

PBF PROJECT PROGRESS REPORT

COUNTRY: Sri Lanka

TYPE OF REPORT: Annual

YEAR OF REPORT: 2020



United Nations
Peacebuilding

Project Title: Young Women as Drivers of Peace: Providing 360° Support to Emerging Women Leaders

Project Number from MPTF-O Gateway: 00119223

If funding is disbursed into a national or regional trust fund:

Country Trust Fund

Regional Trust Fund

Name of Recipient Fund:

Type and name of recipient organizations:

NUNO -Search for Common Ground, Sri Lanka (Convening Agency)

NUNO - Muslim Women's Development Trust

NUNO -Muslim Women's Research and Action Forum

NUNO - Sarvodaya, Shanthi Sena

NUNO -Women Resource Centre

Date of first transfer: 16 December 2019

Project end date: 11 June 2021

Is the current project end date within 6 months? No

Check if the project falls under one or more PBF priority windows:

Gender promotion initiative

Youth promotion initiative

Transition from UN or regional peacekeeping or special political missions

Cross-border or regional project

Total PBF approved project budget (by recipient organization):

Recipient Organization	Amount
Search for Common Ground, Sri Lanka	\$ 263906.83
Muslim Women's Develoment Fund	\$ 44000.00
Muslim Women's Reasearch and Action Forum	\$ 44000.00
Sarvodaya Shanthi Sena	\$ 44000.00
Women's Resource Centre	\$ 44000.00
Total:	\$ 439906.83

Approximate implementation rate as percentage of total project budget: 29%

Gender-responsive Budgeting:

Indicate dollar amount from the project document to be allocated to activities focussed on gender equality or women's empowerment: USD 362896.59

Amount expended to date on activities focussed on gender equality or women's empowerment: 31%

Project Gender Marker: GM3
Project Risk Marker: Medium
Project PBF focus area: 2.1 National Reconciliation

Report preparation:

Project report prepared by: Kiruthika Thurairajah

Project report approved by: Nawaz Mohamad

Did PBF Secretariat review the report: Yes

PART 1: OVERALL PROJECT PROGRESS

Briefly outline the **status of the project** in terms of implementation cycle, including whether preliminary/preparatory activities have been completed (i.e. contracting of partners, staff recruitment, etc.) (1500 character limit):

At present, the project has been implemented for 9 months. The outbreak of the COVID-19 pandemic has resulted in lockdowns twice during this period, during the third month of the project, and a second lockdown in month ten. This has had a significant impact on the ability of the project team to implement the activities as planned.

Despite the challenges associated with strict curfews, restrictions on in-person activities, and increased economic, personal and health stresses for young women across the country, the project was able to complete the following activities:

- 137 young women were selected in all 4 districts (A.1.1.);
- Development of the Leadership and Common Ground Approach (CGA) training (A.1.2.);
- Orientation for the selected Young Women Leaders (YWLs) in all four districts;
- Training of Trainers on the Leadership and Common Ground Approach (CGA) training (A.1.2.);
- First phase of the Leadership Training for the selected YWLs in all districts (A.1.2.);
- Training of Trainers refresher training (A.1.2.);
- Orientation for the Young Researchers (A.3.1.);
- Methodology developed for the capturing of project learnings (A.3.1.);
- On-going engagement between the young researchers and project activities and participants (A.3.1.);
- Mentorship Training for the Experienced Women Leaders (A.2.1.);

In discussion with PBF Secretariat following the initial outbreak, the project team agreed to wait until in-person activities were a possibility again as not to compromise the original design and quality of the project, which relies heavily on in-person mentorship and engagement with the YWLs. Overall, the project activities have experienced a four-month delay, due to C-19.

FOR PROJECTS WITHIN SIX MONTHS OF COMPLETION: summarize **the main structural, institutional or societal level change the project has contributed to**. This is not anecdotal evidence or a list of individual outputs, but a description of progress made toward the main purpose of the project. (1500 character limit):

N/A

In a few sentences, explain whether the project has had a positive **human impact**. May include anecdotal stories about the project's positive effect on the people's lives. Include direct quotes where possible or weblinks to strategic communications pieces. (2000 character limit):

The project has been able to create trusted spaces in which young women from diverse socio-economic, ethnic and linguistic backgrounds can come together and learn from each other. For some of the YWLs, their participation in project activities such as the Leadership and CGA

training was the first time they interacted with other communities, or were exposed to speaking for an extended period of time with others in a language other than their own. This has enhanced their understanding of diversity, shared humanity and coexistence within communities. In Batticaloa, where two participants are hard of hearing, participants repeatedly expressed their interest in learning Sign Language. In Puttalam, a small group of Sinhalese participants expressed hesitance in participating in the training when they saw some of the Muslim participants dressed in hijabs and burqas. Through the trainings, and thanks to the expert facilitation of the district partner, the participants from different groups took part in group exercises, ice-breakers, problem-solving exercises and other activities which served to break down walls and encourage collaborative learning.

“The way the sessions were conducted was different from those we usually go to. Apart from the sessions, I am surprised at how friendly other communities are. This is the first time I got the chance to mingle with other communities this much. And my perception has changed. I hope our friendship lasts longer and I can't wait to come to the next program” -
Young Woman Leader from Puttalam

The project has also created opportunities beyond the project for the YWLs to be involved in their communities. For example, district partners have encouraged the YWLs to participate in other programs and initiatives organized by the partners. In Puttalam, YWLs have initiated a Youth Advocacy Network under the guidance of the partner, and they plan to expand this model to each Grama Niladhari Division.

“Religion or ethnicity shouldn't matter to become a leader. What is important is that leaders should have an ability to face the problem and solve it through a collaborative approach” -
Young Woman Leader from Ampara

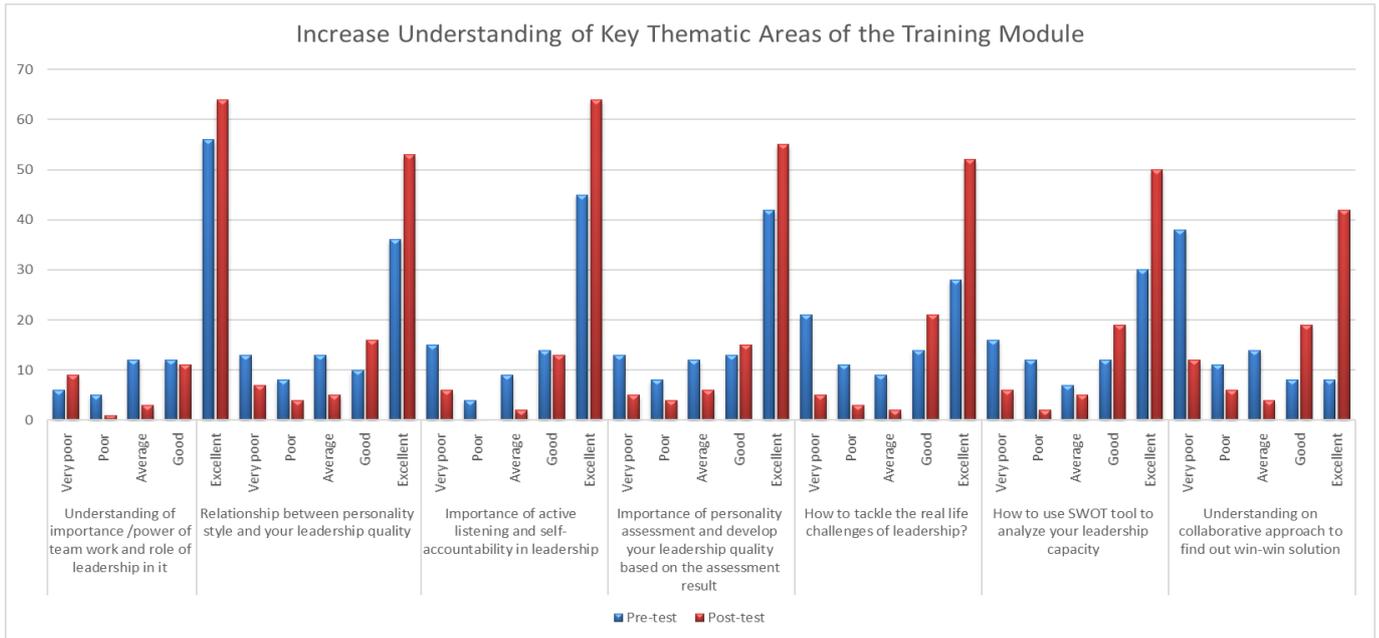
PART II: RESULT PROGRESS BY PROJECT OUTCOME

Outcome 1: Emerging women leaders have increased knowledge and skills to carry out a collaborative context assessment, and design and implement inclusive peacebuilding initiatives based on this assessment.

Rate the current status of the outcome progress: on track

Progress summary: (3000 character limit)

The Leadership and Common Ground Approach training have increased leadership and conflict transformation skills among the YWLs, **with participants showing an overall increase by 35.39% from the baseline value.** While many of the YWLs have leadership experience in their communities already, the training has helped equip the leaders with specific peacebuilding and conflict transformation concepts and tools, such as conflict analysis and management approaches. The participants are supported in understanding these concepts, and how to apply them in practice.



The above graph shows the degree to which the participants’ understanding of various themes has improved following the test, ranking the level of understanding from very poor to excellent. The results indicate vast improvements across all themes, and also reflect that a significant portion of the participants already had a strong understanding of these topics. This is due to the fact that an understanding of peacebuilding, leadership and teamwork was included in the selection criteria for the YWLs.

The young women leaders have also expressed a commitment to applying the leadership, active listening, acting with unity, conflict/problem analysis, and teamwork skills they have learned, not just during the project lifetime but also in their everyday life.

Indicate any additional analysis on how Gender Equality and Women’s Empowerment and/or Youth Inclusion and Responsiveness has been ensured under this Outcome:
(1000 character limit)

The partners have purposely selected leaders from different ethnicities, socio-economic backgrounds and religions. A significant achievement has been the inclusion of women from indigenous communities as well as differently abled leaders who are particularly vulnerable to gender based violence, lack of access to sexual reproductive health and sanitation facilities, and unequal access to economic opportunities. This is particularly pertinent with the reintroduction of lockdown measures further shrinking the already limited space for women’s equality and advancement.

It also has created a conducive space for young women to access support from partner organizations, mentors and other YWLs in the communities, as evidenced for example by the establishment of a youth advocacy network in some of the participating Grama Niladhari Divisions. Some YWLs are also choosing to actively participate in partner initiatives on women’s empowerment and domestic violence issues.

Through the project, the YWLs have also been connected with government officials and community based organizations. This has paved the way for connecting the leaders to youth groups implementing COVID-19 responsive peacebuilding initiatives in their communities with the networks they established during and after the trainings. The linkages with and support from the government, NGOs, and CBOs will ensure the interventions are sustainable and scalable, and contributes to changing perceptions around the potential and importance of young women leadership.

Outcome 2: Emerging women leaders have developed and implemented community dividends in the target communities.

Rate the current status of the outcome progress: off track

Progress summary: (3000 character limit)

The progress the project has made towards Outcome 1, outlined above, has contributed towards this outcome by equipping the leaders with the skills they need to be able to start implementing initiatives in their communities. Building on this groundwork, the second stage of the Leadership and CGA training, which introduces the participants to various Conflict Analysis Tools and methods for conducting context assessments, was conducted in Batticaloa before lockdown measures were reintroduced. The participating leaders have drafted Action Plans on issues (Issues on Divorce, Drug Abuse, Sand/Ilmenite Mining, Domestic Violence, Teenage Pregnancies, etc) prevalent in their communities and have sketched out their Conflict Tools and Mapping based on their learnings.

The pre-and-post test results for the second stage of the Leadership and CGA training show a significant improvement in participants’ understanding of the concepts and tools covered in the training:

Subject	Rate of Correct Answers Pre-test	Rate of Correct Answers Post-test
Types of Conflict	25.60	80%
Conflict analysis tools	12.80	72%
Collaboration	10%	56%
Purpose of the conflict analyses	17.90	80%
Conflict handling	10.30	72%

The leaders sketched out their Conflict tools and Mapping based on their learnings, which will be a guiding path for them to go back to their communities and reassess the issues. The training has prepared the YWLs for the next stage of the project, during which they will conduct the Collaborative Context Assessments and design their initiatives, under the mentorship of experienced women leaders.

The mentors were selected from different backgrounds – members of Provincial Councils, School teachers/principals, Government employees, Social Workers, Activists, and

Community Leaders - and demonstrated their ability and interest in working with the young women leaders in guiding and mentoring them through each step of the implementation of their seed grants. This was evident during the second stage of the training in Batticaloa, where some of the mentors provided guidance to the YWLs on how to use collaborative context assessment tools to identify potential issues in their communities they could develop initiatives around. The mentors are collaborating in this project on a voluntary basis.

"...Through this training, I got to know about the role of a mentor. Especially what qualities should be there in a mentor and how mentoring is different from teaching and coaching. Moreover, the mentors from all four districts had the chance to meet each other and share their work experiences and this gave us an opportunity to get to know other perceptions and new ideas. In conclusion, the program capacitate us to be a proper mentors to the young women leaders group in our districts and to facilitate them to be the peace drivers in near future..." - Mentor from Puttalam (School Teacher)

As a government officer, I have participated in many workshops. I have learnt some of these concepts before but I had forgotten many of them. Therefore, this training was able to refresh my knowledge. That was very useful. Moreover, I was able to get to know about other organisations. Especially about the work of Search for Common Ground. Hereafter, when we plan programs/activities we know with whom we can connect with. - Mentor from Kurunegala (District Secretariat)

The remaining three districts will conduct their 2nd stage Leadership and Common Ground Approach trainings in November/December 2020 depending on Government restrictions with regards to COVID-19. Search is working with the district partners to explore ways this training could be conducted online as a last resort.

Indicate any additional analysis on how Gender Equality and Women's Empowerment and/or Youth Inclusion and Responsiveness has been ensured under this Outcome:

(1000 character limit)

Project partners have carried out important groundwork to ensure that they select experienced women leaders as mentors for the YWLs, who are well connected to the government and corporate stakeholders as well as have community-level experience in achieving peacebuilding outcomes. Project partners have also carried out important preparatory work to leverage their expertise and connections to the project locations to implement COVID-19 responses in their communities. This has been reported in the first bi-annual report.

During the stage two trainings, the Mentors established a solid foundation with the YWLs which has empowered the YWLs to discuss further strategies in how the conflict tools can be comprehensively utilized to address their community issues. This has brought about trust and encouragement among all women. The dynamics between the YWLs who are predominantly youth and Mentors in which there are mixed age groups also have manifested in different aspects – empathy and trust has been nurtured during the meetings between YWLs and Mentors to a certain extent. This in turn has increased the belief that Young Women are capable of implementing community projects on peacebuilding when the needed support and guidance is there to back them up. This also has changed attitudes towards gender imparity and have put into question patriarchal gender roles among project stakeholders.

Outcome 3: Increased knowledge among decision-makers and peacebuilding and governance organizations in Sri Lanka of the positive role emerging women leaders can play in peacebuilding initiatives in their communities and how to support them in leading community-level

Rate the current status of the outcome progress: off track

Progress summary: (3000 character limit)

Progress towards this outcome has been delayed as a result of COVID-19 restrictions. Despite the limitations on in-person activities, Search has been able to develop a framework for the final learning paper which will be developed as an output for this outcome. The framework was developed through several rounds of consultations between Search, the young researchers which were selected during this reporting period, and the M&E consultant.

The framework was developed on the basis of the four key principles of the Youth 360 approach; working with the excluded majority, power in the hands of youth, redefining sustainability, and enhancing collective impact on conflict geographies. The framework contains learning questions as well as a comprehensive learning tool, methodology and process which will help robust data collection in line with these four principles. These include a detailed outline of and guidance for questionnaires, Focus Group Discussions, key informant interviews, observations, collection of views from the stakeholders, interviews with target groups, and collecting Most Significant Change Stories.

Indicate any additional analysis on how Gender Equality and Women’s Empowerment and/or Youth Inclusion and Responsiveness has been ensured under this Outcome: (1000 character limit)

We are still in preliminary stages of making progress towards this outcome.

PART III: CROSS-CUTTING ISSUES

<p><u>Monitoring:</u> Please list monitoring activities undertaken in the reporting period (1000 character limit)</p> <ul style="list-style-type: none">- <i>Monitoring and Evaluation plan developed, reviewed and approved by the regional DM&E specialist</i>- <i>Terms of reference developed and procurement process initiated to recruit young researcher.</i> <p><i>Pre and post -test for trainings were administered, analyzed and finding were shared with project team</i></p> <ul style="list-style-type: none">- <i>Continues monitoring activities with visiting the training and other events were held</i>- <i>Partner review meeting held</i>	<p>Do outcome indicators have baselines?</p> <p>Yes. Baseline value was established for following indicator through the pre test of Leadership for Coexistence for Young Women Leaders training</p> <p>Outcome Indicator(1a): % of participating emerging women leaders with increased knowledge and skills on collaborative leadership and conflict transformation.</p> <p>Baseline value for the outcome indicator 3 a (# of power holders from the target districts (identified through the collaborative context assessments) who have started developing partnerships with emerging women leaders to advance community-level peacebuilding initiatives) will be established after conducting the collaborative context analyses.</p> <p>The baseline value for the other all indicators will be 0 value, as per the agreed M&E plan.</p>
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<ul style="list-style-type: none"> - TOR for M&E consultant was developed and hiring process completed. - Induction program and continues meeting with M&E consultant were held - Learning guidance for young researcher developed - After action reviews(AAR) were held after every event and continues course correction and improvement process was taken place based on the outcome of AAR 	<p>Has the project launched perception surveys or other community-based data collection?</p> <p>No</p>
<p><u>Evaluation:</u> Has an evaluation been conducted during the reporting period?</p> <p>No</p>	<p>Evaluation budget (response required): USD 17,161</p> <p>If project will end in next six months, describe the evaluation preparations (1500 character limit):</p> <p>Project will end on May 28. Evaluation preparatory work will start in December 2020 as follows.</p> <p>ToR preparation and finalising of ToR and advertising the ToR will be carried out within December 2020. Shortlisting and interview to recruit the potential team will be held in January 2021. Induction meetings with the research team will be held in February and Finalising methodology and tools for data collection will be end by end of 4th week of February to 2nd week of March 2021. Data collection will be carried out 3rd week of March to end of May 2021 and the first draft of the report is expected to be received and revived June 2nd week (2021).</p>
<p><u>Catalytic effects (financial):</u> Indicate name of funding agent and amount of additional non-PBF funding support that has been leveraged by the project.</p> <p>N/A</p>	<p>Name of funder: Amount:</p> <p>N/A</p>
<p><u>Other:</u> Are there any other issues concerning project implementation that you want to share, including any capacity needs of the recipient organizations? (1500 character limit)</p>	<p>Due to the surge of COVID-19 cases in October 2020, it has been a challenge to implement planned activities as many of activities highly rely on person to person field level collaborations. Project partners have explored online tools to conduct meetings and trainings with young women leaders since the first outbreak of COVID-19 in March/April 2020. However, the use of online tools remains a steep learning curve for all project partners, and some partners do not have the capacity nor the infrastructure to utilize available online platforms for e-learning and other webinar-based meetings. As a proactive solution, Search is exploring ways to capacitate them on web-based platforms</p>

	<p>and to support them with resources to invest in basic infrastructure for online communications. This was temporarily paused after restrictions were eased following the first wave of cases. However, given the reintroduction of restrictions, it is now understood that adaptation strategies and capacity-building strategies will be required to complete this project and Search is working to implement those.</p> <p>All implementing partners are liaising with the NGO coordinator, PHI and MOH representatives to strategize ways to conduct the training sessions in their respective districts while adhering to the safety and security regulations laid out by the government. Currently gathering in groups have been prohibited by the MOH until October 31st. Search team envisions that there might be delays in implementing the activities for another two months due to the rapid increase of cases and potential lockdowns/curfews in several parts of the country.</p>
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PART IV: COVID-19

Please respond to these questions if the project underwent any monetary or non-monetary adjustments due to the COVID-19 pandemic.

- 1) Monetary adjustments: Please indicate the total amount in USD of adjustments due to COVID-19: \$ N/A
- 2) Non-monetary adjustments: Please indicate any adjustments to the project which did not have any financial implications:

The project activities were delayed by four months since the lockdown due to COVID-19 prevention measures during the period March - May 2020. Hence some of the activities which were scheduled to be completed in April/May had been rescheduled to June/July 2020. The team was concentrating on activities and preparation which were able to be done online - finalizing the Leadership and Common Ground Approach Manual, recruiting process for Learning and Dissemination, Selection process of identifying YWLs. With the regulations eased, Search and Partners were able to implement a significant amount of activities from June to September 2020 with all safety measures being implemented as per the government regulations and PHIs' approvals.

In addition, Search was conducting online meetings with the partners for updates and any support to be extended within the partners and Search.

- 3) Please select all categories which describe the adjustments made to the project (and include details in general sections of this report):

- Reinforce crisis management capacities and communications
- Ensure inclusive and equitable response and recovery

- Strengthen inter-community social cohesion and border management
- Counter hate speech and stigmatization and address trauma

- Support the SG's call for a global ceasefire
- Other (please describe):

If relevant, please share a COVID-19 success story of this project (*i.e. how adjustments of this project made a difference and contributed to a positive response to the pandemic/prevented tensions or violence related to the pandemic etc.*)

Puttalam in particular has been a high-risk zone during the first outbreak in March 2020. Our partner MWDT was selected by the local government task force to implement a COVID-19 response providing dry rations to children homes and elders' homes. The team used this as an opportunity to network with vulnerable groups of women in Puttalam and also to identify some who could be potential young women leaders to be involved in the project.

The Women's Resource Centre in Kurunegala had also been selected as one of the focal points by the Presidential task force and has been working closely with women leaders to mobilize resources for vulnerable communities affected by COVID-19.

Sarvodaya Shanthi Sena, Batticaloa took the necessary step to visit some of the YWLs houses and have conversations with their families to get an update of their needs and issues due to the crisis. This increased the trust between the families and the partner which resulted in the parents giving space for their daughters to participate in the trainings.

PART V: INDICATOR BASED PERFORMANCE ASSESSMENT

Using the **Project Results Framework as per the approved project document or any amendments**- provide an update on the achievement of **key indicators** at both the **outcome and output level** in the table below (if your project has more indicators than provided in the table, select the most relevant ones with most relevant progress to highlight). Where it has not been possible to collect data on indicators, state this and provide any explanation. Provide gender and age disaggregated data. (300 characters max per entry)

	Performance Indicators	Indicator Baseline	End of project Indicator Target	Indicator Milestone	Current indicator progress	Reasons for Variance/ Delay (if any)
Outcome 1 Emerging women leaders have increased knowledge and skills to carry out a collaborative context assessment, and design and implement inclusive peacebuilding initiatives based on this assessment	Indicator 1.1 % of participating emerging women leaders with increased knowledge and skills on collaborative leadership and conflict transformation	41.46%	30% increase from pre-test value	After the training is finished, follow up after three months, and final evaluation	35.39%	No Variance. Total knowledge is 76.85%(pre test value and Post test - This value calculated only part of the training was held.
	Indicator 1.2 % of trained women who are able to share an example of when they have taken up a leadership role in engaging with other community and government stakeholders to address issues that have been identified in the collaborative context assessments	0	60% of all participating emerging women leaders	12th month		This will be assessed after the small grant initiatives are implemented
Output 1.1 140 emerging women leaders selected; two two-day collaborative leadership and common	Indicator 1.1.1 # of emerging women leaders identified	0	140	3rd month	189 were selected (253 were participated at the orientation sessions, out of 189, Sinhala -60, Tamil -57 and 72 Muslims, all were between 18- 28 years of age)	

ground approach workshops conducted	Indicator 1.1.2 # of emerging women leaders trained on collaborative leadership and conflict transformation through the collaborative leadership and Common Ground Approach workshops	0	140	6th month	137(42 Sinhala,43 Tamil and 52 Muslims and 35 Budhist, 28 Hindu, 52 Islam and 22 christian)	3 person were dropped out from the taraining at the last minute due to their personal issues
Output 1.2 One collaborative context assessment conducted per district	Indicator 1.2.1 # of women who participated colloborative context assessment	0	at least 84 (60%) out of 140 in total	8th of the project		Activity is yet to be conducted. No Variance/delay occured
	Indicator 1.2.2 % of participating emerging women leaders who indicate agreement with the final outcome document of the collaborative context assessments	0	80% of the emerging women leaders who participate in the collaborative context assessments	8th of the project		Activity is yet to be conducted. No Variance/delay occured
Outcome 2 Emerging women leaders have developed and implemented community-level peacebuilding initiatives leveraging local resources leading to increased peace dividends in the	Indicator 2.1 # of participating emerging women leaders who have leveraged (can cite actual examples and facts) local resources to design and implement peacebuilding initiatives.	0	50% from the total 140	14th month and final stage of the project		Activity is yet to be conducted. No Variance/delay occured
	Indicator 2.2 % of emerging women leaders who achieve their self-defined indicators of success	0	50% from the total 140	Between 10th -18th month and final reporting		Activity is yet to be conducted. No Variance/delay occured

target communities.	through the small grants					
	Indicator 2.3 % of community members who have been engaged through the women-led community-level peacebuilding initiatives that attest that the leadership and engagement of emerging women leaders has positively contributed to resolving local issues or conflicts	0	75%	14th month and final reporting		Small grant initiatives are yet to be conducted. Activity is yet to be conducted. No Variance/delay occurred
Output 2.1 50 experienced women leaders selected; one training on coaching and mentoring organized	Indicator 2.1.1 # of experienced women leaders trained on coaching and mentoring skills to support and empower emerging women leaders to design and implement community-level peacebuilding initiatives	0	50	Once during the training	38(13 Sinhala, 10 Tamil, 15 Sinhala and 9 Budhist, 7 hindu, 15 Islam, 6 Christian and 2 others)	Morethan 50 persons were selected but dropout have occurred in the last minute of the starting the training due to personal and official work . Variation is 12 from the target
	Indicator 2.1.2 % of trained women leaders that have conducted mentoring or coaching sessions	0	at least 80% of the trained mentors	After start the collaborative context assessment		Mentoring process are yet to be started
Output 2.2 small grants per district disbursed and reported on.	Indicator 2.2.1 # of women-led community level peacebuilding initiatives implemented by the emerging women	0	Atleast 4 projects per in each district	12th month		Small grant process are yet to be comenced

	leaders through a small grant.					
	Indicator 2.2.2 # of community members participating in the women-led community-level peacebuilding initiatives	0	At least 30 persons per event	14th month		Assess during the implementation of small grant initiatives
Output 2.3 Mentorship sessions conducted	Indicator 2.3.1 # of emerging and experienced women leaders participating in the mentorship session	0	Atleast 120	After starting context assessment		Process is yet to be started
	Indicator 2.3.2 % of emerging women leaders who attest that the coaching sessions have supported them to succeed in developing community-level inclusive peacebuilding initiatives.	0	75% from the total women participating in the small grant initiatives	start from 14th month		can be assessed after session are overed
Output 2.4 cross-district networking and exchange visits organized each engaging 10 participants from each district.	Indicator 2.4.1 # of cross-district networking and exchange visits conducted	0	4	12th month		Activity is yet to be conducted
	Indicator 2.4.2 # of emerging women leaders participating in the cross-district networking and exchange visits	0	140	12th month		Activity is yet to be conducted
	Indicator 2.4.3 % of emerging women leaders who state that the cross-district networking and exchange visits have	0	70% from participating emerging young women in the cross- district	12th month and final evaluation reporting		Activity is yet to be conducted

	expanded their networks with peers from other age groups, ethnicities, religions, or locations		networking and exchange visits.			
Outcome 3 Increased knowledge among decision-makers and peacebuilding and governance organizations in Sri Lanka of the positive role emerging women leaders can play in peacebuilding initiatives in their communities and how to support them in leading community-level	Indicator 3.1 # of power holders from the target districts (identified through the collaborative context assessments) who have started developing partnerships with emerging women leaders to advance community-level peacebuilding initiatives	TBD after the context analysis	at least 2 of those identified	14th month		Context analyses will be conducted after the context analyses training
	Indicator 3.2 # of decision-makers and peacebuilding and governance institutions who have expressed an interest to build on the knowledge generated through the project.	0	At least 2	14th month		After small grant initiatives will be implemented
Output 3.1 One learning paper developed	Indicator 3.1.1 # of learning sessions held to document best practices	0	At least 1 in each district	Throughout the project		
	Indicator 3.1.2 # of learning papers produced and disseminated	0	1	15th month	Young researchers are working and collecting data	
	Indicator 3.2.1 # of closed-door donor meetings among key peacebuilding donors conducted	0	1	15th month		

Output 3.2 One national-level final workshop conducted	Indicator 3.2.1 % of participants who attest that they have a better understanding of the role emerging women play to advance peace and reconciliation as a result of their participation in the final workshop.	60% participating in the final workshop		15th month		Yet to be held
	Indicator 3.2.2 # of participants in the final workshop (disaggregated by age, gender, ethnicity, religion, district, institutional affiliation (such as policy makers), government authorities, civil society groups and women's groups)	120		15th month		Yet to be held