

Project Evaluation Report

“Strengthening of leadership and social community participation among Palestinian youth and women from Hebron, Bethlehem and East Jerusalem, in West Bank (Occupied Palestinian Territories)”

Presented to



Prepared by

Center for Organizational Excellence



January 2012

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Acronyms and Definitions

Abbreviation	Definition
JCCLM	Junta de Comunidades de Castilla la Mancha
MPDL	Movement for Peace
WATC	Women's Affair Technical Committee
CFO	Chief Financial Officer
TOR	Terms of Reference

1. Evaluation summary

This document furnishes the result of the evaluation of the program “Strengthening of leadership and social community participation among Palestinian youth and women from Hebron, Bethlehem and East Jerusalem, in West Bank (Occupied Palestinian Territories)”. The funding of this project was contributed by JCCLM through MPDL. The transactions were made according to the “Administrative Procedures Manual “.This gave the financial procedures consistency and credibility.

The project corresponds to real needs of Palestinian women in Hebron, Jerusalem and Bethlehem. Young women lack of participation in leading roles in economic and political fields. Information and knowledge about women’s rights is so limited if not unavailable at all. There are sizable differences between realities and challenges of young people in the Palestinian areas. This project came with realistic objectives that meet the addressed needs for strengthening of leadership and social community participation among Palestinian youth and women from Hebron, Bethlehem and East Jerusalem. The Objectives also meet the priorities of both WATC and MPDL.

WATC was responsible for all tasks to implement the project through the efforts of its general director, CFO, Accountant, secretary, HR coordinator and 3 local (field) coordinators who contributed 10% of their efforts for this project. A local empowerment coordinator was assigned the technical responsibilities of the project as a full time effort.

In general the project’s objectives were fully achieved. The only exception was meeting the gender distribution where 60/40% female/male percentage was suggested in the project’s proposal (male participants in the trainings were Only 2 in Hebron, 1 Jerusalem and 0 in Bethlehem). Certain methodologies to attract more male participation in the project should be developed. This might include better marketing for the idea, and home visits or general introductory workshops.

No specific measures were taken to cover the geographical, Political and correspondingly the cultural differences between the three work areas. Coordination between different parties was systematic, and totally controlled through the agreements and the documentation processes which were thorough. Beneficiaries were able to reach the corresponding field (Local coordinators) easily.

The first result of the project was: *Leadership capacity among Palestinian young people and women from Hebron, Bethlehem and East Jerusalem (West Bank) has been increased.* This was done through the training workshops. Criteria for selecting young beneficiaries was set, written and given to the CBOs to use. The selection process was not followed up by WATC. The numbers of nominated trainees were less than expected, places needed to be filled. In Jerusalem the young women didn’t meet the age requirements. Training topics were decided earlier by WATC administration in Ramallah. No input was considered from the field (local) coordinators. Some trainers worked on volunteer basis. Internal recommendation from local coordinators were communicated and dealt with professionally. The different training components were not discussed or planned from an outsiders view. Training hours were convenient in Hebron but not in Jerusalem and Bethlehem.

The beneficiaries of the training expressed their satisfaction with the project in general. The numbers of beneficiaries in trainings were not consistent all the time, as many trainees missed some due to

different personal reasons. The results of the project included: Learning computer skills, Networking and communicating with different people and organizations, Self confidence especially in the presence of the other sexual category, Learning about Legal rights which are provided by the law, Becoming able to discuss things fearlessly without shying away, Encouraging women to get out more often and take leading roles, Discussing inheritance and other women related issues, Decreasing the cultural gap that young women find before and after college.

The second result was: *Community Social Participation of Palestinian young people and women from Hebron, Bethlehem and East Jerusalem (West Bank) has been encouraged/promoted.*

This was done through: A community campaign for Women's Rights. It has been led by Palestinian young people and women from Hebron, Bethlehem and East Jerusalem (West Bank). 3 lectures on Women's Rights have been held in Hebron, Bethlehem and East Jerusalem (West Bank) during the project's implementation to increase the social participation of the young people and women. Organization of 30 film screenings and 3 theatre plays with gender approach and subsequent debate within the 3 areas of execution of the project also contributed to the community participation.

Selected areas for the community campaigns were mostly marginalized. Invitations to the films screening and plays were oral. Beneficiaries agreed that watching things makes it easier to grasp the concepts.

The last result was: *The knowledge of the Palestinian society on gender equity and women's Rights has been enhanced on the Palestinian Occupied Territories.* The third result was achieved by: Design, Edition and printing of at least 150.000 copies of Voice of Women magazine in national level.

Edition and broadcasting of at least 4 monthly *Against Silence* radio shows, with information and analysis of women's rights and roles in a national broadcasting radio channel (48 annually). And organization of national lecture/Workshops on Gender Equity and Women's Rights in the Palestinian society and in the communities. Design of awareness material such as the magazine content and the radio program, was done through systematic procedures which we couldn't examine. Distributing the materials and presenting it using the radio spots and the magazine; enhanced the perceiving of the information.

Internal biweekly reporting from WATC local coordinators to the main office in Ramallah was conducted. A monthly report was sent from WATC to MPDL. A midterm report after 6 months of implementation was prepared by WATC and presented to MPDL while MPDL reported directly to JCCLM. The reporting from WATC local coordinators to WATC main coordinator was done without a standard form; this was a relief for them and made it easier to spot all the activities, impact and success stories. The general report was then edited by WATC main coordinator using the standard form. Monitoring was a continuous process performed by field visits by both MPDL and JCCLM. JCCLM, MPDL and WATC logos were all used in the reporting forms and contracts of the project which was one of the agreement requirements.

The relation between different components of the project was hardly known to the beneficiaries or the trainers unlike the coordinators.

Sustainability in this project is achieved in the published materials. They may serve as data references and resources. The sustainability of the first result (training) is relative and dependent on the young trained to be agents of change.

It's recommended to expand the selection of topics that relate to uncovered issues, such as sexual abuse. Field coordinators should be engaged more in setting the objectives and plans of the project. Further networking with other institutions or organizations, such as Red Crescent society and Sharek youth forum may allow better marketing for the project and increase male participation. Long term relationship between the WATC and the beneficiaries should be develop and should include continuous follow up.

2. This Report:

This report views the evaluation of the project “Strengthening of leadership and social community participation among Palestinian youth an women from Hebron, Bethlehem and East Jerusalem, in West Bank. After going through the evaluation objectives and evaluation methodology the document presents the evaluation of the project as per each key factor (relevance, effectiveness and efficiency) followed by the challenges and recommendations.

2.1.Evaluation Objectives:

- a. Assess the implementation of the project with a view of weighing to what extent the project has achieved its objectives in relation to its set outputs and identified indicators.
- b. Consider the impact of the project and its elements of sustainability.
- c. Investigate the capacity of developing partners and of models and methods of corporation and implementation employed.
- d. Document the experience gained and lessons learnt while identifying and advising on potential areas of improvement.

2.2.Methodology:

COE's methodology is based on the participatory approach. Our participatory evaluations share several characteristics. These include:

- *Participant focus and ownership.* Our approach is primarily oriented to the information needs of program stakeholders.
- *Scope of participation.* Full array of stakeholders.
- *Participant negotiations.* We will organize meetings for participating groups to communicate and negotiate to reach a consensus on evaluation findings, solve problems, and present recommendations to improve performance.
- *Diversity of views.* Views of all participants are sought and recognized.
- *Learning process.* The process is a learning experience for participants. Emphasis is on identifying lessons learned that will help participants improve program implementation, as well as on assessing whether targets were achieved or not.

The evaluation passed through the following steps:

- 1- Desk Review of all related documents
- 2- Individual interviews and meetings with key informants
- 3- Focus group meetings with stakeholders
- 4- Review of other relevant literature.

The detailed action plan can be viewed in **annex (2)**

3. Program Description:

This section presents the program’s background; projects stakeholders, portrays the projects’ actors and relationships.

3.1. Background:

MPDL received funding for the program “Strengthening of leadership and social community participation among Palestinian youth and women from Hebron, Bethlehem and East Jerusalem, in West Bank (Occupied Palestinian Territories)” from Junta de Comunidades de Castilla-La Mancha, hereinafter JCCLM, in 2010 as part of the call for grants to NGOs for the co-financing of projects and programmes of cooperation for development

General Objective:

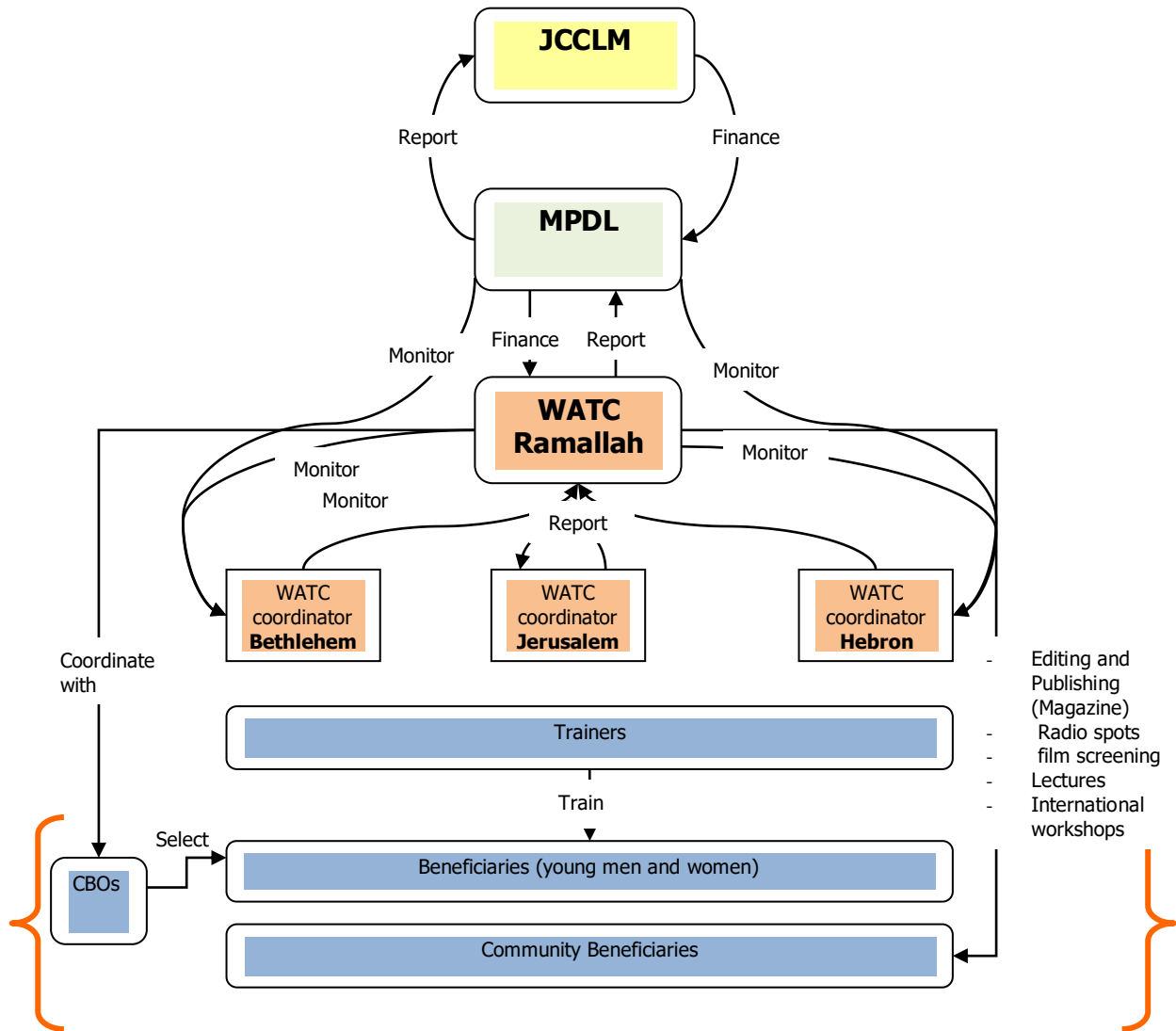
To contribute to the strengthening of the Palestinian civil society in West Bank based on Democracy and Human Right principles.

Target Specific Objective:

Leadership and community social participation among Palestinian youth and women from Hebron, Bethlehem and East Jerusalem (West Bank) has been strengthened.

3.2. Project Stakeholders:

This section presents the project’s main stakeholders along with their roles and relations. The following graph summarizes the project’s actors and the relations between them.



Movement for Peace (MPDL)

MPDL is a Spanish organization founded in 1983, working in over 30 countries in the areas of Development and Humanitarian Aid. MPDL is working in Palestine since 1994, when implemented the first project in the West Bank. MPDL spread to Gaza in 2002. Since then, MPDL has worked in most of the Occupied Palestinian Territory, implementing projects directly or in cooperation with local counterparts, particularly in the areas of Youth, Health / Disability and Gender / Institutional Strengthening.

In this project MPDL was in partnership with WATC in the implementation of the project “Strengthening of leadership and social community participation among Palestinian youth an women from Hebron, Bethlehem and East Jerusalem, in West Bank (Occupied Palestinian Territories)” in

coordination between MPDL in Occupied Palestinian Territories and MPDL in Spain, MPDL was also the responsible party for coordination with the Donor (JCCLM) in terms of financial management and reporting monitoring and evaluation.

Women's Affair Technical Committee (WATC)

The Women's Affairs Technical Committee was founded in Jerusalem in 1992 as one of the technical teams formed to support the peace negotiations. In addition, it was intended to be part of the organization and infrastructure building of a future Palestinian state, to integrate gender into all preparatory work in support of the peace process, and to build state institutions in a manner that would fulfill the Declaration of Independence (1988) which affirms the principle of equality among Palestinians regardless of sex, religion or race.

WATC was responsible for all tasks to implement the programme, contained in its planning matrix. The following human resources were devoted to the project

- General Director (10%) Responsible for the representation of WATC, overall coordination and supervision of projects.
- CFO (10%) Responsible for the financial management of WATC and supervision of accounting and expenses for all projects.
- Accountant (10%) Responsible for conducting financial and accounting reports of the project.
- Secretary (10%) Responsible for the management and coordination (transport, permits, shopping, etc.).
- HR Coordinator (10%) Responsible for the selection and recruitment of personnel for each project.
- Local Empowerment Coordinator (50% devoted time to this project.) It will be the administrative and technical responsibilities of the project. Be the person to represent to the communities and who coordinate the internal monitoring mechanism. It will be the mechanisms responsible for creating sustainability. Will be the general supervisor of the project by the WATC.
- Responsible for Local Empowerment (3 people - devoted 10% of time on this project.) Will be responsible for organizing and coordinating activities in each area of project implementation. They are community leaders formed earlier by WATC, one in each area of enforcement.

Trainers:

Trainers were chosen to lead trainings and workshops in the following fields:

- Leadership
- Communication Skills
- Women rights
- Computer skills
- Human Rights.
- Participatory Leadership

- Computers, Internet and Information Technology
- Gender in Law and Statistics
- Strategies for Community Mobilization and Management and Data Analysis

Community based Organization (CBOs)

CBOs were considered as part of this project structure as they intervened in the selection of trainees (young men and women). CBOs were selected for this mission to avoid the political bias in selecting beneficiaries.

18 organizations from Jerusalem participated in this project. 11 from Hebron and 13 in Bethlehem. Some of those organizations volunteered in the project by giving their halls, or by giving training or facilitating workshops. WATC was responsible for putting the criteria of selection which takes into account age, gender, education, and factors such as commitment to the project, to transfer knowledge to their organizations that have been proposed as a direct beneficiary of the project, while CBOs performed the actual selection (nomination) of young participants.

The table below includes the names of the organizations:

	NAME OF ORGANIZATION	AREA	NAME OF ORGANIZATION
Jerusalem	Shoaá organization	Hebron	Women's Center of Dura
	Women's Studies Center		Cultural Women's Center
	Sunflower Organization		Women's Club of Ruqaa
	General Union of Palestinian Women		Al-Thahiryie Municipality
	SAWA organization		Women's Center of Thahiryie
	The women's Center in Thouri		Women's Center in Beit Kahel
	INSAN Organization		Al-Najdeh Association
	Children's Program Organization		Sai'r Women's Center
	The Union of Health Work Committees		Municipality of Sai'r
	The Civil Organizations Network		Women's Association for Social Work
	Family Planning Organization		Family Development Association
	The Women's Centre in Shoofat Refugees Camp	Bethlehem	TAM for women's media development
	Al-Bara' Organization		Women's Centre for Legal Aid and Counselling
	Beit Safafa Women's Organization		General Union of Palestinian Women
	Nabi Samuel Organization		The Community Centre for Training and Development
	Women's Center for Legal Aid and Counselling		Union of Social and psychological Workers
	African Palestinian Organization		Maán Media Associated Press
	Sheikh Jarrah Women's Organization		Joret al-Shamá Women's Association
			Children's Care Association in Nahaleen
			Women's Centre in al-Khader
	Zaátara Children's Development		
	Young Development Association in Walaja		
	The Village Council of Walaja		
	Union of Palestinian Women		

4. Evaluation Findings:

I. Relevance:

Major discussion points:

- i. Why was this project important?
- ii. Geographical and Political differences
- iii. Gender differences

Observations and findings:

1. Why was this project important?

“There are no limits to our potential” this was the beginning of the focus group discussion in Hebron said by one of the only two participating males in the young beneficiaries group. As much as true this is, young women kind of disagreed by reviewing some of the problems they face as young people and as women, starting with lack of freedom, moving to education, political representation, absence of knowledge about human and women rights and ending with a much deeper trouble like the so-called honor-killing”.

It can't be denied that there is a continuous increase in the number of women who get the chance to get college education and sometimes work. To a certain extent; women are still enduring the same male-centered mentalities, ignorance of the rights granted by law and by religion to females especially in inheritance issues. For instance; *“a participant (female) who attended the training in Hebron was obliged to drop out as soon as her brother who was a trainee dropped out”* reported one of her colleagues, this indicates that even with those improvements of the women's situation at most cases it's only a matter of appearance rather than a change in the mindsets.

Women in Palestinian society have limited opportunities to work and to provide for themselves and their families due to the patriarchal societal structure and economic situation in Palestine. The Israeli occupation also has a devastating effect on women, often turning them into widows or imprisoning their husbands — the sole providers for their families — for long periods of time. While the Palestinian Authority has created a social welfare program in recent years, its reach is limited and most women do not qualify to receive support. As a result, many women and their families are living in poverty, and most live in deep poverty (more than 50% below the poverty line).¹

¹ <http://altariq.wordpress.com/>

When discussing the situation of women with the beneficiaries in the focus groups in Hebron, Bethlehem and Jerusalem, participants reported that they have seen lot's of cases that prove the ignorance and stress young women face in the different Palestinian areas. The degree varies from one place to another, yet young women face the same challenges.

In Jerusalem the problem seems to be a bit deeper, not only do Palestinian women suffer from aggression and suppression due the absence of human rights awareness, traditions and customs within the local society, but also from the Israeli occupation. "The breakdown of the economic and security situation caused by the (Israeli-Palestinian) conflict has imposed increased pressures and restrictions on women," Amnesty International said in a report that detailed the abuses of women living in the Palestinian territories and recommending that more women participate in the peace talks., "and at the same time it has further curtailed women's ability to control their own lives." There is no doubt that this is also valid for all Palestinians as well.

The Palestinian Center for Human Rights posted: *"Palestinian women suffer dually under the Israeli occupation and in the context of a strict social patriarchy imposed by a combination of "traditional" Arabic culture. "*

According to Claire Pierson ²"The official number of women in Parliamentary positions in Palestine stands at 5.9%, this is below the average for Arab states which stands at 6.5%, and it is well below the world average of 16%. The Arab world is ranked by the United Nations Development Programme (UNDP) as the second lowest region in the world on the Gender Empowerment Measure, and by the Inter-Parliamentary Union (IPU) as the lowest region in terms of percentage of women in Parliaments.

Palestinian women have played an active and vocal role in Palestinian political life for generations. While most female political leaders have certainly not been as visible as their male counterparts, women have played numerous roles within the Palestinian political system, and have occupied key decision-making positions. Much more needs to be done to encourage their further participation, and this project might have served as a starting point for some of those young women.

2. Geographical and political differences:

The Palestinian women share the same pain and face the comparable challenges in different areas. This might be the reason why the design phase of this project overlooked the required uniqueness for each of the implementation area in some cases especially in the training component in terms of period, timing, beneficiaries' selection, etc.

Regarding the training material it's been noted that trainees in Jerusalem were given a customized training about Jerusalem, which indicates high consideration to geographical differences. However no other measures were taken to cover the geographical, political

² Political Participation of Palestinian Women and the Furtherance of Women's Rights in Palestine

and correspondingly the cultural differences between the three work areas. Jerusalem has its unique position when it comes to laws and legalizations; as people there can't follow neither Palestinian nor Israeli laws. This creates some kind of a gap between theory and practice.

On another point; women in Jerusalem reported some challenges which were not mentioned anywhere else; men after finally approving women's participation in the project's activities overwhelmed them with home courses and duties what made it very hard for them to be available in all training sessions which were intensive and took a long time. According to the women this is due to the conflict caused by having the Israeli authority in Jerusalem; Palestinian women can't use their legal rights because they feel guilty reporting their Palestinian husbands to the Israeli police.

More elasticity in deciding the training topics should have been facilitated. Taking into consideration the differences between cultures in different areas. For example in Hebron honor crimes take place in villages and marginalized areas, this issue should have been argued in Hebron areas as it concerns young women and men there.

Away from the trainings inquiries and questions of the community beneficiaries were met in the workshops, where topics were decided in a fully participatory approach that highly supported the relevance of the project.

3. Gender differences:

Women are considered the main target for this project, yet its goals can't be simply achieved by training young women and publishing magazines. Men have to be part of the project to ensure the influence, as we said earlier; men still have the old mindset which drove them to force some young women to drop out from the program, or to give women extra duties to finish before going out. Despite the fact that project's plan suggested a 60%: 40% participation for women and men respectively, this wasn't the actual situation as male participants in the trainings were Only 2 in Hebron, 1 Jerusalem and 0 in Bethlehem.

According to WATC staff; they encouraged the masculine participation in the project, where the invitations targeted both sexes. Nevertheless WATC had no luck in achieving the designed participation. university duties and work, were the reason WATC mentions in their report.

From our point of view this is mostly because such projects are not as attractive to men as they are for women in general.

Females normally find in these projects an opportunity to get out and experience new activities; on the other hand male youth are keen on spending more time outside the home, hanging around with friends, playing sports or so.

The few male participants said it was daring to be part of this experience but they think the title of the project and the name of the implementing partner (Women's Affairs

technical committee” might sound irrelevant for male beneficiaries. According to them young men might find it disgraceful to participate in feminist activities.

This highlights the need for developing certain methodologies to attract more male participation in the project. The methodologies might include better marketing for the idea, and home visits or general introductory workshops.

II. Effectiveness:

The Effectiveness of the project was assessed through a direct comparison between the expected results (objectives) and the actual ones, which were proven to be generally met in terms of numbers and deliverables. The only concern might be the target group which couldn't meet the suggested percentages due to male absence in the process, it was mentioned in the reports submitted to MPDL that this was due to the fact that males were mainly occupied by university duties and work, however from our point of view which was agreed with by the beneficiaries the reason for this little male participation is the strict mindset of the young men who might find it disgraceful to participate in feminist activities, especially that most young women who participated in the project were also college students or working women.

During the focus groups, the beneficiaries expressed their satisfaction with the project in general. As far as they knew the objectives of the project were met. This was mutual in the young women and men groups and the community (inhabitants who watched films or plays).

The numbers of beneficiaries in trainings were not consistent all the time. According to the attendance sheets a few trainees missed some training session due to different personal reasons. The reasons were mostly related to work, university exams and sometimes to social and seasonal events such as olive season in which all family members ought to participate.

490 young women and men participated in meetings which were held with young leaders who participated in the project in addition to others from different organizations. The main objective of the meetings was to include the views of the young in the campaign. There were many issues discussed, including inheritance rights for women, reproductive health, and early marriage. Sustainability of this project was also discussed among the participants.

226 young women and men participated in meetings with decision makers on the areas. The main objective was to make the voice of the young heard, as they were given an idea to what happened in the meetings with the young. The meetings were held with members of the local council, villages' councils and municipalities on the areas of intervention. Each group had different issues to rise during the meeting. As for example, in Jerusalem the main concern that was raised was the measures taken by the municipality of Jerusalem against those who are married with women or men that hold ID of the West Bank. They also discussed the problem of education for the Palestinian society in Jerusalem, and how hard are the measures of the Israeli municipality in general. During those meetings it was also discussed the importance of supporting women's right to political participation, and how their

organizations can support it. On this matter it was concluded that the political parties have much more responsibility than what's currently assumed to support women's political participation in the society.

Two national workshops were conducted. The first one was an excellent chance for more than 170 person from all of the locations of the west bank, Gaza Strip, and the land of 48 (Israel) to discuss one of the most important topics in the Palestinian society (Controversy of Feminist and National Issues in the Current Situation). The second workshop discussed the political participation of women from a new perspective.

Unfortunately the evaluation team couldn't track other types of beneficiaries who benefited from the awareness activities like the radio program or the magazines.

The following table summarizes the expected and actual objectives:

	DESCRIPTION	INDICATORS	Verification Method	Comment on Outcomes
GENERAL OBJECTIVE	To contribute to the strengthening of the Palestinian civil society in West Bank based on Democracy and Human Right principles			
SPECIFIC OBJECTIVE	Leadership and community social participation among Palestinian youth and women from Hebron, Bethlehem and East Jerusalem (West Bank) has been strengthened.	OE.I1. At least 60 Palestinian young people and women from Hebron, Bethlehem and East Jerusalem (West Bank) have increased their knowledge on key topics related to community leadership (i.e. Human Rights, Gender, Mobilization, etc.) in the 12th month of the project.	OE.FV1. Training attendance listing OE.FV2. Pre/post-evaluation of the trainings OE.FV3. Reports of the community campaign, cultural community-sensitization activities and lectures.	<p>The numbers were not consistent in three areas. Some of the beneficiaries attended part of the activities only due to different reasons, namely holidays, olive season ... In general the Objectives were met.</p> <p>The young beneficiaries mentioned the following points as benefits they got from the project:</p> <ul style="list-style-type: none"> - Learning computer skills - Networking and communicating with different people and organizations - Self confidence especially in the presence of the other sexual category - Learning about Legal rights which are provided by the law. - Becoming able to discuss things fearlessly without shying away. - Encouraging women to get
		OE.I2. At least 60 Palestinian young people and women from Hebron, Bethlehem and East Jerusalem (West Bank) have increased their participation and implication in meetings, workshops, cultural activities and lectures during the implementation period of the project.	OE.FV4. Specific distributed materials on gender equity and women's rights OE.FV5. Project's photographic material.	
		OE.I3. At least 1.500 people belonging to 15 community based organization have strengthened their organizational and participatory capacities during the implementation period of the project.	OE.FV6. Internal reports from WATC-MPDL OE.FV7. Coordination meetings and field-visits WATC-MPDL	
		OE.I4. At least 150.000 inhabitants and key people from West Bank have received information about gender equity and women's rights during the second semester of the project's execution.		

<p style="text-align: center;">RESULT 1</p>	<p>Leadership capacity among Palestinian young people and women from Hebron, Bethlehem and East Jerusalem (West Bank) has been increased.</p>	<p>R1.I1. At least 60 Palestinian young people and women from Hebron, Bethlehem and East Jerusalem (West Bank) have been trained in Human Rights, International Covenants on Women and Women’s Rights (35 hours) by the end of the project.</p> <p>R1.I2. At least 60 Palestinian young people and women from Hebron, Bethlehem and East Jerusalem (West Bank) have been trained in Communication and Assertivity (30 hours) by the end of the project.</p> <p>R1.I3. At least 60 Palestinian young people and women from Hebron, Bethlehem and East Jerusalem (West Bank) have been trained in Participatory Leadership (30 hours) by the end of the project.</p> <p>R1.I4. At least 60 Palestinian young people and women from Hebron, Bethlehem and East Jerusalem (West Bank) have been trained in New Information Technologies (45 hours) by the end of the project.</p> <p>R1.I5. At least 60 Palestinian young people and women from Hebron, Bethlehem and East Jerusalem (West Bank) have been trained in Gender Approach (35 hours) by the end of the project.</p>	<p>R1.FV1. Trainers’ contracts</p> <p>R1.FV2. Trainings’ programs</p> <p>R1.FV3. Training attendance listing</p> <p>R1.FV4. Didactic material.</p> <p>R1.FV5. Trainers’ reports</p> <p>R1.FV6. Monitoring reports</p> <p>R1.FV7. Pre/post-evaluation of the trainings</p> <p>R1.FV8. Trainings’ photographic material</p>	<p>out more often and take leading roles.</p> <ul style="list-style-type: none"> - Discussing inheritance and other women related issues - Decreasing the cultural gap that young women find before and after college.
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		<p>R1.I6. At least 60 Palestinian young people and women from Hebron, Bethlehem and East Jerusalem (West Bank) have been trained in Community Mobilization Strategies and Data Management (35 hours) by the end of the project.</p>		
<p>RESULT 2</p>	<p>Community Social Participation of Palestinian young people and women from Hebron, Bethlehem and East Jerusalem (West Bank) has been encouraged/promoted.</p>	<p>R2.I1. A community campaign for Women’s Rights has been planned and performed led by Palestinian young people and women from Hebron, Bethlehem and East Jerusalem (West Bank) during the first semester of the project’s execution.</p> <p>R2.I2. Cultural community-sensitization activities have been organized focusing on Gender Approach in Hebron, Bethlehem and East Jerusalem (West Bank) during the project’s implementation.</p> <p>R2.I3. 3 lectures on Women’s Rights have been held in Hebron, Bethlehem and East Jerusalem (West Bank) during the project’s implementation.</p>	<p>R2.FV1. Minutes from the meetings with different community stakeholders.</p> <p>R2.FV2. Minutes from the meetings with young people from the communities.</p> <p>R2.FV3. Materials of the community campaign.</p> <p>R2.FV4. Report on the community campaign</p> <p>R2.FV5. Photographic material from the community campaign</p> <p>R2.FV6. Program and Schedule from the cultural activities: film screening and theater play.</p> <p>R2.FV7. Report on Cultural community-sensitization activities</p> <p>R2.FV8. Photographic material of the community-</p>	<p>The community campaigns were conducted and they had great impact on both the trained young people and the community especially that they were free to decide the topics based on needs assessment.</p> <p>About 120 people attended lecture about violence and reproductive health within the frame of the 16 days of activism on violence against women was planned and conducted.</p> <p>a second lecture was about violence against women and security. There were three different papers presented to be discussed. The first one was about the strategies that women in Hebron used to protect themselves from violence. The second one was about the Un resolution 1325 and its implementation in the Occupied Territory. The third one presented a historical review on the work of the women’s movement on the</p>

			<p>sensitization activities</p> <p>R2.FV9. Lectures' agenda</p> <p>R2.FV10. Lectures' attendance listing</p> <p>R2.FV11. Report on the lectures</p> <p>R2.FV12. Photographic materials from the lectures..</p>	<p>issue of violence against women. As for the third lecture it presented the work and the efforts done towards the fight against violence against women through al-muntada which is a collation of social society's organizations. It also presented a paper on the work, challenges and obstacles of the MIHWAR Safe Home to protect women victims of domestic violence, through a legal and social analysis of the issue. The third presentation gave a historical perspective to the women's movement struggle on fighting violence against women. It also presented the historical review of the work of the women's movement on the legal reform. It showed how the women's movement presented new readings to the present laws, the critique to these laws from a gender perspective, the campaigns that were implemented to make the legal reforms a societal issue, and the methodologies used for legal reforms.</p>
<p>RESULT 3</p>	<p>The knowledge of the Palestinian society on gender equity and women's Rights</p>	<p>R3.I1. Access to the information about women's Rights and Roles by means of specific material edition.</p> <p>R3.I2. A National Lecture/Workshop</p>	<p>R3.FV1. Voice of Women Monthly magazine</p> <p>R3.FV2. Record contents of the weekly radio</p>	<p>All results have been achieved.</p> <p>The verifications of these results were limited as we had no chance to meet direct or</p>

	<p>have been enhanced on the Palestinian Occupied Territories</p>	<p>on Gender Equity and Women's Rights has been held on the Occupied Palestinian Territories during the project's implementation.</p>	<p>broadcasting program Against Violence</p> <p>R3.FV3. National lecture/workshop's Agenda.</p> <p>R3.FV4. Lecture's attendance listing</p> <p>R3.FV5. Report on the national lecture/workshop.</p> <p>R3.FV6. Photographic material.</p>	<p>indirect beneficiaries</p> <p>More than 250,000 issue of voice of women had been published and distributed with Al-Ayyam newspaper. Also, WATC distributed issues to all of the ministries, universities, collages, women organizations, and youth clubs. This means that around 50,000 persons read the newspaper monthly as well as it is published to different website such as: WATC, Al-Ayyam, Masader, and women gateway website. Also, 48 Against Silence radio shows, with information and analysis of women's rights and roles in a national broadcasting radio channel. This means that the message of Gender mainstreaming in rights and laws and equality between men and women as well as the importance of women's participation in all of aspects of life had been heard by hundreds of thousands of people.</p>
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- In Bethlehem the trainer and the coordinator took the participants for a visit to MAAN News Agency to see how they mainstream Statistics in the news from Gender perspective and how using the statistics in the news can make it important or not and how the journalists can change the news by which kind of statistics they use.
- Also, in that training, the participants visited a shelter for women in Bethlehem Governorate to meet real cases of women who were oppressed by the Palestinian Laws because there do not guarantee Gender

- In Jerusalem the trainer took the participants in a tour to the old city to see the Israeli violations toward the Palestinians and especially toward women in Jerusalem. Most of the women said that this is the first time to them that they can see the old city from other side and how the problems faces the Palestinian women from the Israelis and also from the overpopulation in the old city and how the Israelis forbid the Palestinians from expanding their buildings in Jerusalem and the affect of these issues towards women.
- Internal recommendation from local coordinators were communicated and dealt with professionally, for example “We recommended that the trainings should be totally completed before other activities begin, and our recommendation was taken into consideration” said Tamar- WATC coordinator in Hebron- .
- The design of the project included a specification regarding female/male participation, which was recommended to be 60/40. This was a very important aspect to indicate the reality and practicality of the whole training program from one hand; and to give the young women courage to listen, communicate and argue with the other. “the presence of two male participants in Hebron, increased the confidence of the young women participating in the training, since we got the chance to hear the other side” a young lady said.
- The different training components were not discussed or planned from an outsiders view, the trainers didn’t know much about the other trainings conducted, however “it’s really important to plan for the training sessions in a good way to insure completion and integration for maximum benefit” as said one of the trainers.
- Unfortunately the design and the implementation didn’t meet well in regards to the female/male participation; the male participation was as little as mentioned earlier, which calls for integrating some extra procedures in the implementation, and design that may guarantee further and stronger participation of young men. “ *It was a real mind opening experience, I wonder why people – men especially- overlook these topics*” a young participant wondered, a young male participant replied “ *It was really empowering for me, and as someone who works in other organizational frames, I recommend working through some other frames that might be more attractive to young males such as Red crescent...* ”
- More integration should be added between different components this was expressed by one of the trainees who thought “*it would’ve been nice to participate in the selection of the films played or coordinating for the events, we could also perform some plays*”

III. Efficiency and administration

1. Major discussion points:

- i. Work flow and operational management.
- ii. Evaluation and monitoring.
- iii. Selecting Partners and beneficiaries.

2. Observations and findings:

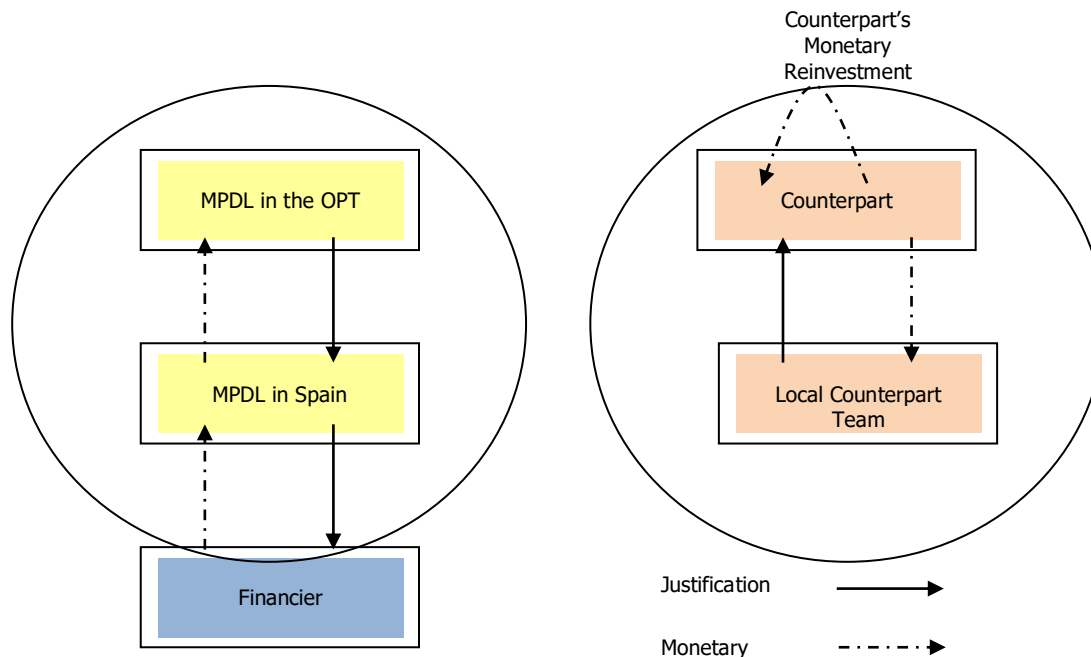
i. Work flow and processes:

Work flow is usually discussed in terms of Management, Reporting and coordination between all stakeholders.

The following flow was suggested in the contract and served as the management model in the relation between, MPDL, WATC and JCCLM, where

Financer → JCCLM

Counterpart → WATC



The findings are grouped according to the following categories:

1. Communications (Internal and External)

- Coordination between different parties was systematic, and totally controlled through the agreements and the documentation processes which were thorough.

- WATC field coordinators managed to refer to the main coordinator in Ramallah whenever they had to propose a change in the plan or discuss implementation activities.
- The beneficiaries were directly in contact with the field coordinators of WATC each in his area. This allowed them to express themselves and their needs freely. This kind of direct and open relationship enabled the change of the schedule to fit the beneficiaries better sometimes.
- WATC main coordinator was in continuous contact with MPDL coordinator, many activities for monitoring and evaluation were coordinated and implemented jointly.
- Communications between project coordinators in different areas was limited to the joint meetings in the main office/Ramallah. Other communications might have occurred randomly.

2. Project/ activities Design

- Training topics were decided earlier by WATC administration in Ramallah, however no input was considered from the field (local) coordinators who knew better in terms of the needs and requirements of the beneficiaries.
- Based on the areas selected for the implementation of the project, WATC assigned 3 field coordinators who already worked for WATC in Hebron, Bethlehem and Jerusalem. The coordinators had experience projects close to this one.
- Some trainers worked on volunteer basis, most trainers benefited earlier from other projects implemented by WATC, this as much emphasis it throws on the great potential of reviving the sustainability of such projects, as it might raise some suspicions with regards to the quality of training. It's worth mentioning that no indicator of low training quality was detected in this project, however some coordinators who also provided training sessions might have felt pressured or overloaded.
- Training hours were convenient in Hebron according to the beneficiaries, while they were less convenient and exhausting in Jerusalem and Bethlehem, this is due to the differences between people in these areas, which should have been carefully assessed, understood and taken into consideration in the design of the project, and this was agreed on by trainers.
- Design of other awareness material such as the magazine content and the radio program, was done through a rather systematic procedures which we couldn't examine.
- It's worth mentioning that some issues were funded as a contribution from WATC that's what increased the number of published numbers.

**** Despite COE's continuous calls on WATC to get actual budget, unfortunately we received no response. Accordingly we have limited input to evaluate the financial efficiency.**

3. Implementation

3.1 Training

- Training materials were left for the trainers mostly, which is quite reasonable. However a few insertions were added to some of the training materials like the leadership training to which a part of the manual produced previously by WATC was integrated. this was seen by the trainers as” *a point of strength for enriching the training material and having to reinvent the wheel*”
- Provision of training materials was done in partial fulfillment of the training, which had no extra cost implications.
- From the beneficiaries point of view the training materials were adequate and appropriate to the training titles and to their needs, especially those related to computer and leadership skills
- The sort of activities mentioned above create some practicality and allows the participants to experience real case studies that will encourage them to complete the training

3.2 Awareness

- Using a participatory approach in deciding the workshops’ topics is a living evidence for practicing the empowerment of young women. Meetings were held between the project field coordinator, the project participants, women from women organizations and from the targeted locations, and youth to discuss about the most important topics to raise the people awareness toward and how to discuss with the people. Also, during the meetings they discussed issues related to the women’s rights of inheritance especially that this topic was the most important issue in the locations which the project targeted.
- Information and analysis of women’s rights and roles in national issues and more women related topics were published through radio shows and voice of women issues which had been published and distributed with Al-Ayyam newspaper. More copies were sent to the ministries, universities, collages, women organizations, and youth clubs. Moreover the issues were published to different websites such as: WATC, Al-Ayyam, Masader, and women gateway website. These methods guaranteed a huge coverage of the awareness messages and information with lowest costs.

4. Overall Synergy

- The relation between different components of the project was hardly known to the beneficiaries or the trainers
- For the coordinators the following components were introduced:

- Various Trainings, Computer, communication, gender, human rights, civilian work.
- Workshops in the locations
- Films and plays shows
- Assessing the needs of the targeted locations was not required, but it has been added.
- Meetings with responsible people (Village council, CBOs, Women Clubs)
- Media component through “Sawt Al Nisa” newspaper and the activities news.

5. Financial procedures:

- The funding of this project was contributed by JCCLM through MPDL. The transactions were all made according to administrative criteria listed in the “Administrative Procedures Manual “a guide to accounting intended for this purpose and exclusively for the project. This gave the financial procedures consistency and credibility.

**** COE asked for the actual budget from WATC, unfortunately we received no response.**

ii. *Selecting Trainers and beneficiaries:*

Trainers:

Trainers were contacted basically on previous relation basis. This relates somehow to the fact that most trainers were contracted on a voluntary basis. The procedures for selecting the trainers included call for proposal. The trainers submitted their proposal and after that they were contracted.

No obvious criteria were set for selecting the trainers. This in a matter of fact raised the following question: “where trainers qualified enough?”. Based on the evaluation reports the average of beneficiaries who thought the trainers were qualified enough (between good and very good) exceeds 90%. One of the trainers in Bethlehem was a beneficiary in Hebron. This creates suspicions about whether this causes a conflict of interest or not!

Young Women and Men

In the training component, criteria for selecting beneficiaries was set, written and given to the CBOs to use while selecting the beneficiaries. The selection process was not followed up by WATC, thus the selection was totally left for the CBOs and some of the criteria were not followed. The Trainees said the criteria they were aware of were: the age, the geographical location, and sex. *“This wasn’t taken into consideration all the time. The choice was driven by other considerations especially there was no enough number of trainees. So they needed anyone to complete the number from trainees for the session”*. Unfortunately this sounds true, and calls for prior arrangements for marketing the project’s idea and attracting further numbers of young people. It also calls for a careful setting of selection criteria.

In Jerusalem the young women didn't meet the age requirements. They were a bit older. Their ages varied between twenties and thirties. The late start of the project in Jerusalem aside from the culture of Arab people living there might have rushed the selection of beneficiaries.

In Bethlehem most of the beneficiaries of this project, were already participating in the activities of other projects. This has created confusion for some of the beneficiaries participating in the focus group.

Human Resources:

Based on the mutual agreement between WATC, MPDL and JCCLM The Director general [REDACTED] devoted 10% of her time to this project. Her duties were: the representation of WATC, overall coordination and supervision of projects.

[REDACTED] was assigned the financial follow up. She supervised the expenses and generated the financial and accountant reports with the support of the accountant [REDACTED]

[REDACTED] continued doing some routine tasks as part of her role as a secretary. She provided technical support to the coordination, purchases and transportation.

[REDACTED] was the main coordinator of the project, she prepared the monthly reports and participated in the monitoring and the evaluation. She was also responsible for the communications within the 3 implementation areas.

3 coordinators were selected, one for each implementation area. The coordinators had previous experience in WATC projects, they also had the capability for leading training sessions in addition to the coordination tasks:

- Jerusalem Coordinator ([REDACTED])
- Bethlehem Coordinator ([REDACTED])
- Hebron Coordinator ([REDACTED])

Community beneficiaries

The Beneficiaries of activities other than training were not selected directly, however selecting the areas that were mostly marginalized was done by WATC in the proposal.

Invitations to the films screening and plays were oral, and could have been more professional by adding some announcements in the media or through other organizations to gain more attention

iii. Monitoring and Evaluation:

Based on the model browsed under the work flow, the reporting and monitoring relations were followed:

- Internal biweekly reporting from WATC local coordinators to the main office in Ramallah
- Monthly reporting from WATC to MPDL: this included financial reporting and admin reporting.
- A midterm report after 6 months of implementation was prepared by WATC and presented to MPDL
- MPDL reported directly to JCCLM
- External Evaluation Report to be submitted to JCCLM

Thus The Monitoring covered both financial and technical parts.

Moreover MPDL applied the methodology of Participatory Monitoring and Evaluation, where both MPDL and WATC teams met to measure the progress of the project and decide what other action are to be taken to improve the work.

Trainings were evaluated both by the trainers and the trainees. The training evaluation forms were thorough and comprehensive. They guaranteed assessing the trainer, the training material, the timing issues and the logistics of the training

Reporting from WATC local coordinators was done without a standard form; this was a relief for them and made it easier to spot all the activities, impact and success stories. Reporting from WATC to MPDL was systematic and performed through a standard form, which was convenient, informative and easy to fill. Whenever new activities were conducted, they were reported to from the field coordinators to WATC in Ramallah.

Monitoring was a continuous process performed by field visits by both MPDL and JCCLM

JCCLM, MPDL and WATC logos were all used in the reporting forms and contracts of the project which was one of the agreement requirements.

IV. Sustainability:

It's not easy to evaluate this project in terms of sustainability. Sustainability in this case is relative and to a certain extent dependent on the targeted beneficiaries. The young participants were put on the track with a few basic leads and cues; the rest is up to them.

It's out of the scope of this project to follow up on the long-term impact. We may assume that a percentage of the beneficiaries will apply their learnings in their micro environment (basically home and neighborhood). Some will expand their learnt skills in leadership and community to serve as change agents in a wider scope. Some of course won't be able to challenge and overcome the circumstances, the culture and traditions which were built all over the years by simply participating in this project.

The above was concluded during the focus groups were some young women and men shared their stories and plans. A young man said *"I have already started working through my relations in the university, I prepared for a meeting to talk about Human rights and women's rights,*

printed out some flyers and I was surprised with the number of young people who showed at the event". Another young woman said "I'm glad I've been able to attend these trainings, I managed to speak to my manager and he supports me, I started transferring what I learnt to my family and I'll manage to go wider".

One of the trainers in Bethlehem says: *"This project is like other projects, it affects people only during the implementation of the project and no effect on the long term because most beneficiaries are immature and need more primarily trainings before the ones we provided; in addition, some training sessions are repeated for a number of the beneficiaries".* This sounds valid for a far extent, yet having most of the trainers in this project volunteered as part of their responsibility towards their people, knowing that most of them were involved in similar projects whether with WATC or not has a point to prove.

The community members gained awareness through film screening or reading the issues of Voice of Women or heard the radio shows and this could be passed by them to others.

The Beneficiaries of this project showed excitement and enthusiasm to work by their own, nevertheless it should be admitted that change can't happen in a very short time. This is why the trainees should be followed up as well as the community members who might've learnt something new but need more guidance and emphasis to be able to use it.

The issues of Voice of Women magazine which were printed and published to the universities, school, ministries, CSOs, local councils, hospitals and other public organizations will remain as sustainable data sources.

V. Recommendations

1. Relevance:

- Further attention to the training areas
- Focus on Male participation by encouraging them through male colleagues (who already participated in such projects)
- Expanding target group geographically to include areas from middle and south WB; to enable further networking and mixing different types of people so that experience can be deeply transformed and different customs and traditions examined.
- Working deeper on the selection of topics that relate to uncovered issues or those which need more time such as sexual abuse, inheritance rights, and reproductive health.

2. Objectives and Effectiveness:

- Test to what extent are the objectives realistic prior to design

- Engage field employees in setting the objectives as they are more familiar with the actual needs of the beneficiaries especially when they have experience with similar projects.

3. Efficiency and administration:

- Networking with other institutions or organizations to allow integrating different mindsets and increase the number of beneficiaries. More popular organizations especially among male participants may include Red Crescent society, Sharek youth forum who already have strong existence and people trust.
- Define the risks and challenges more thoroughly and study all possibilities before starting the implementation phase. For example availability of transportations reference to political issues “curfew, checkpoints...” or economic should have been studied to plan alternatives that might affect the budget.
- Conduct promotional campaigns to allow other contributions and other associations to participate, not only depending on individual efforts.
- Integrating the different components of the project, and sharing them with all parties is recommended for improving the administration process.

4. Sustainability:

- Focus on long term relation between the stakeholders and the beneficiaries
- Promoting the selection criteria to insure the capabilities of the beneficiaries to continue to be agents of change. This could be done by developing an application form that includes fields measuring the free time, ability to volunteer, learning styles, personal objectives, and field of study/work. Most importantly the applications should be translated into evaluation form that sounds applicable and usable by the implementing organization. The selection should be done through an agreed on consultative group from WATC and the CBOs not only through CBOs
- Define follow up criteria after the project, and providing needed resources for this (human resources and financial aid)
- Encourage networking between beneficiaries and other society members on a basis that allows them to reinvest their gained knowledge.

Annexes

Annex1: Evaluation Methodology

As suggested in the proposal we will follow these steps:

- I. Planning meeting. COE suggests commencing the process with a two-hour workshop with the participation of the stakeholders. The purpose is to build consensus on the aim of the consultancy; refine the scope of work and clarify roles and responsibilities; review the schedule and logistical arrangements MPDL staff. (Head of mission, Project coordinator, Headquarter coordinator.)
- II. Desk Review of all available documents and reports
The review will include the following documents:
 - Full project document
 - Monthly reports
 - Midterm report
 - Field visit reports.
 - Sources of verifications.
 - Memorandum of understanding between partners.
 - Memorandum of understanding between WATC and trainers.
- III. Collect evaluation data. Data collection through the various means like; questionnaires, individual meetings and focus group meetings.
This will be done through:
 1. One or two focus groups will be conducted for each beneficiary group
 - a. Young People
 - b. CBOs' People
 - c. Palestinian community members who benefited from the project
 - In each of the three central areas (East Jerusalem, Hebron and Bethlehem), At least 3 individual meeting with:
 - a. Trainer
 - b. Project coordinator
 - d. Beneficiary of (training) – selected randomly by WATC coordinators
 - e. Beneficiary (from community) – selected randomly by WATC coordinators

We will use the following questions to initiate the discussions both in the focus groups and individual meetings

<p>Project Staff (WATC staff (General Manager, Project coordinator, Field coordinators, Trainers, Volunteers)</p> <p>About the Project Who are the stakeholders of the project? What are their roles? How do you describe the project?</p> <p>Efficiency What are the selection criteria for the Beneficiaries? Do you have a written selection criteria? How did you monitor the project's activities? Were there any developed indicators? Did you develop a feedback strategy from different stakeholders? Were the beneficiaries involved in planning and decision making? Has any changes occurred on the original plan? What are they and how did you deal with them?</p> <p>Effectiveness Did the project match the original goals of your organization? Specify? Do you recommend expanding the project? In what ways? What changes would you apply if a new phase was implemented? Were there substantial cost over-runs (extension of budget) to complete the project?</p> <p>Relevance Did the project form a part of a coherent national program? Was it realistic to expect project outputs to continue to be used once the project was completed and adequate resources to be committed for meaningful follow-up? What is the problem solved by the project? What did you like most about the project? What were the challenges the project faced?</p>

<p>Beneficiaries (direct beneficiaries, inhabitants)</p> <p>About the Project How do you describe the project?</p> <p>Relevance What are the problems solved by the project? How do you evaluate the sustainability of the project, and the ability of expanding the outputs' value to wider periods of time? How do you evaluate Pragmatism of the project?</p>

Would it be useful to implement this project again or expand it geographical wise? Time-wise?

Effectiveness

Did the project meet the specified objectives?

Did you have an idea about the project's objectives?

Did you have trouble communicating with different stakeholders of the project?

Was there any kind of follow-up and monitoring? Reporting? Explain?

Efficiency

How did you get involved in this project?

Do you think there was enough transparency applying this project, selecting beneficiaries?

How is that?

Describe the work flow?

Recommendations?

How can this project be better in terms of cost, time, idea, implementation?

What did you like most about the project?

What are the challenges the project faced?

IV. Summarize and analyze the data. Once the data is gathered, COE will analyze and interpret results concerning the findings. Once the analysis is complete, COE will work with participants to reach consensus on their findings, conclusions, and recommendations

V. Prepare Draft report. Reporting evaluation results which will the following outline:

- Title page, table of contents
- Executive summary
- List of acronyms and abbreviations
- Evaluation method, description of the way the evaluation was planned and implemented
- Introduction
- Project and its development context
- Analysis of information obtained
- Assessment Results/Main findings (strengths and gaps)related to the following:
 - Relevance, Effectiveness, Efficiency, Impact, Sustainability
- Conclusions
- Lessons learned and Recommendations (related to the following)
 - Relevance, Effectiveness, Efficiency, Impact, Sustainability
- Annexes which will include:
 - Terms of Reference of the Evaluation
 - Copies of the proposed assessment
 - Evaluation Methodology
 - Detailed Work Plan (visits, meetings, interviews, schedule, etc.)
 - Bibliography
 - Additional documentation (eg photographic material, maps, etc.).

Annex 3 - Evaluation Action Plan

"Strengthening the leadership and community social participation of young Palestinian women and Hebron

General Action Plan

The following table contains the general action plan to be followed by COE as evaluators to the project implemented by WATC

The second and third columns contain the purpose for each action and the activities to be taken to achieve it.

The fourth column mention the actions that COE are going to take to achieve the expected results.

The fifth column state the needed information to be collected from WATC, Beneficiaries, MPDL or other sources.

The sixth column states the expect results from each activity.

Action Plan					
Date	Purpose	Activity	Actions to be taken by COE	Needed Information	Expected Results
20-Dec-11	Accurate understanding of project	Literature Review: - Determine relevant information - Determining missing information	Ask MPDL and WATC to provide the required information and literature	Needed Information: - Full project document - Monthly reports - Midterm report - Field visit reports. - Sources of verifications. - Memorandum of understanding between partners. - Memorandum of understanding between WATC and trainers.	A better understanding was achieved.
22-Dec-11	Introductory meeting with MPDL, WATC, COE	Review project's details and discuss action Plan	Ask MPDL to arrange the meeting	Attendees may include: - WATC staff (General Manager, Project coordinator, Field coordinators, Trainers, Volunteers.	-Approved action plan -Logistic arrangements decided

				- MPDL staff. (Head of mission, Project coordinator, Headquarter coordinator.)	
by 25-Dec-2011	Create data collection tool	review proposed questions	Questionnaires are to be derived from the convenio logframe to construct three different questionnaire one for each category: - Staff - Beneficiaries - Communities (the beneficiaries of the communities shared a shorter version of "beneficiaries questionnaire)		Final Evaluation Questiones developed
5-Jan-12	Collect data	Collect data- bethlehm	Collect data- bethlehm	The data will be gathered through: - 1 focus group for Young People - 1 individual meeting with a trainer - 1 individual meeting with the project coordinator - 1 focus group with community beneficiaries	-Proposed questions answered taking into consideration all points of view -Further information regarding (Relevance, efficiency, effectiveness and impact) of the Project collected
29-Dec-11		Collect data- Hebron	Collect data- Hebron	- 1 focus group for Young People - 1 individual meeting with a trainer - 1 individual meeting with the project coordinator - 1 focus group with community beneficiaries	
10-Jan-12		Collect data- Jerusalem	Collect data- Jerusalem	- 1 focus group for Young People - 1 individual meeting with a trainer - 1 individual meeting with the project coordinator - 1 focus group with community beneficiaries	

16-Jan-12	Draft Report	construct a report from gathered information.	submit report to MPDL and WATC	--	Evaluation Report drafted
23-Jan-12	Final Report (English)	Produce final Evaluation Report	review draft report and undertake MPDL and WATC remarks and comments	--	Final Evaluation Report delivered
	Presentation	lead a final presentation	summarize the findings and recommendation of the evaluation, and calling for a final workshop	assigned schedule for the presentation, attendees list	Evaluation findings presented and discussed

Annex 3 - Focus Groups' Participants

Participant of F.G1 - Hebron young participants	
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
Participant of F.G2 - Hebron Inhabitants	
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
Participant of F.G3 - Bethlehem young participants	
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
Participant of F.G5 - Jerusalem young Inhabitants	
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
Participant of F.G6 - Jerusalem young participants	
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED] ah
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

Annex 4 – Individual meetings Participants

Date	Interviewed person	Position	Place
25/12/2011	██████████	<ul style="list-style-type: none"> • WATC coordinator • Trainer 	Hebron
10/1/2012	██████████	<ul style="list-style-type: none"> • Trainer 	Hebron
5/1/2012	██████████	<ul style="list-style-type: none"> • WATC coordinator 	Bethlehem
5/1/2012	██████████	<ul style="list-style-type: none"> • Trainer 	Bethlehem
10/1/2012	██████████	<ul style="list-style-type: none"> • Trainer 	Bethlehem
10/1/2012	██████████	<ul style="list-style-type: none"> • WATC coordinator • Trainer 	Jerusalem
10/1/2012	██████████	<ul style="list-style-type: none"> • Trainers 	Jerusalem