

What is
good youth
peace
work?



A tool for evaluation



United Network Of Young Peacebuilders

“The only man I know who behaves sensibly is my tailor; he takes measure anew each time he sees me. The rest go on with their old measurements and expect me to fit them.”

George Bernard Shaw

What

This is a tool for you, young peacebuilders, to evaluate your work. It proposes you questions for reflection on three levels:

- >> personal
- >> team
- >> project in its social context

Why

- >> Evaluation is an important tool for improvement.
- >> Many young peacebuilders do too little evaluation in the planning, realization or concluding stage of their peacebuilding work.

How

>> Ask yourself the questions and try to answer them.

>> Read the explanation below to know if, and why, it is an important question. This is not the answer. You have the answer!

>> Write down your answers, so that you know on which aspects you do well and on which you can improve.

>> Finally, reflect on your answers and discuss with your team and partners how to improve.

Look for organizations, resourceful people and materials to help you improve your work. Just ask and search! More information can be found on our website: www.unoy.org

“Youth work was very important for me. I was very fearful, I learned to have more confidence in myself, to liberate myself. I am a big fellow but now, I can dance in front of a group, be a clown, and I can express myself.” Claudio works for the Scouts Group “Martin Guemes”. His group’s activities involve young people from disadvantaged social backgrounds in environmental projects.

Peacebuilder: Claudio
Location: Argentina



01

Are your goals clearly set?

The major goal is the central point of reference against which you evaluate your work. Simply, you cannot know whether you are off track, if you do not know what your track is.

02

Do you know your personal reasons?

It is important to know what your personal motivation is in doing peace work. With clarified self-interest, it is easier to identify possible conflicts of interests. Honesty and integrity are key values in peace work.



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03

Are you open to the ideas of others?

A peacebuilder values diverse opinions and knows how to work with those who are different. Diversity is considered a value and enriching. Maybe something you think is bad may turn up to be good.

04

Are you aware of what your responsibilities are?

The question is about whether you are aware of the limits to what you can and should do. Be also aware of what you should not and cannot do.



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05

Do you make your peace work fun for yourself?

It is important that you enjoy your work!
This way it will be more sustainable.

06

Do you tend to overwork?

Young peacebuilders are usually persons who worry about a lot of problems and like to do as much as possible to solve them. It is essential for personal flourishing as well as development as a good peacebuilder not to exceed one's limits.



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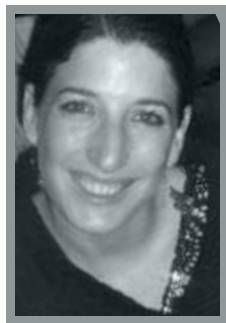
07

Do you understand and handle conflicts in a non-violent way?

Non-violence is a method of resolving conflicts and also a way of life. The skills and methods of non-violence are closely related to those involved in mediation, negotiation, counselling and process consultation. Young peacebuilders, and young people in general, should have basic conflict resolution skills.

Our best activity was a “sleep-over” in the Municipality of Nathania (Israeli side) and Calansua (Palestinian side). It was difficult to build trust. There were meetings at school, with parents, finally, everyone agreed on giving permission to their children to sleep over in the house of their friends from the “other side”. Gal was the Director of Re’ut-Sadaka (Friendship) Jewish-Arab Youth Movement for Coexistence and Peace.

Peacebuilder: Gal
Location: Israel



01

Are all team members involved in the decision-making related to the project?

This question enquires whether there is a general tendency within the team to involve team-members in decision-making rather than leaving it up to the director or another individual. Participation goes in hand with co-responsibility and ownership.

02

Do you have good communication within the team?

Good communication is the precondition of most of what makes good teamwork. The assignment and changes in the assignment of responsibilities, creation of new plans, bonds and group identity: all depends on whether the team members can communicate well.



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03

Is the team able to deal with conflicts constructively?

This question enquires into the capability of the team to apply conflict transformation tools to constructively and creatively deal with conflicts within the team. Conflicts can be opportunities for improvement!

04

Does your team engage in training?

Each team-member should indicate her or his learning needs, share and pass on experience and contribute to making training an on-going element in your work. The training process should include learning of knowledge, skills and attitudes.



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05

Is your organisation open to cooperation with others?

Cooperation should be locally rooted, but globally aware. Intergenerational cooperation is in particular beneficial to the objectives of youth peace projects, because youth can learn from the way their older colleagues or partners work and can gain access to the mainly adult-run institutions. The cooperation should not be limited to those individuals or organization with the same ideals, but be open to those with different views.

06

Is someone responsible for the budget?

Finding funds for specific projects is one thing, but making sure that all the activities of the organization are covered requires someone watching over all the expenditures, especially overhead costs that might easily be forgotten in applications for funds.



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07

Is someone responsible for the fundraising?

According to the advice of professional fundraisers, it is necessary to make a long-term fundraising strategy, systematically gather information about potential donors, and inform potentially interested foundations and companies about the organization and target applications according to the project to be financed.

“What I find important is to have a bottom-up approach, find young people’s needs, talk to them, not only once, but walk a path with them. Involve them from writing the proposal, budgeting, implementation, evaluation.” Wilson works in the slums of Nairobi for Africa Peace Point.

Peacebuilder: Wilson
Location: Kenya



01

Do you research to assess the real needs?

You should do a good social analysis of the situation and not assume easily that you know the needs and concerns of the group you work with.

02

Do the goals aim at realising the values of peace?

The project should aim at realising the values of a just, peaceful and participatory society, where persons can live a balanced life and have opportunities of personal development. It is also important for young peacebuilders to know which human rights standards exist and how to use them, as well as other tools to promote reconciliation.



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03

Are you flexible to react to unexpected changes?

Needs of the community and circumstances change and good peacebuilding youth work must be capable of adjusting its objectives and methods to these changes. Don't be stubborn!

04

Are the objectives feasible?

If objectives are not feasible or, in other words not realistic, the potential for motivating and empowering those involved is not realised (both those organising and those participating in the project). It is better to aim lower and then achieve more than stated, rather than making your project look great, but achieving a fraction of the promise.

“I think the most common mistake youth organizations make is to engage in competition for the same funds. Also usually not enough research is done into if these projects are what is really needed”. Hilary is a board member of United Network of Young Peacebuilders and presently, she coordinates several projects in The Netherlands.

Peacebuilder: Hilary
Location: Jersey
Channel Islands / UK



05

Is your project clearly planned?

A carelessly planned project will take many times longer than expected. Clear planning of the time span is important to keep track of the project's progress. Knowing how many resources will the project demand and planning how these resources will be acquired is a 'must' before launching the project. It is also important to develop from the start qualitative and quantitative tools of assessment.

06

Do you plan to multiply the effects of your project?

It is important to reach out to as many people as possible. You can not reach everybody yourself. Start a chain.



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07

Are you aware of the strengths and limitations of 'contact work'?

Many peacebuilding organisations do what is called 'contact work'. They bring young people together from different sides of the conflict and they facilitate dialogue among them. They learn about the other and discover the human face of those who they usually consider as their "enemy". It is important to understand that it is a long process. Don't overestimate the impact of your work in the transformation of the conflict. Be patient, every step counts. Keep on planting seeds of hope!

08

Do you consult and work with other members of your community?

Good peacebuilding requires a learning attitude and participatory character. Consulting with individuals, institutions and organisations about your aims improves the needs assessment on which the project stands and sharpens the objectives set for the project.

“Our best activity is to read and write stories together. I feel we share our personal experiences, our dreams and fears”. Chichun is a social worker for ECPAT Taiwan. She organises recreational activities for girls who are temporarily in detention centers either for being illegal immigrants or child prostitutes.

Peacebuilder: Chichun
Location: Taiwan



09

Do you have on-going evaluation?

Evaluate throughout the project, not only in the end. Have a monitoring team or person. Some external feedback is always helpful.

10

Do you expect that your goals will be realised in society?

This is a different question from whether the objectives of the project are feasible, because the focus here is on the more general goals of the peacebuilding efforts. The question is whether it can be reasonably expected that the objectives achieved will lead to realization of the values of peace in society at large. The use of indicators may be of help.

Authors: Lenka Chludova, Celina Del Felice

Design: Luciano Pinna

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UNOY Peacebuilders

Javastraat 58, AR 2585 The Hague

The Netherlands

Tel: +31703647799 Fax: +31703622633

Web: www.unoy.org Mail: info@unoy.org

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Supporting the International Decade for a Culture of Peace and Nonviolence for the Children of the World (2001-2010) >> <http://decade-culture-of-peace.org>
"A Culture of Peace, as defined by the United Nations, is a set of values, attitudes, modes of behaviour and ways of life that reject violence."

Evaluation is an important tool for improvement. Many young peacebuilders do too little evaluation in the planning, realization or concluding stage of their peacebuilding work. This booklet will help you to evaluate and improve your work.

The United Network of Young Peacebuilders links up the initiatives of young people and youth organisations active in the field of peacebuilding. It aims to empower them and increase the effectiveness of their actions.

