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**EVALUATION REPORT**



**UDF-PAK-10-388 / Empowering the Voice of a New Generation (EVNG)  
in Pakistan**

**12 August 2014**

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All errors and omissions remain the responsibility of the authors.

### **Disclaimer**

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

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### **Evaluators Note**

There is a Voice of New Generation (VNG) program to which this Empowering the Voice of a New Generation (EVNG) project contributed. This evaluation is on the UNDEF-funded EVNG project and its activities and is not an evaluation of the broader VNG program.

# Table of Contents

- I. EXECUTIVE SUMMARY ..... 1**
- II. INTRODUCTION AND DEVELOPMENT CONTEXT..... 4**
  - (i). The project and evaluation objectives ..... 4
- III. PROJECT STRATEGY ..... 7**
  - (i) Project approach and strategy ..... 7
  - (ii) Logical framework..... 9
- IV. EVALUATION FINDINGS ..... 10**
  - (i) Relevance ..... 10
  - (ii) Effectiveness ..... 10
  - (iii) Efficiency ..... 15
  - (iv) Impact ..... 16
  - (v) Sustainability ..... 17
- IV. CONCLUSIONS ..... 19**
- V. RECOMMENDATIONS ..... 20**
- VI. OVERALL ASSESSMENT AND CLOSING THOUGHTS..... 22**
- VII. LIMITATIONS, CONSTRAINTS AND CAVEATS..... 22**
  
- VII. ANNEXES ..... 23**
- ANNEX 1: EVALUATION QUESTIONS:..... 23**
- ANNEX 2: SURVEY FINDINGS ..... 24**
- ANNEX 3: DOCUMENTS REVIEWED: ..... 33**
- ANNEX 4: PERSONS INTERVIEWED ..... 35**
- ANNEX 5 : ACRONYMS ..... 37**

## I. Executive Summary

### (i) Project Data

The *Empowering the Voice of a New Generation (EVNG) in Pakistan* project sought to increase the role of youth in public affairs and policy development in 20 locations in Pakistan. Its intended outcomes were to: 1) strengthen networking and institutional capacities of the EVNG programme; 2) enhance understanding of VNG (Voice of New Generation) youth on social, political and development issues; and 3) increased participation of VNG groups in research and advocacy for policy making on youth issues.

This was a two-year USD 202,500 project (1 February 2012 - 31 January 2014). It was implemented by the Civil Society Support Programme (CSSP), a Pakistani Non-Governmental Organization (NGO) based in Hyderabad. Its main intended activities were to:

- Expand the existing VNG program to 20 more districts by partnering with an established community based organization (CBO) in each location to establish and run a VNG group of 20 youth;
- Establish Information Resource Centers (IRCs) in each of the CBO, and create a newsletter and website;
- Train a core group of VNG youth to transfer knowledge and lead discussions with their district groups, and between their group and others, and to lead advocacy campaigns; and,
- Conduct inter-provincial study tours for VNG leaders and hold annual national youth conferences.

### (ii) Evaluation Findings

The project objectives were directly **relevant** to the need to strengthen the awareness and understanding of Pakistani youth on democratic processes. Youth makes up more than 60 percent of the population and surveys show that less than a third think that a democracy is the best form of governance. The objectives were also directly relevant to the objectives of the grantee which had started a VNG program in Sindh province with funding from the National Endowment for Democracy (NED) and wanted to expand it to other locations. The project design was comprehensive and well done. It addressed issues directly relevant to youth and incorporated CBOs into program delivery which could help ensure an effective program and continuity of efforts. However, it assumed all participants were literate, had internet access, and the time and drive to develop and sustain a VNG effort within their area. This is likely to be the case for only a small minority of youth. This reduced project relevance for the rest, which might have been in greater need for a project of this nature. Several elements of the design were also not done during implementation, reducing relevance.

Project reporting states that most activities were completed as planned and delivered an **effective** project. However, there was not enough hard information available to be able to confirm this or to assess effectiveness. The usefulness of a baseline done to select the CBO partners was uncertain as it counted CBOs and their attributes more than assessed their qualifications. Some of the CBOs seemed extremely competent, but others might not have been the most appropriate choices. For instance, at least two did not appear to have offices where the VNGs were expected to meet and the IRC housed. The CBOs were also used primarily for logistical support for the CSSP who implemented the project from the CSSP office in Hyderabad.

Core youth from each district were selected and trained in three trainings, and attended an inter-provincial study tour. For the tours, it appears that the youth from Sindh province visited Punjab, while the youth of Punjab and Khyber Pakhtunkhwa (KPK) visited Sindh, and those

in Balochistan visited the KPK. There was not enough information to be able to assess the effectiveness of these different core youth events and the information on who participated in the study tours varied between documents.

There was almost no information about the activities at the district level. From the CBO expenditure information available, implementation seemed uneven. For instance, CBOs in Sindh province spent about 42 percent of the district level activity funds, while those in Balochistan only spent 16 percent.<sup>1</sup> However, there was also a wide variation between CBOs with activity expenditures ranging from USD 1,216 to about USD 152 each, which would not be expected since they were all supposed to be doing the same activities.

A VNG website was created and included a blog section for the youth. The site is easy to use and attractive, with e-mail addresses provided for each VNG youth and places where they could post their photos and news. It also provided a spot to publish the VNG newsletters which were posted through April 2013. They are there for every quarter until April 2013. Little analytical data is available on the use of the website but CSSP reported it was underutilized, saying not all of the youth had access to the internet and that they had created a Twitter account that the youth could use instead with their phones. There was no data available on that.

The project approach of using CBO partners and core youth to train their own groups should have been an **efficient** way to implement the project. Using existing VNG materials for training and having the broader VNG structure already in place should have also improved efficiencies. But implementation seemed slow with intermittent and not all activities appeared to have been done. The CBOs were underutilized programmatically and implementation was much more centralized than what was implied in the design. Project staff also seemed to need a better orientation on the project as they were not clear at times on what was project and what was the broader VNG effort. Project reporting to UNDEF was timely, but the narrative reports lacked specifics, including disaggregated data on project activities. UNDEF-funded materials were well branded with the CSSP, VNG and UNDEF logos. Links were made with some universities that helped to strengthen some events, such as the national conference, but there were no links apparent with other youth or democratic governance efforts underway in Pakistan, including a similar UNDEF funded project for youth done in some of the same locations as this project in 2012.

Assessing the **impact** of this project is problematic. Reporting was done at output levels and is incomplete or inconsistent. Outcome data needed to determine impact was not collected, despite a good monitoring and evaluation (M&E) plan in the project document. The planned knowledge, attitude and practices (KAP) surveys were not done that could have provided impact information on participating youth. Reports on core trainings do provide some comments by youth reportedly said before and after training sessions that show no awareness on the issues before training, and awareness after but these appear to be illustrative examples. Any impact is most likely to be with the core youth since they received the most attention. Changes for the other youth are unlikely outside of individual growth from participation because of the limited level of activities. Changes with CBO partners are also unlikely because of the nature of their engagement and the anticipated capacity building for partners did not appear to take place.

The CBO partnerships were expected to help ensure **sustainability**, but their limited programmatic engagement with the VNGs made it unlikely that they would continue to sustain the VNG activities without further funding from a project to do so. CSSP saw the VNG youth themselves as sustaining the efforts but there were not enough activities for district level youth for them to become vested in the efforts and continue them on their own. It

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<sup>1</sup> Implementation in Balochistan was delayed from flooding according to the project reporting to UNDEF.

is likely that some core youth are still linked to the national VNG group because of their trainings and study tour and might continue to participate in VNG events, such as the annual conferences when held. The national VNG structure still exists and was registered as an organization at the start of the UNDEF project, probably a result of the years of NED assistance. That body has elected membership from different districts, and it can be expected to continue in the near term as it still benefits from NED funding through CSSP. This effort is a flagship effort for CSSP and it can be expected to continue with the VNG efforts into the future.

### **(iii) Conclusions**

**Support for youth participation and voice efforts is important** and needed within the context. Youth are the majority of the population and their actions will determine the future of Pakistan. The **EVNG design was well thought out** and elaborated in the Project Document but the design **was only partially implemented**. The focus of the efforts was on implementing some of its activities and the project lost the synergistic and holistic elements of the design. This limited its effectiveness and potential impact on the youth. **Project implementation was centralized** even though the design allowed for a decentralized approach **and activities lacked the follow up needed** to make a more effective programme. The criteria for selecting CBO partner were also too loose to be effective.

The project **attracted educated male youth** who were able to take advantage of programmes such as this, **but it lacked the special measures needed to increase the number of female participants and bring in the less educated** and less fortunate youth to have a more balanced representation within the groups.

The **project reporting and monitoring systems were inadequate** and some basic project data was missing, inconsistent or not easily available. As a result, this evaluation is **unable to confirm whether all reported activities occurred** or in the quantities reported. **Linking with other youth and democratic governance efforts, including the other UNDEF grantee working on youth** in Pakistan **could have strengthened project efforts**. The project **might have had more significant results** than were visible to the evaluators, but without the M&E data, it is not possible to know.

### **(iv) Recommendations**

For similar projects in the future, the evaluators recommend that the grantees **ensure implementation follows the project agreement**. This is especially important when a project supports activities that are part of a larger whole. Activities must also have enough follow up to make them effective. **Expand the CBO partnership to decentralize project implementation** and improve the continuity and delivery of project efforts in the future. If resources are limited, reduce the number of districts so that each one can be adequately covered. **Mainstream gender** and ensure special measures are adopted to ensure a more balance participation from the female and less educated youth. **Consider taping core trainings** for youth and **create an on-line certified course** for VNG youth leaders. Link the CBOs and the IRCs into this effort as they could help support girls or those with lower levels of education with these courses.

Grantees should also **use a competitive selection process for CBOs** with well defined criteria to ensure they have the needed qualifications to help implement the terms of a project. In this case, selecting CBOs that already had computers and internet access could facilitate VNG access to the website and in the future to any on line courses. **Improve project reporting and collection of M&E data** to ensure data is systematically collected from every activity, aggregated, assessed and used for project management, monitoring and reporting purposes. **Link with other democratic governance efforts, including other UNDEF-funded efforts** to develop synergies, give more opportunities to VNG youth and expand project reach.

## II. Introduction and development context

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

*Empowering the Voice of a New Generation (EVNG) in Pakistan* (UDF-PAK-10-388) was a two-year USD 225,000 project implemented by the Civil Society Support Programme (CSSP). USD 22,500 of this was retained by UNDEF for monitoring and evaluation purposes. The project ran from 1 February 2012 to 1 January 2014. Its main objective was to harness the potential of youth to enable them to contribute to the socio-economic and democratic development of Pakistan. It intended to do this through: 1) expanding the EVNG program to another 20 districts; and 2) empowering participating youth through training on social, political and developmental issues and engaging them in research and advocacy on youth issues.

The evaluation of this project is part of the larger evaluation of the Rounds 2, 3, 4 and 5 UNDEF-funded projects. Its purpose is to “contribute towards a better understanding of what constitutes a successful project which will in turn help UNDEF to develop future project strategies. Evaluations are also to assist stakeholders to determine whether projects have been implemented in accordance with the project document and whether anticipated project outputs have been achieved”.<sup>2</sup>

### **(ii) Evaluation methodology**

The evaluation took place in June and July 2014 with field work done in Pakistan from 23 - 27 June 2014. The evaluation was conducted by Sue Nelson and Muhammed Saghir experts in democratic governance. The UNDEF evaluations are more qualitative in nature and follow a standard set of evaluation questions that focus on the project’s relevance, effectiveness, efficiency, impact, sustainability and any value added from UNDEF-funding (Annex 1). This report follows that structure. The evaluators reviewed available documentation on the project and on the gender situation in Pakistan (Annex 3). In addition, the evaluators conducted an on-line survey open to all EVNG participants and stakeholders. The results of that survey are provided in Annex 2.

The field work in Pakistan was done by the national expert, with the international expert participating virtually. The national expert met with the CSSP in Hyderabad, and with CBOs, youth participants and others in the districts of Badin and Haripur. A sample of CBOs from other districts were also selected at random and interviewed by phone. The National Endowment for Democracy (NED) in Washington D.C. which funded the pilot EVNG project and which continues to fund EVNG activities in Sindh province was also interviewed by phone. The list of persons interviewed is provided in Annex 4.

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

- **Usefulness of study tours** and to see if the exposure to other youth and their activities increased their tolerance and understanding;
- **Effectiveness of trainer-of-trainer (TOT) approach** that used members of each district-level youth group to train the other members of their groups;
- **Quality of CBO implementation and reporting** as project implementation was carried out in large part by the subgranted CBOs;

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<sup>2</sup> Operational Manual for the UNDEF-funded project evaluations, p. 6.

- **Lack of hard data** in project reporting which is in contrast with the specific indicators and data collection methods anticipated in the project document;
- **Problems encountered** as the report notes very few implementation problems despite some of the high risks for the project discussed in the design, such as insecurity and political instability;
- **Status of EVNG** which was expected to register as a civil society organization at the end of the project; and,
- **Extent of project impact** as project reporting was done on outputs.

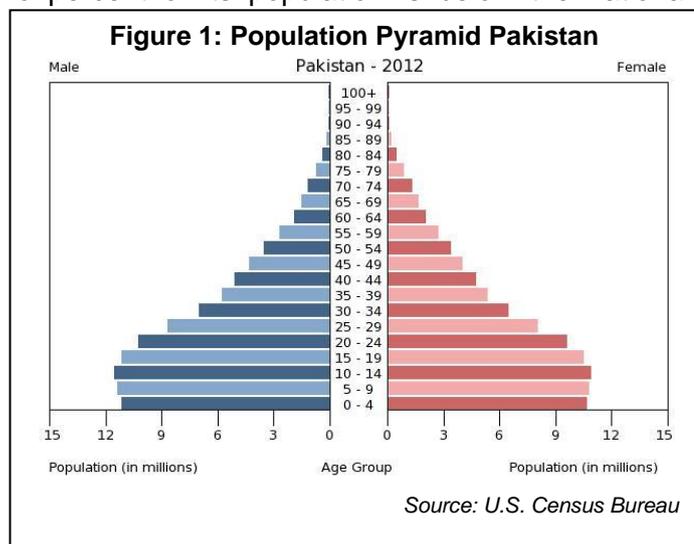
### (iii) Development context

Pakistan is an Islamic federal republic of 196 million persons, 60 percent of these are under 30 years of age (Figure 1). This large demographic group will generate social change as they age and make their voices heard. At the same time they face many challenges.

Pakistan is in the low human development category, ranking 146 out of 186 countries on the *Human Development Index*.<sup>3</sup> Twenty-two percent of its population is below the national poverty line<sup>4</sup> and only 43 percent of the 18 - 24 year olds are literate<sup>5</sup>. Within this context, the situation for women is even more difficult. According to the Asian Human Rights Commission, Pakistan has one of the worst records for gender-based disparities,<sup>6</sup> coming in at 132 out of 134 countries on the 2012 Gender Equity Index.<sup>7</sup>

Pakistan underwent democratic reforms after its 2008 elections. After the elections in 2013 it had its first transfer of power from one democratically elected civilian government. But it still faces many issues including political and personal insecurity, weak rule of law, corruption, social cohesion and rapid urbanization. Population growth continues to be a serious concern, and one of the biggest challenges facing Pakistan is how to turn its large 'youth bulge' into a 'demographic dividend' where youth are constructively engaged and contributing to its economic and democratic development. Research indicates that large scale youth bulges are potentially destabilizing, especially in countries prone to civil conflicts. The theory is that unemployed and disaffected youth are more vulnerable to crime, extremism and violence<sup>8</sup>. In Pakistan, more than 47,000 lives have been lost in terrorist-related violence in the past decade, and different religious, political and militant organizations operate within its borders, some of which radicalize youth and marginalize women<sup>9</sup>.

Pakistani youth are anxious about their future and the situation in their country. In a poll done at the end of 2012, nine out of ten youth said they were anxious or very anxious about the future. On a macro level, the survey showed they are most anxious about the cost of living,



<sup>3</sup> UNDP, *Human Development Report, The Rise of the South: Human Progress in a Diverse World*, p 146

<sup>4</sup> Ibid,

<sup>5</sup> TAF *Voter Education Survey Report, Pakistan National and Provincial Elections, 2007/2008*, p vi

<sup>6</sup> Asian Human Rights Commission, *Gender based disparities worst in Pakistan*

<sup>7</sup> UNDP, *Op Cit*, p123

<sup>8</sup> UN, *Pakistan One United Nation Programme, 2013 - 2017*, p 36

<sup>9</sup> USIP, *Radicalization of Youth in Pakistan*

political leadership and the threat of terrorism. On a micro level they worry most about unemployment and the cost of food and oil/gas. Women were significantly more anxious about the micro issues than the men, who worried about the macro levels. Eighty-seven percent of the youth said they did not believe that the political system was working properly. This was 92 percent for the youth aged 15-18. At the same time 60 percent of them believed that the way to change the situation was through elections.<sup>10</sup>

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

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<sup>10</sup> JWT, *Pakistani Youth Sentiment Survey: Time For change*

### III. Project strategy

#### **(i) Project approach and strategy**

With this project, CSSP sought to increase the role of youth in public affairs and policy development in 20 districts in Pakistan. The overall project objective was to increase the role and capacity of youth in public affairs and policy development. The intended project outcomes were:

- Strengthened networking and institutional capacities of the EVNG programme;
- Enhanced understanding of VNG youth on social, political and development issues; and,
- Increased participation of VNG groups in research and advocacy for policy making on youth issues.

CSSP planned to achieve these objectives by (1) expanding the EVNG network to an additional 20 districts from its original 10 districts engaged during the pilot phase; (2) providing training and networking opportunities to participating youth; and, (3) engaging VNG participants in advocacy and policy research on youth policy issues.

The project approach intended to build on existing community capacities and structures, and in particular on CBOs, and to mobilize youth at the grass roots. It expected these VNG groups to become active agents of change, *“able to access and exercise their rights through meaningful participation in the political sphere and to change the policy environment that affects their lives.”* Its project strategy internalized a rights based approach, characterizing ‘participation’ as ‘voice’ and ‘gender’ as a part of identify.

The UNDEF-funded project was an extension of an existing project implemented by CSSP in 10 districts in Sindh province funded by NED. CSSP saw the expansion of EVNG into 20 additional districts as an essential step in making the VNG a successful youth movement. It intended to undertake a baseline study to select one CBO per district to help implement the project activities. Each CBO would create and work with a VNG group. In addition, the CBO would serve as an Information Resource Centre (IRCs) that the project intended to create. These were expected to provide meeting places and resources for youth in each targeted district and ensure the sustainability of the VNG youth structures.

The targets were 500 youth in four provinces. The anticipated project locations were:

- Karachi, Thatta, Badin, Jamshoro and Tand Muhammad Khan in Sind province;
- Multan, Khanewal, Muzfar Gareh, Vehri and Dera Ghazi Khan in Punjab province;
- Mansehra, Haripur, Abottabad, Nowshera and Mardan in Khyber Paktoonkhwa (KPK) province;
- Sibi, Jafarabad, Bolan, Naseerabad and Jhal Magsi in Balochistan province.

Each EVNG would have 25 youth members aged 18 to 29 and divided evenly between male and female youth. Five of the most active members would be selected for more in depth training. They were then expected to replicate a shorter version of the training with their VNG group. Each VNG would also organize a quarterly seminar with 100 youth, CSOs and others on a particular theme. Three VNG leaders from each district would undertake provincial study tours to visit the initiatives of other CBOs and VNGs. CSSP intended to organize a national youth conference annually to expand the reach of the project. All VNGs were expected to attend the conference along with others from the media, academia and civil society.

VNG groups were expected to undertake a continuous district-level advocacy campaign to pressure authorities to improve issues faced by local youth. They would also contribute to a quarterly VNG newsletter that would be published under the project. The newsletters would include local issues, youth complaints and achievements/photos and they would be shared with the media, academia, relevant ministries and government departments and CBOs. In this way the newsletter could also serve as an advocacy tool with officials and a recruiting tool for other youth. An EVNG website and blog were also expected to be created to allow VNGs to communicate among each other as well as with other youth.

CSSP identified some risks for the project. This included the potential for conflict and/or a natural disaster that would interrupt project implementation in some areas; unresponsive CBOs and/or youth; and low female participation. It intended to mitigate these risks through continuous monitoring of the political and security situation so it could make adjustments to project activities as needed; by carefully selecting CBOs and core youth members and replacing them with alternates if needed; and, by undertaking affirmative action to encourage female participation. In addition, CSSP intended to use post training evaluations as a monitoring tool with the CBOs to review the performance of core VNG members who were to provide those trainings.

CSSP intended to ensure sustainability of the project results by developing participating youth into a cadre of professional leaders who could contribute towards “political sustainability” and enable them to provide better services to underprivileged classes in their areas. The VNG platform was expected to become institutionalized through registration as a “semi-independent organization” by the end of the project.

CSSP intended to implement this project directly, using its institutional staff and three hired project staff (project manager, training coordinator and advocacy coordinator), along with 20 CBOs subcontracted to create and work with the EVNGs in their districts. It would use existing training manuals from the NED-funded project and its existing pool of about 20 resource persons for the training workshops and seminars. CSSP intended to undertake quarterly performance review meetings with the CBOs. To measure impact of the project, CSSP intended to undertake an annual survey of its 500 youth participants to document the changes in levels of knowledge and awareness.

## (ii) Logical framework

Project activities

Intended outcomes

Medium-term impacts

Long-term development objective

Strengthened networking and institutional capacities of the EVNG programme

|  |   |  |   |
|--|---|--|---|
| <ul style="list-style-type: none"> <li>• <b>Baseline survey of CBOs and creation database</b></li> <li>• <b>Identify and contract 20 CBOs to create VNGs (1 per district)</b></li> <li>• <b>Create VNGs in 20 districts (1 per district)</b></li> <li>• <b>Quarterly partnership review meetings at provincial level</b></li> <li>• <b>Publish quarterly EVNG newsletter</b></li> <li>• <b>Create EVNG website and blog</b></li> </ul> | <ul style="list-style-type: none"> <li>• Increased CSSP outreach at district level to youth</li> <li>• Increased communication between VNG groups</li> <li>• Expanded platform for youth voice</li> </ul> | <p>Increased capacity of youth to participate in public affairs and policy development</p> | <p>More active and engaged youth in public affairs and policy development</p> <p>More productive role for youth within Pakistan</p> |
|--|---|--|---|

Enhanced VNG understanding on social, political and developmental issues and increased participation in research and advocacy for policy making on youth issues

|  |   |   |   |
|--|---|---|---|
| <ul style="list-style-type: none"> <li>• <b>4 3-day workshops for 100 core VNG members (5 per district)</b></li> <li>• <b>4 1-day trainings for 20 VNG members per district by core members</b></li> <li>• <b>4 discussion forums for 45 youth per district</b></li> <li>• <b>4 seminars for 100 youth/CSOs per district</b></li> <li>• <b>Establish IRCs, 1 per district in implementing CBO offices</b></li> <li>• <b>Inter-provincial study tours for 60 VNG leaders (15 per province)</b></li> <li>• <b>Organize/attend annual national conference (800 youth<sup>11</sup>, 20 government/policy makers, 50 media, 130 CSOs and human rights activists)</b></li> <li>• <b>Continuous district/provincial advocacy campaign (1 per VNG group with 700 youth)</b></li> </ul> | <ul style="list-style-type: none"> <li>• Increased youth awareness and understanding on democratic concepts and policy issues</li> <li>• Increased participation of youth and CSOs in VNG forums and seminars</li> <li>• Increased resources for youth</li> <li>• Increased participation in CSSP's annual youth conference</li> <li>• Increased VNG outreach and connection with community</li> <li>• Increased sense of connection between youth</li> </ul> | <p>Increased youth turnout for elections</p> <p>Better informed youth</p> | <p>More active and engaged youth in public affairs and policy development</p> <p>More productive role for youth within Pakistan</p> |
|--|---|---|---|

<sup>11</sup> Target number differs between discussion in Project Document Text (500 youth) and the results framework in the Project Document (800 youth).

## IV. Evaluation findings

### (i) Relevance

The project was directly relevant to the needs of youth in Pakistan which make up more than 60 percent of the population. With this large demographic bulge, they are the future of the country. According to studies, less than half of the 18 - 24 year olds are literate,<sup>12</sup> only a third believes that democracy is the best form of government,<sup>13</sup> and they are confronted by serious issues of poverty, apathy, radicalization and sectarian violence. Supporting youth to understand democratic concepts, and participate constructively in society and contribute to its economic and democratic development is essential for a stable and prosperous nation.

The project objectives were also directly relevant to the mandate of CSSP which had started the VNG project with NED funding and wanted to expand it to another 20 districts.

The design for this project was comprehensive and well done. It addressed issues that were directly relevant to youth, developed synergies between the different activities and VNG groups and incorporated local organizations into program delivery that could help ensure continuity of efforts and local meeting places for youth. This design should have created an effective programme for youth, but at the same time, literacy levels were not factored into the efforts which reduced its relevance for those with lower levels of education.

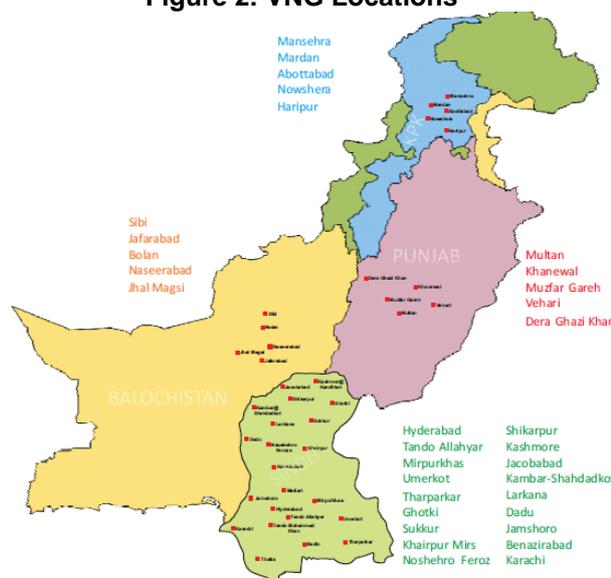
The project lost relevance in implementation as only a portion of the activities appeared to have been done and without the follow up anticipated in the design. This left local youth, for instance, who were interested in the issues raised by the project, and who were willing to work on them as volunteers, without the opportunity to do so. There were also no special efforts made to ease participation and relevance for female youth and their numbers appeared low. The programmatic relevance of CBO partners was also limited as some did not have a venue for youth to meet and they were used primarily for CSSP logistical support.

### (ii) Effectiveness

Project reporting states that most of the activities were implemented as planned and most targets were met. However, the reporting did not have enough hard information to be able to confirm this or to be able to assess how effective they were. Additional data and documents provided by CSSP were not complete or consistent enough to fill this gap.

For a project implemented in 20 districts, the **CBOs partners** should have been the backbone of the effort and ensuring the right CBOS were selected would be extremely

Figure 2: VNG Locations



Source: CSSP

<sup>12</sup> TAF, Voter Education Survey Report, *Pakistan National and Provincial Elections, 2007/2008*, p vi

<sup>13</sup> British Council, Pakistan. *The Next Generation, 2013, Final Report*, p 8

important to the project's viability and success. CSSP selected CBOs based on institutional indicators; willingness to participate for the amounts budgeted under the project, and previous experience. It contracted a **baseline survey of CBOs, youth groups** and on related information to inform this selection but the usefulness of the survey done is doubtful. It counted things such as number of NGOs registered or with an office. There is a list of organizations at the end with a checklist for if they are registered, have an office, experience and staff. But there is no qualitative information that would give an indication of their level of



**TOT Training in Multan 8-10 December 2012 - CSSP Photo**

experience, quality of staff and premises, their vision and mission, if they are independent or a partisan institution, or if they had the financial and administrative systems in place needed to be contracted with for this type of a project. There is also no qualitative information provided for any of the other questions in the survey which is needed for it to be useful<sup>14</sup>.

Some of the CBOs seemed competent in interviews and capable of running a project such as this and had the interest and facilities to do so. However, it was less certain for others. In at least two locations, the CBOs did not appear to have their own facilities, while in another the

CBO appeared to be operating under the name of another organization because it was not registered. The information of some of the CBO partners was confusing. For instance, in one location, the first ranked organization from the survey was listed on the VNG website as the partner organization but another CBO received the MOU.

According to the Final Narrative Report (FNR) **VNG groups** were created in all 20 districts with Jamshoro district reportedly replaced with Matiari district because Jamshoro already had an active VNG group there. The CBO's had intermittent contact with their youth groups and did not serve as the programmatic glue needed to develop an effective and sustainable VNG effort at district level. In discussions, CSSP saw the youth groups themselves as playing this role, led by the core youth in each area. This might be the case if there was a dynamic ongoing group that others joined in and continued over time, but to create one takes a considerably higher level of effort than what could be realistically expected from youth. The youth interviewed at the district level had little ownership over the efforts. They looked to the project to provide the opportunities for them to address the issues raised in the project, and most felt there had been no follow up or engagement after the workshops, with some saying they had only seen project staff once a year otherwise.

#### **Sample of youth responses from the evaluation survey**

- EVNG is the right way to unite the youth of Pakistan in one platform
- Project objectives were outstanding but I am not happy with the implementation.
- We EVNG are just like a family network.
- Follow up events were not fruitful after the training.
- I personally [was] the victim of some issues. Due to it, I [was] disappointed and I decided to resign from VNG.

<sup>14</sup> For instance, the survey asks if there is a place for youth recreation in the district. There is a "yes" listed for every district, but there is no other information, such as on what these are, if they are used, and what benefits they might be to a project such as this.

According to project reports, there were three TOT workshops: a human rights training (6 - 8 September 2012); a rights based approach in Multan (15-17 September 2012); and one on socio-economic and political analysis done in four provinces in December 2012, February 2013 and March 2013.<sup>15</sup> There is also a Milestone Verification Report on a 22-24 September training in Abbottabad. According to these, core trainers attended from every district. The trainings seemed to be a combination of lectures, discussions and contests based on identifying provisions of the constitution or acronyms such as CEDAW. No training needs assessments were done but 94 percent of those identifying as VNG members in the evaluation survey (which included project staff) thought the trainings were useful with only 6 percent saying they were somewhat useful. The materials used were from the NED funded VNG projects done in Sindh province. This helped save time and effort for CSSP, but the courses then did not appear to be adapted to the particular circumstances of the different provinces or knowledge level of their participants.

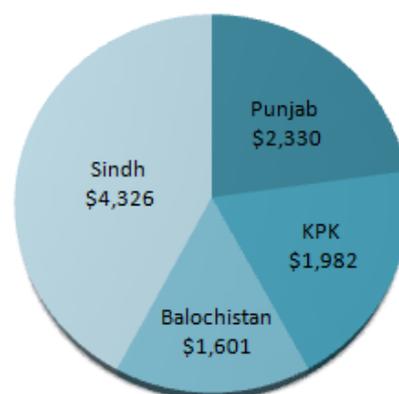


**2013 National Youth Conference - VNG Newsletter**

The project anticipated 500 youth participants from the 20 districts. According to the website statistics, there were 412 total members from 27 countries, of which 375 were Pakistani. Statistics on how many youth joined from the EVNG project districts is not known, but even if the website was not for all 30 VNG districts, membership was still substantially below target. There was no disaggregated data available on the number of male/females per VNG or by activity, but the number of female VNGs appears to be quite low. The VNG website lists 46 female members out of the total of 412, but how many of these were Pakistani is unknown. VNG youth interviewed in Badin and Haripur said there were only four girls in Badin and none in Haripur and that no special attention or mentoring had been provided for them. There are female youth included in the elected VNG National Council, but they fill the “deputy coordinator” positions and all of the coordinator positions are filled by male youth. The VNG member quoted in the text box of being a “*victim of some issues*” was a female participant who went on to say in the evaluation survey that “*I want to make a strong group of VNGs but the critical situation made it not possible for me.. If you make a strong group then I want to give a suggestion.. please educate and mature youth in these groups.*” So conditions in at least one of these VNG groups were not ideal.

In the absence of reliable district level data, the evaluators assessed the activity levels by the amounts reported as reimbursed by CSSP to each CBO for activities conducted (Figure 5). The data shows a very uneven implementation as all groups were supposed to have done the same activities. Sindh province, where CSSP is based and the VNG started, received 42 percent of the district-level activity funds, averaging USD 865 per CBO/district. Balochistan, where implementation

**Figure 3: District level activity Cost per province**



<sup>15</sup> There is also a participants list for an unspecified workshop in Sibi, Balochistan 30 - 31 August 2012.

was delayed by floods, received 16 percent, averaging USD 320 per CBO/district. Punjab received 23 percent averaging USD 466 per CBO/district. KPK received 19 percent averaging USD 396 per CBO/district.

There was also a wide variation of expenditures between districts within a province. For example, three districts in Sindh (Badin, Thatta and Tando Muhammad Khan) received USD1,216 each while Karachi received USD 152. All CBOs received the same amount for rent (roughly USD 100 for 18 months) except for Jhal Magsi which received USD 233 total.

**Figure 4:  
District-level activities: Example of Badin**

| Activity                    | Dates    | Number Participants |
|-----------------------------|----------|---------------------|
| Start Project               | 1/2/12   | -                   |
| Rights based approach       | 28/12/12 | 26                  |
| CRC/CEDAW                   | 1/1/13   | 21                  |
| HR and youth                | 15/3/13  | 72                  |
| Socio-ec. and pol. analysis | 7/4/13   | 23                  |
| Debate and discussion       | 12/4/13  | 22                  |
| Electoral process           | 12/7/13  | 56                  |
| End Project                 | 31/1/14  | -                   |

From the data collected from the CBO in Badin (Figure 6), only a portion of the anticipated activities were done. Six meetings/workshops took place within a six month period while the target was 12 activities in a year and advocacy efforts for most of Year 2. There are a couple of lines on advocacy efforts in the VNG newsletter of February - April 2013. This states that a one week campaign was done with VNG members organizing rallies, corner meetings and sessions that civil society and government officials participated. That is the extent of the information available on those efforts.

Eight quarterly **partnership review meetings** were expected with CBOs and core VNG members. This was also a substantial element in

the illustrated project budget (Figure 10). The FNR states that four of these were done with CBOs at provincial level. There is no information on what was discussed or done during these meetings to be able to evaluate them or to understand why only half were done. If the VNG youth were expected to drive their group efforts rather than the CBOs, they should have also attended these meetings as intended according to the Project Document.

An **information resource center** was created in the CSSP office for VNG youth to use and in some CBOs. At the district level it seems unlikely that these became dynamic centers for youth with appreciated and used materials. At one CBO office visited, the IRC area had less than 10 books and NGO pamphlets and these were coated in a heavy layer of dust. The other CBO did not appear to have an office in which to put a center. The target for these centers was 40 youth visits per month which did not appear to have been achieved. Evaluation survey data also showed that 63 percent of all survey respondents said there was no IRC or they were not sure there was an IRC. This rose to 72 percent when just the youth's responses were calculated.

The **VNG website** was created at [www.vng.org.pk](http://www.vng.org.pk) which included a blog feature for the youth. This website is easy to use and set up e-mail addresses and places for VNG youth to post photos and make comments. There were no analytics or user statistics available for the team beyond a breakdown of the number of youth members and their country so it is not possible to analyze its use or effectiveness. The space to post photos was empty but there were some entries in the blogs. All but one of the entries were done before summer 2013. The FNR states the website was underutilized as many youth did not have access to internet. It used twitter messaging instead which the youth could access from their phones. There was no data provided on that to see the extent of its use. There is a Face book page created in January 2013, but there is very little posted there on EVNG project activities.

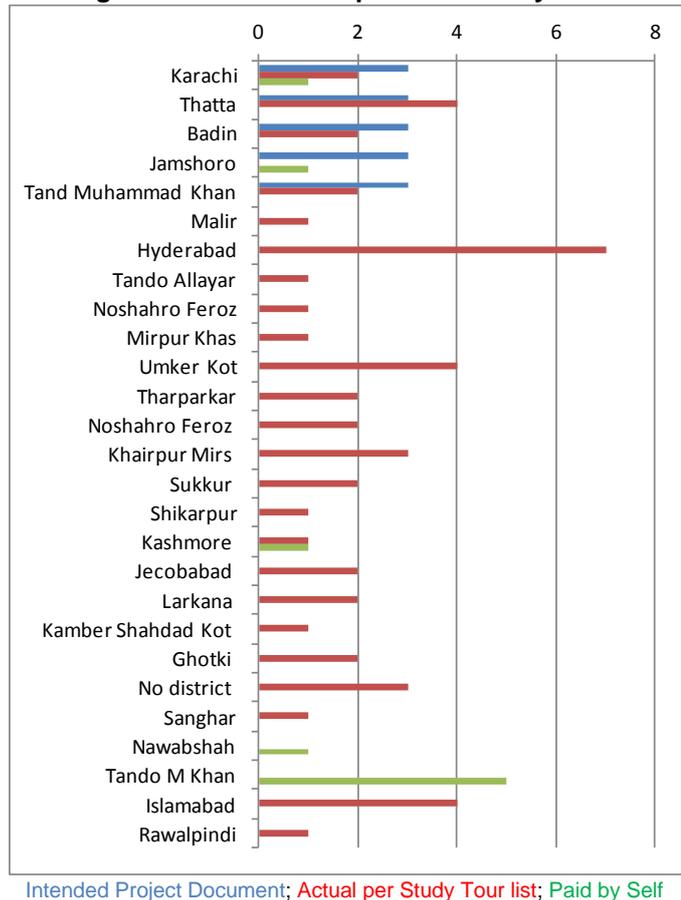
**Inter-provincial study tours** were expected for three persons per district who would go to two other provinces for ten days. The information on these tours is inconsistent and

confusing. A summary sheet with information on the dates and names of places visited and participants, shows that the youth from Sindh visited the Punjab, the youth of Punjab and KPK visited Sindh and that the youth of Balochistan visited the KPK.

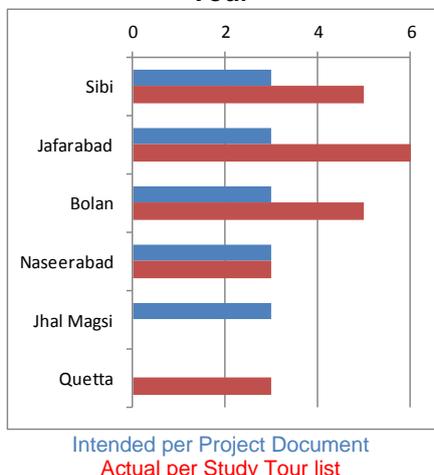
Youth who had gone on the tours interviewed thought they were worthwhile, and all four youth who checked that they had gone on the study tour in the evaluation survey, also thought it was useful. From the broader survey VNG group (which included in some cases CSSP and others), 61 percent thought the tours were useful, 17 percent somewhat useful, 11 percent not useful and 11 percent were not sure. There was not enough information beyond that to be able to determine effectiveness or impact, but the youth interviewed in person did not seem to have been clearly informed about the purpose of the tours. No follow up appeared to have been done after the tours, which could have provided the opportunity for participants to put what they learned into practice.

There were discrepancies over who and how many persons attended these tours. On a different document provided to the evaluators with names of participants by districts, the numbers far surpassed those in the summary sheet. The larger numbers (Figures 7, 8 and 9) likely mix in names from other project and non-project activities. That data is however provided here as it provides a good comparison between the anticipated number of participants per district for these tours, and those districts that seemed to have received the most attention.

**Figure 5: Sindh Participation in Study Tour**



**Figure 6: Balochistan Participation in Study Tour**



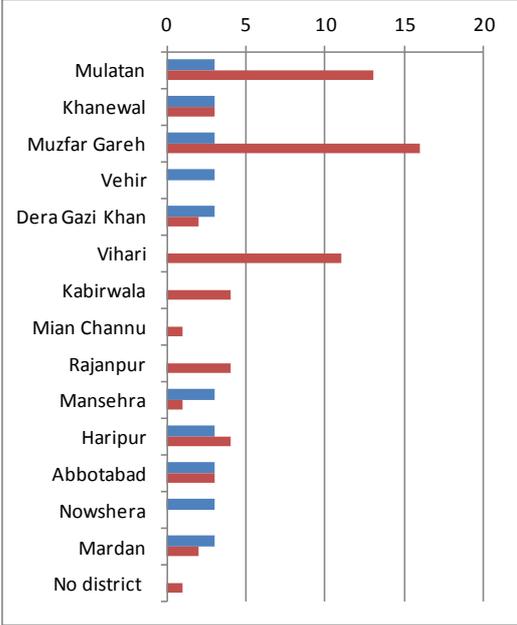
The team followed up with some of the persons from this larger list, in particular those who were labeled as having paid their own way for the study tours (marked as “self” on Figure 7). Some said they had not attended any study tours, while others said they had enrolled for a two day seminar through the VNG website. They said they expected CSSP to cover all of their travel expenses but CSSP only paid for their return train fare.

According to project reporting only one of the two **national youth conferences** seemed to have been done. This was for two days in Multan in October 2013 with 375 participants. Although this was below the target of 500 - 800 youth, which was set extremely high, this is a good number of youth getting together to discuss important issues. A “Youth Mag” on the VNG

website seems to have been the orientation brochure for the conference. It provides messages from the organizers, youth and experts and sets the rules for the conference that include letting others speak, avoiding quoting political or religious personalities and tolerance. Evaluation survey data showed that 78 percent of those self identifying as VNG members thought the conferences were worthwhile, while 11 percent thought they were not and another 11 percent thought they were somewhat worthwhile.

The project took advantage of the general elections to engage the youth. This was a timely opportunity to raise their awareness on the importance of the electoral process, on registering to vote, and on casting an informed vote. Project reporting says the youth observed the process, but there is not data as to how many participated or what they found. If this had been linked to the more structured efforts done by domestic observation groups, the VNG youth could have benefited from their training, forms, integrated reporting systems and accreditation. This would have made for a more effective effort.

**Figure 7: Punjab and KPK Study Tour Participants**



Intended per Project Document; Actual per Study Tour list

**(iii) Efficiency**

The project design provided the framework for an efficient project. It had a decentralized approach and built on the activities developed through funding. That experience is reflected in the EVNG project design and in the training methodologies, materials and curriculum used. This experience should have allowed for a smooth and efficient implementation of and reporting on the project. However, implementation seemed slow and intermittent, with, for example the MOU’s not signed until six months after the project started, and few activities were visible in Year 2. The material itself was also not adapted to the particular needs of the different provinces and participants and no gender specific efforts were made to encourage female participation.

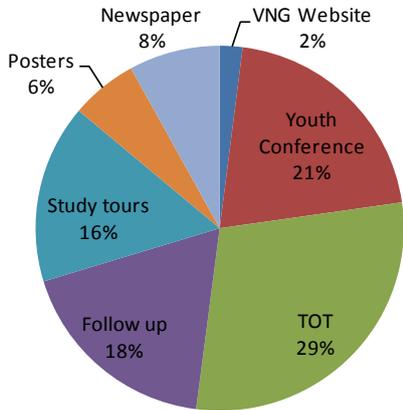
Project implementation was centralized even though the design had a decentralized approach. CSSP directly implemented the project with its staff going out from its office in Hyderabad for the different trainings and workshops, and with the CBOs used primarily for their logistical support. There was no competitive selection process for CBOs and the criteria for their selection was too loose to ensure the most appropriate ones were chosen. The capacity building anticipated for them in the Project Document was not done.

There did not appear to be adequate supervision of project implementation to ensure compliance with the EVNG project document or quality of implementation. Project activities seemed to be implemented on an ad-hoc basis, without preparing project implementation and staffing plans. Staff were also unclear at times on what was done under the UNDEF project and which districts the project worked in. The EVNG project briefing material was generic and based on the Project Document rather than actual implementation. For instance, it still had Jamshoro listed as a project district rather than Matyari which was reported as having replaced it. The Milestone Verification Report for one of the project’s core youth trainings also noted there were no youth present from Nowshaera which was a project

district, but there were three youth present from Peshawar which was not a UNDEF targeted district. There are only four districts listed on the VNG website for CBO partners, with Mardan district missing for KPK province. The criteria for selecting the districts was also unclear. For instance, Karachi was selected but is considered to have economic and learning opportunities that many other areas of Pakistan do not have.

The project expenditures reported are in line with the illustrated budget in the Project Document. About a third of the budget went for project management. Within that, half went for salaries, a quarter for staff transportation, and the remainder for CSSP office rent and project equipment. A little less than a third of the budget was provided for the CBOs and partnership development. Within this, 70 percent went to the CBOs for subsidies and reimbursement of expenses, 20 percent for partnership development, and 10 percent for the IRCs. Activities with VNG youth accounted for a little more than a third of all expenditures reported. The breakdown for this is provided in Figure 10 with core VNG youth training accounting for almost 30 percent of these expenses.

**Figure 8. Budget breakdown for youth portion**



Project reporting to UNDEF was timely and all UNDEF-funded materials were well branded with the CSSP, VNG and UNDEF logos. It did not appear that adequate project reporting and monitoring systems were put into place that systematically collected and aggregated activity, output and impact information. There was a good performance monitoring plan in the Project Document which included a CBO and youth baseline and annual knowledge, attitude and practices (KAP) surveys of participating youth. The baseline data reported was not useful to track the development of CBOs or youth engagement. The three KAP surveys were not done so there was no systematic information collected on the youth participants themselves, their understanding of the issues, their interests, level of civic participation, etc which could then be tracked over the life of the project and used to measure the impact of the EVNG project on its target group.

Not all of the data reported appears reliable. The baseline, for instance, lists no other youth groups in any of the project areas. This is highly unlikely, especially for large urban areas such as Karachi, or for other locations especially those where UNDEF supported youth groups through another project that was active in 2012. The FNR also states that the data was collected through 287 questionnaires sent to all CBOs in the areas, but none of the CBOs spoken to during the evaluation, both project and non project, were aware that a baseline had been done.

There were some synergies developed between CSSP and the EVNG effort with some universities in the holding of some events, such as the national conference. These types of links can be extremely useful and can help get more youth engaged in important issues. It did not seem to link with any other democratic governance or youth efforts. The other UNDEF funded youth project worked in some of the same VNG areas, such as Multan, and linking efforts could have improved the efficiencies and effectiveness of both, especially since both projects had similar approaches.

**(iv) Impact**

Assessing the impact of this project is problematic. Many indicators in the M&E plan, such as those related to the expansion of the VNG project, are output based. For instance, “increased membership in the VNG.” With a target of a 50 percent increase, achieving this

target was a given as it only required expansion of the VNG effort to five districts, assuming ‘membership’ meant youth signing up, at least initially, to participate in their districts. Another was increased communications between the VNG groups on an inter-district and inter-provincial level where the project was active. Outside of the actual study tours and national conference events that brought these youth together, the extent of this communication between youth is unknown. The space for youth to do this on the website is inactive and only a very few appeared to try and start chats.

The project also expected to achieve a 60 percent increased in the VNG members’ sense of connection in project districts. This indicator is not defined to know exactly what is meant by it, but it would have also needed data to have been collected to know if that occurred.

Project impact is most likely to be with the core youth as they received the most attention. Impact below this level with the district-level youth is unlikely because of the infrequent project contact. Change within CBOs is also unlikely given the type of relationship that existed. They likely benefited institutionally however, from the 18 month subsidy for rent which would have facilitated their own operations.

For the higher level results, such as if there was “increased awareness on democratic concepts and policy issues or “increased community involvement at district level on social, political and development issues,” the KAP surveys were needed to know the answers. Otherwise, there is only anecdotal information, such as the unattributed before/after comments provided in the TOT training reports (text box). There is no data provided for the indicator of an increased number of youth voting in the 2013 general elections. Attributing any increase in youth turnout for those elections to any one project would be difficult given the large number of factors that affect this indicator.

**Changes in VNG responses:  
before and after TOT training**

- Before: Master trainer should be senior.
- After: He must have confidence, knowledge about the particular topic
- Before: No change will come through my vote.
- After: Youth can change the scene of Pakistan through his/her political participation and right to vote.
- Before: We are poor because we don't have resources
- After: We are poor because we don't have awareness.

Project reports for core youth training

Impact for youth projects is also sometimes only visible years later on as the youth enter the workforce, become responsible citizens and participate in the democratic and civic processes. Tracking of core youth over time, through continuing KAP surveys could help to capture these long-term results.

**(v) Sustainability**

There were some important elements for sustainability built into the project design. This included partnering with existing CBOs and building their capacity so they could undertake this type of work and ensure its continuity within their areas. This could help ensure a long-term home and continuing mentoring for the local VNG efforts. But since, the partnerships were logistical, and district level activities, intermittent, it is unlikely that the CBOs will ensure continuity for the VNG groups without another project type situation starting up. The materials sent to the CBOs for the resource center was still in the one CBO office visited and in the CSSP headquarters and are available for those who would like to access them.

CSSP saw the VNG youth themselves as sustaining the efforts. To achieve this, the activities would have needed to be developed enough, with enough youth participation and ownership, that they became vested in the efforts and organized among themselves to

continue the efforts. As most of the main VNG events happened at the center or out of their districts, there was not enough engagement by the non-core VNG youth to reach this stage. The youth however remain interested in types of activities done by project and any awareness raised through the workshops or meetings is likely to remain with them.

The VNG structure itself continues to exist. 59 percent of those identifying themselves as VNG members (which included project/CSSP staff) in the evaluation survey said they were still meeting as EVNG (24 percent said no, and 12 percent said 'somewhat'). VNG was registered as a social organization at the start of the UNDEF project, probably a result of the years of NED assistance. It has an elected membership from different districts for 2013 and, according to CSSP, intends to do new elections shortly. The VNG website is still up and running but does not appear to be regularly updated. The last blog was posted six months ago. The newsletters that were published on line are still there along with the names of the youth from the different district groups. This effort is a flagship effort for CSSP and it can be expected to continue the VNG program into the future. CSSP still has NED funding for these efforts and said it is helping the VNG to find direct donor funding.



2013 National Youth Conference - CSSP Photo

## IV. Conclusions

Based on the evaluation findings, the team concludes:

**(i) Support for youth participation and voice efforts is important and needed** within a context such as Pakistan's. Youth are the majority of the population and their actions and attitudes will determine the future of the country. There is a critical need to engage youth constructively in civic and political affairs and to combat the apathy and misunderstandings about democratic participation and institutions. This conclusion follows the findings on relevance.

**(ii) The EVNG design was well thought out** and should have provided for an effective and efficient base for the project, **but it was only partially implemented.** This pushed the focus of the efforts to the activity level and the project lost the synergistic and holistic aspect of the design. This limited its effectiveness and potential impact for the youth. This conclusion follows the findings on relevance, effectiveness, efficiency, impact and sustainability.

**(iii) Project implementation was centralized** even though the design allowed for a decentralized approach **and activities lacked the follow up needed** to make a more effective programme. Twenty districts are a lot to cover for a grantee directly and the CBO partnerships were not effectively developed where they could take over implementation in their areas and ensure delivery of the programme at those levels. The selection criteria for CBOs were also too loose to be effective. This conclusion follows the findings on relevance, effectiveness, efficiency, impact and sustainability.

**(iv) The project attracted educated male youth** who were able to take advantage of programmes such of this, **but lacked the special measures needed** to increase the number of female participants and less educated or fortunate youth to have a more balanced representation of youth within the groups. This conclusion follows the findings on relevance, effectiveness and impact.

**(v) Project reporting and monitoring systems were inadequate** and lacked the systems needed to be able to track project implementation, monitor its performance, make corrections and report accurately on its results. Project staff also needed training on these issues. This affected its effectiveness and compliance with the project document. This conclusion follows the findings on relevance, effectiveness, efficiency, impact and sustainability.

**(vi) This evaluation is unable to confirm whether all reported activities occurred** and in the quantities reported. The available data is not specific enough and the information gathered from the interviews and evaluation survey was not consistent or complete enough to fill in all of the gaps. This conclusion follows the findings on effectiveness, efficiency and impact.

**(vii) Links with other democratic governance and youth efforts were limited** and developing synergies with these efforts; including coordination with the other UNDEF funded youth project could have strengthened the projects. This conclusion follows the findings on effectiveness, efficiency and impact.

**(viii) The project might have had more significant results** than were visible to the evaluators, but this is not possible to know without the performance data. This conclusion follows findings on effectiveness, efficiency and impact.

## V. Recommendations

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

**(i) Ensure implementation follows the project agreement** as that is what was agreed to between the grantee and the donor. This is especially important if the support is for activities that are part of a larger whole. A short implementation guide on the project could be developed and used to train staff on the project's specific objectives, intended activities, timeline, reporting requirements and quality control mechanisms. This could help ensure consistency with the agreement and improve project implementation and compliance. This recommendation follows the conclusions (ii), (iii) and (v).

**(ii) Expand the CBO partnerships to give a more substantive role to CBO partners** in order to decentralize project implementation and improve the continuity of project efforts. Provide mentoring and enough resources to each so they can fill this role. If resources are limited, reduce the number of locations so that they can be adequately covered. This recommendation follows conclusions (ii), (iii) and (iv).

**(iii) Mainstream gender into project design and implementation** and ensure special measures are adopted to promote female participation, especially in more conservative areas. Include less educated and at risk youth in the cascade activities and events such as youth conferences to ensure a more balance participation of youth. This recommendation follows conclusion (iv).

**(iv) Consider taping core trainings for youth and creating on-line certified courses** for VNG youth leaders. This could be a cost-effective way to expand the reach of the efforts beyond the three youth per district that are currently targeted and engage more youth at district and community levels. It could also help increase the number of girls from conservative areas since it would alleviate the travel and residency now required for those courses. Link the CBOs and IRCs into this effort as they could mentor the on-line youth within their areas. This recommendation follows conclusions (iii) and (iv).

**(v) Use a competitive selection process for CBOs** with well defined criteria to ensure selection of the most appropriate CBO in each area. This criteria should include qualitative criteria such as past performance, institutional mission, impartiality, and

required financial and administrative systems. In this case, selecting CBOs that already had computers and internet access could facilitate VNG access to the website, and in the future to any on line courses developed. This recommendation follows conclusions (iii) and (v).

**(vi) Improve project reporting and collection of M&E data** to ensure data is systematically collected from every activity, aggregated, assessed and used for project management and reporting purposes. Ensure baseline and impact surveys are done as planned so that results can be tracked. Maintain an archive of project records and project products. This recommendation follows conclusions (v), (vi) and (viii).

**(vii) Link with other democratic governance and youth efforts, including other UNDEF-funded efforts,** to develop synergies, give youth more opportunities for participation and increase the effectiveness of the project. This recommendation follows conclusion (vii).

## VI. Overall assessment and closing thoughts

Encouraging youth to participate constructively in democratic and civic process continues to be a critical need for Pakistan. A recent survey found that 94 percent of the youth felt Pakistan was going in the wrong direction. This is up from the 2009 figure of 86 percent, and only 18 percent of those surveyed were proud of the way democracy had worked in their country. At the same time, youth had hope for the future with 77 percent of those surveyed saying their generation would make Pakistan a better country.<sup>16</sup> Projects such as these, that try to engage youth constructively in these processes, have an important role to play.

UNDEF funded another youth project in Pakistan, the Youth Action for Democracy (YAD)-Strengthening Democracy by Empowering Youth project (2011- 2013). The projects had similar goals, approaches and messages for youth. These projects worked in some of the same districts. There were natural synergies between these two projects that could have been developed that could have strengthened both projects, especially for the efforts at the district levels. For instance, YAD had mobile civic education theatres to reach persons in city centers and rural areas, VNG youth could have easily been mobilized to help socialize the crowds and recruit interested youth in their efforts. Synergies should have been developed between these two projects instead of working in parallel.

## VII. Limitations, constraints and caveats

CSSP provided timely narrative reporting to UNDEF, but as noted the information was general and the reports lacked the hard data needed to fully understand what was done under the project and to assess its performance. CSSP provided a large number of additional documents upon evaluators request. This was very helpful, but there were still gaps in the information and/or inconsistencies. In particular, there was very little for the 240 activities that were to be done at district level or the advocacy efforts that were to take place over most of Year 2. There was no KAP data available and the data collected by the baseline was not as useful as it could have been. The team created a survey to collect participant and stakeholder input to try and fill some of these holes (Annex 2). This generated a low response rate from the youth themselves, but there were still some very useful and thoughtful comments made.

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<sup>16</sup> British Council, *Pakistan, Next Generation Goes to the Ballot Box*

## VII. ANNEXES

### Annex 1: Evaluation questions:

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

## Annex 2: Survey Findings

The on-line survey was open to the project participants, CBO grantees, project staff, consultants and CSSP staff members. The evaluators invited those persons with e-mail addresses to take the evaluation survey. 140 invitations were sent out, of which 34 were returned as undeliverable. The survey was open between June 29 and July 9, 2014. 26 persons took the survey.

Although this is only a small number of respondents, it still expanded the input the evaluators were able to get on the project. Some of the respondents put considerable thought into their answers which the evaluators appreciated.

This survey is not meant to be representative and presents only a snapshot of the views and opinions of those who responded to the survey.

### A. Survey respondents

**Location:** 26 respondents from 10 districts where the project worked, plus another 7 locations. This broke down to:

- Badin: 5%
- Multan: 10%
- Khanewal: 5%
- Dena Ghazi Khan: 5%
- Haripur: 10%
- Abotabad: 5%
- Nowshaera: 5%
- Mardan: 5%
- Jafarabad: 10%
- Bolan: 5%
- Other: 35%

Those who marked "other" locations listed:

- Larkana and Kamber Shahdadkot (1)
- Tharparkar (1)
- Hyderabad (5)
- Ghotki (1)
- Nausharhro Feroze Sind (1)
- Vehari (1)
- Tando Allahyar (1)

**Age:** The age of the respondents was:

- 18 - 25: 38.5%
- 26-35: 38.5%
- Over 35: 23%

**Sex:** 84% of the respondents were male. 16% were female.

**Occupation:** Their primary occupations were:

- Student: 31%
- Educator: 8%
- Civil society sector: 38%
- Private sector: 19%
- Public sector: 4%

### B. Awareness of Project

- Yes: 92%
- No: 0%
- Not sure: 8%

### Affiliation with project

For those who were aware of project:

- 70% were VNG members
- 26% were workshop participants
- 22% were study tour participants
- 9% were project staff or paid consultant/expert
- 35% were EVNG trainers
- 17% were CSSP staff
- 9% were CBO implementers
- 9% were nonpaid project affiliates

Respondents were able to mark more than one box, so the percentages add up to more than 100%.

### C. Overall impression of the project

|   | Very good    | Good         | OK          | Not very good | Very poor  | Don't know/NA | Total |
|---|--------------|--------------|-------------|---------------|------------|---------------|-------|
| Overall impression?                                       | 52.17%<br>12 | 30.43%<br>7  | 17.39%<br>4 | 0.00%<br>0    | 0.00%<br>0 | 0.00%<br>0    | 23    |
| Relevance of project to needs of youth in Pakistan?       | 45.45%<br>10 | 31.82%<br>7  | 22.73%<br>5 | 0.00%<br>0    | 0.00%<br>0 | 0.00%<br>0    | 22    |
| Relevance to the project for female youth?                | 9.52%<br>2   | 52.38%<br>11 | 28.57%<br>6 | 9.52%<br>2    | 0.00%<br>0 | 0.00%<br>0    | 21    |
| Quality of trainings and workshops?                       | 50.00%<br>11 | 40.91%<br>9  | 4.55%<br>1  | 4.55%<br>1    | 0.00%<br>0 | 0.00%<br>0    | 22    |
| Quality of study tours?                                   | 22.73%<br>5  | 54.55%<br>12 | 13.64%<br>3 | 0.00%<br>0    | 4.55%<br>1 | 4.55%<br>1    | 22    |
| Nature of project interaction with youth?                 | 40.91%<br>9  | 31.82%<br>7  | 27.27%<br>6 | 0.00%<br>0    | 0.00%<br>0 | 0.00%<br>0    | 22    |
| Ability of a project of this nature to make a difference? | 23.81%<br>5  | 47.62%<br>10 | 19.05%<br>4 | 4.76%<br>1    | 0.00%<br>0 | 4.76%<br>1    | 21    |

#### Comments:

##### *EVNG Youth*

EVNG is the right way to unite the youth of Pakistan in one platform.

Project objectives were outstanding but i am not happy with the implementation of that. There were many fake commitments and false statements by the team of implementing partners that destroy believe and enthusiasm. Youth has always been used for their own purpose as already happens in Pakistan.

Overall Project design was very good and project time was less however CSSP team performed very well to achieve the goal.

It was a good and unique project in Pakistan for first time, many youth has been aware and trained democratically and socially very well..... this type of project should continue for the empowerment of youth with the regular interval

##### *Project staff/consultants*

Project was very much relevant and sustainable but resources were very limited, project made youth inspired and motivation. Frequently mobility and monitoring was challenge in limited resources. The project was vital sources to reduce communication gap between youth of Pakistan, religious extremism and law and order situations were big challenges of the project. There is need to address the issue of religious extremism among youth in Pakistan by any agency of organization.

##### *CSSP Staff*

There is need to engage youth in some healthy activities, EVNG is best option to uses the expertise of the youth in homeland prosperity. Pakistani youth is very talented; they need some kind of technical support for moving ahead, CSSP and EVNG is going the same for youth development.

EVNG is the project of different nature engaging youth in healthy activities of learning the social, political, economical aspects of society. Project is resulted in developing of analytical approach towards the social issues

and their causes and creating strong network of learning from high profile personnels and other youth.

**D. Quality of activities:**

*In your opinion:*

|  | Yes          | No          | Somewhat    | Not sure   | Total |
|--|--------------|-------------|-------------|------------|-------|
| The trainings were useful and addressed actual needs.  | 95.45%<br>21 | 0.00%<br>0  | 4.55%<br>1  | 0.00%<br>0 | 22    |
| There was good follow up after the trainings           | 55.00%<br>11 | 20.00%<br>4 | 25.00%<br>5 | 0.00%<br>0 | 20    |
| The EVNG group was dynamic and met regularly           | 59.09%<br>13 | 22.73%<br>5 | 18.18%<br>4 | 0.00%<br>0 | 22    |
| There was networking between the different EVNG groups | 72.73%<br>16 | 9.09%<br>2  | 18.18%<br>4 | 0.00%<br>0 | 22    |
| We did advocacy in our group on youth related issues   | 72.73%<br>16 | 13.64%<br>3 | 13.64%<br>3 | 0.00%<br>0 | 22    |
| The study tours were useful                            | 68.18%<br>15 | 9.09%<br>2  | 13.64%<br>3 | 9.09%<br>2 | 22    |
| The annual national youth conferences were worthwhile  | 81.82%<br>18 | 9.09%<br>2  | 9.09%<br>2  | 0.00%<br>0 | 22    |
| We are still meeting as EVNG                           | 66.67%<br>14 | 19.05%<br>4 | 9.52%<br>2  | 4.76%<br>1 | 21    |

**Comments:**

*EVNG Youth*

Training staff and trainers were of excellent quality. During the training and after the training process the effective impacts were being observed in all districts and VNGs. but due to natural behavior phenomenon

strengthen weakens as the meetings with inspiring persons decrease.

There is no such collaboration with exist.

Follow up events were not fruitful after the training because no funds provided to VNG members as committed during training. In some districts VNG members conduct followup

events but the committed amount not given to them after that. Food quality during conference was not up to standard and security of the participants was not priority that cause the train accident of our one VNG member. There is no mechanism or record maintainers and communication with VNG members that is being cause on no networking between Voice of New Generation members.

We evng are just like a family network

*Project Staff/Consultants*

Youth has potential only they need opportunity, EVNG groups has been formed and they are in touch with each other in all over Pakistan, but role of partner organizations were very limited, their capacity is also very low. They don't have vision.

*CSSP Staff*

The progress of the EVNG is going well, our youth really need some kind of support for better future.

**E. Experience with the project.**

*How would you rate your experience with this project?*

| Answer Choices | Responses |    |
|----------------|-----------|----|
| Very good      | 45.45%    | 10 |
| Good           | 31.82%    | 7  |
| Ok             | 22.73%    | 5  |
| Not very good  | 0.00%     | 0  |
| Very poor      | 0.00%     | 0  |
| Don't know/NA  | 0.00%     | 0  |
| Total          |           | 22 |

**F. Information Resource Centers**

Of those answering the survey, only 36% answered that the EVNG Center they visited had a resource center, while 45% answered that their centers did not have a resource library and the remaining 18% were unsure if it had one.

For those who had visited the IRCs:

|   | Yes          | No         | Somewhat    | Don't Know | Total |
|---|--------------|------------|-------------|------------|-------|
| ▼ The Resource Information Center had useful materials        | 100.00%<br>8 | 0.00%<br>0 | 0.00%<br>0  | 0.00%<br>0 | 8     |
| ▼ Youth came to the center to see materials and meet people   | 100.00%<br>8 | 0.00%<br>0 | 0.00%<br>0  | 0.00%<br>0 | 8     |
| ▼ The EVNG group used the Center for meetings                 | 75.00%<br>6  | 0.00%<br>0 | 25.00%<br>2 | 0.00%<br>0 | 8     |
| ▼ The Center is still open and being used by youth and others | 100.00%<br>8 | 0.00%<br>0 | 0.00%<br>0  | 0.00%<br>0 | 8     |

Comment:

*EVNG Youth*

But in Khanwal is no office of EVNG

Note: The remaining questions were open to all respondents of the survey

#### ***F. Biggest constraints to youth participation in the civic and democratic processes in Pakistan***

*EVNG youth*

There is no civil and democratic constraint of youth but a major issue is unemployment for youth due to which they cannot participate in these types of activities.

The biggest constraint to participants in civic and democratic process is that in mostly areas are the strong feudals or expensive process of electoral process in society expectations.

Lack of awareness and lack of education on democracy

Mostly educated youth are jobless and they are trying to boost their life with financial resources which they needed most. But in 2013 we have seen turnout of registered youth will increase which shows now youth are taking serious interest on Democratic process

No youth policy in Sindh youth engagement

Lack of political education & youth exploitation are the main constraints in this regard.

Youth facing no of problems like unemployment, illiteracy, lack of awareness and parent expectations for bright future so it create hurdle for them

Poverty Inequality Unemployment

Despite the fact that human rights were guaranteed for all, young people still struggled to exercise their political rights. Since the concept of youth varied from culture to culture, some common ground must be found in order to begin the discussion on youth participation. One common consideration was that youth constituted a period of transition from

dependence to independence. In some countries that period began very early, whereas in others it began very late, depending on conditions such as education, economic growth and national labour legislation. The existence of solid social structures that enabled youth integration into society and politics could be a common approach, which all societies could use. Consideration must be given to whether young people were perceived as a social group with particular interests that must be taken into account, or as individuals trying to find entry points into society, and therefore as upcoming stakeholders in a new era. Although all social groups should have a voice and an important role in society, young people were perceived as being incapable of making decisions, which had resulted in their underrepresentation in decision-making processes. In comparison to women and national minorities, young people perceived their generation to be the most politically disadvantaged group in society. Age-based discrimination was yet to receive as much political attention as gender-based discrimination. In adopting the World Programme of Action for Youth the United Nations had recognized the importance of including youth in local, national, regional and international decision-making processes. Youth participation brought new perspectives from the point of view of young people as social actors, and promoted their wellbeing and the development of their skills, thus empowering and protecting them. While extra-institutional forms of political activity were important, particularly for developing a political culture and democratic behaviour patterns, focus remained on institutional political participation owing to the fact that in democratic and pluralistic societies varying opinions and interests were expressed predominantly through political institutions. Political power was concentrated in those institutions. An important question was whether youth participation in politics could be addressed through the same models as were used for promoting the participation of women and ethnic minorities, such as quotas for parliamentary representation. The concept of youth participation was broader than political participation alone, since it encompassed the empowerment of young people through capacity-building and increased access to development opportunities. It represented a situation in which young people were no longer seen as recipients of but also as contributors to national development. Empowerment consisted of - 3 - two elements: firstly an institutional element, which included the

responsibility of establishing points of entry into society for youth as equal participants in decision-making and social development; and second, the development of human potential, which implied that accessibility and availability of education and the acquisition of expertise were required for the full involvement of young people in society. Informal education was particularly important, and could be expanded through volunteer programmes and internships in government, and non-organizations (NGOs), where young people could become acquainted with democratic processes. Many organizations considered youth issues to constitute a small range of subjects, including drugs, alcohol, violence, teenage pregnancy and the minimum age for voting in parliamentary elections. Investments in youth had too often been viewed as improving the welfare of young people, rather than as a part of integrated national development strategies. That attitude neglected the basic tenet of full youth participation in society: young people were equal partners in all elements of society. Young people should therefore participate in problem-solving. Information and communication technologies were a particularly important factor in youth participation, since they afforded opportunities for online education, and gave young people better opportunities to participate in society. Globalization, and the development of the Internet in particular, had fomented the expansion of the arena of activism from the national to international levels, which had created a paradox: in their desire to participate in current processes, young people were using the Internet to join global discussions, initiatives and organizations, while on the other hand in many countries the younger generation felt political apathy and lacked interest in joining traditional youth organizations. For many young people politics seemed far removed from daily realities. Low voter turnout and dwindling membership of political parties should not lead to the conclusion that young people were uninterested in the political future of their societies. Efforts should be made to ensure that the concept of participation was not simply a rhetorical device. The major criticism from young people was that participatory structures were merely rubber-stamping decisions that had already been made, which was a contributing factor to the lack of youth interest.

*Civil society/CBO*

Lack of merit, discrimination among provinces

Lack of Awareness and opportunities for youth

*Project staff/consultant*

Youth is the biggest population in the Pakistan, there will be no change without the participation of youth in civic, political and democratically process in Pakistan

*CSSP staff*

Increase in radicalization

Yes, absolutely very true, there is no doubt about that. Youth is 70% of the total population, we need to aware the youth about their rights and responsibilities. SO that they could lead and create a civic education among the masses.

### **G. Biggest constraints to female youth**

*EVNG Youth*

Females facing domestic restrictions and harassment issue.

Cultural and religious bearers are the main constraints. at some how there is little literate ratio of them. Mostly are engaged in earning activities rather than volunteer activities

Discrimination

In South Punjab female are mostly illiterate and culturally bound to not taking part in politics and decisions making. So this take more time to bring change.

No education to parents

Gender discrimination, gender insensitive policies and somehow religious doctrines are the main constrains in development of female youth.

Cultural Barriers. No security. male dominant society

It is critical that the rights and needs of children and young people are discussed and addressed in the next development agenda. Children and young people should be seen as agents of change. They create innovative solutions and hold both present and future progress in their hands. They should be actively involved in the discussions, design and eventual implementation and monitoring of the post-2015 development agenda. Because of

Very good youth and energetic male and females role is in change of society is dynamic appreciating the efforts of EVNG

Religious extremism is the biggest constraint at the moment. Youth are more diverted towards the religious schools and going away from the participation

I think the biggest restriction to youth in participation in the civic and democratic process of Pakistan is Unemployment of Youths who had completed their graduation Education or any other education but because of limited resources and opportunities in Pakistan they are unable to give their time to such type of movement so there is need to provide different opportunities for Youths.

their age, children and young people are inherently more vulnerable. Adolescents and young people also face particular threats – from violence and exploitation to higher rates of unemployment. Investing in children, adolescents and young people – their health, education, protection and well-being – is the cornerstone for healthy societies with more sustainable and inclusive economic growth and shared prosperity. How healthy, well-nourished, educated and protected a child is from the start of his or her life can have life-long repercussions. Although there are different causes for inequalities in different societies, the prejudice against LGBT is widely spread in the world. It is related to a traditional view of the family, which does not accept same sex-couples. Society still relates happiness to the figure of a man, a woman and their children. In reality, achieving wellbeing does not have an inflexible road, but rather allows individuals to trace their own path. In that sense, progressively, the LGBT “generation” starts to reach their own happiness by their own ways and this generates a feeling of insecurity and prejudice at people that cannot accept differences. However, there are solutions which can be achieved at a national level, especially through public policies that target both the causes and the consequences of prejudice.

*Civil society/CBOs*

Lack of awareness on women rights.

Cultural barriers

*Project staff/consultant*

Female population is growing day by day, there is 53% female out of 100. So that, for real change female should be treated equally.. There must be equity rather than equality.

*CSSP*

Gender issues in over all society.

Yes, surely female are most vulnerable group in many rural parts of the country. Active participation of the female in EVNG activities make a positive and effective contribution in

#### ***H. Need for a resource center in their areas***

Yes: 95%, No 5%

#### ***I. Additional comments by survey respondents***

*EVNG Youth*

Dear Sir, I work for VNG from Sep-2012 to till date. During my tenure i feel that the thinking of youth is not positive, all people are not include in it but major people think negatively it hurts by me because i want to make a strong group of VNGs but critical situation made it not possible for me. I personally make a victim of some issues. Due to it I disappointed from VNGs group fellows and i decided to resignation from VNG. I demanded to CSSP kindly send our experience certificate. If you make a strong group then I want to give a suggestion then please educated and mature youth in the groups.

We all EVNG Members are very thankful to VNG-CSSP because they gave us a platform for to do and utilized our skills through VNG Coordinator & Member and Volunteer, also it should be done during the project Monitoring and after Evaluation, these are main components of Accountability and transparency, check and balance of every institute, Thanks

This is the very effective and productive survey being conducted by the team. Through this survey they may know the impacts of project in areas and somehow would they be able to bring more positive results. There should have specific questions relevant to the training as the team may know the youth developed capacity who is filling up the survey form. I am thankful to team who had given me opportunity

the context of peace Human rights and democracy.

That is big challenge in Pakistan to work for female youth development especially in rural districts and we have engage various female youth participation and there developments towards democratic system and their empowerment.

As for the female participation here is the biggest restriction in our society is lacking of equal opportunities and also religious and cultural trends are the biggest constraints.

Conservativeness/Cultural Barriers Education Problems

to share my point of views for the EVNG project.

We feel pleasure for considering our voice in a constructive way. We hope new initiative make some effort in a good way which they have previously

Youth should be engaged at policy level instead of implementing phase only. Youth will be empowered in real sense only when we let them decide by their self. At some occasions we also cope with financial problems in advocacy or implementing EVNG policy so, youth should be aided I this regard.

The very main problem was communication gap between EVNG members and CSSP team during the whole project.

Thanks

*Project staff/consultant*

Change takes process or time, so project should be carry on for long for really change in Pakistan. Especially focused on religious extremism. and entrepreneurship. Regards and Peace.

*CSSP staff*

Thank you

As everybody knows Pakistani youth is consist of 70% of the total population, there should a

comprehensive plan for the development of the youth. If nobody will concentrate on youth issues, youth will automatically trapped by the extremist groups and create many problems for the country as well for the region. There is need to do best for youth development, we need to organize more and more training sessions, Seminar and workshops for the awareness purpose to the youth on following topics. Human Rights, Democracy, Peace, youth participation in politics Women rights Career counseling etc. As for CSSP and VNG is concerned they doing the best for the development youth. Through these efforts one day Pakistani youth surely bring a positive change for the country as well for the region.  
CSSP staff

*Private sector*

Dear team members thank you for sharing .

### Annex 3: Documents Reviewed:

CSSP, *Synthesis of Website* [www.vng.org.pk](http://www.vng.org.pk) July 2014

CSSP, *List of VNG Elected Council 2013* July 2014

CSSP, *Sample MOU with Focal Organizations for collaboration between CSSP and Focal Organization*, undated

CSSP, *EVNG Staff list*, 2014

CSSO, *CBO partners runners-up*, 2014

JWT, *Pakistani Youth Sentiment Survey: Time for Change*, 5 December 2012  
[http://d3ftitl17j4lal.cloudfront.net/a8c30d11-ef36-49d8-be38-c87ea977e3ac-all\\_documents.pdf](http://d3ftitl17j4lal.cloudfront.net/a8c30d11-ef36-49d8-be38-c87ea977e3ac-all_documents.pdf)

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, Project Document*, 1 February 2012

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, Mid-Term Narrative Report*, 28 March 2013

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, Final Narrative Report*, 31 January 2014

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, Final Financial Report*, 2014

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, Milestone Reports for 23 September 2013 and 28-29 October 2013*.

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, List of CBO partners with funding amounts*, July 2014

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, Baseline Survey of CBOs/NGOs by CSSP*, undated

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, Form samples:*

- *Nomination form of Master Trainer for Third ToT (EVNG)*, undated
- *Tell us about your mission trip experience!*, undated
- *Monitoring Visit Format*, undated
- *Daily Visit Report (Study Trip for Sindh) 12-21 Feb, 2013*, undated
- *Election Observation Report*, undated
- *Post Assessment Form*, undated
- *Evaluation Form, Training workshop on Rights Based Approach*, undated
- *Three days training workshop 28 - 30 April 2013 KPK (evaluation form)*, undated
- *Receiving (of books)*, undated
- *VNG District Institutional Plan*, undated
- *Untitled {CBO information form}*, undated

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, Lists of Participants:*

- *Study Tours by Districts*, undated
- *MT Lists for: Right based approach, Advocacy and Networking Skills; Democratic history, philosophy and process; Socio-economical and political analysis of Pakistan*
- *Baluchistan Participants Visit KPK Province*, undated
- *List of Participants Study Trip [Sindh]*, undated
- *Final list of participants for leadership workshop*

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, Visit Plan of Sindh and Punjab*, undated

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, Results Sheet*, undated

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, Training on Socio-political and economical analysis of Pakistan, Pre-Post assessment Report*, 2012

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, PowerPoint presentation*, undated

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, Individual Monthly Work Plan, September 2013* undated

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, List of Partner Organizations in UNDEF*, 2014

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, Expenditures*, undated

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, The Baseline Survey Report of Khyber Pakhtunkhwa*, undated

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, Base Line Survey Report of Baluchistan*, undated

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, State of youth affairs-General situation in Sindh (baseline)*, undated

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, Action Plan for Follow up Events, KPK, Socio economic and political analysis of Pakistan; and for Sindh*, undated

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, Pre and Post Assessment for 'Leadership Development and Strategic Planning Workshop' 1 - 5 July 2013*, undated

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, Rights Based Approach, Training Workshop Reports: 6 - 8 September 2012, 15 - 17 September 2012 at Multan; 30 - 31 August 2012, Sibi*, undated

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, Socio-economic and Political Analysis of Pakistan, Training Workshop Report, Four Provinces Sindh, Punjab, Balochistan and Khyber Pakhtoonkhwa*, undated

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, Trainers' List*, 2014

UDF-PAK-10-388, *Empowering the Voice of a New Generation in Pakistan, List of Study Tours*, undated

United Nations, *Pakistan One United Nation Programme, 2013 - 2017*, [http://www.unicef.org/about/execboard/files/PAK\\_One\\_UN\\_Programme\\_II\\_\(2013 - 2017\)\\_Document\\_12\\_June\\_2012.pdf](http://www.unicef.org/about/execboard/files/PAK_One_UN_Programme_II_(2013_-_2017)_Document_12_June_2012.pdf)

Voice of a New Generation, Facebook page [http://www.facebook.com/pages/Voice-of-New-Generation-Pakistan/198769813600143?hc\\_location=timeline](http://www.facebook.com/pages/Voice-of-New-Generation-Pakistan/198769813600143?hc_location=timeline)

Voice of a New Generation, Website <http://www.vng.org.pk/home2/#.U88BaWDQfIU>

Voice of a New Generation, *Newsletters: February to April, 2012; May to July 2012, August to October 2012; November 2012 to January 2013; February to April 2013.*

Voice of a New Generation, *Certificate of Registration of Societies*, 9 April 2012

Voice of a New Generation, *Brochure*, undated

United Nations Development Report, *Human Development Report 2013, The Rise of the South: Human Progress in a Diverse World*, 2013, UNDP New York

## Annex 4: Persons Interviewed

|                                     |   |
|-------------------------------------|---|
| 22 June 2014                        |   |
| National Expert travel to Hyderabad |   |
| 23 June 2014                        |   |
| Mr. Muhammad Yasir                  | Manager Finance & Administration, CSSP, Hyderabad                         |
| Mr. Muhammad Ali                    | Advocacy and Networking Coordinator, CSSP Hyderabad                       |
| Mr. Akbar Ali Dars                  | Ex Program Manager, CSSP, Hyderabad                                       |
| Mr. Mahtab Soomro                   | District Field Coordinator, CSSP, Hyderabad                               |
| Ms. Naila Jafar                     | Manager Human Resources, CSSP Hyderabad                                   |
| Mr. Junaid Ali                      | Finance Officer, CSSP Hyderabad   |
| Mr. Shoukat Ali                     | Manager Monitoring and Evaluation CSSP Hyderabad                          |
| 24 June 2014                        |   |
| Travel to Badin                     |   |
| 24 June 2014                        |   |
| Mr. Mir Ghulam Murtaza              | VNG Member, Badin   |
| Mr. Shafqat Memon                   | VNG Member, Badin   |
| Mr. Girdhari Lal                    | VNG Member, Badin   |
| Mr. Saddam                          | VNG Member, Badin   |
| Mr. Skindar Ali                     | VNG Member, Badin   |
| Mr. Fayaz Hussain                   | VNG Member, Badin   |
| Mr. Abdul Hakim                     | Secretary Young Sheedi Welfare Organization, Badin                        |
| Mr. Rehan Baloch                    | VNG Member, Badin   |
| Ms. Iqra Qambrani                   | VNG Member, Badin   |
| Return to Karachi                   |   |
| 25 June 2014                        |   |
| Travel to Islamabad                 |   |
| 26 June 2014                        |   |
| Travel to Hari Pur                  |   |
| Mr. Malik Mushtaq Awan              | Chairman, Concern for Human Development/CBO Hari Pur                      |
| Mr. Qazi Zahid                      | Director, Community Empowerment & Dev Org Hari Pur                        |
| Mr. Atif Jamraiz                    | VNG Member Hari Pur   |
| Mr. Usman Zahoor                    | VNG Member Hari Pur   |
| Mr. Zeeshan Ahmed                   | VNG Member Hari Pur   |
| Mr. Asad ur Rehman                  | VNG Member Hari Pur   |
| Mr. Inam Ullah                      | VNG Member Hari Pur   |
| Mr. Babar Ahmed                     | Coordinator, Community Empowerment and Development Organization, Hari Pur |
| 27 June 2014                        |   |
| Return to Karachi                   |   |
| 28 June 2014                        |   |
| Travel to Hyderabad                 |   |
| Mr. Muhammad Yasir                  | Manager Finance and Administration, CSSP, Hyderabad                       |

|                         |  |
|-------------------------|--|
| Mr. Muhammad Ali        | Advocacy and Networking Coordinator, CSSP Hyderabad                |
| Ms. Naila Jafar         | Manager Human Resources, CSSP Hyderabad                            |
| Mr. Noor Muhammad       | Executive Director, CSSP Hyderabad                                 |
| Mr. Shoukat Ali         | Manage Monitoring and Evaluation CSSP Hyderabad                    |
| Return to Karachi       |  |
| 29 June to 18 July 2014 |  |
| Wilson Lee              | Senior Program Officer, National Endowment for Democracy, by phone |
| Mr. Ejaz Ali Shah       | VNG member Thatta, by phone  |
| Mr. Muhammad Rahim      | VNG member Karachi, by phone                                       |
| Mr. Sheraz Samoo        | VNG member Hyderabad, by phone                                     |
| Mr. Teerat Das          | VNG member Hyderabad, by phone                                     |
| Mr. Mukash Kumar        | VNG member Hyderabad, by phone                                     |
| Mr. Muhammad Skindar    | VNG member Tando Muhammad Khan, by phone                           |
| Mr. Shoukat Sathio      | VNG member Tando Muhammad, by phone                                |
| Mr. Akram               | VNG member Tando Muhammad Khan, by phone                           |
| Mr. Vinond Kumar        | VNG member Hyderabad, by phone                                     |
| Mr. Shahzad             | Tando Muhammad Khan, by phone                                      |
| Mr. Muhammad Khan       | VNG member Director BRDO-CBO, Badin, by phone                      |

## Annex 5 : Acronyms

|       |  |
|-------|--|
| CBO   | Community Based Organization                         |
| CSSP  | Civil Society Support Programme                      |
| EVNG  | Empowering the Voice of a New Generation in Pakistan |
| FNR   | Final Narrative Report                               |
| IRC   | Information Resource Center                          |
| KAP   | Knowledge, Attitude and Practices (survey)           |
| KPK   | Khyber Pakhtunkha province                           |
| M&E   | Monitoring and Evaluation                            |
| NED   | National Endowment for Democracy                     |
| NGO   | Non-Governmental Organization                        |
| TOT   | Trainer of Trainers                                  |
| UNDEF | United Nations Democracy Fund                        |
| USD   | United States Dollar                                 |