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**PBF PROJECT progress report**

**COUNTRY:** Sri Lanka

**TYPE OF REPORT: semi-annual, annual OR FINAL:**

**YEAR of report:** 2021

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| --- | --- |
| **Project Title:** Young Women as Drivers of Peace: Providing 360° Support to Emerging Women Leaders  **Project Number from MPTF-O Gateway:** **329** | |
| **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:**  **Search for Common Ground (Convening Agency)**  **Muslim Women’s Development Trust**  **Muslim Women’s Research and Action Forum**  **Women’s Resource Centre**  **Sarvodaya, Shanthi Sena** |
| **Date of first transfer:** 16 June 2019  **Project end date:** 11 June 2021  **Is the current project end date within 6 months?** | |
| **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**  Searh for Common Ground $ 263906.83  Muslim Women's Development Trust $ 44000.00  Muslim Women's Reserach and Action Forum $ 44000.00  Women's Resource Centre $ 44000.00  Sarvodaya Shanthi Sena $ 44000.00  Total: $ 439906.83  Approximate implementation rate as percentage of total project budget: 80%  \*ATTACH PROJECT EXCEL BUDGET SHOWING CURRENT APPROXIMATE EXPENDITURE\*  **Gender-responsive Budgeting:**  Indicate dollar amount from the project document to be allocated to activities focussed on gender equality or women’s empowerment:  $362896.59  Amount expended to date on activities focussed on gender equality or women’s empowerment: $ 349,952 | |
| **Project Gender Marker:**  **Project Risk Marker:**  **Project PBF focus area:** | |
| **Report preparation:**  Project report prepared by: Saummya Amarasinghe  Project report approved by: Marisa Fernando  Did PBF Secretariat review the report: | |

***NOTES FOR COMPLETING THE REPORT:***

* *Avoid acronyms and UN jargon, use general /common language.*
* *Report on what has been achieved in the reporting period, not what the project aims to do.*
* *Be as concrete as possible. Avoid theoretical, vague or conceptual discourse.*
* *Ensure the analysis and project progress assessment is gender and age sensitive.*
* *Please include any COVID-19 related considerations, adjustments and results and respond to section IV.*

**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):

Search for Common Ground (SFCG) implemented the ‘Young Women as Drivers of Peace’ project from January 2020 to June 2021. The project was implemented in four districts of Sri Lanka, namely Puttalam, Batticaloa, Ampara and Kurunegala, with the support of four partner organisations: Muslim Women’s Development Trust (MWDT), Sarvodaya Shanthi Sena, Muslim Women’s Action and Research Forum (MWRAF) and Women’s Resource Centre.

The vast majority of the project was carried out during the COVID-19 pandemic, which broke out during the project’s inception phase and affected implementation due to the introduction of intermittent restrictions on mobility within and between districts. Nevertheless, Search and partners were able to adapt and strategize to overcome the challenges at different stages. As a result, **all the proposed activities**, including the Orientation, Leadership and Common Ground Approach Trainings, Mentorship Training for Experienced Women Leaders, Collaborative Context Assessments, Peacebuilding Initiatives, Mentoring sessions, Cross District Exchange Visits and the final stakeholder meetings, **were successfully completed in the four districts**. The project’s success was in part due to excellent collaboration between Search and the four partners, who were mobilized early on. Search also collaborated closely with its Children and Youth Division’s focal point regarding the project model, especially the project’s Youth 360 approach, which was tested in this pilot initiative.

Please indicate any significant project-related events anticipated in the next six months, i.e. national dialogues, youth congresses, film screenings, etc. (1000 character limit):

As the project has been completed there will not be any further activities under this project. However, the final evaluation of the project will be completed within the next 3 months and submitted to UNPBF in September.

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):

The project was able to contribute to 3 overarching changes. **First**, at a societal level, the project has had a visible, positive impact on the levels of confidence among young women leaders on their ability to act as agents of peace within their community. The design of the project, and notably its Youth 360 approach, accompanied young women through an intensive support package, which started with access to a comprehensive set of trainings and mentorship, and which culminated in the leaders designing and implementing solutions to the issues they felt were most critical in their communities. By providing the beneficiaries with immediate and tangible opportunities to put their newfound skills to use through the seed granting component, 125 young women were able to build their confidence, and experience first-hand their ability to effect change in their communities. **Second**, the way the project was designed allowed young women from diverse ethnic, religious and linguistic backgrounds to interact with one another - sometimes for the first times in their lives. Search has seen positive shifts in how young women interact with each other across dividing lines - from initial shyness, lack of trust, and suspicion of the ‘other’ to diverse friendships that may last beyond the duration of the project. **Third**, the project was able to create opportunities for young women leaders to interact with power holders in their communities, thereby contributing towards a shift among those power holders in how they perceive the potential and capabilities of young women.

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 positive human impact of the project is most visible in the feedback Search and partners received from the participants themselves. One important achievement of the project has been its ability to introduce the concept of mentorship to some of the experienced women leaders in the districts. While many were willing to be mentors for the young, less experienced participants, they were unsure of how to approach this. The project trained these experienced women and provided them with specific mentorship skills and tools.

As Fathima Shareeka from Puttalam district expresses:

“Through this training, I got to understand the role of a mentor, and especially what qualities a mentor should have and how those are different from teaching or coaching. I feel confident to be able to mentor young women in the future and support them to achieve their goals.”

The virtual district exchange visits were a new experience to the majority of the young women leaders, and one that the participants really enjoyed, especially while COVID-19 restrictions were in place and interactions with their peers were restricted. The opportunities to engage with young women from other districts, and to learn from mentors and resource persons, had a significant positive impact on many of the participants, particularly in terms of their interpersonal skills and confidence.

“We gathered a lot of life experiences. I’m proud that I have a lot of Muslim friends now, which I did not have before.” - Ruwanthi Saumya, Ampara

Even after the end of the project, the young women leaders are still using the WhatsApp groups created for the virtual exchange programs to interact with each other. Friendships have formed across dividing lines, as exemplified by positive interactions such as young Muslim women sending wishes during Vesak and Buddhists sending their wishes during Ramadan. The young women also use the WhatsApp groups to openly discuss various social and political issues, including those related to gender.

**PART II: RESULT PROGRESS BY PROJECT OUTCOME**

*Describe overall progress under each Outcome made during the reporting period (for June reports: January-June; for November reports: January-November; for final reports: full project duration). Do not list individual activities. If the project is starting to make/has made a difference at the outcome level, provide specific evidence for the progress (quantitative and qualitative) and explain how it impacts the broader political and peacebuilding context.*

* *“On track” refers to the timely completion of outputs as indicated in the workplan.*
* *“On track with peacebuilding results” refers to higher-level changes in the conflict or peace factors that the project is meant to contribute to. These effects are more likely in mature projects than in newer ones.*

*If your project has more than four outcomes, contact PBSO for template modification.*

**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:**

**Progress summary:** *(3000 character limit)*

The project was able to make significant progress towards several indicators, notably the % of participating emerging women leaders with increased knowledge and skills on collaborative leadership and conflict transformation. The findings from the pre- and post-tests conducted during the project’s trainings show an overall increase in knowledge gained from 17% to 54%. The two graphs below illustrate the findings of the tests for Phase 1 and Phase 2 of the trainings.

A screenshot of a computer

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This data was validated by a final follow up monitoring and assessment conducted by SFCG at the end of the project. The assessment showed that participants not only gained knowledge of various conflict analysis and resolution tools but were also able to apply them when designing their peacebuilding initiatives. Participants also learnt how to measure and monitor the impact of their projects and were trained to develop success indicators and a change matrix for their initiative.

As part of the assessment, Search asked training recipients to complete a self-assessment to describe what they felt they gained from trainings. According to the self-assessment, 48% of respondents felt they were now very knowledgeable on collaborative context assessment tools. Another 47% felt they were knowledgeable on the same topics as a result of the project’s capacity building initiatives. The impact of the project’s skill building component is best reflected in the young leaders’ implementation of the seed grant initiatives. The young women leaders confidently led the design, networking, implementation and monitoring of their initiatives, working closely with the conflict analysis and context assessment tools they were taught to use.

With regards to the second indicator under this outcome (% 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), the follow up monitoring and assessment report showed that 90% of the young women leaders were able to show at least one example of taking up a leadership role and connecting with stakeholders in their communities. This was especially the case for connecting and networking with different stakeholders while designing and implementing their initiatives. In Ampara for example, one of the mentors was the Women Development Officer attached to the Kalmunai Divisional Secretariat, who connected the Young Women leaders with relevant government stakeholders to implement their initiatives. In Mampuri, Puttalam, young women leaders were able to rapidly coordinate with community elders, police officers and the Public Health Inspector to put in place COVID-19 safety measures after an unexpected surge in attendees to their New Year Festival.

**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 project was designed to specifically target young women from diverse backgrounds of the ages of 18-29. The district partners selected the young women according to carefully developed selection criteria and following a structured process to ensure the participation of marginalized groups. The follow up monitoring of the project indicates that these efforts were successful, as the project was able to reach 41% Muslim women, 30% Tamil women, and 29% Sinhalese women. Further, the project made a targeted effort to include young women who had never been part of a similar initiative and, in particular, to give an opportunity to young women from marginalized communities to participate. Building on their many years of work in the project districts, the partners were able to leverage their networks in the target communities to engage with and include young women from indigenous communities, young women with hearing impairments, and members of the LGBTQ community.

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

**Rate the current status of the outcome progress:**

**Progress summary:** *(3000 character limit)*

Through this project, 111 Young Women Leaders received support and/or mobilized local resources to successfully implement small grant initiatives in their communities. A remarkable success of the project has been the level of autonomy with which the young women leaders led the granting process - from identifying supportive government stakeholders with the help from their mentors to the design and implementation of the initiatives. Young women leaders were divided into smaller groups based on their Divisional Secretariat (DS) region and they worked as a group to submit the proposals for the peacebuilding initiatives. This allowed the young women to work more directly with government stakeholders from their respective DS. Some of the local resources received by young women leaders include getting venues free of charge from government institutions and religious places such as mosques and temples. For some events the local communities supported the young women with the provision of refreshments. They were also able to leverage support from local media channels who provided publicity for their initiatives.

Young women leaders chose the success indicators for their initiatives and included them in a change matrix. Some of the indicators that were included in the change matrix are outlined below:

# of Peace networks formed among Tamil and Muslim leaders

# of people participating in awareness programs on understanding other cultures

# of youth visiting the four religious places

# participants attended the photographic exhibition

# of clubs formed with an inclusion of Tamil and Muslim youth

96% of emerging women leaders achieved the indicators they had set for their projects. However, due to COVID-19 related delays, the leaders only had between one and two months to design and implement their initiatives. Therefore, the anticipated changes were restricted to what was possible within this limited time frame.

The peacebuilding initiatives that were carried out by the young women leaders included awareness programs on non-violent communication for youth (both male and female), religious visits, cultural festivals, Shramadana campaigns, environment programs with a peacebuilding element, and various art programs around social cohesion. The young women leaders faced many challenges while organising these events due to pandemic restrictions, but showed immense confidence and motivation in adapting their programs and re-designing their activities to suit the restrictions.

The initiatives have also had a positive broader societal impact. Search conducted a survey among the community members who participated in the initiatives organized by the leaders. Out of 339 respondents, 173 (51%) strongly agreed that young women’s leadership is very important to local conflict resolution, while 166 respondents (49%) agreed. 171 respondents strongly agreed that young women can make a positive contribution in leadership, while 161 agreed. The results are reflective of the efforts made by the young women leaders to engage community members in their peacebuilding initiatives.

**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)*

Search and partners worked with the young women leaders to ensure that both men and women were involved in the women-led peacebuilding initiatives. Because the project is centred on collaborative leadership, the young women leaders were actively engaging with community members during the design and implementation of the interventions. As a result, men and women participated in the Shramadana campaigns, cultural events, religious tours and other initiatives aimed at building horizontal cohesion. This also helped community members feel ownership over the interventions, and in turn contributed towards their positive assessments of the initiatives highlighted in the section above. When diverse community members feel included and are given the opportunity to participate in and witness first-hand the initiatives of young leaders in their communities, they are more likely to hold positive views on women’s leadership.

**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**

**Progress summary:** *(3000 character limit)*

One outcome indicator under outcome 3 is the # 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. The data collected during the peacebuilding initiatives process showed that 8 partnerships were built across the four districts, and that government institutes showed a particular interest in working with the young women in the future. Additionally, the District Secretariat of Batticaloa has also recognised and shown interest in working with the Deaf Association of Batticaloa due to the young women leader who introduced the two institutes to one another.

Search hired three young researchers to work in each district and collect data on the impact of the project, and to generate a learning document. They collected several positive examples of community members and other stakeholders collaborating with and recognizing the young women leaders. For instance, small grants initiatives served as a platform for young women leaders to communicate and interact with a wide range of stakeholders, which included government officials, religious institutions, and local government representatives. In return, they were acknowledged within their respective communities and community members had an opportunity to witness the potential of young women leaders as they engaged in activities to create a positive change in their communities. The findings of the researchers were consolidated into a learning document, which was in turn used to share project learnings to various stakeholders.

Search and partners organized a final stakeholder event to build momentum and buy-in among stakeholders to build on the learnings of the project. 18 stakeholders attended, representing government institutions, donor agencies, and peacebuilding institutions. While the event qwas originally supposed to be implemented in person, the reintroduction of COVID-19 restrictions meant that the meeting had to be conducted virtually. According to the feedback of the questionnaire which was given to the participants of the final stakeholder meeting, 75% of them had strongly agreed that they understand that young women leaders can make a positive contribution in providing leadership in peacebuilding.

Chart

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**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)*

By engaging young researchers to monitor the impact of the project, Search was able to ensure that the young leaders were working closely with researchers who were their peers, allowing for more open exchange and better understanding of experiences. It also sensitized those young researchers to peacebuilding issues in each district, and ways in which the Youth, Peace and Security agenda can be furthered.

**PART III: CROSS-CUTTING ISSUES**

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| --- | --- |
| **Monitoring:** Please list monitoring activities undertaken in the reporting period (1000 character limit)  During the entire project period all activities were monitored using different tools. Starting from the leadership trainings, Search conducted pre- and post-evaluations to verify the knowledge increase of the Young Women Leaders. After the Context assessments, young women leaders developed project proposals and change matrices for their interventions. Data on the success of these initiatives was then monitored and collected by Search.  Search also collected post-event feedback from community members after each of the peacebuilding initiatives.  During the cross-district networking programs, a questionnaire was given to the young women leaders to check the networking opportunities that were built. At the end of all project activities, a follow-up monitoring questionnaire was given to assess the overall feedback regarding the project. | Do outcome indicators have baselines?  Has the project launched perception surveys or other community-based data collection? |
| **Evaluation:** Has an evaluation been conducted during the reporting period? | Evaluation budget (response required): USD 13,000  If project will end in next six months, describe the evaluation preparations *(1500 character limit)*: Search has recruited an external evaluation team to carry out the final evaluation of the project. A comprehensive Terms of Reference (TOR) was developed with input from UNPBF. After shortlisting 6 leading research institutes, Search conducted a round of interviews and Centre for Poverty Analysis (CEPA) was selected for this task.  The final evaluation will assess the progress made towards achieving the project’s goals, to i) provide actionable recommendations for future programming, ii) document good practices, innovations, and lessons learned, if any, emerging from the project, and iii) assess the adequacy and quality of partnership and cooperation between different stakeholders.  Initial discussions have already taken place between Search and the evaluation team, and the inception report has been received and reviewed by Search. Search will provide extensive oversight over the process, to ensure a high quality final report.  The final report is due on August 29th, 2021. |
| **Catalytic effects (financial):** Indicate name of funding agent and amount of additional non-PBF funding support that has been leveraged by the project. | Name of funder: Amount: |
| **Other:** Are there any other issues concerning project implementation that you want to share, including any capacity needs of the recipient organizations? *(1500 character limit)* | The COVID-19 pandemic was the biggest challenge encountered during the implementation of the project. However, none of the activities were compromised and Seach and the partner organisations were able to adapt to ensure continued implementation. The need to adapt to remote or restricted in person implementation was a significant opportunity for all project partners to assess their internal capabilities for this type of work. Some of the adaptations, such as conducting trainings online and using simultaneous interpretation, were tried by the partners for the first time. Search Sri Lanka successfully carried out a virtual cross district exchange program for the first time, and may explore conducting such activities remotely in the future. It is clear that there will continue to be a need for digital peacebuilding in the future, and that there is a need for investment in the capacity of organizations to make the most of the opportunities presented by this work. |

**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:

$

1. Non-monetary adjustments: Please indicate any adjustments to the project which did not have any financial implications:

  1. In the Ampara district, the second phase of the Leadership and Common Ground Approach training was conducted online. The training module was adapted for online delivery.

2. In Kurunegala district, some activities were conducted online, including a film review and a training on identity and pluralism.

3. All cross district networking programs were conducted virtually.

4. The final reflection meeting with partner organisations and the final event with stakeholders were conducted virtually.

5. The majority of the final evaluation will be conducted online, notably the data collection through FGDs, KIIs, and surveys.

1. 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.*)

**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 (data disaggregated by age, ethnicity, location) | 15% | 30% increase from pre-test value | After the training is finished, follow up after three months, and final evaluation | 45%  ( Sinhala- 30%,Tamil-31% and Muslims-38%/ Bushist -26%, Hindu -20%, Islam38% and Christian -16%  Puttalam-29%, Ampara-25%, Batticaloa 23% and Kurunegala-23%) | No variation. Target achieved by 150% |
| 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 | 90% | No variation. Target achieved by 150% |
| Output 1.1  140 emerging women leaders selected; two two-day collaborative leadership and common ground approach workshops conducted | Indicator 1.1.1  # of emerging women leaders identified (disaggregated by age, ethnicity, and religion) | 0 | at least 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) | No variations. Target achieved by 135%. This has been reported in the last bi-annual report. |
| Indicator 1.1.2  # of emerging women leaders trained on collaborative leadership and conflict transformation through the collaborative leadership and Common Ground Approach workshops (disaggregated by age, ethnicity, and religion) | 0 | 140 | 6th month | 1st phase training =137(42 Sinhala,43 Tamil and 52 Muslims and 35 Buddhist, 28 Hindu, 52 Islam and 22 Christian, all were between 18- 28 years of age) )  Second phase training = 130 (35 Sinhala,41Tamil,54Muslims;30 Budhist,30 Hindu, 54 Islam and 16 Christian all were between 18- 28 years of age) | 3 Young women leaders were dropped out from the training at the last minute due to their personal issues- Reported in bi- annual report as well. Target achieved by 98%  7 young women leaders dropped out due to their personal issues and pandemic. Target achieved by 93% |
| Output 1.2  One collaborative context assessment conducted per district | Indicator 1.2.1  # of women leaders who participated in collaborative context assessment | 0 | at least 84 (60%) out of 140 in total | 8th month of the project period | 125(32 Sinhala, 46 Tamil, 47 Muslims and Buddhist-28, Hindu 28, Islam 47 and Christian 22, all were between 18- 28 years of age) | No variations. Target achieved by 149% |
| Indicator 1.2.2  % of participating emerging women leaders who indicate agreement with the final outcome document of the collaborative context assessments (disaggregated by age, location, activity sector). | 0 | 80% of the emerging women leaders who participate in the collaborative context assessments | 8th month of the project period | 125(Age between 18- 28 years; Ampara-28, Batticaloa -30, Kurunegala-30 and Puttalam -37) | No variations. Target achieved by 117% |
| **Outcome 2**  **Emerging women leaders have developed and implemented community-level peacebuilding initiatives leveraging local resources leading to increased peace dividends in the target communities** | 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 | 111 | No variations. Target achieved by 159% |
| Indicator 2.2  % of emerging women leaders who achieve their self-defined indicators of success through the small grants (disaggregated by age, ethnicity, and religion) | 0 | 50% from the total 140 | Between 10th -18th month and final reporting | 96% | No variations. Target achieved by 171% |
| 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 (disaggregated by gender, age, ethnicity, and religion) | 0 | 75% | 14th month and final reporting  Output | 98% | No variations. Target achieved by 131% |
| 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 (disaggregated by age, ethnicity, and religion) | 0 | 50 | Once during the training | 38(13 Sinhala, 10 Tamil, 15 Sinhala and 9 Buddhist, 7 Hindu, 15 Islam, 6 Christian and 2 others) | More than 50 personnel were selected but dropouts occurred in the last minute of the starting the training due to personal and official work. Variation is 12. Reported in bi-annual report. 32 trained mentors remained till the end of the project. Target achieved by 76% |
| Indicator 2.1.2  % of trained women leaders that have conducted mentoring or coaching sessions (disaggregated by age, ethnicity, and religion) | 0 | at least 80% of the trained mentors | 5th month onwards | 84% (total =32- Sinhala-11, Muslims-12 and Tamil 9 and Buddhist -8, Christian-6, Hindu-6 Islam -12) | No variations. Target achieved by 105% |
| 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 leaders through a small grant | 0 | At least 4 projects in each district | 12th month | 20 |  |
| Indicator 2.2.2  # of community members participating in the women led community-level peacebuilding initiatives (disaggregated by gender, age, ethnicity, and religion | 0 | At least 30 persons per event | 14th month | 801 (Male:328, Female 464 and other 9; Sinhala:165; Tamils 284; Muslims:284; and other:8  Buddhist:164;Hindu:214; Islam:344 and Christian :71 and others:8 | No variations. Target achieved by 167% |
| Output 2.3  Mentorship sessions conducted | Indicator 2.3.1  # of emerging and experienced women leaders participating in the mentorship session (disaggregated by age, location, ethnicity, religion) | 0 | At least 120 | Start from 6th month | 298 sessions; 157(125 YWLs and 32 experienced women as mentors (43 -Sinhala.  55 -Tamil.  59- Muslims.  and Buddhist-36.  Hindu -34.  Islam- 59.  and Christian-28) | No variations and target achieved by 213% |
| 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. (Disaggregated by district, age, and ethnicity) | 0 | 75% from the total women participating in the small grant initiatives | Start from 14th month | 83% | No variations. Target achieved by 111%. |
| 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 | 5 | No variations and target achieved by 125% |
| Indicator 2.4.2  # of emerging women leaders participating in the cross-district networking and exchange visits (disaggregated by sex, ethnicity, religion, and district) | 0 | 140 (four exchange visits) | 12th month | 70( Female: 70,  11- Sinhala, 20 -Tamils and 39 -Muslims  Buddhist -9, Hindu-16, Islam -39 and Christian -6) | 50% of the target was achieved due to the dropped out from the inception of the project and virtual exchange visit. Target achieved by 50% |
| Indicator 2.4.3  % of emerging women leaders who state that the cross district networking and exchange visits have expanded their networks with peers from other age groups, ethnicities, religions, or location | 0 | 70% from participating emerging young women in the cross- district networking and exchange visits. | 12th month and final evaluation reporting | 100% | No variations . target achieved by 143% |
| **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 peacebuilding initiatives** | 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. (Disaggregated by gender, age, ethnicity, religion, and position) | TBD after the context analysis | Target at least 2 of those identified | 14th month | 8 | No variations. Target achieved by 400% |
| 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. (Disaggregated by gender, age, ethnicity, and religion) | 0 | at least 2 | 14th month |  |  |
| 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 period | 4 | No variations. Target achieved by 100% |
| Indicator 3.1.2  # of learning papers produced and disseminated | 0 | 1 | 15th month | 1 | No variations. Target achieved by 100% |
| Indicators 3.1.3  # 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. (disaggregated by gender, age, ethnicity, and religion) | 75% strongly agree | 60% participating in the final workshop | 15th month |  | Achieved the target based on the response of the post -event evaluation. |
| 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) | 18( 62% Female, 38% male; Embassy/ NGO-12.5%; 25% prefer not to say;25% -government;37.5% CSO) | 120 | 15th month |  | Target achieved by 22% due to the virtual meeting held |