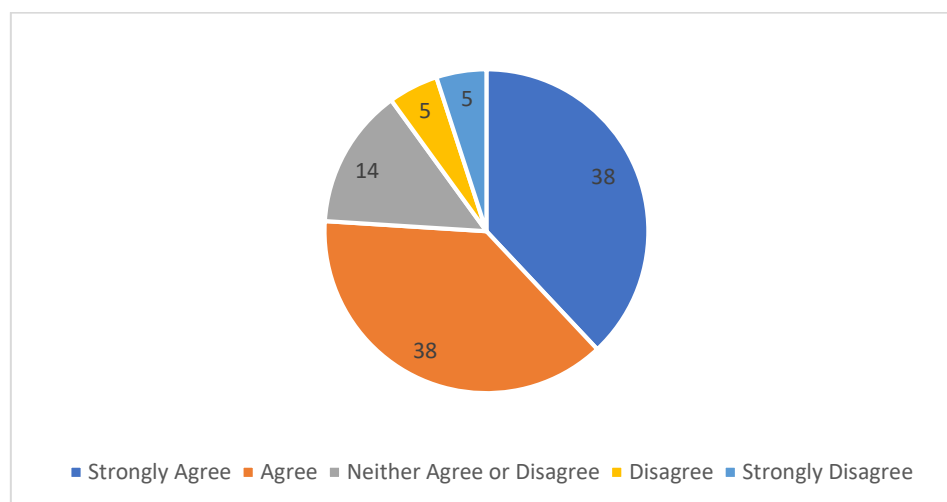
Source: Survey to UN Volunteers, Evaluation of UNV Contribution to the GPI Initiative, June 2020.

41. When it comes to the host organizations, they have noted that volunteerism was embedded in the human rights promotion and involvement of the local community, further that project beneficiaries played a role as volunteers and that the relationship with civil society organizations accounted for the volunteerism part. This perception further adds to the argument that volunteerism was certainly present across the GPI projects but not only through the direct deployment of volunteers, but as a broader concept of involving the local community and the organized groups. Overall, host organizations consider that volunteerism is important, even

though, they might not be always willing to promote it actively on its own. Graph 14 shows that 90% of the host organizations surveyed replied they considered volunteerism vital in peacebuilding and have reported that UN Volunteers have helped to bring volunteerism into peacebuilding activities.

Graph 14. Host organizations perception about the contribution of volunteers to peacebuilding and the contribution of UN Volunteers towards volunteerism
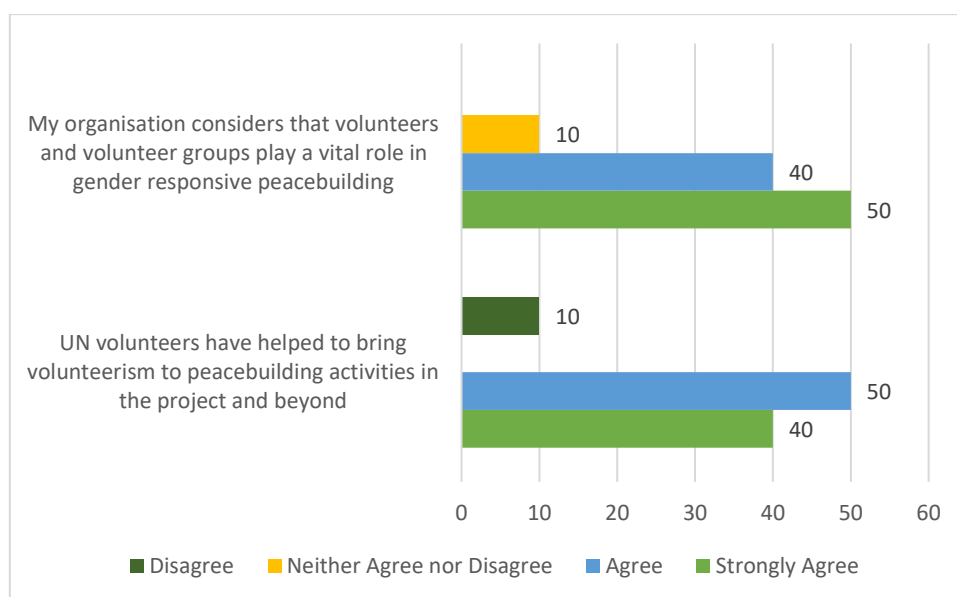
Source: Survey to Host Organizations, Evaluation of UNV Contribution to the GPI Initiative, June 2020.

42. In relation to the value added of the UN Volunteers, respondents to the interviews, both volunteers and UN staff pointed at the issue of motivation. As one of the interview respondents said ´they work passionately, that is what UN Volunteers bring to the table – it is an amazing opportunity for them. They are not spoiled by the UN yet. They are still very optimistic´. There is also a perception reported by one of the interviewees that UN Volunteers are cost-effective, especially in the context of small organizations within the UN.

43. In addition, UN Volunteers have reported to contribute with a) new tools that the project will use in the future; b) increase in implementation capacity; c) strengthened coordination among various actors; c) knowledge and d) strengthened capacities. These responses from the UN Volunteers are aligned with what was reported by the Host Agencies which have mentioned the contribution of UN Volunteers in terms of: a) New Methods, knowledge, ideas and strategies; b) Support to partners, Training and Relationship building; c) Project management; d) Gender expertise and Research. These replies show that many GPI projects have benefited from qualified UN Volunteers who have given an important contribution in terms of motivation, ideas, knowledge, tools, capacity building and engagement with various actors. UN Women has small offices and often does not have the capacity to engage at a local level and in this case, the assistance of UN Volunteers may be very useful.

44. Despite of the well acknowledged contribution of UN Volunteers to the GPI projects by the Host organizations, some challenges were also reported both by UN Volunteers and host organizations. From the Host organizations, they were: a) UN Volunteers not being able to speak the local languages; b) low skills from national UN Volunteers; c) UN Volunteers arriving late in the project; d) contracts finalizing before end of project; e) need of intense supervision in some cases; f) finding the appropriate accommodation within the budget UN Volunteers had; g) difficulties in finding the right profiles. In summary, the challenges can be narrowed down to: a) recruitment process (identifying the right candidates); b) timeline alignment between project implementation and recruitment. The later has been already discussed under efficiency and the recruitment process will be later mentioned under the Recommendations section.

45. From the part of the UN Volunteers, they have pointed as challenges: a) difficulties in developing trust with the target group and increasing women´s participation (25%) ; b) difficulties in promoting coordination among various actors and agencies (15%); c) security situation and instability in host countries (15%); d) short period of implementation and unclear mandate (15%); e) low value given to UN Volunteers (10%) and f) bureaucracy which was difficult to deal with and might have delayed field work (10%). UN Volunteers have in some cases assisted in the coordination of various actors, but with significant challenges and they have been faced with a UN bureaucracy which they were not used to. They also faced challenges in being well accepted as UN Volunteers and receiving tasks they were not able to complete during the length of their contracts. These are issues that should be considered for the future. UNV training platforms could consider addressing: 1. Interpersonal skills and coordination strategies; 2. UN operations (major systems, bureaucracy involved); 3. How to manage work in face of unsecure contexts. Future trainings might also include host agencies to discuss how to better place, supervise and value UN Volunteers.

46. UN Volunteers also raised various suggestions for future deployments: a) follow the UN Volunteers more closely; b) ensure a clear mandate and the need for the position; c) promote constant training and exchange of information between current and past UN Volunteers; d) increase field work; e) promote the workshop at the beginning of deployment; f) better instruct UN Volunteers about their role to promote volunteerism; g) constant contact with UN Women headquarters; i) review UN Volunteers in leading roles when the organization does not recognize them and j) ensure at least one year of contract. These are recommendations that have also echoed in the interviews which were carried out. Some of them are related to this project alone, but some may be helpful to improve future deployments of UN Volunteers as whole and used for future reference.

47. At last, UN Volunteers have also reported challenges to involve volunteerism in the work. One of them was that there was limited value and interest given by the Host organization to volunteerism. Even though, the projects might have engaged in volunteerism through their dialogue with civil society, this may not have been a concern on its own. One thing is to formally value the importance of volunteerism, the other is to devote energy to promote it. This is something to be further discussed among the key partners at headquarters and find ways of helping to sensitize host agencies towards volunteerism, especially in areas such as peacebuilding. The second challenge raised was the difficulty of guaranteeing continuous participation of volunteers throughout the project. This is complex, as volunteer management needs a strategy and structure in order to be effective, which is something to be taken into

account. What could be the ways of UNV focal points in the countries to promote volunteerism and engage the international and national UN Volunteers in a structured way? This will require further discussion from the part of UNV Headquarters.

48. In the nexus between volunteerism and peacebuilding, various interviewees have reported the void of information and research in the area. This evaluation brings some light in pointing at how peacebuilding projects promotes volunteerism through engagement with the community and civil society associations, how host organizations value the theme but do not always devote energy to it and the various ways UN Volunteers can engage locally. However, this is a theme that is still not present as a category on its own, as not enough policy dialogue has taken place to promote the linkages between volunteerism, peacebuilding and development within the UN System.

Preliminary Conclusion	
IMP 1:	According to the UN Volunteers, 76% of the projects had at least 1 volunteer group involved and 52% of them had at least 2 groups involved while a small number (5%) had more than 5 volunteer groups involved in the GPI Projects (through implementation, networking and partnerships of various kinds). In addition, 76% of the UN Volunteers reported they have helped to bring volunteerism to peacebuilding activities in the project and beyond. Overall, host organizations consider that volunteerism is important, even though, they might not be always willing to promote it actively on its own as it was found in the case studies and also in the results of the survey to the UN Volunteers in which 3 of them have reported lack of support of the host agencies towards volunteerism. (Paragraphs 38 and 47).
IMP 2:	UN Volunteers have supported the promotion of volunteerism through: a) Creating networks of women; b) Supporting implementing partners on the ground; c) Involving local volunteers through UNV projects and consultation with women at the ground level; d) Involving Civil Society Organizations in the project; e) Networking with volunteers; f) Lectures to students; g) Publication of articles on volunteerism and h) Promotion of leadership of women on the ground. This shows the various possibilities of engagement to suggest for future UNV focal points in host countries and the UN Volunteers themselves. In one of the cases mentioned, the UN Volunteer worked voluntarily with a NGO for young women, helping them to do capacity building for women on international human rights mechanisms. In this case, the UN Volunteer encouraged young women to be volunteers in their communities. Another example was the engagement of the International UN Volunteer with VForce in Sri Lanka where national volunteers helped with data collection and processing in the local communities. (Paragraph 40).
IMP 3:	Host organizations acknowledge the contribution of UN Volunteers through: a) new tools that the project will use in the future (e.g. Monitoring and Evaluation Framework, peace dialogue model); b) increase in implementation capacity (operational capacity to deliver more through their work); c) strengthened coordination among various actors (with various UN partners and peacekeeping missions) d) knowledge (development of knowledge products) and d) strengthened capacities for partners and staff members (through training of various kinds). UN Volunteers also bring motivation and energy and are considered to be cost-effective within the UN System. (Paragraph 43).

IMP 4:	From the part of the UN Volunteers, they have pointed as challenges in their GPI assignments: a) difficulties in developing trust with the target group and increasing women´s participation (25%) ; b) difficulties in promoting coordination among various actors and agencies (15%); c) security situation and instability in host countries (15%); d) short period of implementation and unclear mandate (15%); e) low value given to UN Volunteers (10%) and f) bureaucracy which was difficult to deal with and might have delayed field work (10%). These are key aspects to be considered for future deployment of UN Volunteers in the area of peacebuilding and beyond. (Paragraph 45).

9. Final Conclusions

Conclusion 1: The project brought together three UN organizations that were able to create synergy on the ground with their specific mandates (UNV, PBSO and UN Women) and the support of BMZ. The initiative replied to the call of the Secretary General to increase investment to promote gender responsive peacebuilding and was aligned with BMZ´s Gender Road Map. However, the project which had a high level of alignment with UNV´s Strategic Framework 2014-2017, proved to have a low level alignment with UNV´s Strategic Framework 2018-2021 in relation to its implementation mode as a project, even though it remains relevant according to UN´s global guidance towards gender-responsive peacebuilding.

REL 1: The project was conceived with a high alignment with the UNV Strategic Framework 2014-2017, the SG's Seven Point Action Plan on Gender-Responsive and the strategic priorities of BMZ, UN Women and PBSO. However, the project in its current format has low alignment with UNV´s current strategic framework 2018-2021 in terms of implementation modality, even though it remains relevant according to UN´s global guidance towards gender-responsive peacebuilding. The current initiative is implemented as a specific project and the current UNV´s strategy is to mainstream volunteer deployment across UN organizations without a specific project framework. The project is aligned with SDGs 5 and 16.

Conclusion 2: The project had implementation challenges at the beginning due to delays of projects on the ground and it had four project managers along the implementation cycle. However, it managed to successfully deploy 38 UN Volunteers in 22 projects in 16 countries over 5,5 years, double the project budget and contribute to 4 GPI Cycles (GPI2, GPI3, GPI4 and GPI5).

EFFI 1: The project had some difficulties in the beginning with deploying UN Volunteers due to delays in the implementation of GPI II initiatives. The project was therefore extended and additional resources were allocated to contribute to other GPI cycles. At the end of 2019, project expenditure was 87,88% with an expectation to reach 100% by June 2020 at the end of the project. Most resources were allocated to UN Volunteers deployment and the workshops (92,4%) as of December 2019.

Conclusion 3: The design of the project had outputs which were beyond the direct governance of the UNV and fell under individual projects carried out by Host Agencies. There was no close contact with UN Volunteers on the ground to follow-up on individual projects. Staff was adequate to place the UN Volunteers and organize global learning workshops, but more staff capacity (time) would need to have been allocated to fully deliver on the initial plans, especially in relation to the knowledge component.

EFFI 2: There was a gap in the Theory of Change of the project where UN Volunteers were expected to deliver against global outputs they were not always aware of and for which no systematic supervision was in place.

EFFI3: UNV was able to successfully deploy 38 UN Volunteers in 22 projects in 16 countries and promote 4 annual learning workshops together with PBSO and UN Women which had very high satisfaction rates (90% of the UN Volunteers reported they were effective for increasing knowledge, skills and networks in the area). However, the limited number of staff involved in the project did not allow for closer follow-up with the UN Volunteers and the promotion of other initiatives as initially envisaged by the project.

Conclusion 4: UN Volunteers have contributed to projects which have promoted the engagement of women in peacebuilding dialogues and strengthened the capacity of local communities to engage in gender-responsible building at varying degrees, considering the diversity of contexts, UN Volunteers profiles and time spent by UN Volunteers on the ground.

EFFE 1: The GPI projects assisted by UNV have helped to increase the number of women engaged in national dialogues and have also helped build their capacity to engage. This was achieved with the support of the UN Volunteers which were regarded as important assets to the projects (70% of the host organizations have stated that UN Volunteers have both helped increase the number of women participating in peacebuilding dialogues and their capacity to do so). Data from the project reports from 2016-2018 also show a high percentage of women´s groups participation in the countries for which there is information available (an average of 40,57% against the initial target of 30%).

EFFE 2: The Host Agencies reported UN Volunteers have helped with joint advocacy (80%), access new networks (70%) and increase knowledge on coordination and gender responsive peacebuilding (90%). The UN Volunteers also report the same perception, when asked similar questions in terms of to which extent they have helped with joint advocacy, accessing new networks and increase knowledge for coordination, they have either agreed or strongly agreed with these statements (by 71%, 67% and 74% respectively).

Conclusion 5: The Global Learning Workshops promoted by the project represented a good practice well assessed by all the actors involved. It was a differential of the initiative in terms of helping to build capacity, share experiences and connect the volunteers among themselves. It was the key deliverable under the knowledge component which could have been enhanced by systematic efforts along the project.

EFFE 3: The Global Workshops promoted were very beneficial for the UN Volunteers (90% of them reported they were effective for increasing knowledge, skills and networks in the area). However, more could have been done to help exchange information and knowledge among them and record the experience (encourage action in the community of practice created, publish online training materials, promote webinars or lives, encourage training among UN Volunteers, publish one pagers with the experiences they had etc) as initially planned in Output 3 related to knowledge promotion.

Conclusion 6: The UN Volunteers have brought several contributions which will stay after the project is over, especially in relation to new tools, increased coordination among various actors and capacity building in varying degrees, considering the diversity of projects. Most Host

organizations (90%) wish to continue to partner with UNV in the future, which shows their overall satisfaction with the work of the UN Volunteers.

SUST 1: The majority of UN Volunteers and Host Organizations involved in the evaluation (74% and 60% respectively) have reported that practices developed during the project are still in use after the end of the project. Two relevant examples can be mentioned from the case studies: a) the use of peace talks in Mali inspired in a Colombian experience and b) the use of Monitoring and Evaluation tools in Sri Lanka.

SUST 2: Most host organizations surveyed by the evaluation (90%) have reported that they intend to continue to work with UNV in the future and they would recommend UN Volunteers for others, which shows that UN Volunteers have an important role in serving the system. In addition, 70% of the host organizations replied that they intend to include UN Volunteers as part of project design on gender responsive peacebuilding in the future. Various host organizations have also extended the UN Volunteers contract out of their own resources (e.g. Mali, Sri Lanka, Colombia) showing their commitment to continue the initiative.

IMP 3:   Host organizations acknowledge the contribution of UN Volunteers through: a) new tools that the project will use in the future (e.g. Monitoring and Evaluation Framework, peace dialogue model); b) increase in implementation capacity (operational capacity to deliver more through their work); c) strengthened coordination among various actors (with various UN partners and peacekeeping missions) d) knowledge (development of knowledge products)   and d) strengthened capacities for partners and staff members (through training of various kinds). UN Volunteers also bring motivation and energy and are considered to be cost-effective within the UN System.

Conclusion 7: UN Volunteers were not always fully aware of their mandate to promote Volunteerism and to deliver against the global project outputs. However, most of them (76%) reported to have contributed to bring volunteerism to peacebuilding activities and beyond through various means: a) Creating networks of women; b) Support to implementing partners on the ground; c) Involvement of local volunteers through UNV projects and consultation with women at the ground level; d) Involvement of Civil Society Organizations in the project; e) Networking with volunteers; f) Lectures to students; g) Publication of article on volunteerism and h) Promotion of leadership of women on the ground. Host organizations are formally supportive of volunteerism, but may be doing it indirectly through partnerships with civil society organizations, not as an agenda of its own (peacebuilding and volunteerism).

IMP 1: According to the UN Volunteers, 76% of the projects had at least 1 volunteer group involved and 52% of them had at least 2 groups involved while a small number (5%) had more than 5 volunteer groups involved in the GPI Projects (through implementation, networking and partnership of various kinds). In addition, 76% of the UN Volunteers reported they have helped to bring volunteerism to peacebuilding activities in the project and beyond. Overall, host organizations consider that volunteerism is important, even though, they might not be always willing to promote it actively on its own as it was found in the case studies and also in the results of the survey to the UN Volunteers in which 3 of them have reported lack of support of the host agencies towards volunteerism.

IMP 2: UN Volunteers have supported the promotion of volunteerism through: a) Creating networks of women; b) Supporting implementing partners on the ground; c) Involving local volunteers through UNV projects and consultation with women at the ground level; d) Involving

Civil Society Organizations in the project; e) Networking with volunteers; f) Lectures to students; g) Publication of articles on volunteerism and h) Promotion of leadership of women on the ground. This shows the various possibilities of engagement to suggest for future UNV focal points in host countries and the UN Volunteers themselves. In one of the cases mentioned, the UN Volunteer worked voluntarily with a NGO for young women, helping them to do capacity building for women on international human rights mechanisms. In this case, the UN Volunteer encouraged young women to be volunteers in their communities. Another example was the engagement of the International UN Volunteer with VForce in Sri Lanka where national volunteers helped with data collection and processing in the local communities.

Conclusion 8: UN Volunteers are not always valued as assets by all partners and are sometimes seen as ´junior collaborators`. They often face the challenge of engaging with various agencies, dealing with the bureaucracy of the UN System, having unclear mandates and insufficient time to complete their assignments. More attention may be needed to follow UN Volunteers on the ground, provide guidance and safety equipment and provision of well-being support.

IMP 4: From the part of the UN Volunteers, they have pointed as challenges in their GPI assignments: a) difficulties in developing trust with the target group and increasing women´s participation (25%) ; b) difficulties in promoting coordination among various actors and agencies (15%); c) security situation and instability in host countries (15%); d) short period of implementation and unclear mandate (15%); e) low value given to UN Volunteers (10%) and f) bureaucracy which was difficult to deal with and might have delayed field work (10%). These are key aspects to be considered for future deployment of UN Volunteers in the area of peacebuilding and beyond.

EFFI 4: UNV was very well assessed by its key partners, host organizations and UN Volunteers in terms of collaboration mechanisms for planning and implementation and its capacity to deploy volunteers (90% of the host organizations agreed that coordination and collaboration mechanisms with UNV worked well and the provision of volunteers was adequate while for the UN Volunteers, 86% of the respondents agreed that the coordination mechanisms worked well). However, more attention may be needed in terms of provision of well-being support, transport and safety equipment for UN Volunteers on the ground (48% reported they did not receive well-being support and 52% reported they did not receive adequate transport or safety equipment). Overall, the three partners (UNV, UN Women and PBSO) successfully came together to serve the UN System.

10.   Lessons Learned

The underlying Theory of Change of the project was overly ambitious in making the connection between individual UN Volunteers, delivery of GPI projects and global outputs

Connection of a global project with UN Volunteers on the ground demands dedicated effort. The project had 38 UN Volunteer deployments over 5,5 years in 16 countries coordinated by 4 different project managers overtime. Many UN Volunteers were unaware of the objectives of the global project. They were at the service of the host organizations and local GPI projects. The outputs of the global project were partially outside the governance of UNV, especially if one considers there was not close contact between UNV headquarters and UN Volunteers on the ground. Future initiatives need to consider the limits of a global project or on the other hand, dedicate specific efforts for follow-up at a ground level.

For peacebuilding context countries, there is a need for early and specific preparation

Post conflict countries present a challenging context in terms of insecurity, instability and costs. Host organizations have reported the need of better preparation from the part of UN Volunteers to adapt to the reality in which they are placed, which is not limited but also includes cultural shock and the ability to manage projects in very adverse circumstances. Prior sensitization to that context was not in place and was missed by some host organizations and suggested for future UN Volunteer deployments. Costs also need to be reviewed in countries which lack infrastructure and where living conditions may be very expensive and not match the UN Volunteer allowance which is provided.

UNV in host countries can play a crucial role to engage international and National UN Volunteers with local volunteers

There are countries where UNV has significant initiatives to deploy local volunteers across the system and beyond. That is the case of Sri Lanka where such initiative was presented to the international and national UN Volunteers. In this case, they were able to give assistance to the GPI project under the guidance of the international UN Volunteer. They assisted with data collection in a consultation with women in the project. Promoting volunteerism may be difficult to do in the account of the UN Volunteers alone. A clear strategy of collaboration between international UN Volunteers and local UNV focal points may be incorporated in future initiatives promoted by UNV.

Careful selection of UN Volunteers to demanding posts needs to be considered

Several host organizations have reported challenges in finding the right profiles, designing a UN Volunteer post which fits well with the current demands of the project, ensuring national UN Volunteers speak the local languages, national UN Volunteers which did not meet the demands of the host organizations etc. Placing UN Volunteers in peacebuilding context countries may require special care in terms of selecting the right profile, checking the references and ensuring soft skills are in place. It should require special attention in the future.

Host organizations favour volunteerism, but may not be always willing to support it directly in the projects

Host organizations have largely declared their support towards volunteerism and have mentioned their efforts to engage civil society organizations and involve beneficiaries as volunteers. However, UN Volunteers have also declared that host agencies may not always be willing to support volunteerism directly. Volunteerism was promoted by the GPI projects, more as part of the original design which involved local groups, but perhaps not with much clarity in terms of how volunteers can truly enhance peacebuilding. There is a knowledge gap between volunteerism contribution towards peacebuilding.

UN Volunteers are not always recognized in their workplaces due to their work status and this poses great challenges when they are in leading positions

Several UN Volunteers have reported that they had problems because of the UN grade status in which they are very low in the organization and less recognized for their work. This poses a problem specially when they are in leading positions. Out of the 38 UN Volunteers, only 7 worked as program assistants, the other profiles were more technical. This technical contribution might have been less valued and appreciated by partner organizations due to the low status UN Volunteers are often attributed. This does not mean UN Volunteers are not acknowledged by their contribution, but that there is a wealth of skills and energy that could be better used by the host organization and partners in their assignments.

11. Recommendations

N./ Priority	Type	Recommendation	Recipient	Action points	Rationale
1	Strategic	Continue partnership between UNV, UN Women and PBSO through the deployment of International and National UN Volunteers to PBSO projects and promotion of learning in the linkages between gender, volunteerism and peacebuilding (outside a project framework).	UNV UNV PBSO UN Women PBSO	• Explore creating a specific service line addressing gender responsive peacebuilding and volunteerism and peacebuilding; • Expand the pool of donors for international and national UN Volunteers deployed in PBSO projects; • Allocate international and national UN Volunteers in similar or complementary areas to promote collaboration and learning between them; • Engage with other UN Funds (linking resources with expertise, e.g. SDG Funds) to address the expertise gaps in the system; • Explore bringing to this collaboration a fourth partner from the UN System or beyond who can contribute to promote knowledge in the area (webinars, publications and etc); • Consider extension of UN Volunteers contracts in particularly successful projects that are extended; • Include UN volunteers and engagement of volunteer groups into the guidance from PBF on preparation and submission of GYPI projects (as recommendations not mandatory items).	UNV, PBSO and UN Women have worked well together to serve the system with the support of BMZ. In NY, PBSO is one of the few partner organizations that are more supportive towards the promotion of volunteerism. There is a strong relation between local volunteerism and peacebuilding that could be further explored, especially in the current global scenario of increasing conflict.

N./ Priority	Type	Recommendation	Recipient	Action points	Rationale
2	Strategic	Give light to the importance of volunteerism to peacebuilding through further fostering of learning and research in the area.	UNV UNV PBSO PBSO	• Commission studies that can further explore the contribution of local and international volunteerism to peacebuilding in the context of SDG 16 (consider the partnership with a think tank for this purpose as mentioned in recommendation n. 1); • Explore the dialogue between volunteerism, peacebuilding and peacekeeping through studies and sharing of experiences between UNV staff managing UN Volunteers in peacekeeping missions and peacebuilding projects; • Promote a virtual learning agenda for all UN Volunteers deployed in the area of gender responsive peacebuilding which includes webinars and online courses specifically in this area. • Promote regular online meetings (three times a year) with UN Volunteers deployed in PBSO projects to address the objectives above; • Promote global learning events on Gender, Peacebuilding and Volunteerism for UN Volunteers deployed in PBSO projects (consider online options); • Build a network of UN Volunteers deployed for PBSO funded projects (GYPI and beyond) to enhance learning and facilitate follow-up on their achievements to contribute to the projects and promote volunteerism;	UNV deploys thousands of UN Volunteers to peacekeeping missions and there are still few studies about their contribution. The same applies for peacebuilding. There is also little dialogue between peacekeeping and peacebuilding volunteerism that could learn from one another. The conference Reimagining Volunteerism brings the opportunity of better placing Volunteerism in the SDG Agenda and any research in this area will be welcome to help bring evidence and place UN Volunteer as the

| | | | | | • Include assessment of contribution of UN Volunteers and volunteer groups within criteria for evaluation of PBF funded GYPI projects. | global think tank/hub for volunteerism in the world. UNV in Bonn needs evidence of what happens on the ground.

The Global Learning Workshops happened late in the UN Volunteers assignments, however they were a very good experience for everyone involved. More learning opportunities should be provided in the future for the UN Volunteers in this area. |

N./ Priority	Type	Recommendation	Recipient	Action points	Rationale
3	Operational	Improve selection process	UNV PBSO UNV PBSO	• Ensure that UN Volunteers have a peacebuilding background; • Ensure that reference checks are carefully used; • Enhance profiling especially for national volunteers; • Preselect candidates before submitting to UN Women or other host organizations; • Revise costing of UN Volunteers in post conflict countries. • Provide guidance to Host Agencies about profiles of UN Volunteers during the design phase of projects in case they need. • Increase profiles of UN Volunteers able to speak local languages in the selection databases; • Involve UNV earlier in the selection process of UN Volunteers (during the selection of projects to identify possible demands or immediately after their selection). • Publish a note in the PBSO website about the partnership with UNV with information on how a UN Volunteer can assist, the process recommended when selecting the profile and defining the Terms of Reference and the linkages between volunteerism and peacebuilding.	Several suggestions were made to improve selection process and several problems were also identified. This is an area that needs careful consideration.

N./ Priority	Type	Recommendation	Recipient	Action points	Rationale
4	Operational	Improve preparation of UN Volunteers and Host Organizations before deployment	UNV PBSO	• Design preparation seminars for UN Volunteers deployed in peacebuilding context countries prior to the start of their assignment which should include UN Values, structure and procedures, adaptive management in face of difficult contexts, soft skills such as cultural respect, professional etiquette and interpersonal relations). • Prepare a training for Host Organizations about best practices for managing UN Volunteers, possible problems and best ways to address them (e.g. valuing UN Volunteers contribution, empowering UN Volunteers when they have to take leading positions, give assistance in the case of inter-agency coordination etc). • Include in the training for Host Organizations basic guidance and clarifications about how UNV works (time of contract, funding etc.). • Include in the preparation a specific and mandatory course on volunteerism. • Design a learning module about peacebuilding as a concept, work on the ground and PBSO´s work.	Deployment in peacebuilding context countries requires special preparation. UN Volunteers should be better prepared for the socio-cultural context of the country to avoid shock on arrival. National volunteers need to be better trained on the values of the United Nations before deployment.
5	Strategic	Sensitize partners on the ground about the links between volunteerism and development.	UNV	• Provide host organizations with information on the links between volunteerism and development based on the studies commissioned. • Involve host organizations in the learning features of UNV.	The evaluation found that even though Host Organizations are supportive of Volunteerism, they may not be always

			PBSO	• Provide host organizations with guidance before the arrival of the UN Volunteers. • Explore including the engagement of volunteer groups in the guidance documents by PBSO by providing the rationale behind it and the benefits when they are involved (this should build on the studies and other evaluations about the benefits and also challenges involved so projects can engage volunteers in a successful way).	active towards promoting it.
6	Operational	Review protocol for UNV´s work in host countries to assist UN Volunteers and promote volunteerism	UNV	• Foster promotion of networking among volunteers for mutual help, synergy and enhanced motivation; • Encourage UNV Focal Points in host countries to engage International and National UN Volunteers with local volunteers (bringing them on to help UN Volunteers in their projects); • Enhance assistance on the promotion of wellbeing and security equipment whenever needed.	UN Volunteers have reported less assistance being received in the areas of security equipment and wellbeing. Peacebuilding is built specially through ground work – changing mindsets and attitudes, and that is very much promoted through volunteerism.
7	Strategic	Consider building a network of Alumni for the UN Volunteers to act as Ambassadors of Volunteerism	UNV	• Explore alumni experiences in other agencies and also communication strategies which involve ´Ambassadors` for a certain agenda within the UN (e.g. UN Women).	There are former UN Volunteers who are in high positions within the UN and beyond. Their voice can be very

					supportive towards the importance of volunteerism, encouraging new volunteers and the culture of volunteerism.

Appendix A. Full list of initiatives supported by the project

GPI II		GPI III (GYPI)		GPI IV (GYPI)		GPI V (GYPI)	
Guinea UNFPA With Evaluation Report	Projet d'appui à l'institutionalusation de l'approche genre, de la prévention et protection des VBG au sein des forces de défense et sécurité	**Cote d´Ivoire CARE International**	Supporting Women Enhanced Engagement in Security and Peace monitoring in the border region of west Côte d'Ivoire"	**Sri Lanka WFP ILO Puthukkudiyiruppu Women Entrepreneurs' Cooperative Society**	EMPOWER: Building peace through the economic empowerment of women in northern Sri Lanka	**Sri Lanka UN Women UNDP Centre for Equality and Justice (CEJ)**	Addressing Sexual Bribery Experienced by Military Widows and War Widows
Kyrgyzstan UNDP	Women as Peace Voters & Women as Candidates	**Cote D´Ivoire UN Women**	Women and girls as actors in conflict prevention through early warning and information networks	**Kyrgyzstan UNFPA With Evaluation Report**	Addressing Social Disparity and Gender Inequality to Prevent Conflict in New Settlements	**Niger Un Women**	Promotion de la cohésion sociale entre agriculteurs et éleveurs (hommes et femmes) dans les régions de Dosso et Maradi
Mali UN Women	Improving access of women victims of sexual violence based on gender, justice and security in the process of peace consolidation in Mali	**Guatemala UN Women**	1325: Empowering women survivors of conflict and post-conflict related sexual and gender-based violence in Guatemala"	**Guatemala UN Women**	"Realizing the transformational effect of the Sepur Zarco reparation sentence to break the continuum of conflict and post-conflict related sexual and other forms of violence against women" until	**South Sudan UN Habitat**	Enhancing Women's Access to Land to Consolidate Peace

Nepal IOM With Evaluation Report	Empowering Women 4 Women: Access to Land for Sustainable Peace in Nepal and Localizing Women Peace	**Liberia UN Women/ EduCare**	Strengthening Women's Rights and Participation in Peacebuilding	**Liberia UN Women/ EduCare With Evaluation Report**	Inclusive Security: Nothing for Us Without Us	**Colombia UN Women OHCHR**	Territorial model for non-repetition guarantees and citizen empowerment of youth and women victims of sexual violence and forced disappearance within the armed conflict
Nepal UN Women	Security Agenda in the Central Terai	**Mali UN Women/ Interpeace**	"Femmes, Défense et Sécurité : Rôle et participation des Femmes à la Réforme du secteur de la sécurité et au renforcement de la confiance entre populations et Forces de défense et de sécurité au Mali"	**Papua New Guinea UN Women**	"Empower women and youth for a free, fair, transparent and violence-free Referendum".	**Central African Republic UN Women**	Femmes, arbres de Paix: Pionnières de la gouvernance locale inclusive en RCA
Somalia UNDP With Evaluation Report	Strengthening Women's Role and Participation in Peacebuilding: Towards Just, Fair and Inclusive Somalia			**Sierra Leone UN Women With Evaluation Report**	"Improving Women's Participation in Political Processes as Peacebuilding Ambassadors".		

Appendix B. Evaluation Matrix

Evaluation question 1: To what extent was the project in line with the UN Volunteers Strategic Frameworks, SG's Seven Point Action Plan on Gender-Responsive Peacebuilding, SDGs and gender-responsive peacebuilding´s agenda of UNV, PBF, BMZ and UN Women?

DAC Evaluation Criterion covered by this Evaluation Question: Relevance

Indicators/Criteria	Source of Information	Data Collection Tool	Data Analysis Methods
1.1. Level of Alignment of project with UNV Strategic Framework 2014-2017 and 2018-2021 (low-middle-high)	- UNV Staff - UNV Strategic Framework 2014-2017 and 2018-2021	-Semi-structured interviews -Desk Review	- Evaluator´s standard method for qualitative analysis (see item 5.1)
1.2. Level of Alignment of project with key partners´ global strategic priorities, namely PBSO, BMZ and UN Women (low- middle-high)	- BMZ staff - UN Women Staff - PBF staff - Global strategy documents of key partners	- Semi-structured interviews - Desk Review	- Evaluator´s standard method for qualitative analysis (see item 5.1)

Evaluation question 2: To what extent were allocated sufficient and appropriate financial and human resources to achieve the expected results for the Project?

DAC Evaluation Criterion covered by this Evaluation Question: Efficiency

Indicators/Criteria	Source of Information	Data Collection Tool	Data Analysis Methods
2.1. Budget was sufficient and adjusted as needed in a cost-efficient manner	- UNV Staff - BMZ - Project documents	-Semi-structured interviews -Desk Review	-Evaluator´s standard method for qualitative analysis (see item 5.1)
2.2. Staffing was adequate and adjusted as needed	- UNV Staff - Project documents - Host Agencies	-Semi-structured interviews - Desk Review	-Evaluator´s standard method for qualitative analysis (see item 5.1)
2.3. Sufficient time was allocated for implementation and adjusted as needed	- UNV Staff - UN Volunteers - BMZ - Project documents	-Semi-structured interviews -Desk Review	-Evaluator´s standard method for qualitative analysis (see item 5.1)
2.4. Outputs were delivered as initially designed.	- UNV Staff - UN Volunteers - Project documents	-Semi-structured interviews -Desk Review	-Evaluator´s standard method for qualitative analysis (see item 5.1)
2.4. Coordination and collaboration mechanism for planning and implementation of the GPI project functioned well	- UNV Staff - UN PBF - UN Volunteers - UN Women - BMZ - Project documents - UNV Regional Offices - Host Agencies	-Semi-structured interviews -Survey -Desk Review	-Evaluator´s standard method for qualitative analysis (see item 5.1)

Evaluation question 3: To what extent has the engagement of women in national or local dialogues related to gender equality and women's empowerment in the context of peacebuilding increased with the Project?

DAC Evaluation Criterion covered by this Evaluation Question: Effectiveness

Indicators/Criteria	Source of Information	Data Collection Tool	Methods of Analysis
3.1. Number of women engaged in national or local dialogues for the promotion of gender equality in the context of peacebuilding activities.	- Annual Reports UN Volunteers - Host Agencies - Government agencies in case of case studies	-Semi-structured interviews -Desk Review -Survey	-Evaluator´s standard method for qualitative analysis (see item 5.1) -Descriptive statistics
3.2. Increased level of capacity (knowledge, skills and networking) for women to take part in national or local dialogues for peacebuilding.	- Annual Reports - Project reports - case studies - Women as end line beneficiaries - UN Volunteers - Host Agencies - Government agencies in case of case studies	- Semi-structured interviews - Desk Review - Survey	- Evaluator´s standard method for qualitative analysis (see item 5.1) - Descriptive statistics

Evaluation question 4: To what extent has the capacity of the UN System to coordinate initiatives and to engage civil society (and specially volunteer groups) and local communities in gender-responsive peacebuilding in the GPI countries been strengthened through GPI UN Volunteers?

DAC Evaluation Criterion covered by this Evaluation Question: Effectiveness

Indicators/Criteria	Source of Information	Data Collection Tool	Methods of Analysis
4.1. Increased knowledge, commitment and orderly procedures of the UN in the coordination of initiatives and engagement of civil society and local communities in gender-responsive peacebuilding.	- UN Volunteers - Host organizations	-Semi-structured interviews -Desk Review -Surveys	- Evaluator´s standard method for qualitative analysis (see item 5.1) - Descriptive statistics
4.2. Engagement of national UNV with local organizations.	- Local organizations - Host organizations - UN Volunteers	-Semi-structured interviews -Surveys -Desk Review	- Evaluator´s standard method for qualitative analysis (see item 5.1) - Descriptive statistics

Evaluation question 5: To what extent the project contributed to collective operational learning and awareness-raising of the impact of gender-responsive Programming in peacebuilding processes?

DAC Evaluation Criterion covered by this Evaluation Question: Effectiveness

Indicators/Criteria	Source of Information	Data Collection Tool	Methods of Analysis
5.1. Knowledge of UN Volunteers on gender responsive peacebuilding.	- UN Volunteers - Host Organizations	-Semi-structured interviews -Desk Review -Surveys	- Evaluator´s standard method for qualitative analysis (see item 5.1) - Descriptive statistics
5.1. Knowledge of partner organizations on gender-responsive Programming in peacebuilding process.	- UN Volunteers - Host organizations	-Semi-structured interviews -Desk Review -Surveys	- Evaluator´s standard method for qualitative analysis (see item 5.1) - Descriptive statistics

Evaluation question 6: What are the changes in knowledge and practices in the participating organizations that will be utilized beyond the scope of this project?			
DAC Evaluation Criterion covered by this Evaluation Question: Sustainability			
Indicators/Criteria	**Source of Information**	**Data Collection Tool**	**Methods of Analysis**
7.1. Practices brought by the project still in use by partners and end beneficiaries	- UN Volunteers - Host organizations	-Semi-structured interviews -Desk Review -Surveys	- Evaluator´s standard method for qualitative analysis (see item 5.1) - Descriptive statistics
7.2. Perspective of partners to continue to use UN Volunteers and volunteers groups in their gender-responsive peacebuilding Programming.	-UN Volunteers -Host organizations	-Semi-structured interviews -Desk Review -Surveys	- Evaluator´s standard method for qualitative analysis (see item 5.1) - Descriptive statistics

Evaluation question 7: To what extent has the engagement of UN Volunteers promoted the agenda of volunteerism in peacebuilding actions?			
DAC Evaluation Criterion covered by this Evaluation Question: UNV Value Added			
Indicators/Criteria	**Source of Information**	**Data Collection Tool**	**Methods of Analysis**
8.1. Number of volunteer groups engaged in projects.	- UN Volunteers - Host organizations	-Semi-structured interviews -Desk Review -Surveys	- Evaluator´s standard method for qualitative analysis (see item 5.1) - Descriptive statistics
8.2. Key contributions of UN Volunteers for the promotion of volunteerism.	- UN Volunteers - Host organizations	- Semi-structured interviews -Desk Review -Surveys	Evaluator´s standard method for qualitative analysis (see item 5.1) - Descriptive statistics

Appendix C. Data Collection Tools

Survey for Host Organizations

Please, reply to these questions bearing in mind the project ´NAME OF PROJECT´ in which your organization has interacted with the United Nations Volunteers Programme and has hosted United Nations Volunteers.

Question	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don´t know	N/A
The provision of volunteers by the United Nations Volunteers Programme was adequate and adjusted as needed.							
The Coordination and collaboration mechanism with the United Nations Volunteers Programme worked well.							
UN Volunteers have helped increase the number of women participating in national or local dialogues for the promotion of gender equality in the context of peacebuilding activities.							
UN Volunteers have helped increase capacity of women (knowledge, skills and networks) to take part in national or local dialogues for peacebuilding.							
UN volunteers have helped us increase knowledge, commitment or improve procedures for the coordination of initiatives and engagement of civil society (specially volunteer groups) and local communities in gender-responsive peacebuilding.							
UN Volunteers have helped in accessing new networks and build relationships with local CSO´s, women´s groups or individuals.							

Joint advocacy with UN Volunteers on the Women, Peace and Security Agenda was effective.							
My organization has included UN Volunteers as part of this project design.							
My organization intends to include UN Volunteers as part of project design on gender responsive peacebuilding in the future.							
My organization would recommend UN Volunteers to others.							
My organization will continue to partner with the United Nations Volunteers Programme.							
UN Volunteers have helped my organization gain knowledge on gender-responsive Programming in peacebuilding processes.							
UN Volunteers have helped my organization develop new practices that I still use.							
UN volunteers have helped to bring volunteerism to peacebuilding activities in the project and beyond.							
My organisation considers that volunteers and volunteer groups play a vital role in gender responsive peacebuilding							

Open Questions:

Please, tell us what were the greatest contributions the UN Volunteers brought to this project?
Please, tell us what were the greatest challenges you faced in your work with the UN Volunteers?
Please, tell us, what have been the greatest contributions of volunteerism to this project? (beyond the contribution of the UN Volunteers)
The lessons learned with volunteer groups in this project have been:
What do you suggest for improvement of future deployment of UN Volunteers in the area of gender-responsive peacebuilding?
Would you like to add anything else beyond what you have already reported

Survey for UN Volunteers

What type of volunteer were you? (National/International)

Question	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don´t know	N/A
I enjoyed being a United Nations Volunteer.							
I would recommend being a UN Volunteer to another person.							
I feel I really contributed to the promotion of gender equality in the context of peacebuilding in the project.							
I have received adequate training on safety security procedures.							
I have received adequate transport, safety equipment (personal protective equipment e.g. bullet-proof jackets, helmets, etc.) for safe travel.							
I have received well-being support (psychosocial support for working in peacebuilding situations and other types of well-being support).							
The Coordination and collaboration mechanism with the United Nations Volunteers Programme worked well (reporting, communication, guidance etc).							
I have helped increase the number of women engaged (participating) in national or local dialogues for the promotion of gender equality.							
I have helped increase capacity of women (knowledge, skills and networks) to take part in national or local dialogues for peacebuilding.							
I have helped the host organization increase knowledge, commitment or improve procedures for the coordination of initiative and engagement of civil society (specially volunteer groups) and local communities in gender-responsive peacebuilding.							
I have strong expertise in gender-responsive peacebuilding.							

Through this project, I have increased expertise in gender-responsive peacebuilding.							
The Learning Workshop on Gender and Peacebuilding has been effective for increasing my knowledge, skills and networks in the area.							
The contents of the Learning Workshops should be posted online for training UN Volunteers in the future and helping develop capacity in the area.							
I have helped in accessing new networks and build relationships with local Civil Society Organizations, women´s groups or individuals in the project that I worked with.							
I have helped with joint advocacy on the Women, Peace and Security Agenda in an effective way.							
I have helped the host organization increase knowledge on gender-responsive Programming in peacebuilding processes.							
I have developed new practices in the project that I still use.							
I have helped to bring volunteerism to peacebuilding activities in the project and beyond.							
The experience of being a UN Volunteer helped me with my career and where I am at the moment.							

How many volunteer groups were engaged in this project? (1/2/Between 2 and four/Five or more/I don´t know)

Open Questions:

Please, tell us what were the greatest contributions you and your UN Volunteer colleague (in case of another UN Volunteer) brought to this project?
Please, tell us what were the greatest challenges you faced in your work in the project of the Gender Promotion Initiative?
Please, tell us, what have been the greatest contributions of volunteerism to this project? (beyond your own individual contribution)
Please, tell us, what have been the greatest challenges to involve volunteerism in this project? (beyond your own individual contribution)
What do you suggest for improvement of future deployment of UN Volunteers in the area of gender-responsive peacebuilding?
Would you like to add anything else beyond what you have already reported?:

General questionnaire for semi-structured interviews (adapted for each actor)

<u>Relevance</u>
1. To what extent was the project in line with the UN Volunteers Strategic Frameworks, SG's Seven Point Action Plan on Gender-Responsive Peacebuilding, SDGs and gender-responsive peacebuilding´s agenda of UNV, PBF, BMZ and UN Women?

<u>Efficiency</u>
2. To what extent were sufficient and appropriate financial and human resources allocated to achieve the expected results for the Project?

Please consider if:
- ⇒ Budget was sufficient and adjusted as needed in a cost-efficient manner
- ⇒ Staffing was adequate and adjusted as needed
- ⇒ Sufficient time was allocated for implementation and adjusted as needed
- ⇒ Outputs were delivered as initially designed.
- ⇒ Coordination and collaboration mechanism for planning and implementation of the GPI project functioned well

<u>Effectiveness</u>
3. To what extent has the engagement of women in national or local dialogues related to gender equality and women's empowerment in the context of peacebuilding increased with the Project?

Please, consider:
- ⇒ Number of women engaged in national or local dialogues for the promotion of gender equality in the context of peacebuilding activities.
- ⇒ Increased level of capacity (knowledge, skills and networking) for women to take part in national or local dialogues for peacebuilding.

4. To what extent has the capacity of the UN System to coordinate initiatives and to engage civil society (and specially volunteer groups) and local communities in gender-responsive peacebuilding in the GPI countries been strengthened through GPI UN Volunteers?

Please, consider:
- ⇒ Increased knowledge, commitment and orderly procedures of the UN in the coordination of initiatives and engagement of civil society and local communities in gender-responsive peacebuilding.
- ⇒ Engagement of national UN Volunteer with local organizations.

5. To what extent the project contributed to collective operational learning and awareness-raising of the impact of gender-responsive Programming in peacebuilding processes?

Please, consider:
- ⇒ Knowledge of UN Volunteers on gender responsive peacebuilding.
- ⇒ Knowledge of partner organizations on gender-responsive Programming in peacebuilding process.

6. In which peacebuilding areas does the project have the greatest and fewest achievements? Why and what have been the supporting and constraining factors?

Please, consider:

⇒ Areas of peacebuilding with greater resources, highest visibility and engagement from partners

⇒ Areas of peacebuilding with fewer resources, engagement and visibility.

Sustainability

7. What are the changes in knowledge and practices in the participating organizations that will be utilized beyond the scope of this project?

Please, consider:

⇒ Practices brought by the project still in use by partners and end beneficiaries

⇒ Perspective of partners to continue to use UN Volunteers and volunteers groups in their gender-responsive peacebuilding Programming.

UN Volunteers Value Added

8. To what extent has the engagement of UN Volunteers promoted the agenda of volunteerism in peacebuilding actions?

Please, consider:

⇒ Number of volunteer groups engaged in projects.

⇒ Key contributions of UN Volunteers for the promotion of volunteerism.

Appendix D. Documents Reviewed

1. Cost Shared Agreement
2. Global Workshop Report 2016
3. Global Workshop Report 2017
4. Global Workshop Report 2018
5. Global Workshop Report 2019
6. GPI Call for Concept Notes 2016
7. Minutes Project Board 2019
8. Project Report 2015
9. Project Report 2016
10. Project Report 2017
11. Project Report 2018
12. Project Report 2019
13. Project Document ´ Project Document ´Femmes, Défense et Sécurité: Participation des Femmes à la Réforme du secteur de la sécurité et au renforcement de la confiance entre populations et Forces de défense et de sécurité au Mali`.
14. Project Document ´Hidden Challenges: Addressing Sexual Bribery Experienced by Military Widows and War Widows in Sri Lanka to Enable Resilience and Sustained Peace`.
15. Project Document ´Strengthening the participation of women in the implementation of the peace agreement and improving social cohesion´.
16. Rapport Final, Evaluation Finale du Project ´De victmes a actrices de la paix: renforcement de la participation des femmes dans la mise en oeuvre de l´accord de paix et l´amelioration de la cohesión sociale´ , TMC Consulting Group Afrique
17. UNDP Evaluation Guidelines
18. UNDP Evaluation Guide Covid19
19. UNV Strategic Framework 2014-2017
20. UNV Strategic Framework 2018-2021
21. Volunteer Reporting Applications (VRA) from 10 UN Volunteers from different GPI cycles.

Appendix E. Selection Criteria for Case Studies

For the selection of the study cases, the following criteria will be used:

i.   Different cycles (GPI III and GPI V): GPI II was the first experience which had many adaptations in the second cycle. considering GPI III and GPI V will help give an overview of the evolution of the project and where it stands at the moment.

ii. Diversity of partners (implementation by organizations beyond the UN System): they should bring a wider range of partners to show different possibilities. As stated in UNV Strategic Framework (2018-2021) - ´UNV will seek innovative partnerships with the private sector, civil society, foundations and international financial institutions through targeted, results-oriented engagements.´ In this sense, the case studies should explore different partnership arrangements, including a diversity of actors and civil society organizations.

iii. Involvement of UN Women: UN Women is present in 14 out of 21 projects, being a key host organization. One of the case studies should explore the partnership with UN Women. In addition, UN Women carries the mission of promoting gender equality across the system;

iv. Existence of Final Evaluation: in the absence of field work due to COVID-19, it will be helpful to have reliable independent information to assist informing the case studies.

v.   French Speaking Country: it is in the interest of the Peacebuilding Fund to look at the experience of a French Speaking Country and its performance in light of the UNV´s support to the Gender Promotion Initiative.

vi. Youth in Project Design: Youth was later added to the GPI and it is a component which is less present in the design of the projects. It was considered as a differential to bring in more diversity to the case studies.

vii. Regional Distribution: they should be in different regions to bring more diversity. They should also include an African country - 11 out of 22 experiences were in the continent, thus, one of case studies from the Region will make the case study more representative of a wider range of countries. This criteria will be used after the initial scoring of countries to ensure it will be present.

The next table shows all these criteria in relation to the countries involved in the different cycles. Whenever the country met the criteria, it scored 1. At the end, the sum of all the matching criteria was considered as the total score. The countries which had the highest scores (3 and 4) were highlighted in yellow to facilitate quick identification.

Cycle	Country	Implementing organization	Name of project	GPI III or GPI V	Implementation by organizations beyond the UN System	Involvement of UN Women	Existence of Final Evaluation	French Speaking	Youth in Project Design	Total Score
GPI II	Guinea	UNFPA	Projet d'appui à l'institutionalusation de l'approche genre, de la prévention et protection des VBG au sein des forces de défense et sécurité	0	0	0	1	1	0	2
	Kyrgyzstan	UNDP	Women as Peace Voters & Women as Candidates	0	0	0	0	0	0	0
	Mali	UN Women	Improving access of women victims of sexual violence based on gender, justice and security in the process of peace consolidation in Mali	0	0	1	0	1	0	2
	Nepal	IOM	Empowering Women 4 Women: Access to Land for Sustainable Peace in Nepal and Localizing Women Peace	0	0	0	1	0	0	1
	Nepal	UN Women	Security Agenda in the Central Terai	0	0	1	0	0	0	1
	Somalia	UNDP	Strengthening Women's Role and Participation in Peacebuilding: Towards Just, Fair and Inclusive Somalia	0	0	0	1	0	0	0

Cycle	Country	Implementing organization	Name of project	GPI III or GPI V	Implementation by organizations beyond the UN System	Presence of UN Women	Existence of Final Evaluation	French Speaking	Youth in Project Design	Total Score
GPI III	Cote d´Ivoire	CARE International	Supporting Women Enhanced Engagement in Security and Peace monitoring in the border region of west Côte d'Ivoire"	1	1	0	1	1	0	3
	Cote D´Ivoire	UN Women	Women and girls as actors in conflict prevention through early warning and information networks	1	0	1	0	1	0	3
	Guatemala	UN Women	1325: Empowering women survivors of conflict and post-conflict related sexual and gender-based violence in Guatemala"	1	0	1	0	0	0	2
	Liberia	UN Women/ EduCare	Strengthening Women's Rights and Participation in Peacebuilding	1	1	1	0	0	0	3
	Mali	UN Women/ Interpeace	"Femmes, Défense et Sécurité : Rôle et participation des Femmes à la Réforme du secteur de la sécurité et au renforcement de la confiance entre populations et Forces de défense et de sécurité au Mali"	1	1	1	0	1	0	4

Cycle	Country	Implementing organization	Name of project	GPI III or GPI V	Implementation by organizations beyond the UN System	Presence of UN Women	Existence of Final Evaluation	French Speaking	Youth in Project Design	Total Score
GPI IV	Sri Lanka	WFP ILO Puthukkudiyiruppu Women Entrepreneurs' Cooperative Society	EMPOWER: Building peace through the economic empowerment of women in northern Sri Lanka	0	1	0	0	0	0	1
	Kyrgyzstan	UNFPA	Addressing Social Disparity and Gender Inequality to Prevent Conflict in New Settlements	0	0	0	1	0	0	1
	Guatemala	UN Women	"Realizing the transformational effect of the Sepur Zarco reparation sentence to break the continuum of conflict and post-conflict related sexual and other forms of violence against women" until	0	0	1	0	0	0	1
	Liberia	UN Women/ EduCare	Inclusive Security: Nothing for Us Without Us	0	1	1	1	0	0	3

	Country	Implementing organization	Name of project	GPI III or GPI V	Implementation by organizations beyond the UN System	Presence of UN Women	Existence of Final Evaluation	French Speaking	Youth in Project Design	Total Score
	Papua New Guinea	UN Women	"Empower women and youth for a free, fair, transparent and violence-free Referendum".	0	0	1	0	0	1	2
	Sierra Leone	UN Women	"Improving Women's Participation in Political Processes as Peacebuilding Ambassadors".	0	0	1	1	0	0	2
GPI V	Sri Lanka	UN Women UNDP Centre for Equality and Justice (CEJ)	Addressing Sexual Bribery Experienced by Military Widows and War Widows	1	1	1	0	0	0	3
	Niger	Un Women	Promotion de la cohésion sociale entre agriculteurs et éleveurs (hommes et femmes) dans les régions de Dosso et Maradi	1	0	1	0	0	0	2
	South Sudan	UN Habitat	Enhancing Women's Access to Land to Consolidate Peace	1	0	0	0	0	0	1
	Colombia	UN Women OHCHR	Territorial model for non-repetition guarantees and citizen empowerment of youth and women victims of sexual violence and forced disappearance within the armed conflict	1	0	1	0	0	0	2
	Central African Republic	UN Women	Femmes, arbres de Paix: Pionnières de la gouvernance locale inclusive en RCA	1	0	1	0	1	0	3

According to the selection criteria, the countries with the highest scores were:

Mali	UN Women/ Interpeace	**"Femmes, Défense et Sécurité : Rôle et participation des Femmes à la Réforme du secteur de la sécurité et au renforcement de la confiance entre populations et Forces de défense et de sécurité au Mali"**	**4**
Cote d´Ivoire	CARE International	Supporting Women Enhanced Engagement in Security and Peace monitoring in the border region of west Côte d'Ivoire"	3
Cote D´Ivoire	UN Women	Women and girls as actors in conflict prevention through early warning and information networks	3
Liberia	UN Women/ EduCare	Strengthening Women's Rights and Participation in Peacebuilding	3
Liberia	UN Women/ EduCare	Inclusive Security: Nothing for Us Without Us	3
Sri Lanka	UN Women/UNDP/Centre for Equality and Justice (CEJ)	Addressing Sexual Bribery Experienced by Military Widows and War Widows	3
Central African Republic	UN Women	Femmes, arbres de Paix: Pionnières de la gouvernance locale inclusive en RCA	3

Mali comes first with 4 points followed by Cote D´Ivoire, Liberia, Sri Lanka and Central African Republic. Considering that Mali already matches the criteria of being an African Country and Criteria 7 was on diversity of Regions, Sri Lanka comes in as the second option for the case study. The full criteria used is displayed below for reference.

Country	Implementing organization	Name of project	GPI III or GPI V	Implementation by organizations beyond the UN System	Presence of UN Women	Existence of Final Evaluation	French Speaking	Youth in Project Design	Total Score
Mali	UN Women/ Interpeace	"Femmes, Défense et Sécurité : Rôle et participation des Femmes à la Réforme du secteur de la sécurité et au renforcement de la confiance entre populations et Forces de défense et de sécurité au Mali"	1	1	1	0	1	0	4
Sri Lanka	UN Women UNDP Centre for Equality and Justice (CEJ)	Addressing Sexual Bribery Experienced by Military Widows and War Widows	1	1	1	0	0	0	3

Appendix F. Stakeholder Analysis

For the purpose of this evaluation, stakeholders are defined as those individuals, groups, or entities which are directly involved in carrying out the work of the UNV support to the UN Peacebuilding Fund's Gender Promotion Initiative (GPI). In addition, relevant stakeholders also include those individuals, groups or entities which benefit from the work of UNV and would therefore have a stake in the success of UNV in carrying out and achieving the results of GPI.

A stakeholder analysis includes a mapping of all the relevant actors and their level of involvement in the initiative to make sure that all the key actors are considered. The stakeholders identified will be classified according to their level of involvement in the initiative:

a. Implementing UN agency: this refers to the main UN stakeholder who is in charge of the initiative, which is UNV in this case.

b. Development partner: it refers to all the development partners involved in the initiative who could be in advisory roles, carrying out joined projects or as donors at a central level.

c. Host Organization: this includes all the partners on the ground that have received the UN Volunteers.

f. Implementing government partner: this includes all the implementing partners on the ground who are part of the government.

g. Implementing Civil Society Organization partner: this includes all the CSOs who are implementing the project locally.

h. Rights holders: this refers directly to the end-beneficiaries, in this case, women and girls.

i. Influencer: this includes external stakeholders to the initiative who may have some degree of influence over project.

j. UN Volunteer: this refers to all UN Volunteers involved in the project, be them national or international.

The next table details the stakeholders and their roles involved in the Project. All of the stakeholders mentioned will be considered during the evaluation process in one degree or another.

Table 5. Stakeholders involved in the CC management and their roles

N	Name	Position/ Organization	Role	Contribution
1	Olivier Adam	Executive Coordinator UNV	Implementing UN Agency	Overall Supervision and Executive Guidance
2	Toily Kurbanov	Deputy Executive Coordinator, UNV	Implementing UN Agency	Chair of Project Board
3	Emma Morley	Chief, Volunteer Advisory Services Section, UNV	Implementing UN Agency	Member of Project Board, technical supervision
4	Narendra Mishra	Programme Specialist, Volunteer Advisory Services Section, UNV	Implementing UN Agency	Direct Programme manager
5	Alice Hae Yeon Jeong	Programme Analyst, Peacebuilding, UNV Coordination Section, 2015-2017	Implementing UN Agency	First Programme manager
6	Wouter Thiebou,	Programme Manager 2017	Implementing UN Agency	Second Programme manager
7	Bisanukuli Huliro Alexis	Programme Manager 2018	Implementing UN Agency	Third Programme manager
8	Vera Chrobok	Project Management and Research Associate	Implementing UN Agency	Technical Assistance
9	Manon Bernier Lita Paparini (hilda.paparoni@unv.org) (Regional Manager, Panama)	Regional UNV Officer for Asia Pacific (Manon is OiC (OiC UNV Regional Office Bangkok) or Latin America (Lita is Regional Manager, UNV Regional Office Panama)	Implementing UN Agency	Supervision
10	Veronique Zidi-Aporeigah (veronique.zidi-aporeigah@unv.org) (Regional Manager, Dakar) or Njoya Tikum (njoya.tikum@unv.org)	Regional Manager UNV Regional Office Dakar (West and Central Africa) Regional Manager, Nairobi	Implementing UN Agency	Supervision
11	Kyoko Yokosuka, kyoko.yokosuka@unv.org	Chief External Relations and Communications, UNV	Implementing UN Agency	Partnership and communication with donor
12	Karen Foernzler, karen.foernzler@unv.org	Partnerships Specialist, ERCS	Implementing UN Agency	Partnership and communication with Donor
13	Rafael Martinez, rafael.martinez@unv.org	Partnerships Specialist, ERCS	Implementing UN Agency	Partnership and communication with donor
14	Tammy Smith smith24@un.org	PBF Senior Advisor	Development Partner	Leads evaluation of PBF projects

15	Kyle Jacques kyle.jacques@un.org	PBF monitoring and evaluation officer	Development Partner	Focal point for monitoring and evaluation at PBF
16	Zoe Meijer	Gender and Peacebuilding Officer, Manager of the Gender Promotion Initiative, Peacebuilding Support Office (PBSO)	Development Partner	Current Manager of GPI
17	Sarah Douglas	Deputy Chief, Peace and Security, UN Women	Development Partner	Member of Project Board from key partner, worked in both PBSO as well, facilitated capacity building workshops
18	Birgit Frank	Senior Policy Officer, BMZ	Development Partner	Principal executive of donor organization, key supporter of UNV as a whole
19	To be identified	UNRC Country of Case Study 1	Implementing UN Partner	
20	To be identified	UN Women in Country of Case Study 1	Host Organization	
21	To be identified	Government of Country of Case Study 1	Implementing government partner	
22	To be identified	National Volunteer Case Study 1	UN Volunteer	
23	To be identified	International Volunteer Case Study 1	UN Volunteer	
24	To be identified	Focal Point PBSO for Country of Case Study 1	Development Partner	
25	To be identified	UNV Country Coordinator in the country	Implementing UM Agency	
26	To be identified	UNRC Country of Case Study 2	Implementing UN Partner	
27	To be identified	Civil Society Organization Case Study 2	Host Organization	
28	To be identified	Government Case Study 2	Implementing government partner	
29	To be identified	International Volunteer Case Study 2	UN Volunteer	
30	To be identified	National Volunteer Case Study 2	UN Volunteer	
31	To be identified	Focal Point PBSO Case Study 2	Development Partner	
32	To be identified	UNV Programme coordinator in the country	Implementing UN Agency	
33	To be identified	UN Volunteers GP2-GP5	UN Volunteer	
34	To be identified	Women beneficiaries	Rights holders	
35	To be identified	UNFPA Guinea	Implementing UN Partner	

36	To be identified	CARE International	Implementing CSO partner	
37	To be identified	WFP Sri Lanka	Implementing UN Partner	
38	To be identified	UN Women Central African Republic	Implementing UN Partner	
39	To be identified	UN Women Colombia	Implementing UN Partner	
40	To be identified	UN Women Cote D´Ivoire	Implementing UN Partner	
41	To be identified	Un Women Niger	Implementing UN Partner	
42	To be identified	UN Women Mali	Implementing UN Partner	
43	To be identified	UN Women Nepal	Implementing UN Partner	
44	To be identified	UN Women Guatemala	Implementing UN Partner	
45	To be identified	UN Women Sri Lanka	Implementing UN Partner	
46	To be identified	UN Habitat South Sudan	Implementing UN Partner	
47	To be identified	UN Women Sierra Leone	Implementing UN Partner	
48	To be identified	IOM Nepal	Implementing UN Partner	
49	To be identified	OHCHR Colombia	Implementing UN Partner	
50	To be identified	Interpeace Mali	Implementing CSO partner	
51	To be identified	UNDP Kyrgyzstan	Implementing UN Partner	
54	To be identified	UNDP Somalia	Implementing UN Partner	

Appendix G. Stakeholders interviewed

N	Name	Position/ Organization	Role	Contribution
1	Emma Morley	Chief, Volunteer Advisory Services Section, UNV	Implementing UN Agency	Member of Project Board, technical supervision
2	Narendra Mishra	Programme Specialist, Volunteer Advisory Services Section, UNV	Implementing UN Agency	Direct Programme manager
3	Jan Snoecks	Focal point for PBF/PBSO in NY for UNV	Implementing UN Agency	
4	Alice Hae Yeon Jeong	Programme Analyst, Peacebuilding, UNV Coordination Section, 2015-2017	Implementing UN Agency	First Programme manager
5	Bisanukuli Huliro Alexis	Programme Manager 2018	Implementing UN Agency	Third Programme manager
6	Vera Chrobok	Project Management and Research Associate	Implementing UN Agency	Technical Assistance
7	Manon Bernier	Regional UNV Officer for Asia Pacific (Manon is OiC (OiC UNV Regional Office Bangkok)	Implementing UN Agency	Supervision
8	Sory Mariko	UNV Focal Point Mali	Implementing UN Agency	
9	Sharmalee Jayasinghe	UNV Focal Point Sri Lanka	Implementing UN Agency	
10	Karen Foernzler, karen.foernzler@unv.org	Partnerships Specialist, ERCS	Implementing UN Agency	Partnership and communication with Donor
11	Rafael Martinez, rafael.martinez@unv.org	Partnerships Specialist, ERCS	Implementing UN Agency	Partnership and communication with donor
12	Tammy Smith smith24@un.org	PBF Senior Advisor	Development Partner	Leads evaluation of PBF projects
13	Kyle Jacques kyle.jacques@un.org	PBF monitoring and evaluation officer	Development Partner	Focal point for monitoring and evaluation at PBF
14	Zoe Meijer	Gender and Peacebuilding Officer, Manager of the Gender Promotion Initiative, Peacebuilding Support Office (PBSO)	Development Partner	Current Manager of GPI
15	Tatyana Jiteneva	Focal Point for UN Women	Development Partner	Manages the project from the part of UM Women

16	Sarah Douglas	Deputy Chief, Peace and Security, UN Women	Development Partner	Member of Project Board from key partner, worked in both PBSO as well, facilitated capacity building workshops
17	Birgit Frank	Senior Policy Officer, BMZ	Development Partner	Principal executive of donor organization, key supporter of UNV as a whole
18	Ramaaya Salgado	Programme Analyst, UN Women Sri Lanka	Host Organization	
19	Lihini Ratwatte	Project Officer, UN Women Sri Lanka	Host Organization	
20	Mongoljingoo Damdinjav	International UN Volunteer, Sri Lanka	UNV	
21	Zainab Hassen	National UN Volunteer, Sri Lanka	UNV	
22	Amadou Maguiraga	Researcher, IMRAPA	Implementing Partner	
23	Marietou Diaby	Project Manager, UN Women Mali	Host Organization	
24	Alfousseyni Niang	National UN Volunteer, Mali	UNV	

Appendix H. List of Projects according to responses to the Surveys and availability of Volunteer Report

Country	Name of Project	Who replied			VRA answered by at least one UN Volunteer
		Host Organization	International UN Volunteer	National UN Volunteer	
Central African Republic	Femmes, arbres de Paix: Pionnières de la gouvernance locale inclusive en RCA		✓		✓
Colombia	Territorial model for non-repetition guarantees and citizen empowerment of youth and women victims of sexual violence and forced disappearance within the armed conflict	✓	✓	✓	✓
Cote d´Ivoire	Supporting Women Enhanced Engagement in Security and Peace monitoring in the border region of west Côte d'Ivoire"	✓			✓
Cote D´Ivoire	Women and girls as actors in conflict prevention through early warning and information networks				
Guatemala	"Realizing the transformational effect of the Sepur Zarco reparation sentence to break the continuum of conflict and post-conflict related sexual and other forms of violence against women"			✓ ✓	
Guatemala	1325: Empowering women survivors of conflict and post-conflict related sexual and gender-based violence in Guatemala"	✓	✓	✓	✓ ✓
Guinea	Projet d'appui à l'institutionalusation de l'approche genre, de la prévention et protection des VBG au sein des forces de défense et sécurité		✓		
Kyrgyzstan	Women as Peace Voters & Women as Candidates				
Kyrgyzstan	Addressing Social Disparity and Gender Inequality to Prevent Conflict in New Settlements				✓
Liberia	Strengthening Women's Rights and Participation in Peacebuilding				
Liberia	Inclusive Security: Nothing for Us Without Us	✓			✓
Mali	"Femmes, Défense et Sécurité : Rôle et participation des Femmes à la Réforme du secteur de la sécurité et au renforcement de la confiance entre populations et Forces de défense et de sécurité au Mali"			✓	

Mali	Improving access of women victims of sexual violence based on gender, justice and security in the process of peace consolidation in Mali	✓	✓		
Nepal	Empowering Women 4 Women: Access to Land for Sustainable Peace in Nepal and Localizing Women Peace	✓		✓	
Nepal	Security Agenda in the Central Terai		✓		
Niger	Promotion de la cohésion sociale entre agriculteurs et éleveurs (hommes et femmes) dans les régions de Dosso et Maradi	✓		✓	
Somalia	Strengthening Women's Role and Participation in Peacebuilding: Towards Just, Fair and Inclusive Somalia		✓		
Sierra Leone	"Improving Women's Participation in Political Processes as Peacebuilding Ambassadors".		✓		✓
Sri Lanka	EMPOWER: Building peace through the economic empowerment of women in northern Sri Lanka			✓	✓
Papua New Guinea	"Empower women and youth for a free, fair, transparent and violence-free Referendum"				✓
South Sudan	Enhancing Women's Access to Land to Consolidate Peace	✓	✓		
Sri Lanka	Addressing Sexual Bribery Experienced by Military Widows and War Widows	✓	✓	✓	

Appendix I. Terms of Reference

Evaluation of UNV Support to UN Peacebuilding Fund's Gender Promotion Initiative (GPI)

Advertised on behalf of :

Location :	Remote
Application Deadline :	22-Mar-20 (**Midnight New York, USA**)
Type of Contract :	Individual Contract
Post Level :	International Consultant
Languages Required :	English
Starting Date : (date when the selected candidate is expected to start)	01-Apr-2020
Duration of Initial Contract :	3 Months
Expected Duration of Assignment :	30 days over a three month period

Background

Project Information	
Project Title	UNV support to UN Peacebuilding Fund's Gender Promotion Initiatives (GPI)
ATLAS ID	00087952
Corporate Outcome and Output	UNV Strategic Framework 2018-21 Outcome 2: The United Nations system is supported to deliver on the 2030 Agenda through the engagement of UN Volunteers and the integration of volunteerism
Country	Managed from Bonn, Germany, multi-country UN Volunteer deployments during various years: for GPI 2 (2015 call) Kyrgyzstan, Somalia, Guinea and Nepal; for GPI 3 (2016 call): Mali, Guatemala, Côte d'Ivoire and Liberia; for GPI 4 (2017 call): Sierra Leone, Guatemala, Liberia, Sri Lanka, Papua New Guinea and Kyrgyzstan; and for GPI 5 (2018 call): Central African Republic, Colombia, Niger, South Sudan and Sri Lanka.
Region	Global
Date project document signed	15 March 2015

Project dates	15 March 2015-30 June 2020
Implementing Agency	United Nations Volunteers (UNV) programme

The United Nations Volunteers (UNV) programme is the UN organization that promotes volunteerism to support peace and development worldwide. UNV contributes to peace and development by mobilizing volunteers, advocating for volunteerism globally and encouraging partners to integrate volunteerism into development programming.

UNV's vision is a world where volunteerism is recognized, within societies, as a way for all people and countries to achieve peace and development through the simultaneous eradication of poverty and significant reduction of inequalities and exclusion.

The UN Secretary-General (SG)'s 2010 report on women's participation in peacebuilding presented a comprehensive Seven-Point Action Plan on Gender-responsive Peacebuilding outlining commitments in 7 areas, to ensure that women's priorities are addressed, their participation is guaranteed, and a gender perspective is applied to all aspects of peacebuilding.

The United Nations Volunteers (UNV) programme, in partnership with the Peacebuilding Support Office (PBSO) and the United Nations Entity for Gender Equality and Empowerment of Women (UN Women), through the 'UNV Support to UN Peacebuilding Fund's Gender Promotion Initiatives (GPI) project' with funding from the Federal Ministry for Economic Cooperation and Development (BMZ) and UNV's Special Voluntary Fund (SVF), is supporting gender-responsive peacebuilding projects in 5 to 6 countries eligible for UN Peacebuilding Fund (PBF) funding every year since the third round of the Gender Promotion Initiative (GPI). The project was signed on 1 March 2015, revised on 20 May 2018 and had a no-cost extension until 30 June 2020, agreed with BMZ.

UNV Support to UN Peacebuilding Fund (PBF)'s Gender Promotion Initiatives (GPI) project to support gender-responsive peacebuilding consists of the following:

- Deployment of one international UN Volunteer and one national UN Volunteer in five to six countries every year, in the lead UN Agency implementing the PBF approved gender-responsive peacebuilding project to strengthen the capacity of the UN system to coordinate the initiatives and to strengthen the interaction between UN and civil society at community level to help promote the role of women in local peacebuilding processes and strengthening local conflict resolutions mechanism.
- Organisation of a global learning and strategy workshop for the UN Volunteers serving through the GPI project and other relevant national and international UN Volunteers serving in the field of women, peace and security, to further strengthen capacities in coordinating and monitoring of the relevant gender responsive peacebuilding projects.

Evaluation Purpose, Scope and Objectives

- UNV is conducting a final external evaluation of UNV's support to UN Peacebuilding Fund's Gender Promotion Initiative (GPI) project as part of the project's workplan, as approved by the GPI Project Board. The evaluation will provide accountability to both internal and external stakeholders related to the planning, implementation and results of the GPI project as well as learning for preparation of next generation UNV support to GPI and case studies on volunteering contribution to gender responsive peacebuilding.

  The primary objectives of evaluating UNV's support to UN Peacebuilding Fund's Gender Promotion Initiative (GPI) project are to:

- Assess the performance of and results achieved or expected to be achieved by the GPI project.
- Provide clear, actionable recommendations for putting in place effective and efficient implementation mechanisms for any next generation of UNV support to UN Peacebuilding Funds' Gender responsive peacebuilding.
- Analyse and provide case studies on volunteering contribution to gender-responsive peacebuilding programming.The focus of the evaluation will be on the results achieved against the outcomes, outputs and indicators in the GPI project document. To address both accountability and learning needs related to the GPI, the scope of evaluation will be the GPI project period 2015-20, covering the countries where the national and international UN Volunteers were deployed through the GPI project. During the GPI project period, national and international UN Volunteers were deployed for GPI2 (2015 call) in Kyrgyzstan, Somalia, Guinea and Nepal; for GPI3 (2016 call) in Mali, Guatemala, Côte d'Ivoire and Liberia; for GPI4 (2017 call) in Sierra Leone, Guatemala, Liberia, Sri Lanka, Papua New Guinea and Kyrgyzstan; and for GPI5 (2018 call) in Central African Republic, Colombia, Niger, South Sudan and Sri Lanka. Two countries from the above will be selected for an in-depth analysis through field visits by the consultant.

Evaluation Criteria and key guiding questions

To provide the most benefit to the organisations, the evaluation will attempt to understand what worked and what didn't work regarding planning and implementation of GPI vis-a-vis the expected outputs under the GPI project document. Some of the draft questions are given below that can be changed / refined during the consultation process of the inception report.

Relevance:

- To what extent were the objectives of the UNV support to UN peacebuilding fund's GPI project consistent with the priorities of internal and external stakeholders and partners including member states and UN agencies as recipient of PBF grants?

- To what extent was the project in line with the UNV Strategic Framework, SG's Seven Point Action Plan on Gender-Responsive Peacebuilding, SDGs and gender-responsive peacebuilding?
- To what extent was the engagement of UN Volunteers relevant to gender-responsive peacebuilding?

Efficiency

- To what extent was the project structure and approach efficient in generating the expected results?
- To what extent have resources been utilized efficiently in contributing to the outputs of GPI?
- How efficient is the coordination and collaboration mechanism for planning and implementation of the GPI project?

Effectiveness

- To what extent has the capacity of the UN System to coordinate initiatives and to engage civil society and local communities in gender-responsive peacebuilding in the GPI countries been strengthened through GPI UN Volunteers?
- In which peacebuilding areas does the project have the greatest achievements? Why and what have been the supporting factors? How can the project build on or expand these achievements?
- In which areas does the project have the fewest achievements? What have been the constraining factors and why? How can or could they be overcome?
- How effective has the GPI project been in building the capacities of UN Volunteers on gender responsive-peacebuilding?

Impact

- What have been the positive and negative changes produced by the GPI project, directly or indirectly, intended or unintended.
- What has been the main contribution or added value of UN Volunteers to the outcomes of PBF-funded GPI projects?
- What real difference did UN Volunteers' involvement make to the beneficiaries? What were the most significant changes they helped to generate?

Sustainability

- What are the changes in knowledge and practices in the participating organizations that will be utilized beyond the scope of this project?
- To what extent are the stakeholders likely to continue engaging UN Volunteers and volunteer groups in their gender-responsive peacebuilding programming?

Gender and Social inclusion

- To what extent has the GPI project contributed to strengthen equal engagement of women in national or local dialogues and existing peacebuilding initiatives?

Evaluation methodology

- The evaluation should be independent, transparent, inclusive, participatory and utilization-focused. It is suggested that the consultant applies a mix of qualitative and quantitative approaches for evaluation. The specific methodology will be determined by the consultant with full consultation of relevant stakeholders during the inception phase. To support a participatory approach, as part of the inception report the consultant will conduct a thorough stakeholder analysis as well as a plan to involve relevant stakeholders in the evaluation.

Core stakeholders

- For the purposes of this evaluation, stakeholders are defined as those individuals, groups, or entities which are directly involved in carrying out the work of the UNV support to UN Peacebuilding Fund's Gender Promotion Initiative (GPI). In addition, relevant stakeholders also include those individuals, groups or entities which benefit from the work of UNV support to UN Peacebuilding Fund's Gender Promotion Initiative (GPI) and would therefore have a stake in the success of UNV in carrying out and achieving the results of GPI. Currently identified core stakeholders of the evaluation include, but are not limited to:
- UN Volunteers deployed through the GPI project (national, international)
- UN Agencies, national governments and CSOs engaged in implementing PBF funded projects in which the UN Volunteers were deployed through the GPI project.
- UN Women Country Offices
- UN Resident Coordinators (UNRCs) / UNRC Offices (UNRCOs)
- Target beneficiaries of PBF funded gender-responsive peacebuilding projects imbibing do no harm and conflict sensitivity approach.
- Partner organizations of UNV support to UN Peacebuilding Fund's Gender Promotion Initiative (GPI) (PBSO, UN Women at HQ level)
- Donors (BMZ)

Consultation process

Based on the stakeholder analysis, the consultant will develop a mechanism for stakeholder participation and consultation throughout the evaluation and at appropriate process points. This will be submitted as part of the inception report. To ensure the utilization of the evaluation, the consultant will hold thorough consultations with UNV Volunteer Advisory Services Section (VASS) as the evaluation client as well as with the GPI Project Board.

Data collection and analysis

To conduct the evaluation, following are the elements proposed for data collection and analysis:

Desk review of relevant documents (Project document, Cost-sharing agreements, UNV Strategic Framework, Annual Project Progress Reports, learning workshop reports, Evaluation reports of select PBF projects, PBF GPI guidelines, SG's Seven Point Action Plan on Gender-Responsive Peacebuilding, etc.)

Online / remote semi-structured interviews, surveys and questionnaires including with key stakeholders referred above.

Field visits and on-site validation of key outputs and interventions in two countries where UN Volunteers have been deployed through GPI.

The final methodological approach including interview schedule, field visits and data to be used in the evaluation should be clearly outlined in the inception report and be fully discussed and agreed between UNV and GPI Project Board members. The evaluator is expected to follow a participatory and consultative approach that ensures close engagement with the evaluation managers, implementing partners and direct beneficiaries.

Duties and Responsibilities

5. **Evaluation deliverables**

No	Description	Estimated # of days	Due date	Place
Desk review and inception report submission phase				
1	In person briefing with UNV Volunteer Advisory Services Section and the Executive Office	1 day	1 April	UNV HQ Bonn, Germany
2	Draft Inception report (15 pages maximum): including desk review, the evaluation design & methodology, the list of stakeholders to be interviewed and survey design.	3 days	10 April	Home-based
3	Final inception report based on Feedback from GPI Project Board members	1 day	15 April	Home-based
Data collection phase				
4	Online consultation with stakeholders, interviews, field visits	12 days	15 May	Online and field visits t 2 countries

5	Debriefing on preliminary findings with UNV VASS and Executive Office including a report on activities carried out, people met and interviewed, preliminary findings.	1 day	20 May	Online	
Draft Evaluation report and case studies writing phase					30%
6	Draft evaluation report (maximum 40 pages including executive summary, excluding annexes)	5 days	30 May	Home-based	
7	Draft Case studies (maximum 4 pages including executive summary)	3 days	7 June	Home-based	
Final Evaluation report and case studies writing phase					30%
8	Feedback to the evaluation report and case studies (online feedback from the GPI Project Board), issues / comments log produced	1 day	14 June May	Online	
9	Debriefing presentation of the draft evaluation report (along with 2-page evaluation brief and recommendations) and case studies to GPI Project Board.	1 day	20 June May	Online	
10	Final evaluation report and case studies	2 days	25 June	Home-based	
Total # of days:		**30 days**			

Evaluation Management

Overall advisory role to the Evaluation will be through the GPI Project Board chaired by the UNV Deputy Executive Coordinator and consisting of representatives of the UN Peacebuilding Support Office (PBSO), UN Women, and BMZ. The Programme Specialist, Volunteer Infrastructure will provide overall management and coordination to the consultant.

Evaluation Ethics

This evaluation will be conducted in accordance with the principles outlined in the UNEG 'Ethical Guidelines for Evaluation'. The consultant must safeguard the rights and confidentiality of information providers, interviewees and stakeholders through measures to ensure compliance with legal and other relevant codes governing collection of data and reporting on data. The consultant must also ensure security of collected information before and after the evaluation and protocols to ensure anonymity and confidentiality of sources of information where that is expected. The information knowledge and data gathered in the evaluation process must also be solely used for the evaluation and not for other uses with the express authorization of UNV/UNDP and partners.

Competencies

Corporate Competencies:

- Demonstrates integrity by modeling the UN's values and ethical standards.
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability.
- Analytical and strategic thinking;

Functional:

- Knowledge of peacebuilding, gender mainstreaming and gender-responsive programming
- Knowledge of volunteerism
- Strong application of results-based management ?
- Strong analytical, negotiation and communication skills, including ability to produce high-quality analytical reports.
- Strong ability to build strong relationship with clients, focus on impact and result for the client and respond positively to feedback.
- Ability to work independently, produce high-quality outputs.

Communications and Advocacy:

- Strong ability to write clearly and convincingly, adapting style and content to different audiences and speak clearly and convincingly.
- Strong presentation skills in meetings with the ability to adapt for different audiences.
- Strong analytical, research and writing skills with demonstrated ability to think strategically.
- Strong capacity to communicate clearly and quickly.
- Strong inter-personal, negotiation and liaison skills.
- Proven capacity to produce reports.

Required Skills and Experience

Education

- Master's degree or equivalent in international relations, political sciences, public administration, law, social sciences or other related fields.

Experience

- At least 7 years of demonstrable experience in conducting evaluation or impact assessment of large projects / programmes at national or international levels
- Demonstrable experience with project management related to peacebuilding and/or women's empowerment
- Sound knowledge of and experience in results-based management (especially results-oriented monitoring and evaluation)

- Ability to write concise, readable and analytical reports

- Experience with conducting evaluations of projects / programmes implemented by the United Nations is an asset
- Knowledge of volunteerism is an asset

- Experience with implementing initiatives in the area of gender equality and human rights is an asset
- Experience with working in, or assessing, multi-country programmes is an asset

Language requirement.

- Fluency in English is necessary.
- Knowledge of other UN languages, especially French or Spanish, is desirable.

Criteria for Selection of the Best offer:

The selection of the best offer will be based on the combined scoring method – where the qualifications and methodology will be weighted 70% and combined with the price offer which will be weighted 30%.

Key selection criteria are:

1. Proven experience of conducting evaluations of large projects or programmes (25%)
2. Technical proposal methodology and approach on conducting evaluation of GPI project (25%)
3. Knowledge or experience on gender-responsive peacebuilding programmes (15%)
4. Knowledge and experience of volunteerism (5%)

Application procedure:

Applicants have to provide the following documents:

Cover letter and CV or P11, indicating all past experience from similar projects, as well as the contact details (email and telephone number) of the Candidate and at least three (3) professional references.

A Technical Proposal (max 5 pages), shall describe the methodology and the approach on how to fulfill the required deliverables as well as outline the major components of its implementation as per key deliverables table above.

Financial proposal, shall consist of all-inclusive lump sum for the whole duration of the contract period, which shall include the consultancy fee, costs of living, costs for insurance, and cost of travel. The financial proposal shall contain a breakdown of these costs and indicate the number of off-days the consultant wants to take during the

contract period (if any). Please note: daily rate and fees should not include Mission Travel air tickets, visas and per diems. Please include in your offer;

- Initial visit to UNV HQ in Bonn, Germany (1 day)
- Africa: Bangui/Central African Republic (2 days)
- Asia Pacific: Colombo/Sri Lanka (2 days)

Please quote for economy return travel tickets, per diems (2 days) and any other expenses. Please note UNV will only pay for an economy priced ticket. The travel destinations are subject to final approval and maybe changed.

Your financial proposal must be submitted using the duly accomplished Letter of Confirmation of Interest and Availability (COI) Link to COI template; https://popp.undp.org/_layouts/15/WopiFrame.aspx?sourcedoc=/UNDP_POPP_DOCUMENT_LIBRARY/Public/PSU_%20Individual%20Contract_Offerors%20Letter%20to%20UNDP%20Confirming%20Interest%20and%20Availability.docx&action=default

Your Financial Proposal must **indicate the total contract price**, supported by a breakdown of costs, as per template provided. If an Offeror is employed by an organization/company/institution, and he/she expects his/her employer to charge a management fee in the process of releasing him/her to UNV under Reimbursable Loan Agreement (RLA), the Offeror must indicate at this point, and ensure that all such costs are duly incorporated in the financial proposal submitted to UNV

Please paste the cover letter into the "Resume and Motivation" section of the electronic application and ensure you have provided all requested materials. All supporting documents should be scanned and attached into one PDF format document. Incomplete applications will not be considered.

Queries should be sent to:procurement@unv.org, att Marc Wharton clearly marking –

 0094558: Consultant - GPI project evaluation in the subject line

Terms and conditions, as well as contract samples can be found at this link: http://www.undp.org/content/dam/undp/documents/procurement/documents/IC%20-%20General%20Conditions.pdf
as well as contract samples can be found at this link:http://www.undp.org/content/undp/en/home/procurement/business/how-we-buy.html

Due to the large number of applications we receive, we are only able to inform the successful candidates about the outcome or status of the selection process.

Please make sure you provide all requested materials. Incomplete applications will not be considered. Applications sent by email will not be considered.

Applications without the fully completed Confirmation of Interest Form, including financial costs will not be considered.

Note: UNDP/UNV reserves the right to select one or more candidates from this procurement notice. We may also retain applications and consider candidates applying to this post for other similar positions with UNDP/UNV with similar terms of reference, experience and educational requirements.

UNDP is committed to achieving workforce diversity in terms of gender, nationality and culture. Individuals from minority groups, indigenous groups and persons with disabilities are equally encouraged to apply. All applications will be treated with the strictest confidence.

UNDP does not tolerate sexual exploitation and abuse, any kind of harassment, including sexual harassment, and discrimination. All selected candidates will, therefore, undergo rigorous reference and background checks.

Appendix J. Resume of Evaluator

Melissa Andrade Costa

Melissa holds a Masters of Social Science on Social Policy and Planning in Developing Countries by the London School of Economics and has the experience of working with international development for almost 20 years in evaluation, programme management and research. She has worked for many UN agencies (UNODC, UNFPA, UNOPS, FAO, UNICEF, IDLO, UNDP and UNESCO), donors (DFID, AECID), civil society organizations (Agora, Instituto Peabiru) and government agencies (Statistical Agency for Education and Civil House of the Government of Brazil). She has travelled to more than 30 countries, being able to communicate in English, Spanish and Portuguese (her native language). For this evaluation, she has used her past experience of carrying out an evaluation for the Peacebuilding Fund in Myanmar; her past and current work for UN Women in Brazil in designing Monitoring and Evaluation Frameworks, her own volunteering experience of over 20 years; her familiarity with UNDP through her work at the International Policy Centre for Inclusive Growth and insights from her book on ´Practices of evaluation for international development cooperation in Brazil´ published by Nikê Consultoria and available on-line. Ms. Costa is a Brazilian citizen based in Brasilia.

Contact information: Melissa.andrade@Nikeconsultoria.com.br