

UNV/UNDP YOUTH PROGRAMME
2007-2008
FINAL EVALUATION

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List of Acronyms

BBC	Bishkek Business Club
CSO	Civil Society Organization
CPAP	Country Programme Action Plan
DFID	Department of International Development (UK)
OSCE	Organization for Security and Cooperation in Europe
NGO	Non-Governmental Organization
MDG	Millennium Development Goals
SSD	Summer School for Democracy
TOR	Terms of Reference
ToT	Training of Trainers
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNV	United National Volunteers programme
YP	Youth Programme

Map of Kyrgyzstan



EXECUTIVE SUMMARY

There has been a significant increase in the level of action and participation by youth in many aspects of life in villages and cities. For the first time, youth have played a significant role recently in influencing politics in Kyrgyzstan. Previously, youth have had little or no access or involvement in politics or community activism. However, in 2010, youth have begun to find their voice and are eager to use it. As one youth worker said, “Youth are the way to make effective change in the country.”

This is an evaluation of the Youth Programme (YP) 2007-8. The information gathered will provide insight into the relevance, effectiveness, efficiency and impact of the program implementation with recommendations for future work with youth in the current context.

Background

Kyrgyzstan gained its independence in 1991 after the collapse of the Soviet Union. In spite of the challenges faced in the process of developing an independent state, Kyrgyzstan has been a leader in political reform in Central Asia. However, a weakening political system, growing corruption, lack of transparency and low capacity of public administration continued to grow during this same time. Ineffective governance slowed economic growth and resulted in unfair distribution of benefits to the society. These issues and others led to public dissatisfaction in 2005, demonstrated through a peaceful so-called *March Revolution* and the election of a new President in July. In 2007, a Parliamentary election enabled the President to concentrate power and suppress the activities of opposition groups and civil society. In the beginning of 2010, a series of actions were organized to demand reforms and express dissatisfaction with the government, including a protest of thousands where more than 80 people were killed by government security forces. The result was the deposing of the President and the adoption of a new Constitution declaring Kyrgyzstan a Parliamentary Republic, the first in Central Asia. In October 2010, during the time of this evaluation, a Parliamentary election was peacefully conducted with five political parties out of 29 elected.

Youth in Kyrgyzstan make up over half the population. Economic and political reforms implemented since independence have had a significant negative effect on the condition of youth people throughout the country, particularly those in vulnerable situations. In 2010, youth have begun to assert their interests and play a larger role in the political arena. In response to the significant force of youth during the April event, a Ministry of Youth Affairs was created.

Project Description

Building on the gains of the previous project ‘Strengthening Youth Volunteerism’, the aim of the YP 2007-8 was to ensure the active and ongoing involvement of youth, especially young women and girls, in developing state youth policy. It was intended to do so through strengthening and practical demonstration of the role of youth volunteers in community development and peace building at the local level. The program also intended to include exploration of the use of Online Volunteering as one of the mechanisms to complement on site volunteers.

The YP was implemented according to the following three key components, using an integrated approach to supporting youth within the country.

- **Youth Policy** – encouraging youth participation in the democratic process, activities were conducted to gain youth input into the key issues related to youth policy as expressed in the White Paper, Summer School for Democracy (SSD) to provide training and encourage dialogue around youth and democracy, and a comprehensive communications strategy where media effectively informs the public which in turn affects government officials and their policies.
- **Youth-led Demonstration Projects** – building the capacity and commitment of youth to improve their communities through training of trainers (ToT), volunteer work camps and mini-grants.
- **Development of a Youth Volunteer Network** – the project envisioned a sustainable national volunteer infrastructure supported by activities bringing together ranges of youth and an online website and database which would enhance recruitment, connection and exchange of expertise in their volunteer work.

Methodology

The evaluation of the YP 2007-8 focused on the relevance, effectiveness, efficiency and impact of the project. In response to UNV and UNDP senior managements' expressed interest; there was a particular emphasis on possible future projects geared toward the complementary aspects of youth involvement in grassroots and policy work.

The evaluation team consisted of an International Consultant – Judith Kallick Russell – and a National Consultant – Karabek Uzakbaev. The YP, UNDP and UNV staff facilitated and supported the evaluation process, along with a number of ex-YP staff. The data was collected by the team October 7-18, 2010, with additional interviews and background research conducted by the National Consultant October 19-22, 2010.

The evaluators conducted a desk review, one-on-one interviews, participatory focus groups, and a survey to triangulate findings while answering the following key research questions.

- Was the project developed to address relevant problems and did it use an effective approach to address those problems or issues?
- Did the project respond to anticipated risks indicated in the project document and manage achievement of sustainability? Through what means?
- What were the most significant changes and results generated to which the project has contributed?

A unique aspect of this evaluation was the impact of its delayed timing. The evaluation was conducted 2 years after the closing of the project. This delay provided the advantage of more effectively assess the impact of the project. However, it also limited the access to stakeholders who have moved to other positions and locations.

Evaluation Findings

The YP 2007-8 was timely for the context of the country and relevant for the needs of the youth, the communities, and the government. It also was well aligned with the interests of UNV and UNDP. The implementation was generally effective, though some aspects of management could have been improved. It was an efficient use of resources, both in terms of mobilizing volunteers for program activities and in sustainability by modeling volunteer-based organizing which participants can conduct independently for future actions.

Program Relevance: The YP was relevant on a number of different levels, from international agreements to government strategy to grassroots needs. The YP encouraged aid effectiveness through mobilizing and building the capacity of youth throughout the country to become more involved in the development of their communities and the democratic governance of their country. The significant role youth played in the recent political events demonstrated the interest by youth to become more engaged. Their high level of satisfaction of the YP and their continued use of the skills they acquired from the YP demonstrated the relevance of the program for them. The program assisted the government to achieve its Country Development Strategy by contributing to reducing poverty, encouraging social stability and strengthening state agencies. It also assisted UNDP in achieving its goal of increased employment and income generation. At the core of this program was mobilizing volunteers and promoting volunteerism, assisting UNV in achieving its mission.¹

Promoting Democracy: The Youth Programme 2007-8 conducted two significant activities which affected the participation of youth in democratic processes. One was the development of the White Paper which was described as a key contribution to framing the discussion and design of a new Youth Policy within the government. The other was the Summer School for Democracy, for the first time focusing on bringing youth into the sphere of political dialogue. Both of these activities were reported as being extremely effective in accomplishing their goals. In the project design, it was intended to build the capacity of government officials on approaches to working with youth, however, this was not effectively implemented and the need remains necessary to address.

Promoting community development and peace building: Dynamic public dialogue and civic engagement continue to develop and expand in Kyrgyzstan. The YP created regional centers for this project which included one national UNV volunteer and one driver in each oblast. This demonstrated the ability of the YP to flexibly and creatively respond to the context and needs, while staying focused on the larger goals of the project. Youth were encouraged to explore the possibilities of how to productively express their socio-political interests, which they were able to sustain after the closing of the regional centers. Volunteer work camps were an effective activity which built trust with participants from across Kyrgyzstan and Central Asia and conducted projects which supported the development of the communities. In collaboration with Bishkek Business Club (BBC), the YP conducted training of trainers

¹ UNV Annual Report: Inspiration in Action, 2007.

(ToT) to business students on promoting entrepreneurship as volunteers. And finally, a database, website and online volunteer system were developed and encouraged by the YP. However, it was only partially useful according to participants. One example of how deeply committed and competent the participants are, graduates from SSD continue to actively promote peace building through a regional project called “Caravan Young Central Asia”.

Volunteerism an Integral Part of the YP: Volunteerism was a critical component to the success of this program. It was an effective way for communities to develop and grow, build youth investment in the projects and model for youth a way to address future issues without requiring external funding.

Attention to Gender, MDGs and Human Rights: The project document explicitly described the way in which the project would incorporate gender into its implementation and address MDGs. Some aspects of most activities addressed gender and MDGs. However, there was not clear overall strategic approach by YP in integrating these aspects into their action plans, annual reports and monitoring system. The overall approach and purpose of the program is in line with the Universal Declaration of Human Rights, although there was also no aspect of this in YP’s action plans, annual reports and monitoring system.

Management: The YP staff and participants were highly motivated and committed. Participants were extremely positive about their experiences with YP. However, there was a need for a stronger link to a coherent strategic vision, for more oversight and mentoring of staff, and for clearly defined roles and responsibilities.

Conclusions

Before 2007, there were very few opportunities for youth in Kyrgyzstan. The YP focused on activities which addressed a range of issues related to youth in the country. The YP had a strong impact on the future of democracy, with many participants now working within the government and NGOs across the country.

The three pillars of YP 2007-8 – youth policy, capacity building and networking – allowed for the effective promotion of democracy building, community development, peace building and volunteerism as integral components of each activity. The White Paper was a significant contribution to the dialogue around youth policy at that time. The capacity building of government officials was limited. There were a number of ways in which gender issues and poverty alleviation were incorporated into the YP activities. However, there was a lack of explicitly including gender issues in work plans, annual reports or data collection, encouraging a more strategic approach.

The management of the project was mixed. Staff was highly motivated, energetic and conducted well-organized, thought-provoking activities. The lack of clearly defined roles between UNV and UNDP and insufficient oversight and mentoring proved to be a challenge for the implementation of the project.

With the emphasis on the implementation of activities, there was a loss of focus on the broader strategy of the project.

Overall, the YP 2007-8 was a success. It provided positive opportunities for youth which did not exist at that time. It promoted dialogue around a youth policy which was based on input by the youth, a new approach for Kyrgyzstan. And it effectively integrated a number of complex concepts which broadened the experiences of youth, encouraging them to productively focus their energies toward supporting their communities and their country in building a stronger economy and democracy.

Recommendations

Given the active role youth have been playing in the political arena in 2010 and the success of the Youth Programme 2007-8, it should be a top priority to build on the YP's gains and continue to encourage constructive and varied ways in which youth can participate in politics, development and peace building. The project was effective in mobilizing and building the capacity of youth, supporting policy change and promoting volunteerism. Kyrgyzstan's youth would benefit from continued programming which directly supports youth, with particular attention to integrating and supporting marginalized groups such as women, those living in rural areas and those from ethnic minorities.

Focused, Holistic, Integrated Approach with Clear Exit Strategy: The design should address the interests of the ever-changing youth population and build capacity of government official to implement youth policy. This holistic, integrated approach will help to build local capacity to work with youth and consolidate institutional efforts through collaborative efforts. There should be broadening and deepening of support to NGOs to encourage strong breadth and depth of civil society, collaboration among donors, and the development of a clear exit strategy from the beginning.

Youth Require Flexible Implementation: The youth have varied perspectives, motivations and capabilities which should be nurtured and encouraged. Therefore, the program requires a range of activities and approaches, as well as flexibility in its implementation in response to participants' needs and interests.

Clear and Consistent Management: To ensure the project achieves its goals, there should be clarity in responsibilities and consistency in oversight. Within this framework, the implementation of the project can be flexible in meeting the needs of the participants while remaining linked to the overall strategic objectives of the project.

Integrated Program Design: Marginalized Groups, Peace Building and Volunteerism: To address the current need of the country and the youth, the focus of future youth programming should be on supporting and involving marginalized groups, in particular women, ethnic minorities and those living in rural areas. The program should promote peace building with an approach similar to YP 2007-8 which incorporated methodologies which encouraged "breaking down barriers" and building trust across

traditional divides. Volunteerism was a key contribution to the success of the YP 2007-8 and should be included in future programs.

Capacity Building Needed to Ensure Broad-Based Support: A vast and thriving civil society is a necessary component of a strong democracy. With the NGO and community groups fairly newly formed, the UN should focus on encouraging and strengthening a broad range of NGOs and community groups. In addition, to have an effective youth policy, there needs to be effective implementation. Therefore, the government needs to build institutional capacity to implement the youth policy.

1. INTRODUCTION

In the last year, youth have played a significant role in the changing politics of Kyrgyzstan. Having had no access or involvement in politics or community activism, the youth have begun to find their voice and are eager to use it.

“Youth are the way to make effective change in the country.”

– YP staff

This is an evaluation of the Youth Programme (YP) 2007-8. Although the evaluation has been delayed for 2 years, the information gathered remains relevant for the future plans of UNDP and UNV to expand their work with youth.

2. BACKGROUND

2.1. National Context

Kyrgyzstan is a small country located in Central Asia. The population of the country is more than 5.4 million. Kyrgyzstan became independent in 1991 after the collapse of the Soviet Union. In spite of the challenges faced in the process of independence, Kyrgyzstan was a leader of political, social and economic reforms in Central Asia. Since 1991, Kyrgyzstan has passed significant political reforms. The first Constitution included progressive statements on state organization. Then several amendments to the Constitution were made strengthening the President's power by weakening the role of the Parliament.

While reforms were implemented in the end of the 1990s, gaps and shortcomings accumulated; such as weakening of the political system, growing corruption, lack of transparency and low capacity of public administration. Ineffective governance slowed economic growth and resulted in unfair distribution of benefits in the society. These issues, deepened by public dissatisfaction with the parliamentary election of February 2005, resulted in a peaceful so-called *March Revolution*.

After March 2005, the political processes had a high level of instability and uncertainty. A new president was elected in July 2005. The Constitution was changed three times. The government was changed 5 times. In December 2007 a new Parliament was formed with majority of the President's party. These circumstances enabled the President to concentrate power and create an authoritarian system of state administration where opposition, civil society and other groups did not feel they had any influence on decision making. The President and his family controlled all institutions throughout the country, including public administration, the judiciary system, the Parliament and the business community.

In the beginning of 2010, a series of actions were organized to demand reforms and express dissatisfaction with ineffective "family" governance, high corruption and violation of human rights. In the end, these actions resulted in the deposing of the President in April 2010. Among the thousands of protestors, more than 80 people were killed by government security forces, most of them young people.

A national referendum adopted a new Constitution in June 2010 in which Kyrgyzstan became a Parliamentary Republic, the first parliamentary system in Central Asia. In October 2010, a Parliament election conducted. Five political parties out of 29 registered were peacefully elected to the Parliament. Now Kyrgyzstan is waiting for positive changes and changes in political, social and economical areas. People hope that new government will be able to respond to problems which the country faced. Among main challenges facing the country today are a declining economy, unemployment, high external debt, internal conflict and increasing influence of Islamic fundamentalism.

2.2. Youth in Kyrgyzstan

According to the National Census (2009), over half of the population of Kyrgyzstan is under the age 25 and more than 32% are between the ages 14-25. According to the Kyrgyz law, youth is defined as those who are under the age of 28 years old. Economic and political reforms implemented since independence had a significant negative effect on the condition of young people in the country. Particularly youth, along with other vulnerable groups, lost a series of social guarantees from the government.

Although the education standards have dropped since independence, coverage and accessibility of education is still high. In 2008 the enrollment rate in a basic high school was 98.3%, literacy rate was 99.4%. Percent of population aged 7-24 that are students in elementary, secondary and higher educational establishments were 71%. Education is the largest item of the national budget. In spite of this fact, salaries of teachers are low and there is a lack of textbooks and modern school equipment, especially in rural areas.

Unemployment is one of the most significant problems for youth in Kyrgyzstan. Unemployment among youth is higher than for any other group. According to "Findings of a One-time Survey of Employment in 2006" by the National Statistics Committee, unemployment rates for youth between the ages 15-19 years was 33.7%, between 20-24 years was 21.4%, whereas for the entire population it was 16.8%. High unemployment forces young people to leave the country to work where the level of salary is higher.

Among other problems faced by youth are alcohol, drug abuse, HIV/AIDS and tuberculosis. In spite of a series of government and donor assisted programs, the situation with these problems continues.

After getting independence Kyrgyzstan formed a legal framework of youth policy by adopting laws “On the bases of public youth policy”, “On education”, “On primary vocational education” and other sets of laws on health and social protection related to young people. “Concept for the Development of State Youth Policy in the Kyrgyz Republic until 2010” was adopted by Presidential decree in 2006.

The Concept has strategic priorities in 6 areas (i) spiritual, moral, civic and patriotic development of youth; (ii) state support for youth families; (iii) protection of health and promotion of healthy lifestyles for youth; (iv) state support for education, culture, leisure, science, technology and art; (v) provision of economic independence, vocation guidance and labor rights for youth; (vi) support of young citizens in difficult conditions through social service and rehabilitation.

The dissatisfaction of youth with their limited situations led to disbelief in their own strength and uncertainty in their future. This is one of the main causes of criminalization and marginalization of young people. On other hand, a desire for changes deepened with the general situation in the country, resulted in the youth becoming the main “driver” of the April 2010 revolution.

The State Committee on Youth Affairs was established in 1991 but existed only for 8 months. Since that time the responsibility in the area of youth affairs has been transferred from one government agency to another. From 2007 until April 2010, the Youth Department of the State Agency for Sport, Physical Education, Youth and Child Protection was responsible for youth affairs at the national level. At the regional or oblast and rayon levels, a unit in the oblast administration is responsible for youth affairs.

After the April Revolution the Provisional Government made a decision to create a Ministry of Youth Affairs. This decision was provoked by (i) recognition of the role of youth in the revolution; (ii) realization that youth is a huge force; (iii) understanding that the government must pay more attention to youth problems; (iv) if key problems aren’t solved, the criminalization and marginalization of youth will be deepened.

3. PROJECT DESCRIPTION

3.1. Project History

This program built on the gains from the UNDP/UNV experience in Kyrgyzstan in strengthening volunteerism for development through previous programming in Poverty Reduction and Democratic Governance. This project is considered an extension of UNV’s ‘Strengthening Youth Volunteerism’ Project which was implemented from October 2004 until December 2006, which was developed based on the learning and work carried out in two earlier projects: 1) focusing on building youth volunteer capacity within the country (UNV Kyrgyzstan and Soros Foundations pilot project April 2000 – December 2001; and 2) UNV’s Volunteers Resource Centre that has been in operation since May 2002. The UNV ‘Strengthening Youth Volunteerism’ Project worked in five oblasts (Chui, Issyk-Kul, Jalal-Abad, Naryn and Osh) developing a Green Paper, building capacity of youth and youth groups, promoting volunteerism, conducting volunteer work camps and developing a website.

The UNDP Country Programme Action Plan (2005 – 2010) set out one specific output under the main poverty reduction outcome which is relevant to this program: ‘Rural youth (aged 14 – 25) in all oblasts are mobilized to contribute to community-based development and poverty alleviation through volunteerism at the local level’.

Most of the program funds were provided by UNV (273,111 USD?) and UNDP (70,000 USD?). Other funders were DFID, SCO, Soros Foundation, Bishkek Business Club and ILO. [KARABEK AND JAMILYA ARE WORKING ON THE FINAL NUMBERS FOR THIS]

3.2. Project Objectives and Scope

The YP 2007-8 aimed to ensure the active and ongoing involvement of youth, especially young women and girls, in developing state youth policy. It was intended to do so through strengthening and practical demonstration of the role of youth volunteers in community development and peace building at the local level. The project also intended to include exploration of the use of Online Volunteering as one of the mechanisms to complement on site volunteers.

The implementation of the project was divided according to the following expected key results.

- Development of a policy ‘White Paper’ setting out clear and achievable recommendations for state youth policy;
- Demonstration of youth community development and peace-building initiatives linked to the MDGs; and
- Development of a national youth volunteer network.

The project was implemented by a team of nine full-time project staff, including seven national UNV volunteers (NUNVs): five regional coordinators, one – communication expert and one – ICT expert. National UNV regional coordinators operated from five youth volunteer centers located in the provincial (oblast) centers of the provinces – Chui, Issyk-Kul, Naryn, Osh and Jalal-Abad – involved in the UNV ‘Strengthening Youth Volunteerism’ Project. The project was intended to work with 50 target communities in total, including 42 rural communities where UNV ‘Strengthening Youth Volunteerism’ Project activities took place. An additional 8 urban communities planned to be selected in different parts of the country. The project strengthened the capacity of the Youth Initiative Groups (YIGs) already established and newly selected, and provincial networks of youth volunteers.

3.3. Project Components

Project strategy and activities were divided into three main components linked to the three main expected results.

3.3.1. Youth Policy

The main output of the youth policy component was the development and publication of the White Paper which set out recommendations for state youth policy. The White Paper was developed in public policy format involving a set of facilitated consultations with youth and key stakeholders at local, provincial and national levels. The results of the focus groups were analyzed by a group of experts and then presented at regional round tables. While the focus groups mainly discussed the needs and problems of youth, the round tables discussed priorities, measures, and recommendations for state youth policy. Focus groups and round table discussions involved youth, NGOs, government organizations and experts. The results of the discussions were the basis for the White Paper. The White Paper was promoted through the national advocacy campaign with wide media coverage at local and national levels.

Table 1: Number of Youth Consulted in White Paper Development

	Focus Group	Total Number of Participants
Focus Groups	26	219
Round Tables	6	126

The program supported the development of the new youth policy concept based on the recommendations of the White Paper. A series of seminars and round tables were conducted on the concept with a wide variety of stakeholders. The program supported the First National Youth Conference “Youth and Country Development” held by the Administration of the President of Kyrgyzstan.

One of the pinnacles of the YP 2007-8 was the Summer School for Democracy (SSD). Two Summer Schools of Democracy (SSD) were conducted in 2007 and 2008. The main objectives of the SSDs were to promote democracy and strengthen the capacity of youth leaders in Kyrgyzstan and Central Asia by helping them become more involved in the political and development processes of their countries. SSD in 2007 comprised of 3 civic seminars and SSD in 2008 comprised of 2 seminars. Selection of participants was decided by a team of experts, YP and UNV representatives. After each seminar there were selections to determine which participants would precede to the next. Data about the participants in SSDs is presented in the following table. The average age of participants was 22 years. More than half of the participants were female.

Table 2: Summer School for Democracy Participants²

	Applications	1st seminar Total # (# from CA)	2nd seminar Total # (# from CA)	3rd seminar Total # (# from CA)	Experts, guests, trainers
SSD 2007	244 (42)	95 (8)	67 (9)	55 (7)	75
SSD 2008	204 (70)	62 (12)	44 (11)	n/a	84

Among experts, guests and trainers were parliamentarians, ministers, vice-ministers, politicians and representatives of political parties, international organizations, NGOs and businesses. Topics covered democracy, politics, management, human rights, economics, policy and strategy, culture and social development.

Other policy related activities the YP conducted were organizing a one-day seminar on team building and management to the members of the Youth Chamber under the Youth Department and 5-day seminar on development and implementation of the youth policy to the representatives of the local administration youth committees, members of the Youth Chamber and representatives of the Parliament. In spite of the needs in strengthening capacity of staff of local and central government bodies as highlighted in the Project Document, little training was provided to them.

The program developed a comprehensive Communications Strategy. All activities of the YP were widely covered by the media and the media were invited to attend many activities as participants. In the framework of the NHDR pre-launch advertising campaign “Youth Develops Kyrgyzstan” 66 billboards with youth faces were designed and installed in Bishkek and Osh for 4 months.

3.3.2. Youth-led demonstration projects

The main intended output of this component was to strengthen capacity of youth as active participants in development and peace building initiatives at the community level. The YP built the capacity of new teams of volunteer-trainers on conflict prevention and project development for each of the 5 oblasts. A series of trainings and consultations were conducted in target communities.

The mini-grant committee selected 6 projects out of 16 applications which received small grants from 500 to 1000 USD. YIGs submitted 20 applications for small grants on social development projects. 18 mini-grants of up to 500 USD were given for those projects implementation.

² UNV-UNDP Youth Programme, SSD Report 2007, SSD Report 2008

3.3.3. *Development of national youth volunteer network*

The intended output of this component was a sustainable national volunteer infrastructure, supported by a web-enabled network and database which facilitated volunteer recruitment and strengthened the capacity of its members through providing and exchanging expertise and resources.

A new design of the website www.jashtar.kg was developed with what was intended to be a more user-friendly interface. The online National Volunteer Database was developed. The Online Volunteer officer of the YP conducted round tables to present and promote the website and database for local youth organizations, interest groups, partners and local government representatives in Osh, Jala-Abad, Naryn, Issyk-Kul and Talas.

The project “Rural Youth Entrepreneurship” was implemented by the Bishkek Business Club and ILO in cooperation with the YP. Each year in the framework of the project 12 business students from Bishkek were trained in business planning. Then they visited 5 villages in five oblasts to train rural young people. During trainings in 2008, out of 37 business plans developed by participants, 6 were selected to receive approximately USD 100 start-up grants.

The project organized a seminar “Development and Implementation of Volunteer Camps and Central Asian Youth Initiatives” in Osh for youth NGOs, YP volunteers and SSD graduates from Central Asia. Youth NGOs were trained and consulted in implementation and administrative issues of work camps. Five applications of work camp projects were submitted and four were funded: in Batken, Issyk-Kul, Chui and Naryn oblasts. Volunteers from other regions participated in volunteer work camps.

The project mentored 5 youth NGOs who received grants of 500 USD from UNV to implement volunteer actions dedicated to IVD 2008.

4. METHODOLOGY

UNV has contracted the team to evaluate the YP in Kyrgyzstan during the period of 2007-8. In addition, UNV and UNDP senior management have expressed a keen interest to focus renewed efforts in the area youth in Kyrgyzstan. This evaluation attempted to gear its learnings and recommendations towards possible future planning and projects, especially regarding the complementary aspects of youth involvement in grassroots and policy work.

The evaluation team consisted of an International Consultant – Judith Kallick Russell – and a National Consultant – Karabek Uzakbaev. The YP, UNDP and UNV staff in country was extremely helpful in facilitating and supporting the evaluation process, in particular Jamilya Arbanalieva and Nargiza Mamasalieva. In addition, a number of ex-YP staff spent significant time talking with the evaluation team and helping to locate relevant participants and documents for the evaluation process, demonstrating their continued commitment to YP.

While assessing achievement of the project's objectives, the evaluation was framed by the following key research questions.

- Was the project developed to address relevant problems and did it use an effective approach to address those problems or issues?
- Did the project respond to anticipated risks indicated in the project document and manage achievement of sustainability? Through what means?
- What were the most significant changes and results generated to which the project has contributed?

Most of the data was collected by the team October 7-18, 2010. Additional interviews and background research was conducted independently by the National Consultant October 19-22, 2010. (See Annex 1 for a detailed list of participants interviewed, their locations and their backgrounds.) Visits were made to Bishkek, Karakol, Tyt, and Krasnaya Rechka. The YP Coordinator for the south came to Bishkek for an interview, since the evaluators were not able to travel to Osh due to high tensions. Interviews with stakeholders in Bonn and Liberia were conducted by phone. Approximately 50 stakeholders were interviewed, half women and half men.

The data was collected from a variety of sources to provide a comprehensive understanding and triangulation of information. The following methodologies were used for data collection.

- **Desk Review** – an in-depth document review was conducted, including progress reports, work plans, previous evaluations and other related outputs.
- **Interviews** – one-on-one interviews were conducted with key stakeholders.
- **Focus Groups** – participatory methods were used to encourage dialogue and collaborative reflection, mostly with the youth participants.
- **Questionnaire** – a questionnaire was distributed to all interviewees who had participated in YP activities during 2007-8 and through the SSD network. The questionnaire was designed to ensure further triangulation of findings and a mechanism which would allow for more voices to be heard. Given the delay of the evaluation, we were only able to find 11 respondents for this questionnaire: 5 from the region, 6 from the capital and with a broad range of experiences in the various YP activities. Though the results from the questionnaires are not statistically relevant, it does provide a sense of these participants' attitudes toward the YP.

Additional Consideration

This evaluation is being conducted 2 year after the closing of the project, provides opportunities and challenges. The benefit of conducting the evaluation at this time allows for a more accurately assessment of the short-term impact of the project. However, it also poses a challenge in locating and gaining access to participants from that time. These last two years have also been very tumultuous for the government of Kyrgyzstan, with a number of changes in officials throughout the country. Officials working with youth are not exception and it proved extremely difficult to locate officials who had been working with youth in 2007-8.

5. EVALUATION FINDINGS

The YP 2007-8 was designed with an integrated approach to supporting youth in the country. It was timely for the context of the country and relevant for the needs of the youth, the communities, and the government. It also was well aligned with the interests of UNV and UNDP. The implementation was generally effective, though some aspects of management could have been improved. It was an efficient use of resources, both in terms of mobilizing volunteers for program activities and in sustainability by modeling volunteer-based organizing which participants can conduct independently for future actions. As mentioned in the methodology section, this evaluation is taking place 2 years after the project has closed and YP has continued to implement further projects. Some of the issues raised in the findings may have already been addressed.

5.1. Program Relevance

In the international arena, as development work has evolved, organizations have recognized the benefits and needs to shift more strongly toward building national and local capacity. The Paris Declaration emphasizes “using a country’s own institutions and systems, where these provide assurance that aid will be used for agreed purposes, increases aid effectiveness by strengthening the partner country’s sustainable capacity to develop, implement and account for its policies to its citizens and parliament.”³ The YP 2007-8 encourages aid effectiveness through mobilizing and building the capacity of youth throughout the country to become more involved in the development of their communities and the democratic governance of their country.

The timeliness of this project was confirmed through the active involvement of youth in the recent political turmoil in the country. Almost half of the population of the Kyrgyz Republic is under the age of 25.

The design of the YP supports the Kyrgyz Republic’s Country Development Strategy by contributing to reducing poverty, encouraging social stability and strengthening state agencies.⁴ The project was designed with interconnected activities which would address these issues from different directions. Community development projects through work camps, grants, and entrepreneurial training contributed to the alleviation of poverty. The SSD and work camps were designed to encourage participants from diverse ethnic groups in the country and in Central Asia to build trust and understanding. And the focus on supporting new policy on youth as well as some limited capacity building of officials was geared toward strengthening state agencies ability to work with youth.

As the Project Document states, this program was designed to support the UN in reaching its goal of “increased employment and income generation, with a special emphasis on women and the

³ Paris Declaration on Aid Effectiveness, Paris, 2005.

⁴ Country Development Strategy (2007-2010), Kyrgyz Republic, Bishkek 2007.

disadvantaged, to expand choices of the poor.”⁵ Through the implementation of this project, the YP was able to provide opportunities for youth to expand their capacities and opportunities to contribute to developing themselves and their communities. Although the intention in the Project Document was also to pay special attention to gender issues, this was not directly addressed in implementation.

The project also supported UNV in achieving its mission to support “sustainable human development globally through the promotion of volunteerism, including the mobilization of volunteers.”⁶ Mobilizing volunteers and promoting the concept of volunteerism was at the core of this project. The excitement and pride related to being a volunteer permeated all activities, with youth volunteer energy radiating into the communities.

The participants themselves expressed high levels of satisfaction with the activities in which they participated. When asked to rank their overall experience with YP in 2007-8, the average ranking was 4.5 with 5 being the best.

Table 3: Usefulness of YP Activities for Participants

N	Question	Average score
1.	Learning new information or techniques	4.0
2.	Learning useful information or techniques for work	4.1
3.	Learning useful information or techniques for personal life	4.0
4.	Learning new information about or techniques to approach differences/similarities between men and women	3.4
5.	Learning new information or techniques to address issues Related to human rights	3.9
6.	Your overall experience with the UNDP/UNV Youth Programme during the years of 2007-8	4.4

5.2. Promoting Democracy

The Youth Programme 2007-8 conducted two significant activities which affected the participation of youth in democratic processes. One was the development of the White Paper which was described as a key contribution to framing the discussion and design of a new Youth Policy within the government. The other was the Summer School for Democracy, for the first time focusing on bringing youth into the

⁵ United Nations Development Assistance Framework (UNDAF) of the Kyrgyz Republic (2005-2010). http://www.undg.org/archive_docs/4443-Kyrgyzstan_UNDAF_2005-2010_-_Kyrgyzstan_UNDAF.pdf

⁶ UNV Annual Report: Inspiration in Action, 2007.

sphere of political dialogue. Both of these activities were reported as being extremely effective in accomplishing their goals.

One partner mentioned that the YP is in a strong position to work with the government, given UNDP's mandate. He expressed frustration with the disconnect between good policies on paper, while implementation of those policies was lacking. He said, "I gave up on any kind of hope with the government. It's always easier to work directly with the youth... We have the best [youth] policies here, if only they were implemented we would be the best country." A number of those interviewed suggested that development of the White paper conducted by UNDP/UNV filled a necessary gap. In addition, they expressed that there is a current need for capacity building of government officials which other international agencies were not doing.

5.2.1. *Summer School for Democracy*

The Summer School for Democracy (SSD) was considered by all interviewed to be an exciting, innovative opportunity for youth to feel empowered and inspired through interactions with high level politicians and academics. One partner said that the SSD was the first of its kind in Kyrgyzstan and had a tremendous impact on the youth.

Participants reported that the most significant aspect of the SSD was their personal and professional development. They felt that the SSD was the first time that they were taken seriously. The organizers encouraged the participants to "challenge the experts". The youth were very impressed with the high caliber of experts who did participate. One government official described it as "A great program! Stellar speakers were invited in religion, science, politics, and social works."

Participants said that the SSD influenced them tremendously. Today, 2-3 years after they participated in the SSD, they remember many details. They felt the curriculum was extremely useful and well thought through. They reported still using today skills they learned in SSD such as how to conduct needs assessments, problem analysis, and proposal writing. In fact, the only improvement on the program they could think of were ways to allow participants to take all topics which were offered and not have to choose between topics, showing how engaging and relevant the curriculum and experts were for them.

Another aspect which they felt was significant was the way in which the SSD encouraged the "breaking down of barriers". Focus group members became animated when they talked about the many different ways in which the SSD created an environment where participants and experts were able to build trust and understanding across ethnic, political, geographic and authority divides. For example, with experts and participants coming from other countries within Central Asia, participants felt that they no longer feel tension across borders but rather that they have friends who they look forward to visiting. They described the SSD environment as empowering, encouraging discussion, analysis and "for the first time" the youth felt that they were being heard.

Through the deep connections made during the SSD, participants wanted to continue to stay connected and developed, on their own initiative, an email network. They share information about job opportunities, ideas about their work and generally stay in touch with each other. This network continues to be vibrant today, demonstrating the ability to create strong networks given the right context.

The SSD has had a significant impact on the future of the country. Many SSD graduates have gone on to work in government positions, influencing government implementation and policy making. Others went on to create their own NGOs, with and without the support of YP.

5.2.2. *White Paper*

The White Paper was a useful framework for those promoting a new youth policy in the country. According to a government official involved at the time, the government was already in the process of thinking through a new youth policy. The White Paper was a welcome tool used to strengthen the argument by those advocating the need for the government to develop a new youth policy.

Since 2006, the YP had been working with the government on issues related to youth. The nature of the collaborations was focused on co-sponsoring activities. Recognizing the need for a new youth policy, some government officials encouraged the development of the White Paper. The process for the identifying the key issues to be articulated in the White Paper included an extensive outreach by the YP to youth across the country through focus groups and roundtable discussions. One government official described the process as allowing the “youth to drive the policy,” which he felt could only be achieved with YPs involvement. In 2009, a new youth policy was passed into law.

The impact of the White Paper went beyond supporting the development of a new youth policy. The work done by the YP in general and the far-reaching process employed in the development of the White Paper, facilitated the selection of Kyrgyzstan as one of the countries to produce a National Human Development Report in 2009 with a special focus on youth.

5.2.3. *Capacity Building of Government*

It was intended that one of the outputs of the project would be that the Youth Department and its local structures would participate in activities which would help to build long-term capacity to sustain the achievements of the YP and support youth as key stakeholders in community development and peace building. Some officials did participate in capacity building activities at the local level; however, the repeated turnover of government presented a difficult challenge in creating sustained capacity development.

The gathering of information on this aspect of the YP 2007-8 proved to be quite challenging, since the officials from that time due to the changes in government. We were unable to locate any participants

representing the government in trainings provided during this project. However, it was reported by a government official from that time that some other government officials did participate in trainings along with NGO representatives and others. These trainings were localized and helped improve their quality of work on youth issues and communications with youth groups in the area.

The same government official stated that there was still a strong need to continue to build the capacity of staff within the Ministry of Youth. With the recent shift from a Youth Department to a Ministry, the staff has tripled in size. In this fast growth, it was described that it was not possible to hire staff with sufficient experience or training in working with youth.

In 2009, serious discussions and open public meetings were conducted on the Law on Youth Policy and the National Youth Action Plan in partnership with Parliament and government counterparts. In 2010-2011 the YP will provide consultations and workshops to a newly established Ministry of Youth focusing on participatory decision and policy making and will support the Ministry on developing a strategic multi-year action plan, articulating a capacity development program and developing a monitoring and evaluation framework for youth policy in the country.⁷

5.3. Promoting Community Development and Peace Building

In this newly formed Republic, dynamic public dialogue and civic engagement are developing and expanding. In 2007 a small number of civil society organizations (CSOs) existed and with limited resources. Initially it was intended that the YP would work through local NGOs within each oblast. However, it was determined that there were no NGOs at the time which had the capacity or appropriate mission to support the work of the YP at the regional level. Therefore, the YP created its own regional centers which included one national UNV volunteer and one driver in each oblast. This demonstrates the ability of the YP to flexibly and creatively respond to the context and needs, while staying focused on the larger goals of the project.

Graduates from SSD continue to actively promote peace building through a regional project they developed and proposed called, “Caravan Young Central Asia”. This project was funded by the Asia Universal Bank for project implementation in 2009. Members of the Caravan project visited Uzbekistan and signed agreements with partner youth organizations from Kazakhstan, Tajikistan and Uzbekistan. The YP organized 3-day seminar for the partner organizations.

⁷ UNDP, Kyrgyzstan, Project Document “Harnessing Youth Energy for Responsible Leadership, Participation and Decision Making”, July 2010 – Dec 2011

5.3.1. *Youth Initiative Groups – trainings and mini-grants*

This project encouraged the exploration of possibilities for how youth choose to express their socio-political interests and focus their energy through productive, self-organized mechanisms. At the ending of the project, the YP shifted away from this grassroots support and closed its youth volunteer centers. The youth initiative groups reported feeling “panic” at that time, unsure of how they could continue. However, many were strong enough to be able to find ways to continue their work. In fact, 20 youth initiative groups have continued to thrive and of those 6 are now formally registered NGOs.

Leaders of the youth initiative groups reported still using concrete skills and knowledge which they learned during their trainings. Many of those who were trained as volunteer trainers continue to conduct these trainings today. In fact, during one interview, a leader said he has just conducted a training the day before and pulled out the materials he used, all UN documents he said he acquired during the ToT.

Youth initiative group leaders also reported that a key component to their continued success were the mini-grants. Groups awarded a mini-grant were coached through the process of writing applications, implementing a project, managing money and writing reports was critical in their learning process. This provided an opportunity to apply their learning to a practical example with support, reinforcing their newly acquired skills. In addition, the successful implementation and completion of the mini-grant demonstrated to future donors the abilities of the group.

Some of these skills were also applied in some unexpected ways as well. We were told that one participant used his writing skills to apply for a program to study abroad, for which he was then selected.

One government official expressed concern about the concentration of support and resources provided to a select group of NGOs. He noticed that some NGOs are eager to monopolize the available resources rather than share their learning and funding with others. As he saw it, “it ends up that one NGO gets fat while the others stay skinny.”

5.3.2. *Volunteer Work Camps*

The Volunteer Work Camps were designed as an opportunity for youth groups to identify the needs of their community and then work together with other youths from across the country to implement the project. The benefits of these projects to the communities were concrete and useful for children – construction to build or repair a school, a children’s rehabilitation center, a bridge for children to reach school, and two playgrounds.

Beyond the concrete, the intangible impact was significant. Participants expressed excitement and joy in working together with youth from other parts of the country. Similar to the SSD participants, they felt

that the Volunteer Work Camps provided an invaluable opportunity to work side by side with youth from other ethnic groups, geographic locations, rural and urban areas, etc. The Volunteer Work Camps included social components to complement the practical work the volunteers are conducting every day. These groups encouraged trust building, de-mystifying stereotypes, and developing long-lasting relationships based on mutual respect.

5.3.3. Volunteers for Youth Entrepreneurship

In collaboration with the Bishkek Business Club (BBC), a ToT was provided in 2008 in Bishkek to 12 business students on promoting entrepreneurship as volunteers. Trainings were also provided in the regions by the BBC with support from the YP regional coordinators. Participants developed business plans during their training and a BBC board selected 6 business plans to be awarded a mini-grant. Among those selected were sewing workshops, joiner's shop and a bakery.

The BBC felt that this was so successful that they have continued to conduct these trainings independently, with financing from OSCE. In 2009, they conducted trainings in 10 villages and provided some mini-grants. In 2010, a Summer Camp of Business Leadership was organized for the most successful participants of previous trainings.

Of the initial mini-grants, 3 sewing workshops are still operating today. Representatives from those businesses participated in the Summer Camp of Business Leadership.

In addition, after the 2008 training in Bishkek, the participants created an "informal youth wing" which is an association of volunteers who meet regularly to discuss emerging issues, with BBC consultation as needed.

The Bishkek Business Club felt that the trainings and mini-grants from this project had a positive impact on the lives of those involved.

5.3.4. Database, Website and Online Volunteering

This project tried to promote the use of technology as an important tool for youth to network and collaborate with others. The ICT specialist made a significant effort to share information about these three technological components of the YP and encourage their use. He conducted workshops, round tables, information sessions, and other meetings independently and through YP activities, such as SSD and trainings.

According to one YP staff at that time, he felt that this aspect of the project was not planned appropriately for the situation. In 2007-8, internet use and access were not as prevalent as today. A good amount of time was spent on simply explaining how to use the internet and not about the tools developed by the YP.

In addition, participants felt that the website was not user friendly. They had difficulty maneuvering through the information and did not find it useful in the end. One partner felt that the website was difficult to maneuver and the database was not useful. “They [youth groups] didn’t see why they should use a database. It felt forced.” He felt that the youth much preferred to find other like minded people and organizations through personal contacts and not a computerized database.

The online volunteers were used in some aspects of the project. Most significantly was in the writing and editing of the White Paper. YP staff was very pleased with the inputs by the online volunteers. However, there was a major obstacle for participating in the online volunteer program; it was not possible to participate in Russian so the vast majority of potential volunteers were not able to receive or offer volunteer services.

The main, overarching obstacle for successful implementation of this aspect was user and systems readiness. This lack of readiness became such a big challenge that the technological tools were not used efficiently, only a few participants were able to access the YP. As one YP staff from 2007-8 mentioned, the way that the project was designed regarding these three components was like “putting the cart before the horse.”

It is currently planned for the government to assume the responsibility of managing the website and database⁸. The some of the obstacles in 2007-8 are not perceived as current issues, such as the limited knowledge and access to internet. Other challenges will be taken into consideration as the website is revised.

5.4. Volunteerism an Integral Part of the YP

Volunteerism was a critical component to the success of this program. It was an effective way for communities to develop and grow, build youth investment in the projects and model for youth a way to address future issues without requiring external funding.

In Kyrgyzstan, there is a tradition of “ashar” where village members come together for a particular community development project. During the Soviet era, some activities were conducted to mobilize youth volunteers, motivating participation through patriotism or ideology in a potentially questionable voluntary mechanism. It was not until the late 1990s that volunteerism – according to a western definition – began to emerge within the country.⁹

Volunteerism was a key component of this project, integral in every aspect of its activities. Volunteers were mobilized across the country, in rural and urban settings, and the concept of volunteerism was

⁸ UNDP, Kyrgyzstan, Project Document “Harnessing Youth Energy for Responsible Leadership, Participation and Decision Making”, July 2010 – Dec 2011

⁹ Project Document, pg. 5

discussed and promoted. UNV was a critical partner in ensuring that volunteerism component remains a center piece throughout the implementation of the project. As one UNDP staff stated, “A great aspect of the [YP] program before was the youth energy and spirit.... I don’t think the Youth Program will work without UNV because it needs that spirit.” The same staff member went on to say that UNV should promote its own agenda because volunteerism is a necessary component of the YP and UNV should ensure it is addressed and included. However, some of the YP staff did not reflect the same sentiment, mentioning the only difference in working with UNV was the added management complications, not recognizing a benefit to partnering with UNV.

The national UNV volunteers were perceived by the community volunteers as being effective, supportive and inspiring. The national UNV volunteers were described as doing the “foot work”, involving broad number of youth and engaging a range of community organizations. The youth who were trained as volunteer trainers expressed a commitment to YP. They conducted trainings among a wide number of communities across the oblasts, both urban and rural. The volunteer trainers felt particularly proud of their unofficial title as UN volunteer, giving them a strong sense of connection to the UN as an extension of the national UNV volunteers’ work.

Apparently, there was some confusion about the term “volunteer” within the YP, UNV and UNDP. During the time of the YP 2007-8, there were “UN volunteers” who were working with YP without any compensation or formal contract. In 2009, there was an administrative decision where all volunteers working with any UNDP programs were required to an official selection procedure and be awarded contracts. The YP created the term “resource people” for these same volunteers, which was acceptable to UNDP and UNV, but not the volunteers themselves. The term volunteer in connection with the UN has become well-respected and the volunteers who were asked to be resource people felt the new term was less respectful. In addition, this new arrangement was not successful because the volunteers had an expectation that they would have a “foot in the door” for future work with the UN, which they then learned was not necessarily the case.

Participants reported that volunteerism was involved in some capacity in every aspect of the YP. Whether it was the substantial use of online volunteers for the editing and translation of the White Paper, discussions on volunteerism at the SSD, or mobilizing volunteers through the work camps and grants, volunteerism played a prominent role throughout this project.

IVD was seen as an inclusive celebration of volunteerism, involving VIOs not participating in the YP, any volunteers. With the guidance of a theme for IVD, the youth groups determined their activities around the theme and felt ownership of the events because of the flexibility of allowing them to choose within the broader theme.

After 2-3 years, the participants demonstrate a sustained, deep level of commitment to volunteerism. Some started their own NGOs, some continue to support volunteer activities through their employment, and some continue to conduct trainings with community members – with the YP curriculum. One

participant mentioned that she had been involved as a volunteer in a small village and when she moved to a city for university, she immediately volunteered for another NGO. In another case, the YP manager became an international UNV volunteer in Kazakhstan.

One of the main challenges according to a few YP staff was the sense of confusion by community members about national UNV volunteers receiving higher compensation than experts working in the NGOs. One staff member said she felt that the national UNV volunteers had a difficult time mobilizing volunteers at first.

Another challenge was the National Volunteer Forum, which was never clearly explained why it was not organized. In the Project Document a 2 day forum was supposed to be organized with VIOs, to “...bring together 100 volunteers from local volunteer involving organizations in all provinces of the country, including representatives of youth initiative groups created under the UNV [2006 project].” The forum was meant to establish a national volunteer network and develop a statement on the role of volunteerism in achieving the MDGs, however, there is no record of it occurring and no recollection by stakeholders as to why.

5.5. Attention to Gender, MDGs and Human Rights

Taking into consideration the YP evaluation conducted of the previous project implemented in 2004-6, the project document for 2007-8 clearly argued that the YP will focus specifically on addressing gender issues and connection to MDGs. As part of the UN evaluation standards, the TOR explicitly requires an assessment of the inclusion of human rights issues in the implementation of the program. Although there were areas where some attention was paid to these issues, there was no broader strategy to ensure sufficient attention to them.

YP staff and participants point to some incorporation of gender and human rights issues in the curricula for the SSD or trainings. However, it required a bit of probing for the participants to remember that these components existed and what they had learned was limited and not consciously applied in their work today.

In terms of types of participants for trainings or SSD, neither the Project Manager nor the partner organizations could articulate clear criteria for the selection process.

5.5.1. Gender issues

The project document explicitly states the ways in which gender issues will be addressed in this project, recognizing the need to “take a more purposeful approach to assessing the different situation and needs of young men and women in Kyrgyzstan and to addressing these issues in the way the project is implemented.” However, the action plans and annual reports make no mention of specific actions

focused on addressing gender issues. Although there may not have been a strategic approach, there were some ways in which the YP incorporated and recorded attention to gender issues.

In most cases it was reported that participants were generally half men and half women. However, the criteria for the selection processes were not clearly expressed in documents or during our interviews. In addition, there was no evidence of a deeper assessment or incorporation of gender issues throughout the project. Eight trainers out of twelve involved in “Rural Youth Entrepreneurship” were female students. Four of the five business plans awarded start-up mini-grants were developed and submitted women. The only activity which had information by gender was the SSD, which demonstrates a strong representation of female participants and fewer female experts.

Table 4: SSD Participants by Gender¹⁰

	First seminar		Second seminar		Third seminar	
	Female	Male	Female	Male	Female	Male
SSD 2007	55	40	37	30	36	19
SSD 2008	37	25	27	17	n/a	n/a

Table 5: SSD Experts by Gender¹¹

	Expert + trainers	Female	Male
SSD 2007	61	28 (46%)	33 (54%)
SSD 2008	59	19 (32%)	40 (68%)
Total	120	47 (39%)	73 (61%)

There was also a specific awareness campaign conducted by YP volunteers from regional provinces together with VIOs were involved in the international campaign “16 Days Campaign against Gender Violence” in universities and schools of Jalal-Abad and Karakol cities.

Looking toward the future, one government official who strongly supported the SSD, felt that it should be expanded to include additional activities which would focus specifically on young female politicians.

¹⁰ UNV-UNDP Youth Programme, SSD Report 2007, SSD Report 2008

¹¹ UNV-UNDP Youth Programme, SSD Report 2007, SSD Report 2008

She also suggested that gender sensitivity be a focus within UNDP's capacity building activities with the government.

5.5.2. *MDGs*

The Project Document states that the UNDP Poverty Reduction Programme, which was overseeing this project, will ensure that "policy and practice components of the project will be implemented within the framework of the Millennium Declaration and Millennium Development Goals, ensuring as much as possible that projects supported demonstrate how youth can contribute to meeting localized MDG targets." The project included work camps and trainings which were focused on community development, capacity building and youth employment, contributing to the alleviation of poverty and improving youth employment.

5.5.3. *Human Rights*

Although human rights issues were not specifically articulated in the Project Document, the TOR requires this evaluation to take into consideration the extent to which the human rights dimension was taken into account and if the project promoted a rights-based approach. The overall approach and purpose of the project is in line with the Universal Declaration of Human Rights.¹² In particular, it is directly related to Articles 19 and 20 which discuss the right to freedom of opinion, expression and peaceful assembly and association.

5.6. **Management**

The YP was very strong in motivating staff and participants. Those involved were committed and enthusiastic about their work. Participants were extremely positive about the various activities coordinated by YP staff. However, there were a few management issues which were not as effective as they might have been.

In the implementation of the project, there seemed to be a number of activities conducted without having them linked to a coherent strategic vision. A complete, well-organized database would help to keep this strategic perspective, by illustrating what activities have been conducted and how they relate to the broader goals of the project. Some reports were missing in the files and some basic statistics about the program were not available. Another example of how the work lacked a linking back to the intentions articulated in the Project Document is related to Gender issues. However, the action plans and annual reports that were available did not reflect any particular attention to gender issues.

¹² Universal Declaration of Human Rights: <http://www.un.org/en/documents/udhr/index.shtml#atop>

Another challenge for management was the oversight and mentoring of staff. The YP staff and national UNV volunteers were all somewhat young, with limited experience. The office dynamic was high energy and motivation, but at times lacked the necessary oversight and mentoring to efficiently implement the project. Both UNV HQ and YP staff felt that

Finally, there was a need to define clear roles and responsibilities for the project management. There may have been some particular personality issues at the time of this project, which added to the confusion about roles and responsibilities, however, this lack of clarity is a systemic issue not a personal one. In fact, some UN and YP staff felt that there were no proper management arrangements for the project and the YP manager was reporting to 2 program officers rather than one.

According to one UNDP staff member, the quality of monitoring and reporting on the project improved dramatically once it was shifted to UNDP supervision in 2008, but lost its enthusiasm, youthful energy and spirit of volunteerism.

6. CONCLUSIONS

Before 2007, there were very few opportunities for youth in Kyrgyzstan. The YP focused on activities which addressed a range of issues related to youth in the country and which participants ranked highly. The YP had a strong impact on the future of democracy in the country. Many participants are now working within the government and NGOs across the country. These youth leaders have continued to lead within their work and communities.

The three pillars of YP 2007-8 – youth policy, capacity building and networking – allowed for the effective promotion of democracy building, community development, peace building and volunteerism as integral components of each activity. The YP staff designed activities which engaged the youth and provided them with new opportunities. The SSD, mini-grants and volunteer work camps were highlighted by participants as exceptional ways in which they learned, were inspired, and broke down traditional barriers. Mobilizing volunteers and promoting volunteerism was a key component which continues to be a significant aspect of participants' lives today.

The White Paper was a significant contribution to the dialogue around youth policy at that time. It was useful to policy makers and advocates. Youth participants' connection to the usefulness of the White Paper and the current youth policy varied. Those living in Bishkek expressed more interest and knowledge of this, while those living outside of Bishkek were more concerned with concrete issues affecting their communities.

The capacity building of government officials was limited at best. It was reported in interviews that a few government officials participated in local trainings provided by YP to a broad range of local actors. In addition, given the repeated change of staff in the government, it was difficult for even the limited

training to take hold. Therefore, some key stakeholders felt that there continues to be a need to build the capacity of government officials in youth issues at all levels to appropriately implement the current youth policy.

Addressing gender issues and MDGs was a main aspect of the YP as it was articulated in the project document. In implementation, there were a number of ways in which gender issues and poverty alleviation were incorporated into the activities. However, there was a lack of explicitly including gender issues in work plans, annual reports or data collection.

The management of the project was mixed. Staff was highly motivated, energetic and conducted well-organized, thought-provoking activities. The curricula for the activities were complex, integrating a number of concepts and themes. Participants were extremely positive in their experience with YP. The lack of clearly defined roles between UNV and UNDP and insufficient oversight and mentoring proved to be a challenge for the implementation of the project. With the emphasis on the implementation of activities, there was a loss of focus on the broader strategy of the project.

Overall, the YP 2007-8 was a success. It provided positive opportunities for youth which did not exist at that time. It promoted dialogue around a youth policy which was based on input by the youth, a new approach for Kyrgyzstan. And it effectively integrated a number of complex concepts which broadened the experiences of youth, encouraging them to productively focus their energies toward supporting their communities and their country in building a stronger economy and democracy.

7. LESSONS LEARNED

7.1. A holistic approach provides a strong impact. An integrated project including complementary activities at a variety of levels will most effectively support youth in the country. For example, a well articulated policy is not useful without effective implementation. Building grassroots capacity is more effective when government officials are well trained in working with youth.

7.2. There is a need for a mechanism which ensures that the implementation of the project is linked to its original goals. Recognizing that there is a need for flexibility in implementation, it is important for projects to be able to have a structure which links its activities and outputs with the initial overall goals of the project. In this case, one main goal discussed in the project document which was only partially achieved was the focus on gender issues. More careful vigilance by management to ensure components on gender issues was included in the annual action plans and reports.

7.3. Youth have a variety of interests as vast as the society they come from. The diverse ways in which youth were engaged in this project – SSD, training of trainers, entrepreneurial training,

volunteer work camps, etc. – allowed for a number of youth to participate in ways that most interested them. The youth enjoy choices and flexibility.

7.4. Youth leaders are ready to be an active part of their community and their country. They were eager to make their voices heard and for adults to listen to them. The youth leaders required little investment to prepare them to accomplish the goals they set for themselves. They enthusiastically take on the responsibility to give back to their communities and take on the challenges ahead.

7.5. There are few opportunities for youth from remote villages to apply their energies and willingness to community development, and to prove their capabilities in contributing to their communities. One partner of the YP said that the youth participants in remote villages were more active and enthusiastic than in other areas. The leader of one YIG said that their group has enough experience and skills to take initiatives and raise funds, but youth from some other neighbor villages was never assisted to start activities.

7.6. Training in combination with practical experience provides deeper learning and demonstrated abilities. Youth Initiative Groups described the tremendous benefit to learning through implementing the mini-grants with YP mentoring. Once they accomplished their goals for the mini-grant, they were able to demonstrate their experience to other donors for future projects.

7.7. The skills which were gained during the YP activities were applicable for similar type of work as well as other contexts. Some used proposal writing skills to write applications for scholarships or donor relation skills for interviews. Participants continue to volunteer and promote volunteerism in varied contexts.

7.8. Youth are eager volunteers. They see volunteering as critical to giving back to their communities and gaining experience. The youth interviewed had a tremendous amount of energy and ideas. Volunteering through associations and organizations is a way for them to constructively focus their energies to promote their interests. Building on traditional concepts of helping their community – “ashar” – grounds the concept of volunteerism in something familiar to the entire community.

7.9. Youth expressed a desire and satisfaction in being linked to a larger movement. They liked that their work was linked with the UN. They felt proud to be called national volunteers. They were enthusiastic about organizing events related to IVD and international youth day.

7.10. A strong democracy requires a thriving, broadly represented civil society. In the context of many CIS countries, civil society is still in its beginning stages. To encourage a strong civil society, the UN should be careful to support many individuals and organizations from a variety of backgrounds and locations. As one participant stated, the UN should not develop some “fat” NGOs while allowing other NGOs to be “skinny”.

- 7.11. Policy and implementation of policy are interconnected.** There is a need for policy to provide a framework for an issue. However, implementation of that policy by government officials at the local level is critical for making that policy effective. In the case of YP, local government officials were not seen to have sufficient capacity to implement the new youth policy, causing complications for the youth as they try to find their way into politics and community development. This in turn can be problematic for the government when the youth do not feel they are able to be effective in the current structure, they have already begun to make their voices heard in other ways, such as the April 2010 events.
- 7.12. The YP is an excellent space for promoting peace building.** The youth leaders were open to new experiences and new people. Encouraging trust and dialog with participants from varied backgrounds in all activities helped to break down barriers and de-mystify stereotypes. Focusing on other issues or projects while working with participants from other backgrounds allowed for easier trust building and communications.
- 7.13. Youth enjoy using networks when they emerge from personal connections.** For example, the SSD participants developed strong bonds with each other during their activities. They then created a network, which continues to thrive today. However, a network that was developed by YP for the youth initiative groups was not very successful because participants said they preferred to make personal connections not meet through a database.
- 7.14. When rolling out a new technology, some initial investigation should be conducted and tested first.** In the case of the online volunteer database, the national UNV volunteer responsible for ICT put a lot of energy and time into workshops and trainings to encourage youth to use and participate in a technology which was not appropriate at that time. The online volunteer program was not in Russian and the lack of internet knowledge and access at that time was very limited. According to the ICT specialist, it was “putting the cart before the horse”
- 7.15. For the UN to efficiently manage a program there must be clearly defined roles. The YP manager should answer to one person within UNDP.** In general, UNDP staff has more experience and knowledge in program management and implementation. UNV POs vary in their experience, have frequent turnover and the UNV COT are generally understaffed. UNV’s role should be supportive, ensuring volunteerism remains a strong focus of the program and that sufficient time is dedicated to volunteerism.

8. RECOMMENDATIONS

Given the active role youth have been playing in the political arena in 2010 and the success of the Youth Programme 2007-8, it should be a top priority to build on the YP’s gains and continue to encourage constructive and varied ways in which youth can participate in politics, development and peace building. In fact, one YP staff member said “Youth are the most active part of society.”

As mentioned in the findings section, this project was relevant for the strategic directions of UNDP and UNV. In fact, the UNV Strategic Plan 2010 articulates its focus to include three pillars: youth, gender and marginalized persons. As UNV designs future projects, this type of a project could directly support all three pillars.

The project was effective in mobilizing and building the capacity of youth, supporting policy change and promoting volunteerism. The policy aspects of the YP 2007-8 have been continued through UNDP programming. However, Kyrgyzstan's youth would benefit from continued programming which directly supports youth, with particular attention to integrating and supporting marginalized groups such as women, those living in rural areas and those from ethnic minorities.

8.1. Focused, Holistic, Integrated Approach with Clear Exit Strategy

The YP 2007-8 recognized the need to use a complex approach to working with youth and on youth policy to produce a long-lasting impact. To effectively build on the gains of this project, the design should address the interests of the ever-changing youth population and increase capacity of those implementing youth policy. This holistic, integrated approach will help to build local capacity to work with youth and consolidate institutional efforts through collaborative efforts.

8.1.1. Broaden and deepen support of NGOs, community groups working with youth and youth groups. One key component of a healthy democracy is a vibrant civil society. With the limited number of civil society organizations currently functioning in Kyrgyzstan, it is critical that the UN help to continue to build local capacities of a broad range of organizations and associations which work with youth to help build a thriving democracy.

8.1.2. Ensure collaboration in implementation. Collaboration strengthens programs by gaining a deeper understanding through engaging in a dialog with others, by increasing efficiency through pooling resources, and by increasing its impact through building commitment and ownership of the work with local, national and international partners.

8.1.3. Develop mechanism for implementation coordination. When the YP was first created, very little attention was focused on the issue of youth by donors. At the time of the evaluation, a number of donors mentioned their expansion and focus on their programming to support youth. Since there are a variety of donors with the same goals, reaching those goals would be more efficient and effective if they could develop complementary programs to address the complexities of this issue. A mechanism should be developed whereby the donor organizations meet, discuss and coordinate their investments in youth initiatives on a consistent basis.

8.1.4. Develop a Clear Exit Strategy. Although it may not be possible to accomplish all its goals during the typical length of a project, there should always be a vision of how the project plans to

gradually build sufficient local capacity that the support from the YP as it is structured and funded today, will no longer be necessary. When appropriate local actors should be trained and supported to take on more and more responsibilities so that they can sustain these activities without project support. For example, the Summer School for Democracy might be conducted in collaboration with local universities or institutions that have the potential to continue the SSD in the future.

8.2. Youth Require Flexible Implementation

In Kyrgyzstan, as is true around the world, there is no single type of youth, no single political perspective and no single human interest. The definition of “youth” is the period of time between childhood and maturity.¹³ Therefore those who fall into this category of youth are as diverse as the society they represent. To effectively work with youth, programming needs to be flexible and varied.

The YP provided a wide range of activities which would engage the youth: Volunteer Work Camps, Summer School for Democracy, Training of Trainers, Entrepreneurial Training, Mini-Grants, Youth Initiative Groups, International Volunteers Day, and International Youth Day. Within these activities, there was even more flexibility in terms of the types of projects conducted in the Volunteer Work Camps, the Mini-Grants or the International Volunteers Day. The activities were designed with some general focus determined by the YP, with the specifics proposed by the youth – allowing them the space for their own creativity and energy to be the driving force. The youth leaders participating in YP 2007-8 activities required limited training and support; they were eager and competent to affect change.

8.3 Clear and Consistent Management

Clear and consistent management is necessary for a project to achieve its goals. Implementation planning must be based on the initial goals of the project. A monitoring system needs to be accurate to provide evidence of the accomplishments of a project. And feedback loops encourage reflection, adjustments and linkages to the overall goals of the project. As a project is being implemented there are always unexpected issues which require changes which should be reflected in the monitoring system.

The YP 2007-8 effectively implemented a number of significant activities which had a strong impact on a variety of levels. The staff was enthusiastic and committed to engage youth and promote volunteerism. They were able to successfully implement a number of significant activities. However, the management of the project by UNDP, UNV and YP staff could have been more effective and efficient through consistent monitoring and mentoring, which would have ensured linkages to all of the project’s goals and built evidence of the project’s gains.

8.3.1. Clear roles and responsibilities of partners. The division of management responsibilities between UNV and UNDP must be clear. Given that the UNV COT is over-stretched, the

¹³ <http://www.merriam-webster.com/dictionary/youth>

experiences of the POs vary, and UNDP has a strong capacity for program management, it seems that the most appropriate division of labor would be UNDP as program manager and UNV as a partner and advisor. UNV PO should be present at all program meetings and ensure that UNV's interests in the project are taken into account. In addition, the project design should include

8.3.2. Clear oversight and guidance. It will be the responsibility of the Program Officer and the YP Manager to ensure staff consistently and accurately follow the management systems put in place by YP and the donors. It will also be the responsibility of the YP Manager to mentor the staff in all aspects of implementation, as is necessary.

8.3.3. Team building. A critical component of YP's success, according to staff and participants, was the excitement and energy generated from being a part of a team. Opportunities for staff to come together to share their experiences, discuss issues together, and review the linkages of their work with the larger goals of the project would help to build a strong, focused, and energetic team.

8.4. Integrated Program Design: Marginalized Groups, Peace Building, and Volunteerism

The YP 2007-8 demonstrated the positive results of an integrated program design when working with youth and addressing key societal issues. As mentioned above, youth have a wide variety of backgrounds and interests. Providing varied opportunities for them to explore their interests and abilities will better engage and prepare them for greater societal participation.

8.4.1. Marginalized Groups. The YP 2007-8 focused on youth leaders. These leaders, at the time, were feeling frustrated and disempowered. Currently, the youth are a much more active group with a strong impact on national politics. At the time of the evaluation, youth leaders are feeling more empowered and have access to a number of resources. Of course youth leaders become adults as new children become youth leaders. The UN should continue to find ways to support the youth leaders through SSD and trainings, among other activities. However, a special effort should be made to focus on marginalized groups; in particular, women, ethnic minorities and those living in rural areas. The YP should make a conscious effort to:

- Include youth from marginalized groups in their activities and record these numbers through their monitoring system.
- Encourage marginalized youth leaders within activities, groups and organizations.
- Design activities which particularly address issues of women, ethnic minorities and those living in rural areas for all participants – youth and those working with youth.

- Pay more attention to communities where there are limited productive activities for youth, such as small villages, providing positive options for youth to focus their energies.

8.4.2. Program Activities Promote Peace Building. The YP 2007-8 activities were able to “breaking down barriers” and building trust across traditional divides. These aspects of the YP activities should be continued and expanded within future programming, including a focus on marginalized groups and volunteerism. There will need to be careful and creative strategic planning of types of activities and participants to provide an array of opportunities to build trust and peace.

The following are some suggestions for ways in which to build on the YP 2007-8 successes, promoting connection and understanding of youth across divides. However, this list is intended to inspire creativity for more expansive programming.

- Implement the Summer School for Democracy annually in collaboration with local actors.
- Conduct Volunteer Work Camps with participants from mixed backgrounds; such as, but not limited to, the following:
 - Across the country, bringing together youth from different regions within the country;
 - Urban and rural areas, bringing together youth from similar areas who live in a combination of rural and urban settings; and
 - Across neighboring borders, bringing together youth who live in similar areas which happen to be across national borders.
- Encourage cooperation of youth living in neighboring communities where there are tensions. For example, if an activity is being conducted in one community, there should be some aspects which include youth from neighboring villages to broaden the UN support and diminish tensions between villages.

8.4.3. Promoting and Supporting Volunteerism. The YP had a strong impact on the youth’s understanding and commitment to volunteerism. Almost every participant interviewed was still involved in volunteering in some capacity; many in volunteer leadership positions. A number of the ToT participants continue to conduct trainings through their NGOs to community members.

Volunteer activities and promotion provides an opportunity for youth to productively focus their energies while contributing to the development of their communities and develop useful skills. Volunteerism should remain a key focus of the program. UNV should play a lead role in ensuring that this component is fully integrated into the program design and implementation.

In addition, International Volunteers Day and International Youth Day have served as catalytic events which encourage participation of VIOs and youth volunteers beyond those directly

involved in the YP. These events connect the youth to a larger movement and connect the YP, UNV and UNDP to a broader range of youth and organizations working with youth.

8.5. Capacity Building Needed to Ensure Broad-Based Support

The YP 2007-8 was intended to address capacity building of both youth and those working with youth. With such a large population the age of youth, the youth movement actively involved in political change and the instability of government offices, capacity building continues to be a critical need today.

Particularly important for the YP 2007-8 participants was the combination of formal trainings followed by experiential learning. Future programming should include formal trainings followed by opportunities to apply their learning in practical settings. A mentoring mechanism should be developed to encourage and support participants as they take risks applying these new skills.

8.5.1. Supporting youth and organizations working with youth. Future programming should continue to build capacities of youth who then are empowered and inspired to train others.

8.5.2. Supporting government officials working with youth issues. This was one area which was not as effectively implemented in the YP 2007-8. With a new government, a new Ministry of Youth and a new youth policy, there is a strong need for building the institutional capacity to implement the current youth policy. The UN is well-positioned to work with government officials. Trainings, seminars, collaborations should be developed which will build the capacity of government officials at all levels and from areas of the government working on youth issues.

8.6. Database and website

The management of the volunteer database and website created in YP 2007-8 is already planned to be transferred to the Ministry of Youth, with a revised design. This revision is needed, given the lack of interest by participants in 2007-8. The evaluation team will only make suggestions on this aspect, given the already existing plans for transfer. One aspect to consider in the revision of these tools is to develop a way in which NGOs and youth groups can manage their own webpage, posting their mission, announcements, communicate with each other, etc. Another option to consider might be that the volunteer database and the website are not directly linked. The volunteer database could be maintained by YP until a local institution could be identified and trained to manage the database, while the website is directly managed by the government.

Critical consideration should be taken into account related to the structure and mechanisms for managing and implementing the database and website. Although there may not be an issue with current government controls, the new system must ensure the freedom and safety of those who choose to participate in the website and database.

Annex 1: Outputs and Indicators

Programme Outputs	Programme Indicators
White Paper	1. # focus groups at community level (target - 42 rural, 8 urban), # of provincial round tables and national conferences.
	2. Balance of young women and girls to their male peers, attending and contributing to discussion.
	3. # of on-line Online Volunteers (OVs) recruited from different countries and # of OVs who took part in "brainstorming". (target 5, 15)
	4. # of trainings for government youth structures at all levels and # of trainers.
	5. # of participants of SCD.
	6. Level and type of focus on gender issues related to participation in working group and content of White Paper.
	7. Level and type of focus on human rights issues related to participation in working group and content of White Paper.
	8. Level of influence of White Paper on further actions (government policy, research and advocacy of youth issues)
Youth-led demonstration projects	1. # of project groups formed in target communities (target 50 groups, 50 communities) and type of focus.
	2. # of trainings on project development and social partnership are conducted for project group members.
	3. # of trainings of youth groups to enable youth to contribute to peace and development analysis of the causes of conflict at the community level.
	4. # of volunteers involved with youth groups in 2007-8 and currently; type of involvement.
	5. # and type of grants given to project groups. (target 30)
	6. Level in which gender issues were incorporated into participation levels, training curricula, management, and types of activities.
	7. Level in which human rights issues were incorporated into participation levels, training curricula, management, and types of activities.
National Volunteer Network	1. Development and maintenance of web-enabled database.
	2. # of volunteers from VIOs participating in National Volunteer Forum (target 100).
	3. # and level of influence of volunteer work camps conducted by youth volunteer centres in all provinces in 2007-8; # and type of related actions currently conducted by youth volunteer centres and participants.
	4. # of pairs of youth volunteers provided three week training in business development in rural communities, followed by two visits in 18 month period for on-going technical advice (target 10); # and type of actions conducted based on professional development.
	5. # and type of involvement of gender issues, related to participation levels, management positions, and professional development curricula.
	6. Type of involvement of human rights issues related to professional development curricula.
	5. Level and type of focus by Networks on themes of gender and human rights issues related to their activities.

Annex 2: List of Evaluation Participants

NAME OF INTERVIEWEE	TITLE	ORGANIZATION	RELATION TO YP 2007-8	DATE OF INTERVIEW	LOCATION OF INTERVIEW	GENDER
UNV						
Allen Jennings		UNV Bonn	None	8.10.10	Bishkek (phone)	M
Olga Devyatkina	Portfolio Manager for Europe CIS, Development Division	UNV Bonn	None	8.10.10	Bishkek (phone)	F
Kwabena Asante--Ntiamoah		UNV Bonn	Programme Specialist for Europe CIS 2007-8	12.10.10	Bishkek (phone)	M
Raissa		UNV COT	None	8.10.10 18.10.10	Bishkek	F
Nargiza Mamasalieva	Country Office Assistant	UNV COT	None	8.10.10 18.10.10	Bishkek	F
Michele Tan	Resource Mobilization & Partnerships Specialist	UNDP Liberia	Programme Specialist for Europe CIS - 2008	9.10.10	Bishkek (phone)	F
UNDP						
Pradeep Sharma	Deputy Resident Representative	UNDP CO	None	8.10.10 18.10.10	Bishkek	M
Shakirat Toktosunova	Assistant Resident Representative	UNDP CO	ARR	8.10.10 18.10.10	Bishkek	F
Alexander Kashkarev	Programme Officer, Democratic Governance	UNDP CO	None	8.10.10 18.10.10	Bishkek	M
Erkinbek Kasybekov	Programme Manager	UNDP Democratic Governance Programme	Steering Committee	18.10.10	Bishkek	M

NAME OF INTERVIEWEE	TITLE	ORGANIZATION	RELATION TO YP 2007-8	DATE OF INTERVIEW	LOCATION OF INTERVIEW	GENDER
UNDP (continued)						
Aida Mambetkulova	PR specialist	UNDP Poverty Reduction Programme	Former UNDP Programme Officer for YP	18.10.10	Bishkek	F
Jyldyz Kuvatova	Programme Development Officer	UNDP CO	UNDP PO of YP after UNV PO	8.10.10	Bishkek	F
YP Staff and NUNV						
Chinara Djumagulova	Officer	UNICEF	YP Manager – 2009 - 2010	8.10.10	Bishkek	F
Aigul Dogdurova			YP Manager - 2004 -2009	12.10.10 19.10.10	Bishkek	F
Jamilya Arbanalieva	North Regional Coordinator	YP – Bishkek	None	13.10.10	Bishkek	F
Marmurjan Abdullaev	South Regional Coordinator	YP – Osh	NUNV - Coordinator for Osh, 2008	13.10.10 20.10.10	Bishkek	M
Ainura Japarova	Education manager	USAID project "Supprt to bilim"	NUNV – YP communications officer & acting manager	13.10.10	Bishkek	F
Bakit Azimbaev	IT Assistant	UNHCR	NUNV – YP IT specialist	12.10.10	Bishkek	M
Kahramon Islamov		UNDP project on mini hydro energy plants	NUNV - Coordinator for Jalal-Abad, 2006 - 2008	22/10/10	Bishkek	M

NAME OF INTERVIEWEE	TITLE	ORGANIZATION	RELATION TO YP 2007-8	DATE OF INTERVIEW	LOCATION OF INTERVIEW	GENDER
Government						
Larisa Sosnitskaya	Deputy Minister	Ministry of Youth Affairs	SSD, Steering Committee	12.10.10	Bishkek	F
Gulnaz Orozova	Deputy Mayor	Karakol City Administration	None	15.10.10	Karakol	F
Osmon Urgaziev	Social Specialist	Tjup Village Authority	None	15.10.10	Tjup	M
Venera Sharsheeva	Executive Secretary	Krasnaya Rechka Village Authority	None	22/10/10	Krasnaya Rechka	F
Participants in YP Activities						
Maksat Kachkynbek ulu	Leader	YIG "Ak-Orgo"	YIG	12/10/10	Bishkek	M
Azamat Gaparov			SSD/YIG	13.10.10	Bishkek	M
Munara Korpotaeva			SSD/YIG	13.10.10	Bishkek	F
Boris Sanamiants			SSD	13.10.10	Bishkek	M
Hasina Husein			SSD	13.10.10	Bishkek	F
Aibek Samaganov			SSD	13.10.10	Bishkek	M
Ainura Chekistrova			SSD	13.10.10	Bishkek	F
Rustam Ismailov	Deputy coordinator	NGO "Youth Development Center"	SSD/YIG	15.10.10	Karakol	M
Urmat Asanaliyev	Expert	NGO "Youth Development Center"	YIG	15.10.10	Karakol	M
Amanbek Dogdurbaev	Volunteer	NGO "Youth Development Center"	YIG	15.10.10	Karakol	M
Aisulu Oruzbaeva	Volunteer	NGO "Youth Development Center"	None	15.10.10	Karakol	F
Bagachar Samyev	Volunteer	NGO "Youth Development Center"	None	15.10.10	Karakol	M

NAME OF INTERVIEWEE	TITLE	ORGANIZATION	RELATION TO YP 2007-8	DATE OF INTERVIEW	LOCATION OF INTERVIEW	GENDER
Participants in YP Activities (continued)						
Asel Umetalieva	Volunteer	"Youth Development Center"	None	15.10.10	Karakol	F
Galia Hurova	Director	Public Association "Atuul"	None	15.10.10	Karakol	F
Roman Arnold	Leader	YIG, Michailovka village	YIG	15.10.10	Karakol	M
Olga Zaharova	Coordinator, Youth Exchange Programme	Youth Volunteer Leadership Organization	None	15.10.10	Karakol	F
Aziza Abdrasulova	Volunteer	Youth Volunteer Leadership Organization	YIG	15.10.10	Karakol	F
Larisa Chekaeva	Volunteer	Youth Volunteer Leadership Organization	None	15.10.10	Karakol	F
Anastasia Stytsenko	Accountant	Youth Volunteer Leadership Organization	None	15.10.10	Karakol	F
Gurlzat Kyzaeva	Director	Public Association "Journalist House"	None	15.10.10	Karakol	F
Svetlana Bondareva	Director	Youth Volunteer Leadership Organization	None	15.10.10	Karakol	F
Baktygul Asanbaeva	Director	Public Association "Jarandyk Network"	None	15.10.10	Karakol	F
Maksat Mukambetov	Director	Public Association "Adamzat Densoolugu"	YIG	15.10.10	Tjup	M
Elvira Usupbekova	Leader	YIG, Krasnaya Rechka village	YIG	22/10/10	Krasnaya Rechka	F
Partners/Donors						
Ulan Shambynov	Manager	Youth programme of Soros Foundation (OSI)	None	12.10.10	Bishkek	M
Anna Voronina	Project specialist	Bishkek Business Club	Partner of YP	21/10/10	Bishkek	F

Annex 3: Questionnaire

QUESTIONNAIRE FOR EVALUATION OF THE UNDP/UNV YOUTH PROGRAMME

UNDP/UNV has asked us (Judith Russell and Karabek Uzakbaev) to conduct an external evaluation of the UNDP/UNV Youth Programme. UNDP/UNV is interested in learning from the gains and challenges of the Youth Program during the time period of 2007-8. Although the Youth Programme has continued to work in the area of policy, UNDP and UNV are interested in learning about the earlier programme to improve their work on similar projects in the future.

For confidentiality, please hand-in the completed forms or send to: k.uzakbaev@caiag.kg or jkallickrussell@yahoo.com

When appropriate, please circle or highlight relevant responses.

Name: _____
Age: 14-25; 26 +
Gender: M F
Current City or Village of Residence: _____
City or Village of Residence at time of YP participation: _____

1. How were you involved with the UNDP/UNV Youth Programme in 2007-8? (Please mark all responses that are relevant.)

a. Summer School for Democracy	d. Volunteer in Youth Group
b. Work Camp	e. National UNV Volunteer
c. Trainings	

2. Thinking back to that time (2007-8), how would you rate your experiences in the following areas? (1 = worst; 3 = somewhat; 5 = best)

a. Learning new information or techniques	1 2 3 4 5
b. Learning useful information or techniques for work	1 2 3 4 5
c. Learning useful information or techniques for personal life	1 2 3 4 5
d. Learning new information about or techniques to approach differences/similarities between men and women	1 2 3 4 5
e. Learning new information or techniques to address issues Related to human rights	1 2 3 4 5

3. How would you rate your overall experience with the UNDP/UNV Youth Programme during the years of 2007-8?

	1 2 3 4 5
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4. Much of the work during that time included the involvement of many volunteers. Please share with us your experiences related to volunteerism, whether or not it was directly related to the UNDP/UNV Youth Programme.

a. Did you volunteer for any community work before participating in the YP?	Y N
b. Were you a volunteer with the YP in 2007-8?	Y N
i. If Yes, what did you do? _____	
c. Do you volunteer in any way now?	Y N
i. If Yes, what do you do? _____	

5. What did you like best about the YP? (Please list top 3 ideas.)

- a. _____
- b. _____
- c. _____

6. What do you think could have been improved? (Please list top 3 ideas.)

- a. _____
- b. _____
- c. _____

7. If the UN were to create a similar project in Kyrgyzstan or other countries today, what is the one most important thing that you would recommend to them?

- a. _____

Please use the space below for any further comments.

Thank you!