



Oxfam International Youth Partnerships

10 Year Impact Assessment



FINAL REPORT

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May 2010

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About Social Compass

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Social Compass is a social research and evaluation company. Since its inception in 2004, Social Compass has developed a strong portfolio of clients across the corporate, government and community sectors to provide:

- Research and evaluation in the fields of youth, education and employment
- Indigenous program consultation, research and evaluation
- Research and evaluation of organisational and community capacity building
- Design and development of effective community/stakeholder engagement approaches and programs
- Research, development, implementation and evaluation of cross-sector community engagement models, programs and partnerships
- Evaluation frameworks and tools for measuring program outcomes on communities and stakeholders
- Development of partnership programs and partnership brokerage.

Social Compass and its team would like to acknowledge the many individuals and organisations that participated in this important study. Thanks is extended to the many Action Partners around the world who took the time to participate in the study.

Introduction

On October 19th 2000, 300 delegates from 156 countries came together in Sydney, Australia for the first time and for the first sitting of the International Youth Parliament 2000 (IYP 2000). At the time, the turn of the Millennium IYP2000 represented “*an international youth declaration of the need to act together under the banner of equality and democracy*”. IYP2000 was working within the framework of the Universal Declaration of Human Rights and seeking to emphasise the importance of civil society’s participation in the democratic process. IYP2000 provided the genesis of a 10 year program that became known over time as the Oxfam International Youth Partnerships (OIYP).

In 2010, OIYP is described as a global network of young people working with their communities to create positive, equitable and sustainable change. It is an Oxfam International initiative, managed by Oxfam Australia and now having a high profile within institutions, civil society and with young people themselves worldwide. Since IYP2000, and across three program cycles, Oxfam has worked with over 850 young people, known as Action Partners, from 98 countries and has developed a specific focus on the Pacific, Asia, Australia and Southern Africa. The program is described by Oxfam as the organisations’ flagship for youth initiatives and innovation:

I am one of those who believe that for an organisation like Oxfam that if we are not innovative we’ve basically got little point for existence... critical for us is how we can provide the right sort of support and the right climate for innovation... and some of the things which we have seen through OIYP... have been quite important for process and innovation and these things have informed other processes within the organisation (Oxfam staff)

Action Partners are young people committed to a positive and equitable world and working for change in a range of different contexts. Through OIYP, Oxfam supports 300 young Action Partners to learn, develop and take action as part of a three year program. Action Partners are aged 18 – 25 and for each cycle there has been a high response when applications are called for at the commencement of each cycle.

Action Partners that have participated in the OIYP program often continue to be part of the global OIYP Network. Oxfam is currently beginning the implementation process of a strategy

to involve Action Partners in a fourth transitional year where they take part in a range of activities to support the next generation of Action Partners. Further, Oxfam actively works

to build partnerships across the generations of Action Partners, and with many other organisations, institutions and communities around the world to foster active citizenship and accountability – creating a powerful force for change (Strategic Plan 2010-13, page 3).

After three cycles over 10 years (commencing with IYP 2000 and then the 2004 and 2007 three year programs), Oxfam has invested in an in-depth 10 year evaluation of the OIYP program. According to the Terms of Reference set out for the evaluation, the primary objective of the evaluation project is to assess the extent to which the OIYP Program has contributed to building the capacity of young people to influence change in their communities.

This report is the result of work completed by Social Compass.

Section1: OIYP and 10 Years of Initiating Change

OIYP has not been a static program but has changed over time and developed in response to local needs and institutional directions. The following section provides the details of OIYP according to each cycle before presenting the findings and analysing the results of the evaluation process. It is informed by a major review of Oxfam documentation and the reflections of staff (past and present) that have been associated with the program. While this section will outline the major events along the way, the current mission, objectives and strategic goals of the OIYP program are worth noting as outlined in the *OIYP Strategic Plan 2010-13*:

- **OIYP Mission**

OIYP provides a framework for personal development that includes a global network and ongoing access to opportunities and support to young people (Action Partners) – so they may demonstrate effective personal leadership and expand the influence of youth toward a just world.

- **Domains of Change**

Oxfam Australia's Youth Programs Unit has five identified domains of change that outline the approach OIYP takes in bringing about change. These domains of change are based on a central commitment to and experience in rights-based models for active citizenship and accountability. The domains of change are:

1. *Personal empowerment*: Personal empowerment of active citizenship. That is internal empowerment leading to an increase in self-confidence and awareness, leadership skills, knowledge of rights and social justice issues, confidence to engage in social action and capacity to bring creativity and innovation.
2. *Relationships and influence*: Expanding network of relationships and spheres of influence, including awareness and knowledge of how to use power structures, in order to achieve change and establish a presence of youth leadership and voice within communities.
3. *Enabling environment and society*: Developing an enabling environment for active citizenship, where community expectations are pre-empted and considered, access to decision makers is made possible, and young people are safe and supported to have authority over their lives and hold decision makers to account.

4. *Challenging and influencing power structures*: Capacity to engage with, challenge and influence power structures, including the ability to actively identify and challenge inequality, including gender.
5. *Peaceful and just communities*: Changes toward more just communities, policies and practices of governments, corporations, and intergovernmental organisations, through new community strengthening practices, advocacy and popular campaigning; as well as holding governments and other actors to account for delivering on their commitments to change policy and practice.

These domains of change set the framework for the strategic goals for the OIYP Program through to 2013.

- **Strategic Goals**

By the end of the 2010-2013 program cycle OIYP will have:

1. Piloted and developed country specific programs in South Africa, India, Indonesia, Timor-Leste, Vanuatu, the Solomon Islands and Papua New Guinea; using Oxfam's influence to provide local support and opportunities to Action Partners, as they strive to influence a wider community and to hold decision makers accountable.
2. Increased OIYP's profile as a truly international initiative by hosting *Kaleidoscope* in India, and in so doing establish partnerships for future in-country programming and provide opportunities for OIYP to contribute to the Oxfam International Strategic Plan.
3. Built a global network of alliances and partnerships dedicated to supporting and empowering young people as decision makers, focusing on organisations locally, regionally and globally who work specifically with issues of gender, disability and young people's economic justice.
4. Increased OIYP's network of alliances and partnerships with organisations supporting and empowering young people as decision makers within Latin America, in order to better support Spanish-speaking Action Partners.
5. Created space and opportunities for Action Partners to engage in global discourse and collective action on issues relevant to them and their communities, where they are able to impact local and global decision making and effect positive change.

International Youth Parliament 2000 (IYP2000): Where it all began

The initial idea of IYP2000 was formulated in 1999 and the aim was to support young people from around the world working to create positive change by bringing them together at the beginning of the new millennium to share practical skills and inspiration. In October 2000, 250 young people (Action Partners) attended the first sitting of the International Youth Parliament. Delegates attended workshops, networked, made friends, developed contacts and planned for future action.

At the time of establishing the IYP2000, the vision was stated as “youth building a peaceful, sustainable and equitable world” and the stated goals for the event were:

- to create a forum where young leaders, thinkers and activists can meet, establish an international network to complement existing networks and act as a catalyst for increased participation of young people and consideration of our issues in policy decisions
- to formulate Individual Action Plans (IAP's) and plans for global actions to enable delegates to support their local agencies and implement appropriate change in their communities
- to exchange best practice between delegates and the organisations they may work with
- to enhance individual delegate's skills, knowledge and confidence to help realise their potential and to assist them in their pursuit of positive social change
- to consolidate networks providing information, access and support to local initiatives
- to attract the attention of the media and the broader community to youth-related issues
- to support and endorse the conventions and initiatives that will empower young people around the world (Source document: IYP 2000 Communiqué).

The Agenda of IYP2000 concentrated on three significant themes being:

- Breaking the Cycle of Poverty with a focus on Education, Youth Employment and Technology
- Youth in Conflict addressing the needs of young people in declared and undeclared war zones and strengthening people's capacity to prevent conflict, resolve hostility and build peace

- Cultural Activism celebrating the artistic expression of young people through music, theatre and youth culture as a positive step towards building a fairer, more peaceful world. (Source document: IYP 2000 Skills Overview).

IYP2000 aimed to not only provide a forum for discussion and debate around the issues confronting young people, but also aimed to bring about change on these issues. A key objective was the development of delegate's skills, and broadening of knowledge and expertise in social change issues. By enhancing skills, knowledge and confidence, delegates were able to have the tools to pursue positive social change.

The development of IAPs became an important development in achieving outcomes and the event being action focussed and oriented. The aim was to provide an approach and set of procedures through which delegates could identify goals and plan for action. Accordingly, one of the key requirements of the IYP2000 was the completion of IAPs for each of the 250 delegates. Delegates then returned home and implemented the developed strategies at local, regional and global levels. Action Plans were to be monitored and evaluated periodically and delegates were electronically linked via Working Group and Regional email lists.

In 2001 a Small Grants Program was introduced to provide financial support to Action Partners and 12 grants were awarded. Several small grants projects were successfully completed, and correspondingly several new initiatives were developed. The Small Grants Program had the following key aims:

1. to provide an incentive for IYP Action Partners to develop their Action Plans and reward dedication, creativity and participation
2. to promote positive and sustainable community development activities through the allocation of small grants to IYP Action Partners for implementation of Individual / collective action plans
3. to create opportunities for projects to gain economies of scale to raise further awareness of key issues and attract further financial support locally and internationally
4. to encourage the sharing of information on Action Plan progress and promote the development of new action and strategies
5. to develop the IYPs' Action Plan Program through closer monitoring and support of a limited number of actions.

An additional 15 small grants were awarded in 2003.

Post IYP2000 event, Oxfam also established the IYP Skills Centre. The strategy was to develop, pilot and roll out workshops tailored for both online and offline delivery and in 2003 IYP developed and implemented two on-line workshops.

The first was the Project Management workshop (implemented April 2003) that consisted of three key learning modules and was run over four weeks. It consisted of one reading module per week, a related exercise and set online discussion questions. 18 participants took part in the month long workshop. The second was the Online Facilitation workshop that consisted of three modules and was piloted over three weeks in July 2003 with a related on-line exercises and set online discussion questions. There were six participants that took part in this pilot.

The IYP Skills Centre also coordinated, facilitated and managed six Skill Share sessions that were delivered online. The Media Skills Share was launched by the Skills Centre in May of 2002, followed by the *"Youth in Sustainability - Putting Plans into Action"* Skills Share in November 2002. In 2003 IYP ran a Skill Share Session – Peace Building and Conflict Resolution - where 53 participants took part in a three and a half week session. Participants were largely drawn from communities that had experienced or were experiencing conflict and civil unrest and IYP also worked with the Sydney University, Centre for Peace and Conflict Studies in the development of the modules.

Further, in 2003, IYP developed new offline resources on project management and online facilitation. Additionally, IYP's online resource page had sections on: Time Management and Planning; Building and Managing Community Organisations; Fundraising; Advocacy and Campaigning Skills; and Media Skills.

The IYP Skills Centre Reference Group was established at the beginning of 2003 to meet on a quarterly basis and the strategy also set out to attract financial support in the form of branded sponsorship of the Skills Centre, sponsorship of specific offline workshops and sponsorship of individual workshops.

Importantly, the Small Grant Program and the IYP Skills Centre became an important development in the OIYP program and were part of the redefinition of the program heading into the 2004 cycle.

One of the very strong aspects of the OIYP program that has existed since inception is a willingness to try new approaches and strategies, aimed at enhancing the skills and capacity of Action Partners.

Oxfam International Youth Parliament 2004 (OIYP 2004): Where some changes were introduced...

OIYP 2004 saw a re-conceptualisation of OIYP from an event to a global youth program with recognition that a major challenge was how to most effectively support a global network of young activists in achieving their work for social change.

OIYP2004 – the event – was held in Sydney Australia, between the 5th and 12th of July 2004 with 300 delegates aged 18-25 and from 92 countries attending. Each participant was selected based on evidence of their work for social change at either grassroots, local, national and in some cases global levels. Delegates (now called Action Partners) engaged in a program of learning, sharing and developing plans for action within their own communities. Seven staff and more than 250 volunteers carried out coordination and implementation of the event, and all Parliament proceedings were conducted in three languages - English, French and Spanish.

There were six objectives identified for the event itself, which were claimed to flow from the broader objectives of the program.

1. build strategic networks of young social change leaders, development practitioners, and key decision makers
2. increase participants' skills to be effective social change leaders
3. develop frameworks for action to be implemented at local, national and global levels between 2004 and 2006
4. motivate, encourage and inspire young leaders to continue working towards building a peaceful, equitable and sustainable world
5. document key successes, major challenges, and recommendations for the future
6. facilitate engagement between global youth leaders and the wider community in Australia and Internationally.

In building the agenda for OIYP2004, OIYP's research *Youth Commission into Globalisation: Highly Affected, Rarely Considered (HARC)* was a key driver and was based on analysis of submissions received from OIYP2000 delegates. *HARC* outlined the most significant issues affecting the lives of young people globally and applications for OIYP2004 were invited from people whose work for change was directly related to one of *HARC*'s focus areas. Nine action areas were addressed at the OIYP2004 event; these were HIV/AIDS, peace-building, labour and employment, Indigenous rights, sustainable development and agriculture, human rights, health, youth culture and empowerment, and education.

OIYP2004 kick-started a cycle of action, that was followed by an ongoing program for Action Partners which included:

- the Action Plan Support Program: Providing strategic support through research, assistance and advice to Action Partners
- the Small Grants Program: A \$160,000 per annum program to fund Action Partner projects on the basis of their potential to achieve Oxfam International's Social Change Objectives
- the Skills Development Program: Access to skills resources and on-line learning programs was provided to improve Action Partner effectiveness as social change leaders
- ongoing networking and alliance building initiatives: A range of communications tools such as e-groups, the website, online forums and the Voice newsletter provide opportunities for networking and alliance building
- research and Learning: Learning from the experience of Action Partners about models of change; the role of young people in development; and the external factors that facilitate and/or prevent change from occurring.

In the period following OIYP2004, the Online Skills Centre developed and trialed a number of new initiatives, such as Regional Workshops and the Trade Justice Project, and many existing activities were improved. The following provides a summary of these activities:

E-Learning Workshops

- Project Management

Two Project Management E-workshops were conducted in 2005 to coincide with the Small Grants Program cycle. Workshop participants were drawn from seven different regions. The workshop in May 2005 had 39 participants (19 female, 20 male), while the one in November 2005 had 31 participants (11 female 11, 20 male).

- Online Facilitation

There were two Online Facilitation E-Workshops conducted in 2005, with the aim of sharing the online technology and approach to facilitation with Oxfam staff and to develop the capacity of people as possible facilitators for future e-workshops with Action Partners. The workshop in April 2005 had 20 participants (16 female, four male) of which three were Action Partners and the workshop in September involved 12 participants (11 female, one male).

Online Skills Shares

Based on a peer-learning model, Online Skills Shares aimed to develop analytical skills while encouraging Action Partners to challenge assumptions of power structures associated with thematic areas. (Source document: OIYP Board Report 2005-06). The following is a summary of the Skills Share workshops:

- **Gender Skills Share & Learning Group**

There were two Gender Skills Shares conducted which brought together Action Partners from around the globe to discuss gender. The first was in July 2005 which had 10 participants (eight female, two male) and the second in May 2006, which had 17 participants (11 female, six male). Following the first Gender Skills Share, some of the participants initiated the Gender Learning Group, an independent, Action Partner led global peer-learning network, to continue their exchange and learning.

- **MDG (Millennium Development Goals) Skills Share**

The MDG Online Skills Share was initiated by an Action Partner from Papua New Guinea (PNG) who had identified the need for young people across the globe to connect and learn more about the MDG's and the role of respective governments in promoting the MDGs and what action can be taken. There was one Skills Share group conducted in February 2006, which had 27 participants (14 female, 13 male).

Skills Centre Webpage

The Online Skills Centre included the Skills Webpage which incorporated:

- monthly calendar of OIYP learning opportunities
- monthly thematic topics with accompanying resources (including Gender; MDG's; The Right to be Heard; Trade Justice; Intergenerational Relations)
- Action Partner bookshelf which offered resources on financial management, leadership, creating a website and volunteer management
- information about OIYP E-workshops and Skills Shares.

Regional Workshops

OIYP's Regional Workshops were described as a key tool in Oxfam's strategy to facilitate and develop the capacity of Action Partners living and working in the Pacific Islands and in Africa. Two regional workshops were undertaken whereby Action Partners set the agenda for their skill development as it related to their work in their own communities. Perspectives and skills around gender equity, monitoring and evaluation and program planning were key

elements of both workshops. Working regionally was seen to be increasingly important in the future for the OIYP Network to appropriately engage young people for developing their capacity to create change, particularly by supporting mentoring and exchange between the different generations of OIYP Action Partners (OIYP Board Report 2005-06).

- **Pacific Regional Workshop**

The week-long Pacific Regional Workshop was held in Suva, Fiji in September 2005. There were 20 participants at the workshop (12 female, eight male). During this workshop participants developed a Pacific Action Plan, which was designed to address three key areas to support the work of Action Partners. These were communication between Action Partners in the Pacific and with Oxfam; support for funding opportunities and skills training and learning opportunities.

- **Africa Regional Workshop**

This Regional Workshop was held in Lusaka, Zambia over four days in April 2006. The workshop aimed to strengthen the collective action in the region, to increase networking between OIYP2000 and OIYP2004 Action Partners and to gain a better understanding of the context in which Action Partners were working in order to improve support for the region. The Workshop incorporated skills building, action plan reflection, regional issues and governance, gender and planning for future action. There were 22 participants at the Workshop of which 12 were female and eight were male.

Trade Justice Project

The Trade Justice Project (TJP) was launched in April 2005 and involved 21 participants from 16 countries. The TJP was an experiment for OIYP in working on thematic campaigns and in providing targeted long-term training and action support for young people within a discrete project. The stated aim of the project was to provide a core group of Action Partners with practical training in advocacy and campaigning and to couch this training in terms of the World Trade Organisation (WTO) and civil society organising in the lead-up to the WTO Hong Kong Ministerial. Participants were supported to implement local and national strategies focusing on the impact of trade on their communities.

The core components of the project were:

- E-learning Course: a four week online introductory course on trade, human rights and action planning.
- Cambodia Workshop: an eight day workshop conducted in Phnom Penh in September 2005, involving 24 young people. Participants who attended the

Cambodia workshop were subsequently integrated into the OIYP network to receive the same opportunities as OIYP2004 Action Partners.

- Youth Exchange for Trade Justice: a four day workshop centred on facilitated peer-to-peer learning programs and international guest speakers. This culminated with the MC6 meeting and included online workshops and workshops in Cambodia and the Philippines. Participants included members of OIYP, of the Oxfam Hong Kong Youth Campaign Partners and youth outside these networks who had been involved in trade justice issues.
- Hong Kong WTO 6th Ministerial Meeting (MC6) Participation: the MC6 was held in Hong Kong in December 2005 and provided participants with the opportunity to engage with international processes to continue their learning.

Diplomacy Training Program (DTP) for Indigenous Leaders

This five day capacity building and training program was conducted in Sydney in July 2005 for young Indigenous leaders from Australia and the Asia-Pacific Region. The program focused on the international human rights framework, relevant forums and processes for Indigenous peoples within the UN and international system and key skills in lobbying and advocacy. There were 20 Action Partners that participated in the training.

Festival of Ideas

The Festival of Ideas was launched in September 2005 and was timed to coincide immediately before the next round of OIYP grant applications. The four-week 'Festival' aimed to provide Action Partners the chance to brainstorm their ideas and visions for change in anticipation of an upcoming grants round. With the personal guidance of two mentors familiar with the grants process, OIYP aimed to provide the opportunity for ideas to be brought together, discussed and developed into an achievable plan for action.

Grants Program OIYP2004

Building on the learnings from past grants rounds the Grant Program 2004 was designed to achieve three key objectives:

- provide improved access to funding for action plans developed by Action Partners (by providing grants of up to \$5000 AUD)
- build a strong skills development through a capacity building focus
- enhancing the capture and sharing of lessons between Action Partners and between OIYP.

Substantive review of the Grants Program was undertaken in 2006 with a more flexible approach adopted to support Action Partner initiatives across four streams:

- Project Implementation Support
- Action Partner Exchanges
- Learning Scholarships
- Regional Workshop Support

From 2004 to 2006 Oxfam coordinated four rounds of grants. Specifically, there were:

- 27 grants in Round One totalling \$66,000
- 25 grants in Round Two totalling \$74,600
- 16 grants in Round Three totalling \$41,940
- 15 grants in Round Four totalling \$52,294.

Global Review 2006

Between January and June 2006, Oxfam coordinated the OIYP Global Review process. This aimed to involve Action Partners in reflecting upon their experiences and contributing to the design and development of the next cycle of action for OIYP. The process also aimed to understand the collective impact that the OIYP network has had and helped to move beyond the next cycle of action towards a bolder, longer term vision for change.

The questions that underpinned OIYP's Global Review were: *What changes have we achieved since OIYP2004 or IYP 2000? Has our capacity to effect positive change increased? What have we learnt? What is our vision for the future of OIYP? What things do we think need to change for OIYP to have greater impact?* As part of the Global Review, all Action Partners were invited to share what they had been doing, their successes, challenges and most significant learnings since OIYP2004. The Global Review meeting saw a diverse range of 20 Action Partners randomly selected come together to share their own experiences, examine the stories of the OIYP network and discuss the future development of the network.

Action-Research Projects

A Force for Change

A Force for Change was the culmination of OIYP's Research Program, working with OIYP's second three year program from 2004 – 2007. The research project culminated in a

publication that explores the need for change around the world across diverse issues. It also examines the experiences and challenges faced by young people in the OIYP network when working to shift attitudes, supporting people's right to be heard and strengthening communities and the link between Action Partner contributions and the realisation of greater justice.

Journeys for Change

The Journeys for Change action research project aimed to facilitate reflection, exchange and learning around the use of awareness raising and behaviour change strategies to create change, as well as the limitations and challenges of each of these approaches. Throughout 2004 - 2005, 32 Action Partners contributed to and participated in a year long process of sharing, learning, peer exchange and critical reflection. Participants examined the strategies that Action Partners used in awareness raising and behaviour change, key issues in planning, evaluation of changes, and the challenges involved.

Partnerships and Alliances

Finally, Oxfam aimed to seek and develop partnerships to support OIYP2004. Partners included Cirque du Soliel, NSW Government, Australian Theatre for Young People, Department of Immigration and Multicultural and Indigenous Affairs, National Indigenous Youth Movement of Australia, Diplomacy Training Program, and the Global Youth Action Network.

OIYP 2007: More changes and new name

In 2006, Oxfam announced that heading into the third cycle the program would now be known as the Oxfam International Youth Partnerships (OIYP) Program. Other key developments in the program during this cycle were the appointment of Mentors and Motivators (M&Ms) (with the aim of building inter-generational connection, networking and continuity) and Youth Development Officers (YDOs) in the Pacific (with the aim of better connecting Action Partners from the region with low or no access to IT).

The main strategy of the OIYP program for 2007-10 was to balance proactive support with responsive support. In the first two years (2007 – 2009) the program would focus on initiating projects which supported Action Partners' learning as a catalyst for action, while 2009 –

2010 would see more resources supporting initiatives coming from the Action Partners regionally, thematically or through collective actions for change.

In 2007, the OIYP Voice newsletter and website continued to be ongoing initiatives that provided opportunities for networking and alliance building. They formed part of the OIYP Monitoring, Evaluation and Learning plan which aimed to capture and share lessons from the program's work.

The OIYP Program aimed to include three sequential components, each building on the other.

1. Orientation Period (April – September 2007)
2. OIYP *Kaleidoscope* 2007 (Sydney, Australia, October 2007) building skills and knowledge, networking and planning for future action.
3. OIYP Program 2007 – 2010 with coordination of different projects over the two year post-event period.

Throughout the program, OIYP used a range of strategies to achieve its aims including the following:

- Building Skills and Knowledge

There were four thematic based projects, one for each of OIYP's Strategic Issues - economic justice, gender, peace and conflict, access to essential services – as well as projects for practical skills such as project management, creative tools for social change and monitoring and evaluation. In the Orientation period, Action Partners were provided with introductory materials and online discussions around strategic issues and skills areas. At OIYP *Kaleidoscope* 2007, all Action Partners were to gain basic knowledge and skills in key areas and select those to engage with further. Action Partners would select further opportunities for learning and development throughout the program.

- Supporting Action

At *Kaleidoscope*, Action Partners were to be given the opportunity through a facilitated process to reflect on their future plans to contribute to change. The process focused on their communities and on the dynamic nature of the change process. From 2007 until 2010, Action Partners were to be supported to develop their existing work, collaborate with others and initiate new projects through both financial and non-financial support from Oxfam. The Grants Program was designed to support the development of new projects initiated by 2007 Action Partners.

- Facilitating Networking and Mentoring

Throughout the OIYP program, Action Partners were to have opportunities to build networks with each other on a regional, country and skill area basis. The focus of networking would be on learning and exchange to contribute to their work.

- Engaging through cultural expression

Cultural and artistic expression was also to be a vehicle for building the OIYP community; inspiring ideas and creativity and for effecting social change. Strategies were to include performances and communications tools at *Kaleidoscope* and following this, face to face workshops with a focus on skill development in using creative means to engage communities and bring about change.

- Assessing our impact

Oxfam aimed to work towards developing the skills for ongoing learning and accountability by Oxfam and Action Partners, to assess the impact of people's work in community and of the work of OIYP.

Kaleidoscope launched the 2007-2010 cycle of the OIYP Program with 300 Action Partners from over 100 countries. The core elements of the program were:

- Plenary sessions in which all Action Partners were brought together to hear speeches and performances
- Home Rooms in which Action Partners discussed issues arising from the event, as well as pre-determined topics
- Learning Marketplace sessions facilitated by experts, Oxfam staff, and current and former Action Partners. 45 different courses were available and Action Partners could enrol in any 10 sessions. The Learning Marketplace was also used to consult with Action Partners to assess learning needs and the level of existing knowledge to inform programming for the 2007-2010 cycle.
- Regional Meetings allowed Action Partners to discuss regional issues and establish networks
- Indigenous Caucus for Indigenous Action Partners to share experiences and support one another
- Cultural Arts Program for Action Partners to have the opportunity to learn art skills for social change
- Social and cultural activities, including a Welcome Ceremony, program of evening events and closing party.

Two specific tools helped Action Partners relate OIYP *Kaleidoscope* 2007 to their own work and translate inspiration into work for change. These were Commitment Sheets to start planning for the future in their personal lives and community work and a Workbook for personal reflection used in Home Rooms and incorporated into the Commitments Sheets at the end of the Event. These replaced the 'Action Plans' of OIYP 2000 and 2004.

For the 2008-2010 program period, OIYP developed Program Area Plans covering the following:

- The Gender Justice Program
- The Economic Justice Program
- The Essential Services Program
- The Rights in Crisis (Peace and Conflict) Program
- The HIV and AIDS program
- The Gender and Culture program
- The Skills Program
- The Network Exchange Program
- The Grants Program

(Program details are summarised in Oxfam International Youth Partnerships Program Strategy 2007 – 2010).

Further, OIYP once again coordinated learning programs and networks through both online and offline methods. These included:

- **E-workshops**

Four e-workshops were conducted in this cycle, on Project Management, Organising Campaigns, Online Facilitation and Human Rights and Advocacy. The workshops were open to all Action Partners and held in both English and Spanish. With the exception of the online facilitation course, all of the e-workshops were facilitated by past Action Partners who were now Mentors and Motivators (M&MS). A total of 164 Action Partners registered for at least one e-workshop throughout the cycle.

- **Skills shares**

Three Skills Shares were conducted during the 2007-2010 cycle. These included the topics of climate change (facilitated by an M&M), creativity and change management, and workers rights as human rights (both facilitated by 2007-2010 Action Partners). A total of 44 Action Partners registered for Skills Shares throughout the cycle, with participation rates reported

as similar to e-workshops. Each Skills Share was not formally evaluated, but facilitators were asked to provide feedback.

- **E-lists**

There were a number of e-lists established throughout the 2007-2010 program. These included lists set up by Action Partners (Latinkuska, Asia Group, Pacific Group, GLOYONEJ, African Peace Ambassadors) and those set up by OIYP staff (Indigenous Caucus, Media Group, Gender Learning Group). These groups aimed to provide opportunities for small groups of Action Partners to network, share and learn with others based on thematic interests or shared regional identity. Approximately 40 Action Partners were involved in one of the e-lists set up by staff while participation rates of those groups set up by Action Partners has been difficult to secure.

- **Informal/Other Online Tools**

Other forms of online learning occurred throughout the Action Partner network, which were not facilitated by OIYP. These included networks such as Facebook, Myspace and email communication.

- **Thematic program: Gender and Culture Workshop**

The first Gender and Culture Workshop took place in April 2009, in Salt Rock, South Africa. It brought together 17 Action Partners from all over the world and was built on from the Gender Learning Group from 2004.

- **Thematic program: HIV and AIDS Program**

The HIV and AIDS program involved the participation of 16 Action Partners from diverse regions who were selected for their demonstrated knowledge on HIV and AIDS, commitment to targeting HIV and AIDS issues in their communities and their commitment and capacity to share the resources they would gain from the program with the OIYP network and wider community. The HIV and AIDS program was essentially based on selected Action Partners attending the 2008 International Aids Conference (IAC).

- **Youth Development Officers and in-country meetings**

A number of face to face workshops were conducted by the YDOs in Papua New Guinea, Solomon Islands and Vanuatu for Action Partners from those countries (for findings see Appendix 1).

- **M&Ms (online and offline)**

The OIYP M&Ms Program was set up to provide linkages across generations of Action Partners through facilitation at *Kaleidoscope*. M&Ms were Action Partners from previous

cycles selected to provide support and mentoring to the 2007 Action Partners and to supervise Home Rooms. For a number of M&Ms this role extended past *Kaleidoscope* and included facilitating OIYP e-workshops and informal mentoring. A total of 11 M&Ms have facilitated OIYP e-workshops and the Learning and Development Coordinator knows of four others who have supported Action Partners in some way.

- **Grants (learning through doing)**

The Grants Program was again part of the 2007-10 cycle offering and providing learning and development support to Action Partners to develop their grant proposals. In the 2008-2009 period, two rounds of the grants program were conducted with a total of 27 participants (17 in Round One and 10 in Round Two). In total 41 Action Partners requested and received learning and development support for their applications.

- **Toolkits**

The Community Resources Toolkit was an offline 'toolkit' resource developed and made available for Action Partners. This was designed as a self paced learning tool that Action Partners could access at any time, with questions for themselves and their communities included. A total of 90 Action Partners requested and received the toolkit.

Finally, there were two trial initiatives that did not generate as much interest as intended and were subsequently abandoned. The first was the Buddy Program that aimed to link individual Action Partners working on similar issues or in similar ways, and/or whose strengths and challenges complement each other. The second was the Homeroom Forum established by OIYP staff and designed as an alternative to the 'personal safety' online forum (initially planned for November 2008). These initiatives were evaluated and are currently being implemented in a different format as part of the Orientation program for Action Partners in 2010.

Successes and challenges along the way

Strengths of OIYP have included first, the willingness of those with responsibility for the program (and by extension the organisation itself) to experiment and innovate and second, review and evaluation that have been undertaken when possible. Most reviews have been internal but there is clearly willingness within Oxfam to interrogate its own programs and develop a process of continuous improvement where possible.

The documentation provided for this impact assessment indicates that over the last decade more than 100 documents have been generated in relation to evaluation and review across the various components of the OIYP program. More analysis of some of the key outcomes of these reviews and evaluations will be provided in Section 4 of this report when there will be some comparison with the findings of this evaluation. However, as a means to closing this first section, some reflections are noteworthy.

Shortly after IYP2000 there was a general sense of success that an action-based network had been established. A key success was that 72 per cent of Action Partners' Action Plans were on-going or completed in 2002 with 300 activities in 150 countries generated. New organisations and individuals were being supported and an international network of social change leaders (many trained with essential skills for advocacy, media, fundraising and project management) had been launched and linked electronically and face-to-face. Alternatively, interviews with current and former staff, while acknowledging the innovative and progressive nature of OIYP, suggested a number of issues relating to this first event. For example:

My impression, and this might be unfair, was that the event in 2000 did not have clear objectives and its execution was flawed in a number of ways because clear objectives were not in place... and there was not a coherent on-going program in place for after the event... (Oxfam staff)

Indeed, a number of staff reflected on some of the key achievements of the first event but many noted the significant changes (outlined in this section of the report) introduced for the 2004 cycle. The key reflection during this cycle was the Global Review. Outcomes of the Global Review Process included a vision for the future, a snapshot of where the OIYP network has come between 2000 and 2006 and the new roles for Action Partners from 2000 and 2004 including choices and opportunities for their future in OIYP. Key findings related to the following:

- There was clear evidence that the OIYP network facilitated capacity development to some extent for Action Partners. Key areas of capacity development included increased confidence, the ability to take action, networking, and the development of skills and knowledge. Action Partners used these capacities to continue and deepen their work for change in their communities.
- Despite the ability of the OIYP network to facilitate capacity development not all Action Partners benefited. Action Partners faced difficulties accessing this

capacity development because of inequities – in their access to technology, language barriers and in their existing skills. It was recommended OIYP consider who participates in the network and ensure that those who are marginalized in their own communities have opportunities to be linked into a network like OIYP or have alternative strategies or programs put in place.

- The majority of Action Partners had continued to take action in partnership with their communities all around the world. Determining the longer term impact for individuals and communities remained elusive and at that time OIYP did not have sufficient information to judge whether or not Action Partners' work in their communities with others had had a positive or negative impact. As noted in the Annual Board Report OIYP Final:

In some cases it is clear that there has been little community participation or that structures of power that create inequality in the community have not been challenged. For some Action Partners, we do not know if they have continued to take action and therefore if that action has had an impact (positive or negative).

The Global Review process was reported as facilitating greater ownership over the future of the network by Action Partners. Through and beyond this process, regional networking had been stimulated, research projects initiated, new ideas implemented in community projects and stories of success, challenge and learning shared.

However, as staff have noted there were a number of challenges still within the OIYP program. For example one staff member suggested that during the 2004-07 cycle Oxfam was 'still wrestling with some key questions around strategic clarity and how to turn it [OIYP] from an event to a strategic and systematic program' and the degree to which long-term "Action Partners and their organisations can coordinate the network". A critical question then as now was the degree to which "it is feasible to run something on a global scale with local support and energy and what are the risks of doing it without local support".

A number of staff, reflecting on the 10 years of the program, articulated some substantial outcomes generated by the program (projects and activities such as are summarised in Appendix 3) however, this did not stop some critical reflection regarding program sustainability and as one interviewee suggested "what would happen if Oxfam walked away... would it [OIYP] go on or dissolve away".

Accordingly, post the 2007-10 cycle, some of these questions and others are investigated in this report. Assessing the impacts of OIYP and the contribution the program has made to

change (at the individual, institutional and community levels) allows such questions that exist within Oxfam to be answered.

The next section of this report outlines the methodology undertaken for this impact assessment, before findings are presented in Section 3.

Section 2: Methodology

This section of the report provides both the methodological approach and the methodological limitations associated with the Impact Assessment.

Approach

The methodology proposed for this project was a mixed methodology of quantitative and qualitative approaches including document analysis and desktop research.

Qualitative and quantitative approaches have both strengths and weaknesses. While qualitative approaches have been recognised as a method that give more intricate details of phenomena that are difficult to convey with a quantitative approach, quantitative approaches (particularly surveys) provide high amounts of data standardisation (at relatively low cost and in a short period of time) making them amenable to statistical analysis. Quantitative approaches and particularly survey instruments are appropriate for questions about self-reported beliefs and/or behaviours and can secure high validity data in relation to attitudes, opinions, expectations, and knowledge. However, some argue that quantitative data is inappropriate for most social phenomena. This is because quantitative data only indirectly applies to inter-individual phenomena such as interaction, social organisation and dynamic processes.

Qualitative approaches are most appropriate for the investigation of dynamic processes, interrelations, communication, feelings, opinions and experiences but are criticised for their limitations in that data consists solely of verbal statements. As such, the data can be subject to deceptions, fabrications, and distortions and there can be a discrepancy between what people say and what they do. Furthermore, people say and do different things in different situations and the 'interview situation' may be one such occasion. A good qualitative researcher is skilled at ascertaining, quickly, what is fabrication and distortion through techniques such as probing and making connections between the 'bits of things' that people say. While qualitative and quantitative approaches each have advantages and limitations, a combination of both methods can allow for the utilisation of the strengths of both while at the same time controlling for the limitations of each.

The reasons for a mixed method approach in relation to this project were determined by a number of factors:

- the scope of the research question under examination and the fact that the project is an impact evaluation rather than a process or outcome evaluation and the research objectives;
- the number of Action Partners and their location across countries and regions;
- the timeframe with which the program under examination has occurred – 10 years and three cycles; and
- the number of stakeholders who have had an active involvement in the program.

The methodological steps for the project are outlined in Table 1 below and it should be noted that each step then informed subsequent steps.

Table 1 – Summary of Methodology

Step 1	Review of Oxfam Documentation (including but not limited to those referenced on page 4 of the Terms of Reference)
Step 2	Desktop Research on building the capacity of young people to influence change in their communities
Step 3	Post-Contract Workshop (including preparation, workshop facilitation and preparation of review notes)
Step 4	Finalisation of methodology and action research framework (inclusive of indicators, data collection methods and research instruments)
Step 5	Implementation of research methodology through securing a complete data set that is deemed ready for analysis (interviews, surveys, <i>Facebook</i> blogs, case study information)
Step 6	Data analysis
Step 7	Write Up Draft Report, including three case studies

The following provides a brief summary of each step undertaken in the methodology.

Step 1: Review Oxfam Documentation

A comprehensive content analysis was undertaken of all documentation associated with OIYP. Documents were provided by Oxfam Australia and overall there were more than 1,000 documents provided covering the three cycles of the OIYP. Oxfam assisted in the process of document analysis through the identification of the critical documents that could inform the development of research and evaluation instruments to be used.

The aim of the document review was to inform the development of a set of indicators and subsequent research instruments.

Step 2: Desktop Research on building the capacity of young people to influence change in their communities (Maximum 6,000 words)

An existing literature review - *Dimensions of active citizenship: indicators of inclusivity and exclusivity in civil society* – previously developed by Social Compass was expanded to examine the literature that identifies how building the capacity of young people can influence and/or bring about change in their communities. Specifically, this review examines:

- active citizenship and its elements
- the link between active citizenship, young people and social change
- the conditions and elements required to facilitate the citizenship of young people for social change, including building individual capacity, building social capital and creating an enabling environment
- the conditions required for a program to maximise social change outcomes
- the structures that restrict people's agency and ability to bring about social change.

The literature review is included in this report as Appendix 5 and the outcome informed the development of the indicators for each of the five domains of change.

Step 3: Post-Contract Workshop (one day) and Action Partner Interviews

On the 15th of January 2010, Social Compass and the OIYP team came together for a full one-day workshop. The workshop was a facilitated discussion specific to the history, aims and objectives of OIYP and with the expressed aim of informing the methodology set out for the Project.

Two key questions were explored with OIYP team members relating to the aims and objectives of the program:

1. Why does OIYP exist (the aim of the program)?
2. Where would you like to see OIYP in another 10 years (the objective of the program)?

From the work undertaken within the methodology to this point, Social Compass developed an interview guide to be used in semi-structured interviews with a small sample (six) of

Action Partners (APs). Those interviewed came from a list of Action Partners provided by Oxfam and deemed to be able to provide views and input into the development of the indicators.

Step 4: Finalisation of Action Research Framework - Including Indicator Set and Research Instruments

From the first three steps in the methodology, a set of indicators were developed for measuring the Youth Program Unit's five domains of change as they relate specifically to OIYP and to examine the relationships between each domain (see Appendix 4).

Measuring impacts requires that concepts are understood, well defined and measurable. Multi-level indicators were developed to allow for an analysis of their interconnections. Indicators were then operationalised and research instruments developed. These included surveys (online and print) and interview guides.

Step 5: Data Collection

There were four forms of data collection for the project:

- **Surveys**

Given the relatively small total number of Action Partners (approximately 850), all those for whom current contact details have been maintained received a survey. While surveys were available in hard copy the primary means for administration of the surveys was online through *SurveyMonkey*.

Accordingly, Action Partners were emailed both an electronic version of the survey and the link to *SurveyMonkey*.

Contact details were obtained for 850 Action Partners across the three cycles and of these 650 emails were known to have reached the destination email address (the remainder either 'bounced back' or notification was received of a full inbox).

A detailed breakdown of the responses for the surveys is provided in the Findings section, however, it is reported here that 213 surveys were received, representing a response rate of 32.5 per cent of those receiving the email and 25 per cent of all emails sent out.

Surveys were provided in English and Spanish.

- **In-Depth Interviews**

Social Compass also undertook in-depth (telephone or face-to-face as appropriate) interviews with key stakeholders (including past staff, facilitators, coordinators, mentors and motivators). These interviews explored the key successes, challenges and vision for the program, including gaining an organisational perspective in relation to the program at the Oxfam Australia and Oxfam Confederation level.

In total there was 32 interviews undertaken for this project. This involved interviews with 16 Oxfam stakeholders, including all YDOs and a HIV/ AIDS Project Officer from the Pacific, three third party interviews all of which related to Action Partners from the 2007 cycle who were located in the Pacific, the Middle East and Africa, and 13 Action Partner interviews. Of these Action Partner interviews, three were with those from the 2000 OIYP Cycle, four were with those from the 2004 OIYP cycle and six were with those from the 2007 OIYP Cycle. In terms of the geographical coverage of interviews, there were five interviews with Action Partners from the Australia & NZ region, two from the Pacific, two from Africa, two from the Northern Countries and one each from the Middle East and Asia. Overall, all except one of the Action Partners interviewed was female, to purposefully address the gender difference in response rate to surveys.

- **Feedback, Stories and Case Study Collection**

Through a dedicated *Facebook* site, opportunities were provided for Action Partners to contribute and discuss certain aspects of the Impact Assessment. This initiative generated very little activity with only three Action Partners posting short responses.

Further, through the survey instrument and in-depth interviews, stories were sought and three case studies developed. These highlight examples of some of the more or most important changes that have occurred at the individual and community levels as a result of OIYP. Case studies are included as Appendix 6.

Step 6: Data Analysis

All the data was analysed and findings are reported in the next chapter of this report. The analysis identifies the key findings and is examined using the framework and indicators developed for the project.

The critical questions at the data analysis stage were:

- what has been the impact of OIYP on participants?

- how far have these impacts reached out beyond the individual to others (e.g. peers, locally, globally)?
- how do the five domains of change interconnect and influence each other?
- what are the implications of gender and culture on the types and degree of impacts?

Methodological Limitations

It was clear that in order to meet the research objectives, the views and perspectives of a representative sample of Action Partners would need to be secured. Clearly, obtaining such high volumes of data from diverse geographic regions carries some challenges. It was deemed by the researchers that, given the timeframe and budget for the project, survey data would be the most effective and efficient means for capturing data that could be generalised from a representative sample of Action Partners to the population of Action Partners. Methodological challenges and limitations included:

- Not all Action Partners could be contacted due to the lack of available details or live email addresses. The rate of ‘non-contactable’ Action Partners increased over time and it is not clear whether those for whom contact has not been maintained are less satisfied with the program and form a cohort themselves.
- It became clear that poor Information Communications Technology (ICT) continues to hamper contact with Action Partners in the Pacific region. While every effort was made to ensure Action Partners had an opportunity to respond to the survey, representation was still low. This is a limitation within the report given the expressed aim to focus on the region.
- Survey data does not always allow for impacts to be fully captured and understood and issues around the validity of the data need to be managed. Accordingly, many of the survey questions were open-ended and qualitative in nature to allow Action Partners to express OIYP outcomes and impacts in their own words. This brings with it the associated challenge of analysing high amounts of qualitative data.
- Further, strategies for managing the limitations of survey data included undertaking a small number of interviews with Action Partners. While these proved difficult to secure, those that took place provided rich data that supported the findings from the survey data.

- Securing interviews with Action Partners proved challenging again through not having current contact details for 'older' Action Partners, language barriers, communications infrastructure issues (telephone lines cutting out, emails not reaching the recipient) and managing time zone differences.
- A further challenge was ensuring Spanish speaking Action Partners had the same opportunity to participate in the Impact Assessment and English speaking Action Partners. Translators were engaged to both translate the survey itself into Spanish and then responses of Spanish speaking Action Partners back into English.
- As noted earlier in this section, third party interviews were sought as a means to verifying information provided by Action Partners through the surveys and interviews. The aim was to inform the data that had provided some evidence for community impacts. It was anticipated that interviews with people in organisations that Action Partners were either employed in or have established might provide evidence of the reach of Action Partners' programs or activities into the community. For the same reasons that securing interviews with Action Partners proved difficult, securing third party interviews also proved challenging. In the end only three interviews were able to be conducted and with limited value in the end. It is something the recommendations that emerge from this project addresses.

Section 3: Survey Findings

This section reports on the findings from the survey data provided by Action Partners. It does not provide an analysis but reports against the survey questions. It represents OIYP as the Action Partners themselves see it and tells their story as represented in the surveys.

As noted in the methodology section of this report, there were 850 Action Partners for whom contact details were known. All Action Partners were emailed with a plain language statement and link to an online survey tool. There were 200 emails that either ‘bounced back’ or notification was received that the recipients ‘inbox’ was full. Therefore, it can be assumed that 650 emails reached the required destination and of these 213 Action Partners attempted the survey, representing a response rate of 32.7 per cent. Of the 213 surveys returned 65 per cent were completed in full with the balance partially completed. This is highly consistent with the expected completion rates for online surveys.

Survey questions were mostly qualitative in nature, a method better suited to research that aims to measure impacts at a number of levels over longer periods of time. While this presented a substantial challenge in analysing the data, responses represent actions and perspectives rather than attitudes and behaviours. The enquiry through the survey was to ensure impacts could be measured in valid and reliable ways. In simple terms, the analysis of the data has examined the contribution OIYP has made to building the capacity of emerging leaders for social change and then the contribution OIYP has made in supporting the positive change that they themselves bring about as a result of their participation in OIYP.

The next chapter of this report then examines such contributions in light of the five domains of change and makes conclusions regarding other aspects of the indicator framework (Appendix 4).

Survey responses... from everywhere?

Across all cycles and regions surveys were returned over a four week period. Understanding the degree to which responses from various regions were representative of the number of Action Partners from those regions required a breakdown of the data against the number of contactable Action Partners. Accordingly, Tables 2-4 below, provide a breakdown of

respondents by region with a response rate calculated on the basis of total number of Action Partners contactable by region and cycle and surveys received from that region by cycle. This allows for poor IT infrastructure to be factored into the analysis and as noted in the previous section, translating surveys into Spanish and working through YDOs in the Pacific region ensured every effort was made to provide (as far as possible) as equal opportunity for all Action Partners to respond.

Table 2: Action Partners and Responses by Cycle and Region, 2000

2000 Cycle				
Region	No. Of APs	No. Of Contactable APs	No. of Responses	Response Rate
AFRICA	45	34	15	44.10%
PACIFIC	13	4	0	0.00%
AUSTRALIA & NZ	32	17	3	17.60%
MAGHREB & MIDDLE EAST	11	10	2	20%
LATIN AMERICA	33	21	4	19%
ASIA	44	27	3	11.10%
NORTHERN COUNTRIES	75	47	12	25.50%
COUNTRY UNKNOWN	1	1		
TOTALS	254	161	39	24.20%

Table 3: Action Partners and Responses by Cycle and Region, 2004

2004 Cycle				
Region	No. Of APs	No. Of Contactable APs	No. of Responses	Response Rate
AFRICA	49	41	16	39%
PACIFIC	31	19	4	21%
AUSTRALIA & NZ	35	20	3	15%
MAGHREB & MIDDLE EAST	17	12	5	41.60%
LATIN AMERICA	39	30	8	26.60%
ASIA	59	45	13	28.80%
NORTHERN COUNTRIES	55	43	5	11.60%
TOTALS	285	210	54	25.70%

Table 4: Action Partners and Responses by Cycle and Region, 2007

2007 Cycle				
Region	No. Of APs	No. Of Contactable APs	No. of Responses	Response Rate
AFRICA	58	50	24	48%
PACIFIC	60	48	10	20.80%
AUSTRALIA & NZ	28	25	4	16.60%
MAGHREB & MIDDLE EAST	29	25	13	52%
LATIN AMERICA	48	48	26	54%
ASIA	55	52	31	59.60%
NORTHERN COUNTRIES	28	25	11	44%
COUNTRY UNKNOWN			1	
TOTALS	306	272	120	44.50%

The key findings from Tables 2 - 4 are as follows:

- Action Partners from the African region provided a high level of response rates for each of the three cycles (44.1 per cent, 39 per cent and 48 per cent respectively).
- Maghreb and the Middle East showed strong response rates for the 2004 and 2007 cycles and the Asia region was very strong for the 2007 cycle (the highest response rate across regions and cycles at 59.6 per cent).
- Low response rates were recorded for Australia and New Zealand and the Pacific region. These two cases provide an interesting contrast in that Australia and New Zealand has highly developed IT infrastructure whereas the Pacific region (i.e. PNG, Solomon Islands and Vanuatu) are known to have very poor IT infrastructure.¹
- The response rate for the 2007 cycle was substantially higher than for the 2000 and 2004 cycles at 44.5 per cent. This might be expected given the Action Partners from the 2007 cycle have only recently completed the OIYP program. Surprisingly, there is not the same level of variance in response rates between 2000 and 2004, however when the actual numbers are considered rather than the percentage of response rate the data shows a more steady decline of 120 responses from 2007, 54 from 2004 and 39 from 2000. Therefore, while, many more Action Partners from 2000 were unable to be contacted and despite the passage of time, of those that were contactable one in every four responded.

¹ In reviewing Tables 2- 4, it should not be assumed that when an email does not bounce back, the recipient has viewed and ignored the email. ICT is too unreliable and infrequently accessible in many regions (e.g. the Pacific)

Table 5 provides a summary of responses by cycle, language and gender noting some respondents chose not to specify gender (12 in from the 2004 cycle and 32 from the 2007 cycle).

Table 5: Respondents by OIYP Cycle, Gender and Language

Year	Gender	English	Spanish	Total
2000	M	18	0	18
	F	18	3	21
	NS	0	0	0
		36	3	39
2004	M	24	3	27
	F	12	0	12
	NS	12	3	15
		48	6	54
2007	M	30	15	45
	F	38	5	43
	NS	25	7	32
		93	27	120
Total		177	36	213

M= male, F = female, NS = Not Specified

This demonstrates that 16.9 per cent of all responses were Spanish. In terms of gender 42.2 per cent of all responses were male, 35.7 per cent of responses were female and there were 22.1 per cent of responses who did not specify their gender.

The aim of the data collection was to have a representative sample of Action Partners by cycle and region. Tables 6 through 8 below summarise Action Partners by cycle and region and those who responded to the survey by region and gender. It should be noted that the number of Action Partners represents the total number of Action Partners 'enrolled' in the OIYP by cycle and it was not possible to determine the gender of contactable Action Partners nor is the data available regarding the gender of the 2004 Action Partners. This makes an analysis of responses by gender invalid, though a review of the data as it appears in the Tables suggest that more males than females responded in 2007, though there were less male Action Partners in 2007 than female Action Partners.

Table 6: Action Partners and Respondents by Cycle, Region and Gender, 2000

2000 Cycle					
Region	No. Of APs		No. of Responses		
	Male	Female	Male	Female	Not Specified
AFRICA	27	18	10	5	0
PACIFIC	6	7	0	0	0
AUSTRALIA & NZ	17	15	1	2	0
MAGHREB & MIDDLE EAST	5	6	0	2	0
LATIN AMERICA	13	20	0	4	0
ASIA	18	26	1	2	0
NORTHERN COUNTRIES	42	33	6	6	0
Country unknown	0	1			
TOTALS	128	126	18	21	0

Table 7: Action Partners and Respondents by Cycle, Region and Gender, 2004

2004 Cycle					
Region	No. Of APs		No. of Responses		
	Male	Female	Male	Female	Not Specified
AFRICA			12	3	1
PACIFIC			2	1	1
AUSTRALIA & NZ			1	1	1
MAGHREB & MIDDLE EAST			0	2	3
LATIN AMERICA			5	0	3
ASIA			5	3	5
NORTHERN COUNTRIES			2	2	1
TOTALS			27	12	15

Table 8: Action Partners and Respondents by Cycle, Region and Gender, 2007

2007 Cycle					
Region	No. Of APs		No. of Responses		
	Male	Female	Male	Female	Not Specified
AFRICA	30	28	11	9	4
PACIFIC	32	29	3	5	2
AUSTRALIA & NZ	10	17	1	1	2
MAGHREB & MIDDLE EAST	16	13	4	3	6
LATIN AMERICA	24	23	14	6	6
ASIA	24	31	10	13	8
NORTHERN COUNTRIES	8	20	2	5	4
Country unknown	0	0	0	0	1
TOTALS	144	161	45	42	33

As noted from the analysis of Tables 2-4 earlier, Tables 6-8 also highlight the lower responses from Australia, New Zealand and the Pacific region. Overall, this section highlights the very strong response rate to the online survey but demonstrates that on a region by region basis some are stronger than others. Most striking is that from a total of 95 Action Partners from the Australia and New Zealand Region across all cycles, 62 of which were contactable, only 10 responded to the survey (response rate of 16.1 per cent. Alternatively, the African region has had 152 Action Partners across all cycles, 125 of which were contactable and 55 of which completed a survey (response rate of 44 per cent). These findings are further explored in the following two chapters of this report.

The Why and What of OIYP

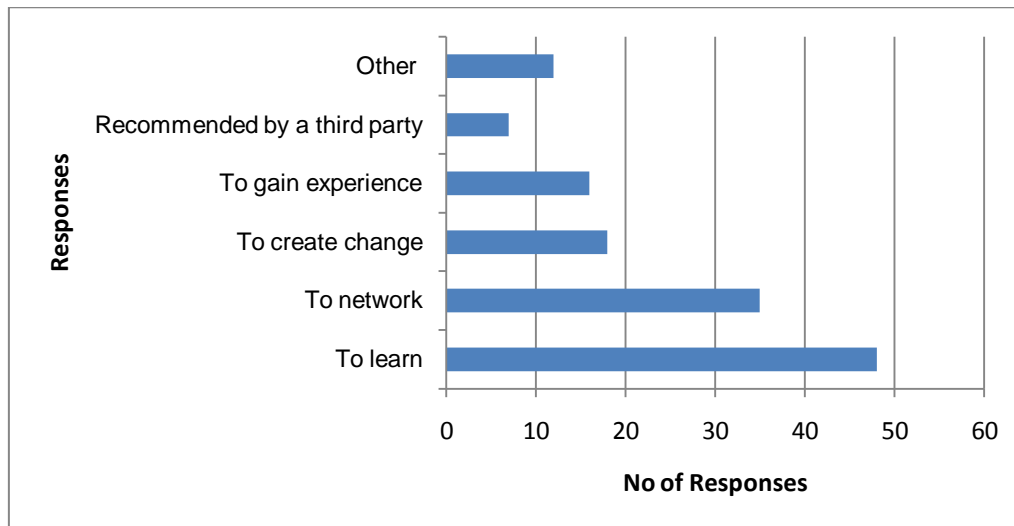
The following provides the findings as they relate to the reasons Action Partners chose to originally apply for the OIYP program and the lasting impressions from their participation.

The reasons given for why Action Partners applied to take part in the OIYP can be categorised under five main themes:

1. to network
2. to learn
3. to create change
4. to gain experience
5. as a result of third party recommendation

Figure 1 below quantifies the Action Partner responses in terms of these categories noting there were no reportable differences across the three cycles or by gender.

Figure 1 – Why did Action Partners Apply for the OIYP



While Figure 1 reports responses as discrete categories, there is clearly some interdependence between categories. For example, a number of Action Partners spoke of networking as a primary reason for applying for OIYP but clearly wanted to secure such networking as a means to learning more, gaining more experience and then creating change. When asked about reasons for applying for OIYP, Action Partners were invited to give a qualitative response rather than directed to possibilities. Therefore, responses are in the words of Action Partners themselves. The ‘other’ category above, included responses that suggested OIYP had opened up opportunities for travel, that it was a youth targeted program and the importance of the program being an Oxfam program.

With regard to ‘networking’ Action Partners suggested they wanted to exchange ideas and experiences with others and meet likeminded people, including:

- *to exchange ideas, experiences and as agent of change to make a better world (2007 Action Partner, Female, Asia)*
- *to meet likeminded young people from all over the world to share and inspire, learn and draw an agenda for change in our community (2004 Action Partner, Male, Africa)*
- *to be part of a global network of young activists and take learnings from this group for effective implementation of projects in my community (2007 Action Partner, Male, Asia)*

- *to meet and share ideas/networks with young people around the world* (2007 Action Partner, Female, Australia and New Zealand)

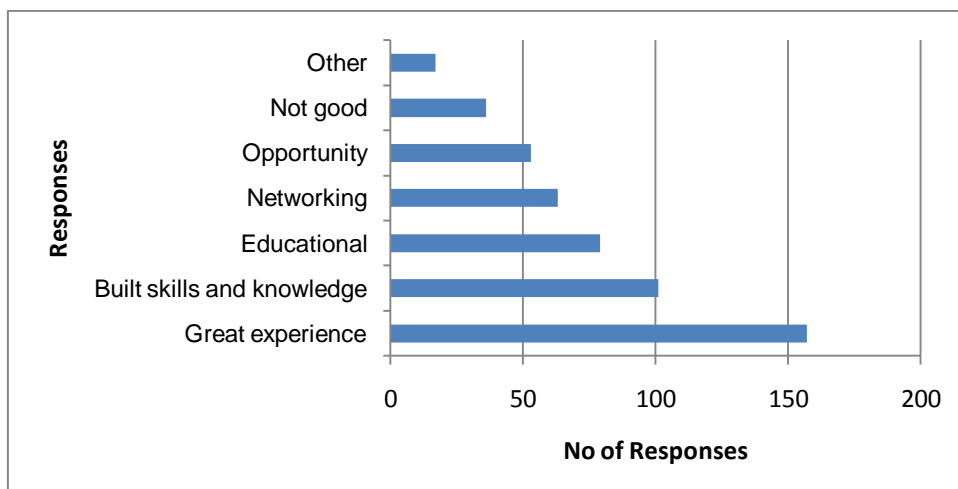
The theme ‘to learn’ generally consisted of responses indicating a desire for increased knowledge and skills and to be inspired. Responses included:

- *because it had interesting areas which goes along with the work we do in the organisation I work for* (2007 Action Partner, Female, Africa)
- *to increase my knowledge and develop my skills in development projects and to share experience* (2004 Action Partner, Maghreb and Middle East)
- *I thought it would be a good opportunity to learn* (2007 Action Partner, Female, Africa)
- *To be inspired, to learn and to fight against honour killing* (2007 Action Partner, Female, Asia)

Linked to learning, many Action Partners spoke of wanting to create change and this generally consisted of people wanting to contribute to their communities for example “*to make a difference in my community and the world at large*” (2004 Action Partner, Male, Africa) and “*to help contribute to the youth in my community*” (2004 Action Partner, Female, Pacific).

In terms of the descriptions Action Partners gave of their experience of OIYP, Action Partners were invited to provide four words to describe the experience. Responses were overwhelmingly positive and of the 813 words provided 62 per cent can be categorised into the following themes as summarised in Figure 2.

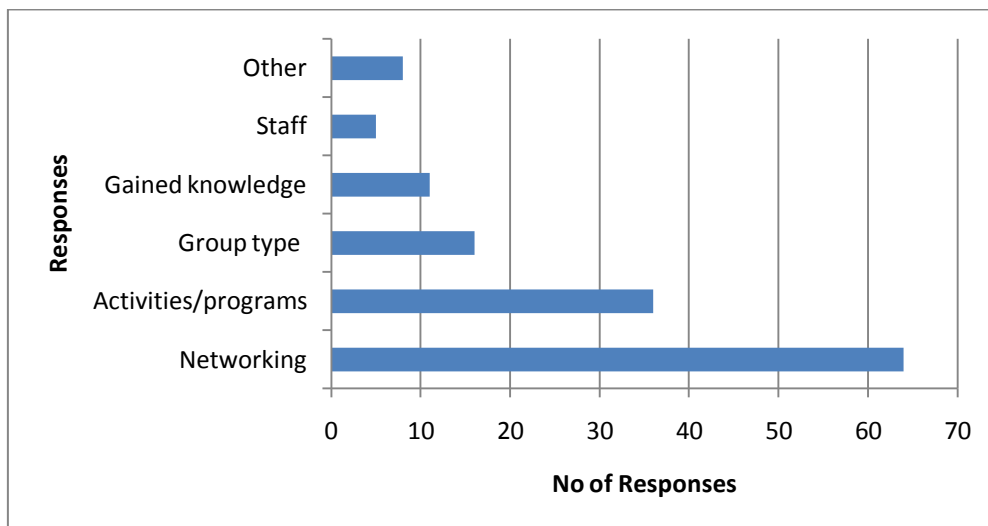
Figure 2 – Best Descriptions of OIYP



Common words used to describe the program within the theme of great experience were ‘life changing’, ‘amazing’, ‘exciting’, ‘fun’, ‘inspiring’, ‘empowering’, ‘motivating’, ‘engaging’, ‘challenging’, ‘interesting’, ‘informative’, ‘sharing experiences’, ‘educational’. For those categorised under negative responses, the most common words used were ‘frustrating’ and ‘disappointing’. Notably, in terms of the descriptions Action Partners gave of their experience of the OIYP, no differences can be reported by either cycle or gender.

The ‘best part’ of being an Action Partner and part of the overall OIYP program, according to respondents, was networking, with nearly half of all those that responded to the question suggesting this to be the case. There were no differences in responses by cycle or gender.

Figure 3 – Best Part of OIYP



Note – ‘Group Type’ in Figure 3 refers to responses including group size, group work in general and group interactive sessions.

For Action Partners who indicated ‘networking’ as the best part of the program, sharing experiences and meeting likeminded people were the most common expression of such networking:

- *Meeting likeminded people and making new friendships* (2004 Action Partner, Male, Northern Countries)
- *The best part was the opportunity to learn from other people around the world and share ideas with them because this allows you to realize that we, as mankind, face similar problems and so we can build solutions together, no matter where we are from* (2007 Action Partner, Female, Latin America)
- *Meeting young people from all over the world and learn from their experiences* (2007 Action Partner, Female, Maghreb and Middle East)

- *The experiences with other Action Partners from around the world; they became engraved in my heart forever and I will never forget this young people that I have come to know (2007 Action Partner, Pacific)*
- *Meeting people from different corners of the world. I never thought I would meet somebody from New Caledonia or Mozambique before attending OIYP (2004 Action Partner, Male, Northern Countries)*
- *Knowing that there were hundreds of people who I could count on to help me make the difference in my community and country. There's strength in number and it helped me a lot to have a network of peers who could help me in my projects. (2000 Action Partner, Male, Africa)*

Given these responses and further responses reported below, networking is a key outcome for Action Partners – they hope for it on application and they appreciate it when it happens. Many utilise networks post-Kaleidoscope as it reported below. The most referred to activities named in relation to OIYP were predominantly those included in the *Parliaments* and *Kaleidoscope*. Those mentioned more than once included:

- *The Kaleidoscope program, because we were able to learn from our peers. (2007 Action Partner, Female, Northern Countries)*
- *Kaleidoscope definitely. It was just a condensed week of friendships, knowledge, workshops and cultural interaction. (2007 Action Partner, Maghreb and Middle East)*
- *The opening and closing ceremonies were moving (2000 Action Partner, Male, Africa)*
- *Meeting in small group because everyone in the group can share their experience and ask questions about their difficulty (2004 Action Partner, Male, Latin America)*
- *The on-line courses were the best part for me. I did not have the chance to attend the conference in Australia. But the on-line courses were really interesting and beneficial for me as I could catch up some of what I have missed. (2007 Action Partner, Maghreb and Middle East)*
- *Face to Face workshops, group work and its motivations/inspiration for individuals (2007 Action Partner, Male, Asia)*

Skills and Knowledge

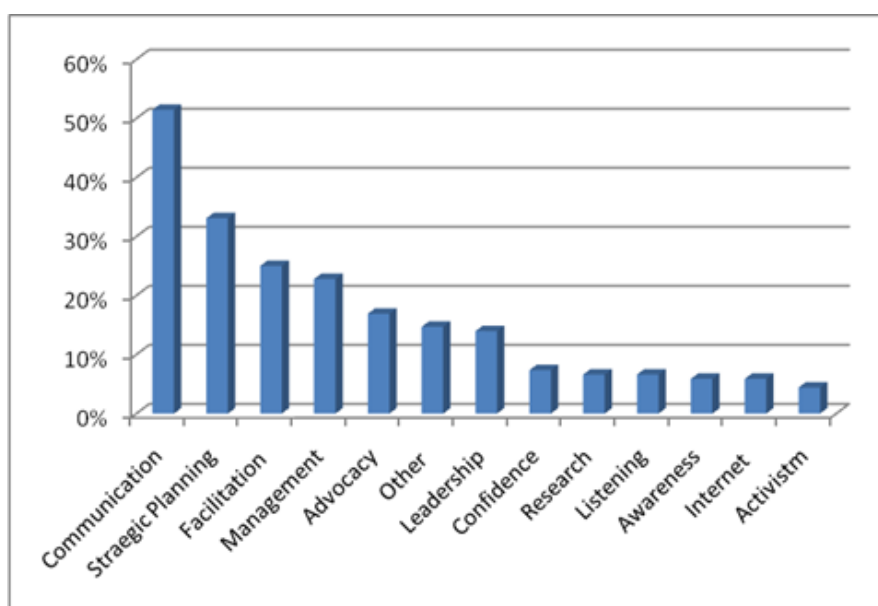
As noted above, a number of people identified the knowledge they had gained as the best part of OIYP. Further, Action Partners were asked to describe any skills and/or knowledge they had gained during their participation in the OIYP program. For people that identified the knowledge they had gained as the best part of the OIYP, the following were typical responses:

- *The best part of my OIYP experience was returning home and sharing the commitment and passion that I derived from my experience and practically implementing my action plan back in my community (2000 Action Partner, Male, Africa)*
- *Training offered is best because I gain more knowledge and skills to run my project successfully (2004 Action Partner, Male, Pacific)*
- *Apart from the regular e-courses and online discussions, the Face to Face workshop had motivated me a lot. The opportunity to meet old friends and share about the issues in community level and learn their development made each other feel more familiar and this also resulted in cohesiveness in the group. (2007 Action Partner, Male, Asia)*

In terms of the skills that Action Partners developed through their participation in the OIYP, there was some consistency across the data, with some skills such as 'Project Management' and 'Communication' recording high numbers of responses. Responses could be broadly categorised into a number of key themes including:

- 'Communication / Networking' which included interpersonal skills, listening, ability to interact with really diverse people, public speaking and building networks and partnerships
- 'Advocacy / Campaigning' which included general campaigning and advocacy skills, community mobilization, media work and advocacy skills, negotiating skills and lobbying
- 'Management' which most commonly included 'project management', as well as 'time management' and 'organisational skills'
- 'Action Planning' which included general planning skills and development, fundraising skills, proposal writing and project implementation

Figure 4 – Skill Development



N=136

The category 'other' in Figure 4 included responses such as environmental, patience, tolerance, and other personal qualities.

A number of Action Partners felt they had developed their leadership potential and were now taking on leadership roles, developing leadership skills and/or leading a group. Action Partners also suggested they had developed facilitation skills and were using such skills in facilitating group discussions (including online discussion groups) and had learnt how to lead a group and motivate others (team building for some respondents).

A number of Action Partners listed increased confidence as a skill they had developed. Responses included being confident to attend/mingle/converse with people from other countries, along with 'self esteem' and 'self confidence'.

In terms of specific learnings for Action Partners that emerged from the program the following key themes represents the overall collective qualitative responses:

- 'Belief / Confidence' (personally and in others), this included responses typified by *'faith and belief in everyone else'*, *'I can do better than before'*, *'I can make a difference and confidence'*.
- 'Learning about social change' included *'a diverse range of strategies are needed to achieve social change'*, *'change must be sustainable'*, *'how to craft an agenda for sustainable change and making a difference in community'*, *'I learnt the power of unity and working together for positive change'*.

- In terms of personal qualities, Action Partners identified patience, respect and understanding in terms of being considerate and flexible, respect for other people’s opinion, respect for each other and perseverance.
- Specific skills identified included how to fundraise, how to start, implement, manage and plan a project, networking, advocacy, and proposal writing.
- For those experiencing a shift in perspective and/or awareness, most commonly these covered different ideas / outlooks / visions / ways of thinking and gaining a global view or awareness, the importance of gender and learning from the experiences of others. Finally, people learnt of the similarities in people / communities / problems across the world.
- Some respondents gave examples of their learnings in terms of knowledge on specific topics. Most commonly people referred to Human Rights and others included HIV/AIDS, knowledge about politics, labour rights, land conflict, democracy and economic justice and free trade.

Finally, many respondents referred to a key learning from OIYP as the ‘value of young people’, where typical responses included young people as assets not liabilities hence having a role to play in changing the world. Young people were described as leaders in their own right and deserving of being heard (*“because they can make a difference in the world”* (2007 Action Partner, Female, Pacific)), as having power to make a difference, as shaping the world in a positive way, as involved in policy making and issues that affect them and being able to do more if empowered.

Table 9 - Three Things You have Done Post OIYP

Category	Response 1	Response 2	Response 3
Advocacy	35 (33.7%)	23 (21.1%)	24 (23.1%)
Leadership	13 (15.4%)	16 (15.4%)	8 (7.7%)
New Initiative	28 (26.9%)	25 (24.0%)	16 (15.4%)
Post Grad Study	2 (1.9%)	2 (1.9%)	1 (1.0%)
Other	15 (14.4%)	16 (15.4%)	9 (8.7%)
Actively Engaged	5 (4.8%)	10 (9.6%)	10 (9.6%)
Blank	N/A	7 (6.7%)	21 (20.2%)
Employment	3 (2.9%)	2 (1.9%)	4 (3.8%)
Personal	1 (1.0%)	4 (3.8%)	6 (5.8%)

N= 104

The above table is a consolidation of responses across the three OIYP cohorts to the question which required them to illustrate three things they had done post the OIYP

program. Primacy should be placed on the first response, as there was a trend of diminishing returns with a steady increase on non-responders by the third; 1 out of 5 (20.2%) did not provide a third example. Also there is some overlap between responses. That said, the most pronounced outcome was in the advocacy category (33.7%), with respondents indicating that they were campaigning on a range of issues, such as AIDS, forestry and workers rights. The next category in line was New Initiative with around 1 out of 4 (26.9%) respondents indicating that they had begun a new program or organisation. Factoring for the repeats, the number of new initiatives across the board come to a ratio of a touch over 1 out of 2 (56.7%), a return that is quite phenomenal based on the sample. However, it must be stressed only 104 out of 213 responded to this question leaving a potential for significant bias. The last major category of note was Leadership, with a touch under 1 out of every 6 (15.4%) indicating that they had taken on greater responsibility since the program.

Returning to the New Initiatives category, question 13, which asked respondents to provide an example or an outcome, sheds some light as to what kinds of projects individuals were engaged in. A particularly popular practice was to start a youth based program or organisation, with 11, or nearly one fifth (18.6%) of all new initiatives, across the three cohorts. Typically these were Youth Associations like the Youth Awareness club which runs programs on issues like HIV/AIDs and human rights:

[We] held a panel discussion on HIV/AIDS and Drug Abuse that led many students to understand the problems associated with the subject, how they could be prevented, the causes and how they could be addressed (2000 Action Partner, Female, Sierra Leone).

[i] Informed the Australian government about human right issues in Ethiopia [and] [f]ormed [the] Ethiopian Youth Association [to c]reate awareness about making a positive change to our community and society through youth function[s] and meeting[s] Planning to host a general function for Ethiopian youth and community in the near future (2004 Action Partner, Male, Ethiopia).

However, some were quite unique and showed great innovation. For example one respondent initiated a youth radio program which has kicked on and continues to provide a forum for youth issues:

The Radio Larrakin (sic) Program: After returning in 2000 from the IYP, I established a meeting with interested young people and a Community Radio Station 'Larrakia Radio', which resulted in a slot on Wednesday nights being dedicated to youth related issues and music being established. IYP also chipped in later with a funding

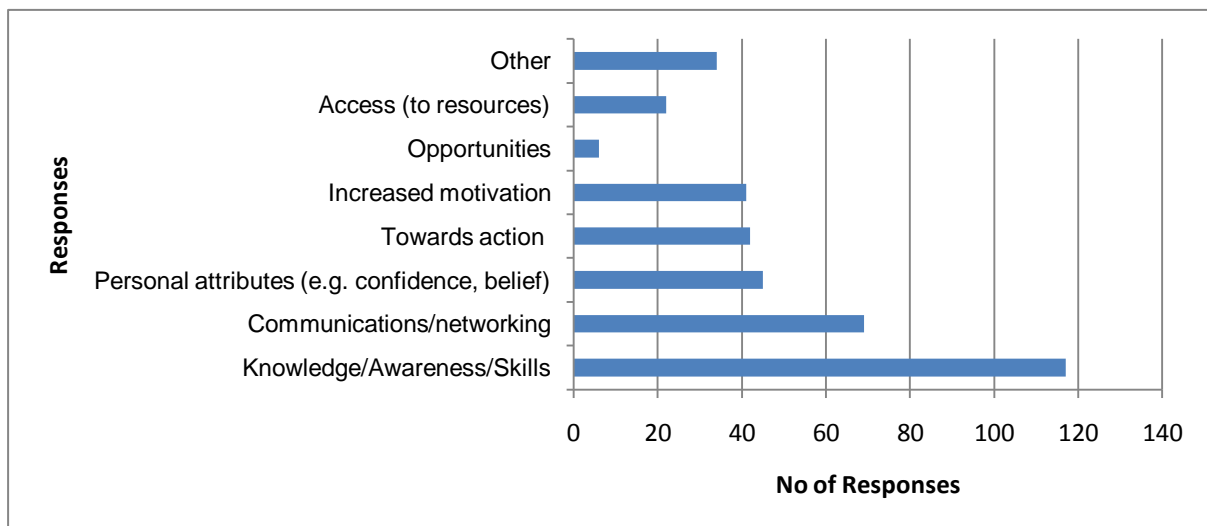
opportunity which helped us promote the Larrakin (sic) Radio Program further while promoting other youth survives in the NT (2000 Action Partner, Male, Australia).

Another, perhaps even more impressive achievement from the 2000 cohort, was the establishment of an African spin off of the OIYP initial concept of the Youth Parliament which now has now become the ‘African Youth Trust’ (which has its own website www.africayouthtrust.org).

Personal Empowerment and Networks and Influence

Many of the ‘attributes’ described in the previous section might be described as those that lead to a sense of personal empowerment (e.g. belief and confidence, respect and patience). Many of these responses emerged again when Action Partners were asked to describe levels of empowerment. It should be noted that respondents to the survey were asked to describe three ways they felt more empowered and with just short of 25 per cent not responding there were in total 376 ‘ways’ of feeling more empowered described. These were categorised into key themes and responses tagged by theme – as reported in Figure 5.

Figure 5 – Ways Action Partners Felt Empowered



Action Partners were empowered through increased knowledge, awareness and/or skills. They referred to a better understanding of issues and having greater awareness, and also being better positioned to act by being well informed and trained. Empowerment came through access to resources and support from Oxfam which allowed for accessing resources worldwide and a support network in the OIYP that gives “*strength to continue*”. Those

responses in the 'other' category were not negative. They were positive but either very different to responses in all other categories or were those that did not correctly answer the question.

'Communications/networking' consisted of meeting likeminded people and having people to now work with. It also referred to being better able to communicate with an *“extraordinary network of friends and colleagues”* and *“having a family of 300 people from different places around the world whom are willing to help me by every mean”*.

Action Partners also felt empowered through an increase in self confidence and to a smaller extent self belief which resulted in *“believing and having more confidence in myself as a result of being an Action Partner”* (2007 Action Partner, Pacific) and *“having the self-belief to make positive changes in the world around me”* (2000 Action Partner, Female, Northern Countries). For one Action Partner empowerment was expressed as *“I just can't explain, it is simply something within me that has grown”* (2000 Action Partner, Female, Africa). In terms of the ways in which respondents described levels of empowerment no significant differences are reported between male and female Action Partners or by cycle.

Prior to the survey specifically asking questions in relation to expanded networks, and as already noted in this report, many Action Partners voluntarily provided information in relation to the topic. It was the reason many Action Partners applied for OIYP and for many, the best part of the program. Not surprisingly then, developing networks at the events was an exciting outcome for Action Partners and many were committed to returning to their home country and either making use of their enhanced networks or continuing to increase such networks. Indeed, 90.1 per cent of all survey respondents claimed their networks had expanded as a result of their participation in the OIYP, compared to 86 per cent in 2004 and 96.5 per cent in 2007.

Table 10: As a result of the OIYP program have your networks expanded?

	English	Spanish	Total
Yes	121	26	147
No	11	4	15
Total	132	30	162

The following table provides a breakdown of responses to this question by OIYP cycle. It shows that for those who took part in the 2000 cycle, there were fewer respondents that felt that their networks had expanded as a result of OIYP.

Table 11: Expanded Networks by Language and Cycle

	2000 Cycle			2004 Cycle			2007 Cycle		
	English	Spanish	Total	English	Spanish	Total	English	Spanish	Total
Yes	(24) 82.7%	(3) 100%	84.3%	(34) 89.5%	(4) 60%	86%	(63) 97%	(21) 95.5%	96.5%
No	(5) 17.3%	0%	15.7%	(4) 10.5%	(2) 40%	14%	(2) 3%	(1) 4.5%	3.5%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

For the 2000 cycle, there were 18 male and 18 female English respondents. Of all of the five respondents whom answered that their networks had not expanded – all respondents were female. These respondents were from Italy, Ireland, Sierra Leone, Uganda and Azerbaijan. Further, there were three Spanish speaking respondents – all of whom were female and all whom answered ‘yes’ to having their networks expanded.

For the 2004 cycle there were 48 English respondents – 12 female, 24 male and 12 that did not specify their gender. Further, there were 10 respondents that did not answer this question – three female, five male, and two with gender unspecified. Of the four respondents whom answered that their networks had not expanded, two were male, one was female and one did not specify their gender.

For the 2007 cycle there were 93 English respondents – 37 female, 30 male and 26 that did not specify their gender – and 28 who did not answer this question evenly distributed across gender. Of the two respondents whom answered that their networks had not expanded both were female.

The following table provides a breakdown of responses to this question by OIYP region:

Table 12 - Expanded Networks by Region

Region	Yes	No	Total
Africa	37	5	42
Pacific	12	0	12
Australia & N.Z	8	0	8
Maghreb & Middle East	13	1	14
Latin America	3	0	3
Asia	31	1	32
Northern Countries	17	4	21
Total	121	11	132

It is not clear in quantitative terms how far-reaching the networks have expanded and certainly some Action Partners have made significant efforts to remain in contact with other Action Partners. Notably, on average Action Partners are in contact with 22 other Action Partners.

It is clear that there is an atrophy (in quantitative terms at least) over time in the expansion of networks. Of course, the important aspect of networks in terms of influence over time might be a deepening rather than expanding. Accordingly the survey enquired as to the nature/utility value of Action Partner networks. The data suggests that the majority of Action Partners are using their links for information sharing rather than working together. Most likely this trend is due to the tyranny of distance and emphasises the importance of developing local/regional networks. As one disappointed male respondent from Africa (2004) wrote about networking: *“due to geographical difference I haven’t got the chance to do that”*.

Therefore, with increased knowledge and skills and increased networking, the data analysis becomes interesting in terms of the degree to which Action Partners believed their ability to influence power and decision-makers had increased. Accordingly, in terms of Action Partners having increased awareness of who holds power and why within their community/world:

- 96.2 per cent believed their awareness had increased
- 87.7 per cent claimed their levels of activism had increased
- 63.3 per cent felt they had more control over their life/ world
- 63.7 per cent felt more influential
- 50.3 per cent claimed to have more contact with decision-makers.

Action Partners were asked within the survey the degree to which they felt being an Action Partner had contributed to institutional change at a number of levels. The data from these responses is presented in Figures 6 – 8.

Figure 6 – Institutional Changes (2000 Action Partners)

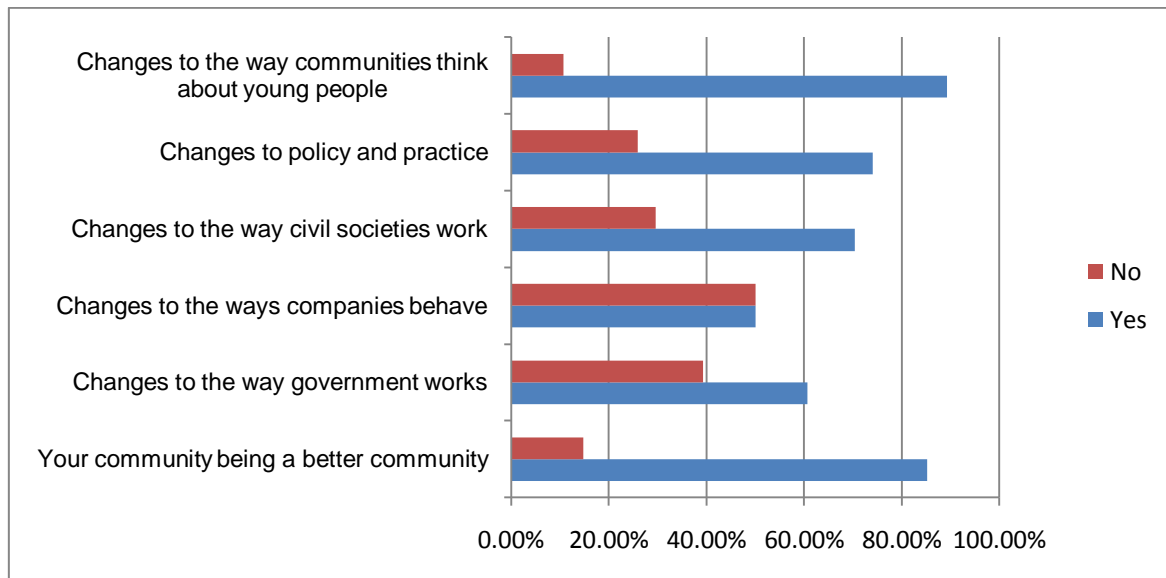


Figure 7 – Institutional Changes (2004 Action Partners)

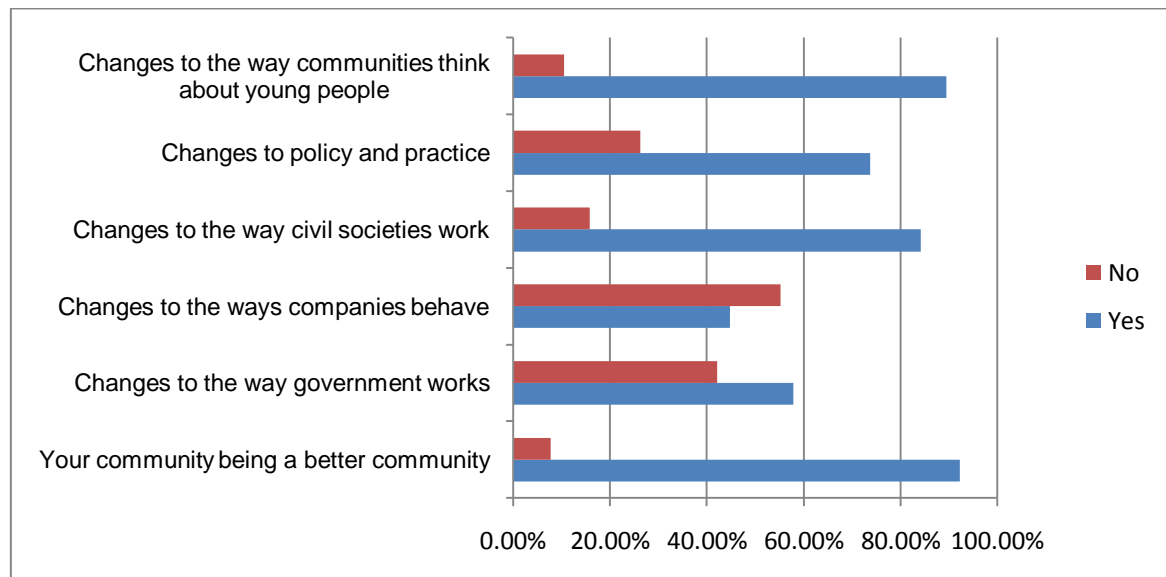
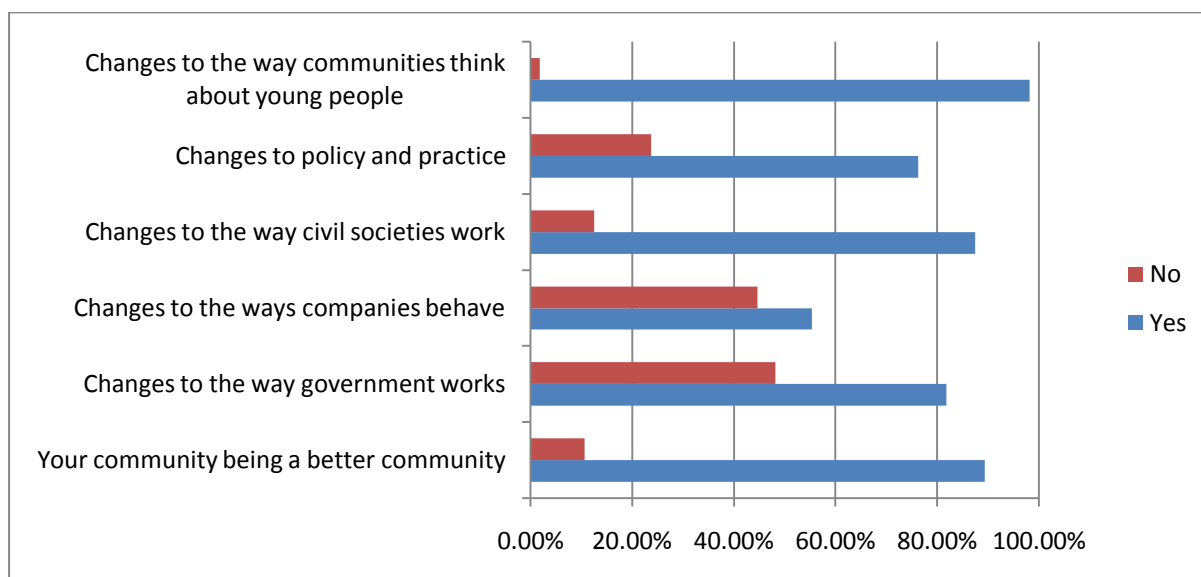


Figure 8 – Institutional Changes (2007 Action Partners)



Figures 6-8 above highlight that over time there is more confidence that changes to government and policy and practice occurs. Confidence is high and remains high in terms of Action Partners believing communities think differently about young people as a result of their participation in OIYP and Action Partners are generally optimistic about changes to the way civil society works. Confidence remains low in terms of changes to the ways companies behave as a result of Action Partners participation in OYIP.

Figures 9 - 11 below provide a gender analysis of all responses to the question of how being an Action Partner contributes to changes in society and institutions. The data shows that overall, male respondents generally felt more positive in terms of the contribution being an Action Partner can make to changes in society and institutions. Notably, there is a decline for both genders over time seemingly suggesting there is more optimism at the point of concluding a cycle of OIYP.

There are some areas in which there are significant differences (more than 10 per cent difference) in the ways respondents felt about these contributions. For example, males generally feel more optimistic about the contribution being an Action Partners makes to institutional change.

Figure 9 - Institutional Changes, by Gender (2000 Action Partners)

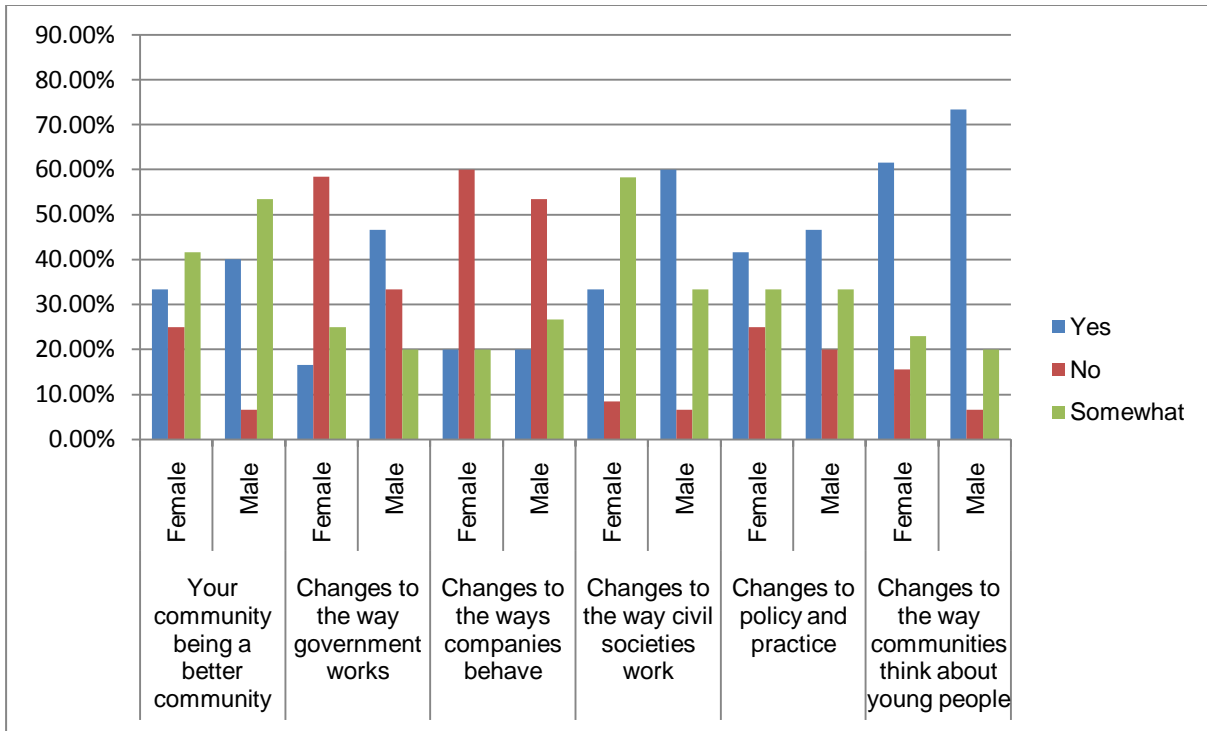


Figure 10 - Institutional Changes, by Gender (2004 Action Partners)

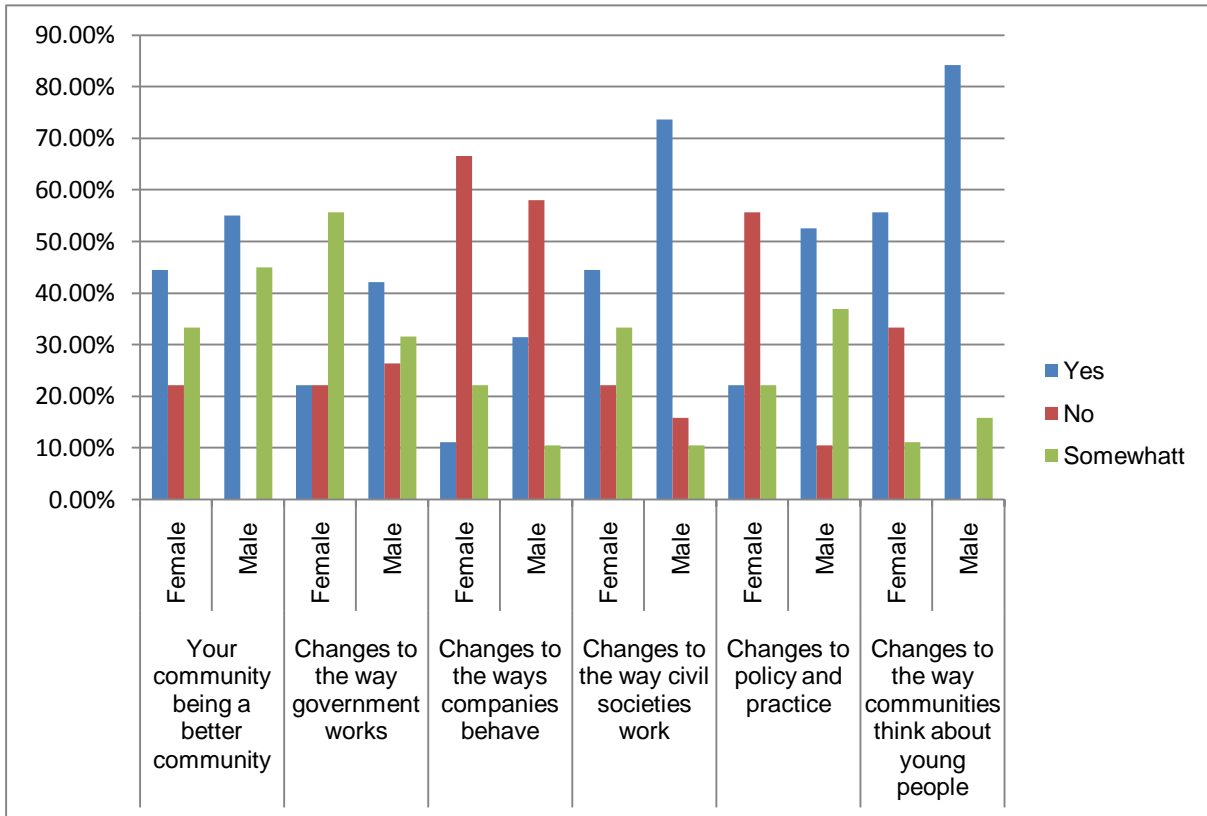
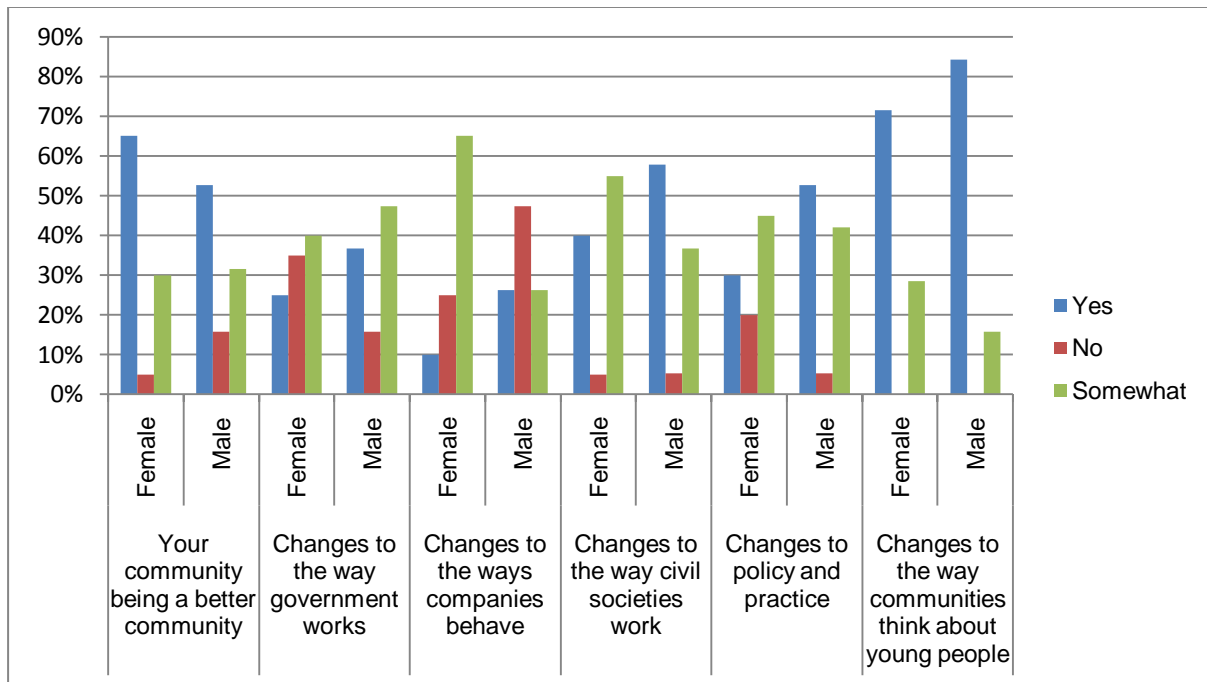


Figure 11 - Institutional Changes, by Gender (2007 Action Partners)



What has been achieved and what more can be done?

Action Partners were invited to name activities they have undertaken in their community as a result of their participation in the OIYP Program and then provide an example of the actions taken in doing these activities and the outcomes and impacts of such action. This provides an impressive list of activities from all OIYP cycles and is provided in full in Appendix 3.

The majority of Action Partners responded that they wanted to go on and do a range of other things including ‘anything with young people’, starting NGOs and other institutions, advocating on a variety of issues, working on social justice issues, empowering others, contributing to policy changes, obtaining tertiary qualifications and contributing to change in some form.

In terms of the obstacles faced by those wanting to do the above, common responses included not having professional or the right level of qualifications, not having the resources / funds / support, negative thinking about or lack of faith in young people, difficult contexts in home communities and political spheres, not having the time, and wanting to focus on other things such as career in the short term:

Well, I want to work as a Humanitarian Aid and Relief worker in an international NGO, but in order to do so, I have to improve my academic skills and Degree (pursue a PhD for example). As for now, working in international NGOs in Brazil is very difficult, because I'm too young and they prefer older professionals (2007 Action Partner, Female, Latin America)

More ... there is more to do. I think I am just in the beginning stages - I want to start my own Media Org with some active youth locally and international. Make my project constant and reach a wider range. What's hard: Finding committed youth who want to work volunteer basis and also the attitudes of people. It will take a lot time and effort to change people's attitudes towards development and community work (2007 Action Partner, Africa)

I want to make youth more powerful in helping our country and our world become a more sustainable place. However, the sheer magnitude of obstacles that face us at every level, such as lack of political will, unwillingness of citizens to make change, and government inefficiency are all making it hard (2004 Action Partner, Asia)

Summary

This section has reported the raw data presented in the surveys and highlights a number of positive outcomes that Action Partners believe they have achieved over time. The next section analyses the quantitative (survey) and qualitative (in-depth interviews with Action Partners and key stakeholders) data against the Indicator Framework. It aims to examine the degree to which OYIP is having outcomes and impacts against the Youth Programs Unit five domains of change.

Section 4: What is the Impact of OIYP?

This section of the report draws together the findings from the data (quantitative and qualitative) to make conclusions in relation to the impacts the OIYP is having and has had over the life of the program. Before presenting the analysis it is important to briefly discuss the Indicator Framework developed for this Impact Assessment.

Measuring Success: OIYP Indicator Framework

As noted earlier in this report, the Youth Programs Unit at Oxfam Australia has developed an approach to change for OIYP that is based on two central commitments (active citizenship and accountability) and articulates this infive domains of change. Accordingly, OIYP targets leadership through a personal development framework (where personal development has direct links to community development). Personal leadership is viewed as a way for individuals, through personal interactions and development, to positively influence and impact the lives of others, their own relationships and their surroundings. The personal development framework incorporates the five domains of change (See Figure 12 below).

Figure 12 - Personal Development Framework



Individual change is targeted as it is seen to have a ripple effect and lead to broader changes in communities; therefore OIYP targets *skills* that enable personal leadership.

By examining the Oxfam documentation associated with the development of the domains of change, undertaking a literature review focussing on active citizenship and building young people's capacity (see Appendix 5), consultation (through a workshop) with the Youth Programs Unit staff at Oxfam Australia and interviews with Action Partners, an Indicator Framework (see Appendix 4) was developed. The Framework informed the development of research instruments and then allowed for the data to be analysed against the outcome and impact indicators developed for each domain of change.

The Indicator Framework became an essential tool in structuring the analysis and without which it would not be possible to make a judgement in relation to OIYP impacts. The Framework provides the context for this section of the report.

Assessment against Five Domains of Change

It is noted that the primary objective of this project is to assess the extent to which the OIYP Program has contributed to building the capacity of young people to influence change in their community. Specifically the Impact Assessment aims to assess the primary objective against the five domains of change. This section reports the findings of the Impact Assessment against each domain of change.

Domain 1: Personal Empowerment of Active Citizens

(OIYP) actually opened my eyes... OIYP not only as a network helped me but OIYP as a person helped me. Each and everybody that I met from OIYP really supported me and that support led me to become a powerful person and I was really changed... There were times when I cried because seeing many people from my community on this issue [honour killings] being victims, I was really unable to go on with the process. But being with OIYP really made me get the effort bigger (2007 Action Partner, Female, Asia)

The key question examined here – and articulated in the Indicator Framework – is: to what degree is OIYP (and its associated activities) resulting in personal empowerment? The operationalisation of 'personal empowerment' in the Framework included the degree to which skills, knowledge and confidence (key measures of individual capacity building) have been enhanced. The indicators for this domain are summarised in Table 13.

Table 13 - Domain 1: Personal Empowerment

Domain of Change	Is OIYP (and its associated activities) resulting in personal empowerment?		
Outcomes	Enhanced skills	Enhanced knowledge	Enhanced confidence
Impact	<ul style="list-style-type: none"> - Young people are more aware of social issues of the community (beyond the ones that directly affect them) and have taken action on them - Young people are identifying and providing solutions to the issues around them - Young people are raising their voices on behalf of themselves and their peers - Young people are making personal choices in line with their values - Young people are thinking critically and have the confidence to question - Young people are taking leadership roles in the community/civil society 		

Over 95 per cent of Action Partners felt personally empowered as a result of participating in OIYP and from the 213 respondents to the survey only six indicated that they did not feel more personally empowered through program participation. Most importantly, when asked to volunteer three ways that they felt personally empowered almost half of all Action Partners defined their own empowerment across the three outcome indicators within the Indicator Framework. That is, Action Partners generally felt empowered through enhanced skills, knowledge and confidence. Another one in five Action Partners felt personally empowered through having increased networks (see Domain of Change Two below). This is an important finding since Oxfam aims to empower Action Partners through the OIYP and Action Partners themselves indicated that one of the primary reasons for applying to become an Action Partner was an aspiration to learn new skills and gain knowledge. It seems that outcomes meet expectations where personal empowerment is concerned:

(A)nd it was just amazing like 300 Action Partners and it was so amazing to know that there are people out there walking for the same issues as we are and it was just so empowering and amazing (2007 Action Partner, Female, Pacific)

Importantly, in terms of skills and knowledge gained, and as reported in the findings section of this report, Action Partners enhanced their skills and knowledge through learning **with** others and learning **from** the OIYP and its associated activities. For many Action Partners personal empowerment through enhanced skills and knowledge and increased levels of personal confidence came first, through the Youth Parliaments or OIYP *Kaleidoscope 2007* events where experience and aspiration was shared and some ‘formal’ training occurred, and second, through the post-event training. Popular responses when specific skills were

named often represented those skills OIYP aimed to enhance such as 'project management':

I actually participated in the OIYP project management course and this has improved my skills and knowledge on how to manage projects so this has given me a good platform for me to be able to partner with different people and be able to manage projects very well. I've been able to partner with more people like I've been able to partner with organisations called Think Impact in America where we work with young people to do fundraising for our projects, because I also learnt about fundraising. That has been of great assistance (2007 Action Partner, Female, Africa)

Again unprompted, Action Partners also talked (in the surveys and interviews) about the kinds of skills and knowledge outlined in the Indicator Framework, including campaigning, awareness raising, shifts in perspective and thinking, improved methods of communicating and understanding of political power structures. Importantly, and as reported in the previous section, such empowerment had led to the initiation of many new initiatives and activities – these being primarily around advocacy (one in three respondents) or establishing a new program or organisation (one in four respondents).

Accordingly, the evidence from this research strongly suggests OIYP is delivering on the key outcomes required to build individual/personal empowerment. In unprompted questioning, Action Partners themselves reported enhanced skills, knowledge and confidence. The question is: to what degree is there evidence to support the impact indicators?

The difficulty in measuring impacts – particularly long-term impacts – becomes a consistent theme within this section of the report. However, the data provides some support that young people (Action Partners) are:

- more aware of social issues in their community (beyond the ones that directly affect them) and have taken action on them
- identifying and providing solutions to the issues around them
- raising their voices on behalf of themselves and their peers
- making personal choices in line with their values
- thinking critically and have the confidence to question
- are taking leadership roles in the community/civil society

Action Partners spoke of increased awareness of social issues but this mostly related to awareness of wider issues **beyond** their community rather than an increased awareness of social issues **within** their community. However, as noted throughout this report many Action

Partners have taken action with regard to issues **within** their community (some then ‘internationalising’ them):

So after coming back I was linking up and doing partnerships with many other young people. I actually broadened my work and I broadened the concept of doing my work, I wasn't just working in my community but also targeting the work on a international level. I started the WAKE UP campaign against honour killing online ... and we reach 3000 people around the world. I initiated the campaign as a result of being in the OIYP. Before that I had never thought about campaigning because it takes a lot of people and a lot of effort. I worked only in my community and I never thought out of it because in my community girls are supposed to be in the home and there are narrow views and there are very strict rules but my first ever strict rule was broken when I went out of my country for the first time. We are working at the practical level as well. We have been working on awareness raising ... and things like that but now we actually work with the women as well who have been victims of honour killing. We are working with them to empower them through capacity building centres where we advocate for them and give them certain courses which allow them to read and write in the national language of Pakistan. Now we are working in six districts in two provinces, so reaching a lot of people. But the direct work is going to 930 (2007 Action Partner, Female, Asia)

This is a telling example of OIYP and how personal empowerment leads to local and international advocacy and suggests that domains of change are not discrete or linear but interconnected and potentially interdependent – a theme this report will return to in later sections.

There are examples throughout the data of Action Partners seeking to identify and provide solutions to the issues around them and clearly many Action Partners come into the OIYP program with this aspiration. It is clear that the OIYP provides Action Partners with new skills and knowledge to better identify solutions and with enhanced skills and knowledge Action Partners are seeking to speak out. Action Partners talked about OIYP bringing new perspectives, changed visions and outlooks and critical thinking and having confidence to question are salient themes in the data. As noted in the ‘Findings’ section, Action Partners generally leave the program with increased levels of awareness of the custodians of power, increased levels of activism, increased levels of control of their lives and more than two thirds felt more influential. A key question is: what do Action Partners do with all of this? This question is explored further in the following sections.

Notably, most salient in relation to long-term impacts through personal empowerment is the question of leadership and the ability of Action Partners to take on leadership roles in the community and/or civil society organisations. Of the 50 per cent of Action Partners that reported three things they had done as a result of OIYP, one in six Action Partners reported taking on leadership roles and/or taking on more responsibility. Many of those who responded to taking on more leadership were leading initiatives or had established their own programs and organisations.

Leftwich (2009) argues that organisations are empty vessels and it is leaders which bring them to life - “structure is not destiny” (p.5). That is, it is individual agents who are the ones that are able to develop coalitions, and shape and sustain new and locally appropriate institutions. In the case studies presented by Leftwich of successful leaders, a key ingredient in the makeup on the tracked leaders was their high levels of educational attainment – either secondary or tertiary. Moreover, it was found that it was through their education institutions that they were able to create and develop networks and cohorts that later formed the basis of support for collaborative work or coalitions. Basically, those relationships formed over the extended learning period (ranging from 12 to 15 years) supplied the groundwork for the leader to draw on like-minded people in their community, providing a base for action (see p. 21).

This finding has important implications for OIYP where education and training has been an increasing component of the program and where the intent is to provide Action Partners with access to both knowledge and likeminded people that could later be called upon in some capacity.

Importantly, a number of Action Partners mentioned access to tertiary training as a potential improvement to OIYP since a ‘lack of education’ was challenging their ability to perform the development task they have set for themselves:

I think not having a professional or law degree is making it hard for me to advocate on behalf of indigenous communities, especially within the United States (2007 Action Partner, Female, Northern Countries)

Well, I want to work as a Humanitarian Aid and Relief worker in an international NGO, but in order to do so, I have to improve my academic skills and Degree... pursue a PhD for example). As for now, working in international NGOs in Brazil is very difficult, because I'm too young and they prefer older professionals (2007 Action Partner, Female, Latin America).

This second quote suggests some Action Partners believe that in order for people to get into positions of influence, credibility is required and tertiary education is a means of entering into such positions.

The findings from Leftwich (2009) suggest that in future the program may wish to begin investing in educationally based initiatives as this will not only give people the key to positions of influence, but also provide them with a critical opportunity to develop locally based networks that can then be mobilised once in positions of authority. It should not be forgotten that if tertiary education is important for effective leaders and if this is restricted to elites in many countries, there may be a clear role for OIYP in bridging the gap by targeting non-tertiary educated people from developing countries.

Domain 2: Expanding Networks of Relationships and Sphere of Influence

This Impact Assessment has been very clearly focused on examining the degree to which Action Partners have expanded their networks and relationships. Accordingly, the Indicator Framework provides the outcomes and impacts that might be evidenced should OIYP contribute to this domain of change (see Table 14 below).

As noted in the Findings section (Section 3) of this report, many Action Partners applied for OIYP with the specific desire to increase their networks and the events in particular have provided a significant opportunity to do so.

Almost 91 per cent of all Action Partners suggested that as a result of OIYP their networks had expanded. Across cycles there was a slight decline over time in the expansion of networks but Action Partners generally report expanded networks. Certainly Action Partners have attempted to stay in touch with each other and on average each Action Partner is in touch with 22 of their peers:

Yeah I do (feel more influential) and some of that is about the networks that I developed or strengthened... but it was more about strengthening those relationships with people. It definitely led me to be involved in decision making ... that's been quite nice to have those networks and I think attending OIYP was definitely a part of that (2004 Action Partner, Female, Australia & New Zealand)

Table 14 - Domain 2: Expanding Networks and Spheres of Influence

Domain of Change	Is OIYP (and its associated activities) expanding networks of relationships and spheres of influence?				
Outcomes	Expanded networks	Enhanced relationships	Influencing of power structures increased	Leadership is visible in communities	Voices are heard within communities
Impact	<ul style="list-style-type: none"> - Others have been brought into the learning journey - Others are empowered to 'be involved' - Action Partners have served as role models for others - Spaces have been created for active citizenship. 				

The finding that Action Partners are less likely to report expanded networks over time might not be surprising. Intuitively it would be expected that there is an atrophy of friendships and networks over time but it should not be forgotten that for the 39 Action Partners from the 2000 cycle who responded to the survey, over 84 per cent still reported expanded networks. Variations by cycle, region, language and gender are difficult to make conclusions about due to the low numbers of respondents by each variable and changes cannot be measured to levels of significance or trends determined.

Overall, there is evidence in the data that the outcome indicators within the Indicator Framework have currency within the OIYP. Indeed, networks are definitely being expanded (strongly reported in the quantitative and qualitative data) and Action Partners interviewed spoke at times of enhanced relationships. Influencing/engagement of power structures has increased (as reported in the previous section under Domain 1) and there is some evidence that leadership is becoming visible in the communities of interest of Action Partners. There was much less evidence that voices of young people are being heard within the communities and less evidence again of the impact indicators. Neither in the interviews nor document analysis could evidence be found to support a generalised view that OIYP is contributing, though enhanced networks to other people being brought into the learning journey, other people being empowered to 'be involved', Action Partners serving as role models for others or spaces have been created for active citizenship. While it might not be articulated through networks made directly through OIYP, Action Partners have nonetheless become role models among their peers and in their community. As a result, other young people have been influenced to apply for OIYP (i.e. brought into the "learning journey" and empowered to be involved). Through the initiatives, campaigns and projects that Action Partners establish, others are brought along on the learning journey and likely to happen due to a relational

effect between personal empowerment and expanded networks where a time-order relationship cannot be established.

Church et al (2003) argue that the world is becoming a networked environment and that this is having a profound impact on the way we organise at the local, national and international level – being linked up needs to be re-thought. Informal networks have been the basis of family, community, and even politics for centuries but in the field of international development, the formal network has become the modern organisational form. One of the positive characteristics of networks is said to be their capacity to challenge and change embedded power relations and therefore ensuring networks are expanded is an important outcome for OIYP. However, building and sustaining powerful networks is a challenge for organisations. The evidence from this Impact Assessment suggests that networks are being built and with over 84 per cent of the 2000 Action Partners still reporting expanded networks there is evidence to suggest the program is also sustaining networks. The challenge is to determine the effects and impacts of the networks.

For Church et al (2003), networks clearly have the potential to connect diverse actors, in many countries and at many levels and this can lead to people participating through a commitment to a shared purpose, as autonomous decision-making agents and joined together through shared values. They argue that as people undertake activities together, often simultaneously, often spread across geographical space, it is the connected nature of the work, and the quality of participation in the shared space of the network, that makes this kind of working unique. Notably, the authors focus on the attributes of effective networking, drawing on Chambers' (1997) four Ds - diversity, dynamism, democracy and decentralisation. However, Davies (2003) suggests it is the structure of relationships between people that is important.

Davies (2003) draws attention to an analysis of “the network structure of social capital”. In this model two aspects of social capital exist in network form. The first is the form of dense connections between network members, which is seen as the basis of trust, and the second is the form of individual members own linkages beyond the network, their means of brokering access to influence resources. This is a useful way for conceptualising the networks created by OIYP noting Action Partners suggested (in the surveys and in-depth interviews) that they would have liked enhanced facilitation of more face-to-face opportunities to interact with other Action Partners (i.e. denser networks). The perceived lack of face to face interaction reported by Action Partners and a sense that networks were held together more through loose connections rather than strong bonds has the potential over time to reduce the level of trust from which collective action can be most effective. Indeed,

when Action Partners spoke of the value of the networks forged from OIYP, most common was information sharing, a low level activity in relation to both trust and capacity building. However, it should also be noted that Action Partners suggested learning from the experiences of others was valuable in being able to apply such learnings in their own context – clearly a capacity building outcome potentially achieved through networking with others:

Communicating with Action Partners from places like India, Pakistan, South America and others to gather knowledge about their experience regarding project-management issues: fundraising tips, evaluation issues, advise and consultation on a number of shared goals and objectives which we all wish to realize. Their feedback helped me improve my work at home! (2007 Action Partner, Maghreb & Middle East)

I have been able to get stories from other Action Partners for publication in a newsletter which serves as a motivational for other young people in my community (2007 Action Partner, Female, Africa)

I get to know what they are doing through experience sharing and tend to learn from them (2004 Action Partner, Male, Africa).

Therefore, while networks are set up and many continue on long after Action Partners have finished completed their respective OIYP cycle, and despite the best efforts of Oxfam Australia to support the networks established, the networks Action Partners are expecting or wanting are stronger than those they feel they currently have and findings ways to strengthen networks might also further enhance the potential for collective action. A possible solution might be to have a more regional focus with organisational structures and facilitation mechanisms in place:

[Networking] worked amazingly because even having a small mind I used to think there are no other people and no other issues like this going on all over the world and from small community my thoughts never really grew but when I went to Sydney and met all the 300 people and a lot of girls were working on the same issues, they were working on burns victims or beatings, so we linked up and after that we got into contact like at the South Asia level there was another group so we linked up and we tried to bring new ideas, so we used to share news and reports and bring new ideas and it felt good to be a big network of people working on the same issues and yeah it really helped a lot because after OIYP I knew how to make linkages (2007 Action Partner, Female, Asia)

Domain 3: Enabling Environment and Society

Understanding this domain of change and operationalising it was a significant focus of the facilitated workshop at the very commencement of this Impact Assessment. Operating within and creating an enabling environment proved difficult to define in ways that outcome and impact indicators could be developed. Oxfam documentation defines the domain as follows:

Developing an enabling environment for active citizenship, where community expectations are pre-empted and considered, access to decision makers is made possible, and young people are safe and supported to have authority over their lives and hold decision makers to account.

An enabling environment was defined at the workshop as one that is inclusive, safe and democratic. Further, an enabling environment included that created by Oxfam for Action Partners within OIYP and enhancing a more enabling environment in Action Partners' home country. Table 15 provides the framework for this domain.

Table 15 - Domain 3: Enabling Environment and Society

Domain of Change	Is OIYP (and its associated activities) operating within and creating an enabling environment?
Outcomes	<ul style="list-style-type: none"> - Enabling environments for active citizenship are developed - Community expectations are pre-empted and considered, - Access to decision makers has been made possible, - Young people are safe and supported and have authority over their lives - Young people are holding decision makers to account.
Impact	<ul style="list-style-type: none"> - Young people participating in the OIYP program is stable or increasing. - OIYP is implemented democratically - Young people are occupying leadership and decision-making positions in communities - Other youth organizations are taking up the youth active citizenship ideas/methodology of the program - Young people are supported in their own contexts

There is evidence within the data, particularly in Appendix 3 that reports on initiatives Action Partners have undertaken as a result of OIYP and therefore suggests that an environment has been created for active citizenship to be developed. Many Action Partners have returned to their communities and sought to bring changes. This has primarily been driven by the

sense of being personally empowered to make a change. Action Partners have reported feeling more influential (two thirds) and more than half report having more contact with decision-makers. Two thirds of participants feel they have more control over their lives. However, Action Partners did suggest that one of the program improvements was the need for more support from Oxfam to Action Partners. That is, when they go back to their own communities, some face environments that are not enabling at all. For example, Action Partners can be in environments where cultural structures do not allow for youth voices to be heard or youth to take part in decision making. There are examples where structures limit gender equality and the voices of women to be heard and make a difference. There are examples of Action Partners in war zone who are limited by political structures. It is clearly an ambitious undertaking for OIYP to challenge such structures and environments and to be far reaching enough to impact in ways that create more enabling environments for Action Partners. There is more on enabling environments in the Literature Review (Appendix 5)

The raises questions of safety. None of the Action Partners participating in this study (either by survey or qualitative interviews) suggested they had at any stage felt they were in an unsafe environment within OIYP. However, Oxfam staff interviewed for this project pointed to the potential issues and risks associated with building the capacity of young people to be active citizens in their home countries where the political environment meant there were potential risks to personal safety. During the course of undertaking this work an Action Partner was detained for political activism and information surfaced regarding a second Action Partner detained during political unrest in Fiji. This raises questions regarding the duty of care that needs to be extended to Action Partners. While these are potentially isolated incidences they raise questions about the boundaries and difficulties of creating enabling environments and Oxfam Australia was clear in articulating an approach:

Our duty of care extends to being very clear with people when they enter the program and after the event... being very clear and explicit about what they can rely on Oxfam for and what they can't afterwards because that degree of explicitness is the most important thing. The second element of it is, if we are financially or otherwise supporting Action Partners for a particular thing or initiatives [small grants, training] after the event then our duty of care extends to risk assessment and management of that initiative because we are actually a part of that initiative (Oxfam staff)

An Oxfam staff member and a Youth Development Officer also talked about some Action Partners finding it “hard to be part of the group” and meeting others at the 2000 event who

have higher education levels. However, most Action Partners found the events totally safe and were extremely enthusiastic in their reports about the event.

In terms of impacts within this domain of change the evidence supports the fact that the number of young people participating in the OIYP program is stable and satisfaction is high. While there has been a small decline in the number of applicants for the 2010-13 cycle, there is no sense that interest in the program is diminishing. Review of the application process finds that the process is open, transparent and essentially democratic. The criteria are clear and within the necessary limits set, the criteria are clearly equitable. The OIYP is not yet a program driven by Action Partners themselves but it is a program where young people are occupying leadership and decision-making positions within the program, through processes such as the Global Review, as Mentors and Motivators, as facilitators and within the Youth Programs Unit. This is reported as a strength of the program:

We have had high quality young people driving the program... we have been really lucky or by design we have had three managers for OIYP of high quality.... it does not mean things don't go off the rail from time to time but we reduce the chances while still maintaining the innovation and testing new ways of doing things and testing. This is important because if we focus too much on management process that end up being too risk averse we might as well close the project down (Oxfam staff member)

Importantly, since the emergence of OIYP and the establishment of the program, other organisations have and are taking up the idea of youth active citizenship. For example, the United Nations, World Vision and others now have youth programs in place. It is not assumed here that these have emerged as a result of the success of OIYP but youth programs are an important part of the NGO sector. Within the Australian context there has been a burgeoning of youth NGO organisations established through the 1990s and beyond (Loza 2010).

While analysis of the data has been set against the indicators for this domain of change, it is recommended that more work be done to better develop a more specific set of indicators for this domain. These indicators need to have a stronger utility value for OIYP or other programs within the Youth Programs Unit. It might be beneficial to further develop a more precise definition of what an enabling environment is or develop enhanced understanding or agreed consensus. To develop an improved set of indicators to measure an enabling environment within the evaluation framework, conversations will need to continue. The brief section in the Literature Review (Appendix 5) may prove valuable in undertaking this work where an enabling environment is defined as a term used to explain the broader system

within which individuals and organisations operate and which can either facilitate or hamper existence, agency and performance. It is therefore central to the understanding of capacity issues. Notably, the literature suggests it is critical that once organisations provide the initial platform with which to engage and mobilize, that they continue to provide support and opportunities to participate. Failure to do so runs the risk of placing the onus on the participant to maintain their levels of engagement and activism which can potentially lead to individuals feeling isolated and jaded.

Domain 4: Challenging and Influencing Power Structures

The outcome indicators and impact indicators for Domain 4 are outlined in Table 16. This section engages the question of the degree to which OIYP has increased youth people’s capacity to engage and influence power structures and identify and challenge inequality:

So this one is a process that is working globally but we are seeing some successful results locally because we are going to get more female condoms from the government level. We have approached the government and asked them to provide more and to target the young people and they are actually working on that (2007 Action Partner, Female, Africa)

Table 16 - Domain 4: Influencing Power Structures

Domain of Change	Is OIYP (and its associated activities) building capacity to challenge and influence power structures?
Outcomes	<ul style="list-style-type: none"> - Capacity to engage with, challenge and influence power structures - Ability to actively identify and challenge inequality, including gender.
Impact	Through participation in the OIYP (and the networks, skills, knowledge and confidence gained), young citizens are able to better negotiate and (possibly) extend the boundaries and limitations of their cultural, racial and gender contexts to engage with, challenge and influence power structures in their communities

Clearly, the data suggests Action Partners have increased awareness of issues relating to inequality and with increased activism, feelings of being more influential and more control over their lives and for one in two Action Partners having more contact with people in power and decision-makers a case can be made for OIYP building capacity to challenge and influence power structures.

Throughout the survey a number of Action Partners described activities and initiatives that were specifically aimed at challenging and influencing power structures. As noted in the Findings section of this report, from those Action Partners that participated in the survey just over 100 provided examples of actions they had taken as a result of their participation in OIYP. This accounts for over 150 specific examples of 'actions' defined under advocacy or new program and/or activities, including establishing an NGO. Examples included:

- Creating a movement against child trafficking in Benin (2000 Action Partner)
- Establishing an agreement with local authorities around environmental health initiatives in Tanzania (2000 Action Partner)
- Advocating for the successful establishment of a children's ombudsman in Albania (2000 Action Partner)
- Convening the first African Youth Parliament and establishing the African Youth Trust (2000 Action Partner)
- Unsuccessfully but still engaging with the national government in the Democratic Republic of Congo for free primary education (2004 Action Partner)
- Enhanced the participation of women of local council elections in Pakistan (2004 Action Partner)
- Completed a leadership training program that is now seeing others trained to become Councillors and Members of Parliament in Zimbabwe (2004 Action Partner)
- Engaging local authorities to enlarge (successfully) the participation of people with disabilities from poor communities in the labour market in Brazil (2007 Action Partner)
- Engaging community leaders through advocacy and support for HIV/Aids prevention in Vanuatu (2007 Action Partner)
- Successfully lobbying government to postpone an important national examination at the local level for students who were internally displaced in Sri Lanka (2007 Action Partner)

This list of examples is not an exhaustive list but is provided by way of demonstrating how Action Partners are developing ways to attempt to influence the power structures on their return home after the events. Action Partners are developing mechanisms and strategies to support and educate others to advocate and act against issues of inequity and injustice.

The examples provided of the actions that Action Partners take (see Appendix 3) clearly demonstrate they are able to negotiate and (possibly) extend the boundaries and limitations of their cultural, racial and gender contexts. Whether they are better able to do this as a

result of OIYP and then engage with, challenge and influence power structures in their communities cannot be determined but the evidence from this project clearly suggests OIYP contributes to their journey and their commitment to advocacy and change. Most recognised that change comes from within communities and through challenging institutional arrangements and structures.

I empower young people to come on board and work with them for them to gain experience for them to be able to contribute to community development and positive change. We are actually working with different partners, with also the government through the Ministry of Health and through the Ministry of Education. We have five young volunteers who are working with me currently (2007 Action Partner, Female, Africa)

The levels of success that Action Partners believe they are having in terms of changes to that way powers structures work and operate has already been reported but are worth re-stating here. Generally, Action Partners are not overly optimistic about changes to the way government and companies operate and changes to policy and practice – though there is more optimism over time. Women are less optimistic than men.

As noted in the Gender Analysis section below, there is evidence to suggest that particularly for female Action Partners, through their participation in OIYP they have increased capacity to engage with, challenge and influence power structures and inequality in their communities with regards to gender. For some, this has translated into positive action on the ground. This is demonstrated in the examples given by female Action Partners with regards to the three things they have done as a result of their participation in the OIYP Program. Significantly, women were working on gender issues, including advocating for women's rights, reproductive and sexual health, many had started organisations, campaigns and projects to further women's rights, capacity and empowerment. Other Action Partners were working on or had worked in the field of child rights. That is, almost half of the female respondents that responded to this question had gone on to work in the sphere of women's rights. Examples included:

Campaigning for young women rights and Training for young women on human and women rights. After trainings many girls saw their roles broader than before, many of them wanted to join human rights organisations, they felt themselves much more self-confident and empowered (2000 Action Partner, Moldova)

I have started a new initiative of women empowerment - through the help of Oxfam Australia I was able to implement a project that empowered 60 young women with skills for leadership and economic empowerment (2007 Action Partner, Nigeria)

Further, some female Action Partners spoke of the challenges associated with questioning and challenging traditional cultural practices and views regarding gender. Many faced opposition from others in their communities.

(before OIYP) I worked only in my community and I never thought out of it because in my community girls are supposed to be in the home and there are narrow views and there are very strict rules, but my first ever strict rule was broken when I went out of my country for the first time. It was my first visit when I went to Sydney and only my family knew about me going because they never told anyone because they knew and so there was a big problem in my community when I was still in Sydney but I could face it and things really changed when I came back so it was a big success for me ... When young people from these communities try to change they are never excepted because change for our tribal customs is something that goes against traditional laws and that is what keeps them behind. The usual system that has been going on from any case, always leads people to come back to the same ethics because when I was saying that I stand against honour killing, people approached me and they said ok so you are standing against your laws. I never said that but the opposition that came was in the same regard that I am standing against my laws and there was a huge problem created from the leaders of my tribe. But thanks to my father he supported me but this is the case with other young people as well. Tribal customs are really strict in Pakistan and change is sometimes impossible ... From what I see I say yes (the WAKE UP campaign has help to shift some of these beliefs) because we were only a few girls when we came out to work and then when I was leaving for OIYP we were 93. Now we are more than 300 people from the two provinces, they are volunteering and helping and they're doing things in their families and out of their families. It really makes me happy when I reach out and see that wow so much is going on without me so things are really changing" (2007 Action Partner, Female, Pakistan)

The main key word here is change, and the elders in our society and community is not ready for certain changes and since we are the modern youth and we support human rights for example talking about homosexuality and then those kinds of transgender issues and all those things so like [...] the elders get like freaked by it so when we want to stand up and talk about all those things like it's quite challenging

and its quite tough because they think young people should not be heard on all those things and when you are a young women its really really hard. For me the greatest challenge is all the sexual harassment cases like if a young women gets raped, like her dressing its justified because of what she wears and for me that's the biggest problem, I get really frustrated and then when we try to talk law, and all the myths that is around still today so it's quite tough just to go out and speak to the elders and that we are just brushed aside since we don't know that much because we haven't seen the world (2007 Action Partner, Female, Fiji)

Some Action Partners also spoke about having more capacity to engage with and challenge those structures related to ageism, and particularly in seeking to give young people a voice. While some had been able to extend the boundaries and limitations regarding this, there were a number of Action Partners that felt they still struggled in dealing with this type of challenge. The following examples demonstrate such challenges and achievements.

Actually the biggest challenge in implementing my project was the challenge of being a young person and going to the community and seeing the community leaders who feel that a young person has nothing to put on the table. So showing I have something to bring on the table to bring positive change in the community has been a hard job for me but being a challenge I have been able to put all my effort and all my skills to do good work in my community which has been of breakthrough and they've seen that young people are able to do projects and young people are able to have positive change and they are now accepting more and more young people on board to do projects in the community (2007 Action Partner, Female, Kenya)

for the Action Partners in some communities most decisions and most community activities are organised by elders and leaders and the challenges that the Action Partners have in the community especially for them to get authorisation from the community leaders in doing anything in the community, because sometimes our community leaders don't want to hear young people because they always treat young people as people that they don't trust them in making good decisions in the community so the young people face challenges on cultural and traditional ways of leadership here (Youth Development Officer, Solomon Islands)

Notably, Action Partners believe that their actions and being an Action Partner has contributed to their communities being better and has changed the way communities think about young people. This informs the analysis under the final domain of change.

Domain 5: Peaceful and Just Communities

The Indicator Framework defines peaceful and just communities as outlined in Table 17. The outcome and impact indicators outlined in the table provide the measures by which creating changes towards more peaceful and just communities can be measured.

[Since OIYP] I've been working with my community... I've been working on health, hygiene and sanitation issues and HIV and AIDS programs and what I've actually been doing is carrying out workshops and training trainers who then go to the community and train people because we are not able to reach them [other communities] ... So the trainers of trainers that I train they go out to the community and do their training at the grassroots level. I've worked with communities in various locations and I've trained 160 trainers and issued them with certificates. (2007 Action Partner, Female, Africa)

Table 17 - Domain 5: Community Impacts

Domain of Change	Is OIYP (and its associated activities) creating changes towards more peaceful and just communities?
Outcomes	<ul style="list-style-type: none"> - Changes toward more just communities, - Changes to policies and practices of governments, corporations, and intergovernmental organisations through new community strengthening practices, advocacy and popular campaigning; - holding governments and other actors to account for delivering on these commitments to change policy and practice.
Impact	<p>Through participation in the OIYP (and the networks, skills, knowledge and confidence gained), young citizens are ...</p> <ul style="list-style-type: none"> - Able to bring about concrete changes in the community - Able to change the community's attitude towards young people - Able to influence some changes in policy or recommendations made - Able to share stories of change at the individual level and the wider community level (i.e. transformation is occurring or has occurred).

This domain of change addresses a critical aim of this Impact Assessment. That is, is OIYP and its impacts extending beyond individual changes and building individual capacity and leadership to changes in communities and enhancing the potential for more just and peaceful communities. As noted in the methodology section of this report, every effort has been made to capture data through a number of means. This has included the reports of Action Partners themselves, Youth Programs Unit staff, Youth Development Officers and

through third party interviews. Third party interviews are interviews with people working in organisations where Action Partners are working to enhance community outcomes. Only a very small sample of these interviews was secured due to time commitments (both within the research project and for participants on the ground) and communication constraints.

While some findings are reported here, a clear case cannot be made and more research specific to measuring community impacts is required. The scope and budget dedicated to this Impact Assessment has not and could not allow for a methodology to be implemented that would allow for firm conclusions to be made with regard to concrete changes in communities where OIYP can claim some contribution. That is not to say the evidence within the data does not lend itself to some general statements to be made. Indeed, some Action Partners described some very real changes in their communities – the question is not whether there are community impacts in some communities but how far can such changes be generalised and/or attributed to Action Partner initiative and actions and OIYP.

The following two case studies provide such examples. Both are from the Pacific Region and pseudonyms have been used.

Case Study 1

Nelson was an Action Partner from Papua New Guinea in 2007 and prior to becoming an Action Partner had dropped out of school in Year 11. Nelson was awarded a grant through the small grants program in 2008 for AUD \$4,904.59 and chose the particular project because he believed that his community lacked sustainable livelihoods to bring them out of poverty. His aim was to increase sustainable livelihoods through a six day basic agricultural training course which includes training on nursery care, food handling, planting and fertilizer application. The participants were given vegetable and new hybrid seeds to generate income. As a result of the project, the participants managed to produce a large amount of food and started selling it at local markets, and eventually expanded to selling their produce in other communities. After some time, an elderly women in the community generated more than three thousand dollars and was able to rebuild her home which had been deteriorating. While the project has finished, the participants continue to sell their produce and generate incomes. The group also decided to put their income together and purchased computers for the local resource centre and so that they could teach themselves typing skills and have access to emails. On a personal level, Nelson has gained more confidence and hope in himself and in the future, and that he can do something more than *“just being a village boy”*. This Action Partner has also since become a Mentor and Motivator for the next round of OIYP.

Case Study 2

Since her participation in the OIYP, Kati, an Action Partner from Vanuatu has gained status in her community, has helped to change the perception of women and youth among the community, and has increased awareness of youth and gender issues, which is uncommon in what was described as “a male-dominant Melanesia culture”. Participating in the OIYP increased Kati’s capacity and self-confidence and enabled her to approach a chief community leader to discuss gender and youth issues. Kati has taken a lead at community events and was elected president of a women’s group and a youth group. She then approached the Ministry of Youth and Sport to advocate and negotiate having a Children’s Day celebrated on her island, to help increase awareness of the importance of children and youth in her community. She wrote a submission to the Ministry, which was published across different media and helped with the logistics of the event. This resulted in the President of Vanuatu attending the event, awarding her a medal for her efforts and an increased awareness of the importance of children and youth. The community leader has since invited her to become his spokeswoman to communicate for him back to the community, and to help him build his knowledge and capacity regarding gender and youth issues and make his decisions through a gender lens. Prior to her appointment, the community leader made decisions for the community without consultation. He has now adopted the process of discussing issues with the community and allowing for community feedback to inform his decisions, which now take into account gender and youth perspectives. She, and other women in the community, are now recognised and valued for their capacity and knowledge. Additionally, the Ministry for Justice is currently implementing the Children’s Day celebration in a number of additional provinces.

While these two examples provide specific examples of community impacts and certainly demonstrate concrete changes in the representative communities, changes in community attitude towards young people and some level of influence in changing policy, it is not possible to generalise the data findings from the specific to the wider cohort of Action Partners. A typical example of the challenge in the data is best provided by the on-going work of an Action Partner from the 2007 cycle and her work in her community in Zimbabwe. As result of being an Action Partner, this woman suggested she was able to secure a job as a campaigns and advocacy officer in a women’s rights organisation. She has worked with young men and women to produce a CD of music that “*showcases their experiences of gender and domestic violence*”. The Action Partner suggests the CD was a success and “*the young men are now more conversant with gender and domestic violence [issues]*”. This does not translate into a finding for reduce violence or a (necessarily) more just and peaceful

community. There are numerous such examples in the data where the community impact assessment cannot be adequately quantified.

Action Partners themselves described impacts on the community and family mostly in relation to their own personal empowerment, creating a shift in awareness/perspective and community or family empowerment.

Personal empowerment was the dominant theme with one in three Action Partners that answered the question examining impacts on community and family identifying their own personal empowerment. This supports the analysis in the earlier part of this section that OIYP is making good headway in the first domain of change. However, a more nuanced analysis reveals a somewhat different picture. However, few of those that focussed their answer on personal empowerment expressed such empowerment in the form of being, for example, a “*change agent*” for their respective communities. Rather, most described the impacts as personal development or enhanced “*respect*” or recognition within the community or “*opening doors*” in the community. Responses to the question regarding changes at the community level were commonly around positive language expressions such as, “*I am/was able to*”, “*made me*” and “*allowed me*”. This suggests the OIYP experience enabled them or enhanced their capacity to engage in and work with their communities not necessarily change or impact communities. For example:

*That it **has made me** an influential, stronger and independent young woman in my community/family*

*It has **allowed me** to be a better community member and advocate for social change.*

In contrast, those in the other categories tended only to reflect on what the program has brought them in terms of respect and wisdom through experience and material gain. Interestingly, many of those who spoke of respect and recognition often made no reference to the benefits their training will or has brought to the community. For one Action Partner “*my family is proud to have a child who was representing a country on international level [but] I cannot say ‘the community’ is developed in my country*” (2000 Action Partner, Female, Northern Countries).

It is possible that the lack of support for a movement towards his domain of change could be in line with a wider trend regarding capacity building. Currently there is a greater call to the focus on leadership building by turning individuals into innovators who inspire others. It has been found that training individuals through individual capacity building is poorly suited to

building wider (organisational or community) capacity. Rather, a more effective approach has been a more holistic/systemic approach that involve larger organisational or community groups as opposed to focusing on the individual (Howard, 2009 No. 4:19-22). For example, rather than giving individual leadership training to one person, training is tailored specifically to the issue at hand where individuals have the opportunity learn from the program and other 'members'. Such an inclusive approach allows people the opportunity to learn and grow together leading to united aims and mission.

When a person sets out to undertake a project they have conceived on their own and are confronted by the enormity of the task ahead of them, it can be extremely overwhelming and even isolating. For example, one respondent from Azerbaijan suggested she had obtained a lot personally from the program, but opted out because it was simply too hard and that she alone would not be able to achieve anything:

Definitively understanding that I can and want more out of my life. Even while facing the naked truth that nothing will change as naively expected after 2,3,...6 projects, I've faced a reality. Excellent education and eventually social work from outside could be the only salvation and only long-term solution. I think that without this huge event like IYP 2000 in my life – I would never became a person I am now. Even though I know that there is still a long way to go, I'm not scared and look forward for each and every day with great anticipation (2004 Action Partner, Female, Maghreb & Middle East).

Considering the above, the challenge may be that while the Action Partners are being trained in leadership and other capacity building learning areas, they are being trained as individuals with individual ideas and goals. This lends itself to a view that countries and regions have specific issues and if individuals are trained to address these problems individually rather than in a co-ordinated fashion it can be an overwhelming task in terms of winning support from their respective communities, rather than having a support network to draw upon. A way to ameliorate this problem – should additional research support the theory – is to build stronger local and regional networks than currently exist or further support Action Partners in community development practices.

Notably some respondents spoke of family impacts – a significant finding given the importance in addressing poverty and injustice and Action Partners often being from families that are directly affected by injustice. A small number spoke of OIYP enabling them to effectively work towards overcoming gender discrimination issues in their respective

community. For example, a female respondent from Pakistan suggested that not only has she made positive ground on gender, but that she has the whole family behind her:

There are two sides of it, yes to my family and to my community. In my community there was always a belief that when a girl gets freedom and education she stands against her own family, my education in Karachi was the first reason for me to be opposed but my coming back with sympathy, love and understanding for my own culture after being part of OIYP made my community to think again of their paradigm. In my family the change is, all of my siblings (who are actually eight of them) want to be activists and part of OIYP! (2007 Action Partner, Female, Asia)

Likewise, a female participant from Zimbabwe explained that her family was able to broach gender issues and that she has been able to bring the issue of gendered violence to the broader community:

My family is able to engage with gender issues, the young men I worked with two are now actively pursuing their musical careers, and all are conversant and able to engage on gender issues and domestic violence (2007 Action Partner, Female, Africa)

Outcomes such as these, although small in number cannot be dismissed as they indicate the potential for transformative capacity at the community level in social change issues. However, it raises the question: How much is enough?

Another possibility of positive change at the community level was contained in statements regarding youth. Several respondents indicated that their experiences and knowledge had an immediate flow on effect to their family and the broader community. They highlighted an increased awareness of young people of the need to be active and involved. One Action Partner suggested the behaviour of her friends and extended family has markedly changed upon her return:

I feel like I have inspired some of my young people to be more actively involved in our community. My friends and cousins etc are always coming to me with ideas about starting this or that and before they never would say anything or want to be involved but now they are really passionate about looking after our community particularly the children and young people (2007 Action Partner, Female, Australia & New Zealand).

Positive vignettes, like those above from Pakistan and Zimbabwe indicate that the program is certainly laying the foundation for broader societal change. Indeed, Action Partners talked

about community impacts in terms of creating perspective shift or a greater sense of awareness amongst community. Typical comments highlighted an increased appreciation of the need for change and understanding of social issues with openness to new ideas:

My family is now aware of why we do what we do and the community are encouraging youths to engage in trainings and social issues and to respect themselves (2007 Action Partner, Male, Pacific)

[I] told them stories about my friends from enemy states and made them realize and see their humanity and that we do have partners, maybe not yet in powerful positions, but change is happening in enemy states as well and not everyone hate[s] us (2004 Action Partner, Female, Maghreb & Middle East)

There is a very clear suggestion here that OIYP does better in the empowerment and networking domains, where the findings to support outcomes and impacts are much more conclusive, than in the other three domains of change. Some further comment is provided in the following section.

Empowerment and Networking and ‘Subsequent’ Domains of Change: Where Are the Effects?

The findings of this Impact Assessment point strongly to a number of key findings in reference to the utility value of the domains of change in measuring the success of the OIYP. It is clear that Action Partners from each cycle have a sense of personal empowerment and from those surveyed and interviewed are then taking the skills, knowledge and confidence that is enhanced as part of their increased empowerment to continue on as active citizens in their communities and are seeking to hold their leaders and governments accountable. Of course, many enter OIYP as committed and active citizens within their communities and OIYP further empowers them to act to bring substantive and positive changes to their communities. This is seen as a key success of the program.

The data strongly supports the view that enhanced skills, knowledge and confidence begins to be built at the event and this is the foundation stone for those Active Partners that report changes to their lives and efforts through personal development that occurs through OIYP. This is where the primary mechanism for personal change and empowerment emerges and begins and for many Action Partners is where networks are established.

The report finds that many Action Partners apply for OIYP with the very intention of building on existing skills and knowledge and to expand or build on existing networks and certainly feel that networks and spheres of influence are enhanced. Again this is primarily through the events and while the Kaleidoscope events are a significant commitment (financial and non-financial) for Oxfam, they have worked extremely well in terms of the personal impacts on Action Partners that participated in this study. The outcome of the expanded networks and spheres of influence are reported by Action Partners as increased and increasing awareness and knowledge of issues and power structures and reasons for inequity at local, national and global levels and there is ample evidence to suggest that youth leadership is more visible in communities and the role of young people in communities enhanced:

I'm more acknowledged as a young leader in my community. This encourages young people around me to know that they can do better than they're doing for themselves. It's a long road and I'm still on the journey but I can now take the reins with more confidence and own the responsibilities of my action. (2004 Action Partner, Female, Zambia)

Both my community and family have recognised that young people can make a difference and are leaders in their own rights. By supporting what they are doing and saying you will see a big difference in the home and in the community (2007 Action Partner, Female, PNG)

For the community maybe they have different views about them [young people] so community sees them as leaders of their community or as young people that have the potential ... also the community sees that if this young person can do it why not others. They are more like a role model or an example in the community and also the community leaders see young people as that they can make change in their communities and in their lives. (Youth Development Officer, Vanuatu)

Further, it is clear from the survey and interviews that the OIYP initiatives² that work best in terms of building personal empowerment and networks are those initiatives where strong bonds can be built. Online skills building, the Voice newsletter and web-based communication help to keep networks and links going and are important initiatives but are

² Each of the OIYP initiatives highlighted has associated documentation that often describes the challenges and strengths associated with the initiative. While each of these documents was reviewed for this report, the findings have not been included in this report since the scope of this Impact Assessment is to examine the effects on achieving changes in/across the domains of change rather than an examination of the implementation processes, logistics and outputs (often the focus of the evaluations).

seen to have limited impact of personal empowerment and building networks. Respondents gave very few examples of how online training and electronic correspondence enhanced their personal empowerment and/or networks – notably only project management training was raised within the survey or interview data as an important online ‘element’ of the post-event OIYP program in terms of increased skills, knowledge and networking.

Much more salient in terms of personal impact and networking were the thematic programs (HIV/Aids, Trades Justice Program and Gender). For those Action Partners that were part of these programs and travelled (e.g. to Mexico and South Africa) to conferences and workshops in relation to the thematic programs, personal empowerment was further enhanced, understanding increased and commitments made. For these Action Partners, community impacts were more clearly articulated and on-going efforts made for change at the community, national and/or international level. Importantly, it was through involvement in the thematic programs that networks were enhanced. There was a major difference between these networks and those of Action Partners that had not been part of the thematic programs. The first might be described as strong connections and the second as ‘loose’ connections. There may be fewer nodes in the networks of those Action Partners that were part of the thematic programs (though this Impact Assessment was not able to determine this level of analysis) but the data is suggestive that networks were deeper and had more value for Action Partners that were part of the thematic programs. It seems providing more opportunities for face-to-face contact and intensive training with Action Partners is likely to be the most effective way of achieving impacts associated with the first two domains of change that then have a flow on effect to ‘subsequent’ domains of change. Financially supporting this becomes a key challenge.

Less impacting on the first two domains of change but certainly having an effect on the following three is the small grants program – for those that secured a grant. For those that applied for a grant and were unsuccessful in their application there was substantial disappointment and many of those surveyed used words like disappointed and deflated to describe how they felt. There are examples throughout this report (e.g. Nelson from PNG) and existing Oxfam documentation of programs and initiatives that were enhanced due to Action Partners receiving financial support. The grants program itself assists in creating an enabling environment for active citizenship to take place and enhances the possibly for Action Partners to engage, challenge and influence power structures and the work they do towards building just and peaceful communities.

Importantly, in terms of the domains of change Oxfam has explored the relationship between each domain and clearly does not view them as discrete entities but the nature of the

(inter)relationships is something to be explored further. A number of questions have emerged from analysing the domains against the data provided for this Impact Assessment:

- Are the first two domains of change what OIYP enables to happen and are the last three where the impacts can be measured?
- Are all domains of change so inter-related and interdependent that it is not possible to develop indicators and measures for each?
- Do the domains of change require a set of measures that encompass the domains of change as a collective rather than individually?
- Where should Oxfam locate its resources and efforts in terms of affecting change in communities?

These are some of the challenges Oxfam needs to address and focus on through the 2010-13 OIYP cycle to ensure it is best positioned to maximise resources and efforts beyond the current cycle.

Gender Analysis

All survey and interview data collected for this report was analysed in terms of detectable differences reported by gender. That is, the impacts and outcomes of Action Partners (at the personal, family, community and more broader levels) were examined, along with the challenges faced across gender. Further, data was analysed to examine the significance of some of the outcomes and impacts of OIYP on female Action Partners, and their communities, in light of the specific power structures (cultural, racial and gender) and cultural and political environments in which Action Partners were operating.

In terms of responses to the survey, 42.2 per cent of all responses were male, 35.7 per cent of responses were female and there were 22.1 per cent of responses who did not specify their gender. Female respondents were drawn from across all OIYP cycles (21 from 2000, 12 from 2004 and 42 from 2007) and from all geographical regions. Further, 12 interviews were conducted with female Action Partners across all OIYP cycles and from a range of geographical regions including Australia and NZ region, the Pacific, Africa, Northern Countries, the Maghreb and Middle East and Asia.

Of note, there were mostly no significant differences among responses by gender across survey questions. However, in terms of the three things Action Partners had done since becoming an Action Partner most female respondents provided responses that highlighted

their intention campaign and activate around gender inequality. Further, there were differences in the data by gender regarding the levels of feeling more influential and having networks expanded as a result of being an Action Partner.

In terms of the four words that Action Partners used to describe the impact OIYP has had on their life, a high number of female Action Partners used words such as 'confidence', 'empowered' and increased sense of positivity and optimism and belief in change. Many also highlighted 'enhanced knowledge' and being 'more aware' and some specifically mentioned new skills they had developed such as project management. Significantly, there were a number of responses that related to Action Partners feeling personally changed as a result of their experience – responses that included 'evolved', 'change maker', 'resourceful', 'transformative' and 'strength'.

When these are viewed in context of some of the challenging political and cultural contexts and power structures within which respondents operate, responses such as those below become highly significant in terms of the impact on the individual's life:

Not afraid of challenges but ready all time for new challenges (2000 Action Partner, Benin)

I start to believe in myself (2007 Action Partner, Russia)

Helped me to make a difference (2007 Action Partner, Nepal)

More responsible as young girl (2000 Action Partner, Benin)

It is actually POSSIBLE to create a change (2000 Action Partner, Tanzania)

Made me stronger (2004 Action Partner, Iraq)

Positive feelings in me (2007 Action Partner, Nepal)

I feel an importance, value of creativity my life (2007 Action Partner, Russia)

Further, a number of Action Partners also highlighted that being 'connected' with others and part of 'global network' and having new found friends and 'solidarity' was one of the best impacts on their life. Indeed, over 80 per cent of all female Action Partners across all cycles felt that their networks had expanded as a result of the OIYP (compared with over 90 per cent of male Action Partners). Many female Action Partners spoke of how they were using these networks to share information and resources with others and drawing on the experience and knowledge of other Action Partners to help with their own projects. There were also a few cases of Action Partners using their OIYP networks to link in with other

networks or contacts to further their cause and others of using the knowledge and experience gained through the OIYP networks to pass on to their communities and other youth. This was not a generalised finding for to the entire female cohort but the examples are important nonetheless:

I am using my international relationships for bring examples to my students, NGOs I am working with (2000 Action Partner, Moldova)

I have been able to get stories from other action partners for publication in a newsletter which serves as a motivational for other young people in my community (2007 Action Partner, Nigeria)

When I was planning my project, I have consulted some of the African Action partners on ideas about my project (2007 Action Partner, Botswana)

One action partner from Indonesia contacted me for my willingness to participate in his organization's mobile clinic activities for poor population in East Jakarta. I volunteered myself as physician in his organization (2004 Action Partner, Indonesia)

As noted in the Literature Review (Appendix 5) social networks create the social capital (the resources available within social groups and feelings of mutual support, reciprocity, trust and obligation) that can bestow individuals and communities with interest and a sense of 'ownership' in issues that affect them. The social capital that results from bonding ties in these networks, such as a sense of belonging and a shared purpose, is crucial in sustaining social change efforts. These responses, therefore are significant and can be particularly powerful for those female Action Partners whom otherwise felt isolated and disconnected from others, both personally, and in their quest for creating and contributing to social change.

In terms of the skills and learnings that female Action Partners gained from the OIYP, no differences could be discerned across responses by gender. This is not to say however that the skills and learnings gained by female Action Partners were insignificant. Many described developing practical skills. Most commonly these included campaigning and advocacy skills, planning and management (including project planning and management, action planning, management of time), communication and networking, leadership, and the ability to dialogue, interact and learn from people with diverse backgrounds and experiences. A number of Action Partners also described shifts in perspectives with comments such as "*my viewpoint was changed through OIYP and it is one of the most important things for me*" (2007 Action Partner, Russia).

A number of Action Partners spoke about feeling more positive about creating social change and in their ability to create change and about feeling less alone in their objectives. Some of these examples included:

I learnt that we are all affected by the same issues the difference is at various levels so we must look out for each other (2007 Action Partner, Nigeria)

In the past I have always felt that I was the only one fighting what I have great passion and belief in which is better the lives of young children and also ensure their voices are heard. At times unsuccessful projects and challenges had made me feel despair and all alone. But since joining OIYP it has made me feel part of something big and it made me feel that I belonged to a family and a group of young people who share a passion and a goal which inspires us all and also made us stronger and ensuring us that we are not alone in fighting this cause.” (2007 Action Partner, Fiji)

As noted earlier, these can be powerful sentiments and learnings for those female Action Partners whom otherwise felt isolated and disconnected from others. Indeed, over 85 percent of those female Action Partners felt that they had (either definitely or somewhat) more control over their life/world. That said, differences were found between male and female Action Partners in terms of the levels of feeling more influential.

Across all cycles and regions, fewer female Action Partners felt that they were more influential as a result of being an Action Partner than males (74.6 per cent females felt they to 92.31 per cent of males). This was explored further to analyse the spheres in which Action Partners felt they were more influential (for example among peers, family, community, organisational and political domains) and the challenges they faced in ‘doing more’. There were no differences in responses across gender for these questions, with most Action Partners highlighting the spheres of peers, family and community in which they felt more influential. A number of Action Partners (both male and female) described being role models and influencing other youth in their communities, and in some cases encouraging youth to apply for OIYP. Similarly, both male and female Action Partners described facing similar challenges which most commonly related to lack of resources, funding, time, qualifications and in some cases, the political and cultural contexts in which they were operating. In terms of cultural contextual challenges, these predominantly related to structures in which young people were limited in speaking up, taking on leadership positions, voicing their ideas and initiating projects. There were similar responses with regard to this by both male and female Action Partners. Of note, there was only one Action Partner that spoke of facing challenges in doing more because of gender (a female). Interestingly, there were fewer female Action

Partners that felt that they had more contact with decision makers as a result of being an Action Partner (80 percent for females compared with 88.7 percent of males). This may be related to fewer female Action Partners feeling influential although it should be noted that 'failed contact' with decision makers (contact without resultant change to policy and/or practice) might also lead Action Partners to feel less influential.

Alternatively, all except four female Action Partners felt that they had been empowered as a result of their participation in the OIYP. Many examples given by female Action Partners as to how they felt empowered related to having more confidence, power and self belief to make positive change or difference in society/community, and to express their views and opinions. For some Action Partners, having the confidence to speak up in their community and in some contexts, challenge dominant power structures related to gender, was an impact they directly attributed to OIYP:

[before OIYP] I worked only in my community and I never thought out of it because in my community girls are supposed to be in the home and there are narrow views and there are very strict rules, but my first ever strict rule was broken when I went out of my country for the first time ... The campaign – there are two parts of it ... we are doing online campaign with awareness raising, alliance building and advocacy and policy and trying to build linkages with other organisations that are doing the same thing and trying to link with them to raise the voice against the [honour killing] policies that are in Pakistan ... we actually work with the women as well who have been victims of honour killing. We are working with them to empower them through capacity building centres where we advocate for them and give them certain courses which allow them to read and write (2007 Action Partner, Pakistan)

While examples given as to how Action Partners were more active were similar across gender, some of the examples given by female Action Partners are significant in terms of (in some cases) increased participation in civil society organisations and collective action groups, challenges to power structures, expanding spheres of influence, bringing others along on a learning journey, speaking up on behalf of themselves and others and working towards contributing to more just and peaceful communities.

Currently I am working in social and community development as an Assistant Community Action Coordinator. Spearheaded a number of violence prevention projects in Kingston, Jamaica (2000 Action Partner, Jamaica)

I'm more engaged with other networks and because people are aware of my levels of engagement, they invite me to participate as a young person (2004 Action Partner, Zambia)

I've been chosen as the coordinator to handle sexual and reproductive health and right for young people in my organization which is in provincial level. Holding this role, I can apply my leadership skill as well as implement ideas that I have in my mind. Besides, I am recently chosen as the coordinator to deal with media and public relation, developing networking for my organization (2007 Action Partner, Indonesia)

Significantly, many female Action Partners were working on gender issues, including advocating for women's rights, reproductive and sexual health, had started organisations, campaigns and projects to further women's rights, capacity and empowerment. Others were working on or had worked in the field of child rights. Almost half of the female respondents that responded to the relevant survey question had gone on to work in the sphere of women's rights. Some of the examples given included:

Campaigning for young women rights and training for young women on human and women rights. After trainings many girls saw their roles broader than before, many of them wanted to join human rights organisations, they felt themselves much more self-confident and empowered (2000 Action Partner, Moldova)

I have started a new initiative of women empowerment - through the help of Oxfam Australia I was able to implement a project that empowered 60 young women with skills for leadership and economic empowerment (2007 Action Partner, Nigeria)

Again, given some of the political and cultural contexts and power structures in which some of these female Action Partners are working, the examples of initiatives and projects given above are important. That is, many female Action Partners are more aware of social issues of the community (beyond the ones that directly affect them) and have taken action on them and are raising their voices on behalf of themselves and their peers. Many are working to challenge and influence power structures related to gender.

The analysis above demonstrates that in general, OIYP is having strong impacts in terms of the first domain of change (personal empowerment) for female Action Partners. That is, Action Partners are speaking of enhanced confidence, knowledge and skills which is translating into being more aware of social issues of the community (beyond the ones that

directly affect them). They are taking action, raising their voices on behalf of themselves and their peers and thinking critically and have the confidence to question the status quo. Additionally, for some Action Partners, this has flowed on to impacts to challenging and influencing power structures (Domain 4) and this has also translated into working to contribute towards more peaceful and just communities (Domain 5). Further, there is evidence to suggest that female Action Partners are expanding their networks and spheres of influence, whereby they are bringing others into their learning journey having served as role models for others (particularly other youth in their communities). They are empowering others to be involved and where Action Partner networks have expanded (particularly with other Action Partners) they have been used to share, learn, empower and guide their own work.

Key Challenges Ahead

Accordingly, the key challenges ahead for Oxfam clearly relate to where the organisation locates program strengths. For example, enhancing personal empowerment of active citizens will require more intense efforts to build the leadership capacity of young people and doing so will require stronger connections and training support to Action Partners. It might require more research (internally and externally) to support the built-in assumption that this will bring about more just and peaceful communities long-term, but Action Partners identified more support than they currently receive as the major improvement to the program and that such support could be regionally based:

I would have liked to see more engagement in a regional basis. Like, if OIYP had a regional point person for Africa, which helped the Action Partners in the region to network and work together. I would have loved to work with other African Action Partners on the issues we have in common and start simultaneous or similar project/programmes (2007 Action Partner, Male, Africa)

Maybe try to link Action Partners with local networks and resources to be able to continue to make a difference; a section in your website about resources and contacts at company and government levels maybe (2000 Action Partner, Female, Maghreb & Middle East)

As highlighted by the quotes above, the dominant issue for Action Partners was a perceived lack of support provided, particularly with regards to networking and communication. The majority of those respondents would like to see the establishment of either local or regional

OIYP networks that would help to maintain the connections that were established at the OIYP event, and enable them to undertake co-ordinated projects. An initiative of this nature would also most likely ameliorate the suggestion of lack of support, such as there was neither enough ‘face to face contact’ nor ‘intergenerational interaction’ between OIYP cohorts. Time and again Action Partners were critical of the reliance on the internet as a means of keeping relationships going. For example, one respondent from Botswana wrote “*find a way how can we all be together be in touch not just through the internet*” (2007 Action Partner), while another highlighted the pitfalls of a lack of face to face interaction: “*find a better way of working [with] Action Partners, some of the Action Partners do not have access to regular internet and most of the discussion were online leaving other Action Partners out*” (2007 Action Partner, Female, Africa).

The data suggests this has been an ongoing problem that has effected all three cohorts, which points to what could be categorised as an on-going challenge for the program in relation to some of its stated aims. For example, a strong and sustainable OIYP community committed to working for positive and sustainable change with evidence of support and collaboration across the network and, Action Partners are working together, and with others, in national and international alliances, with evidence that these alliances are leveraging broader support.

This perceived lack of facilitated co-ordination and support towards building networks could explain why, as discussed in the previous section, many feel empowered by the training in the program at a personal level, but struggle to achieve aspirational levels of influence. Action Partners – according to their own words – are returning to their respective communities and ultimately being overwhelmed by the enormity of the challenges that face them. When they return they have to win over their community which is no small task. Indeed, many commented that one of their most significant achievements was effecting a change of attitudes within their family or immediate friend networks; a daunting task in itself, but one that pales into insignificance when compared to tackling an entire community.

Another area of concern for Action Partners focused around OIYP providing opportunities for accredited training. The comments ranged from partnering with full degree courses that are of interest to Oxfam, to having more workshops over the coming years following the event, to simply issuing a certificate of participation to formalise the training. Often these calls for educationally based initiatives were coupled with calls for extra funding to undertake courses, usually in the form of small grants:

On grants, especially on the learning one, I wish you [would] consider programs that are of [a] development [nature, to bring] change to the community. And if it [is] a full

degree program, support a module to make a change (2007 Action Partner, Female, Africa)

I know this is not OIYP's main purpose, but as I said, I'm an academic person, so I'd love for OIYP to provide us ways to pursue courses that are of interest to Oxfam, to the local community and to the Action Partners. Specially for people that come from developing and poor countries that usually don't have the opportunity/conditions to take a development studies course or a Social-Environmental Project Management course, for example (2007 Action Partner, Female, Latin America).

The introduction of formalised avenues of education may further empower Action Partners. A number of respondents indicated that they had opted to pursue post-graduate courses as a result of the OIYP. One from Ghana indicated that he believed that his involvement was instrumental to a successful application: *"I believe I got accepted into that competitive program because of my association with OIYP"* (2007 Action Partner, Male). Conversely, another respondent indicated that a lack of education was making undertaking advocacy work difficult to sustain: *"I think not having a professional or law degree is making it hard for me to advocate on behalf of indigenous communities, especially within the United States"* (2007 Action Partner, Female, Northern Countries). Similarly, an Action Partner from Zimbabwe stated: *"I want to learn but resources are not permitting and even having youth projects that will enable young people to take part in leadership"* (2007 Action Partner, Female).

Thus, perhaps, there are grounds for Oxfam to look at incorporating funding of formalised education as it may both entice some partners to remain and further empower those keen to further enhance their capacity to be change agents. However, that said, the primary focus should be on the developing of networks to enable greater co-ordination amongst OIYP participants.

Conclusion

In completing this research, more than 200 Action Partners (almost one quarter of all Action Partners over the three cycles) responded to a survey instrument. Many more Action Partners were 'spoken to' either directly through in-depth interviews or indirectly through the many case studies and testimonials included in Oxfam documentation. Further, previous employees and current employees of Oxfam Australia who have had involvement with OIYP were also interviewed. This has provided a large bank of data through which subsequent analysis has allowed for conclusions to be made in relation to the impacts of the OIYP over 10 years.

The analysis has been framed by the approach to change the Youth Programs Unit at Oxfam Australia has developed for OIYP. This is based on two central commitments (active citizenship and accountability) articulated through five domains of change. As noted, OIYP targets leadership through a personal development framework and where personal leadership is viewed as a way for individuals to positively influence and impact the lives of others, their own relationships and their surroundings. The Indicator Framework was the tool used for structuring the analysis of the research.

Clearly, the high representation of Action Partners in the survey data provides an excellent basis on which findings can be viewed as valid and reliable and the high consistency within the data also supports high levels of confidence when generalising the findings from the sample to the overall Action Partner population. The sceptical reader might claim that there is a possibility that Action Partners who did not respond to the survey are 'generally' dissatisfied with OIYP but this is highly unlikely given the response rate and the findings within a quarter of the overall Action Partner population. Indeed, Oxfam Australia may well conclude that more than 200 Action Partners doing and saying the things shared within this project is well worth the financial and non-financial resources committed to the program – regardless of what the balance think!

It is clear that OIYP is a very successful youth program in terms of the opportunities it affords Action Partners to personally develop and grow. The earlier sections of this report confirm that the program personally empowers young people and while **attribution** is impossible, it is clear the program **contributes** to young people taking action, being active citizens, advocating and campaigning, and addressing some of the most pressing issues affecting their communities. Ample examples have been provided and many more are described in

Appendix 3. In terms of Domain 1 the findings are conclusive that OIYP and its associated activities are resulting in personal empowerment and Action Partners themselves feel empowered through increased skills, knowledge and confidence. This leads to enhanced individual capacity and increased responsibility through personal leadership.

Importantly, Action Partners have taken action and many believe that success has often been the result of not only the skills and knowledge gained through OIYP but the networks that have been expanded and the relationships enhanced. While there is a natural decline in networks over time, it should not be forgotten that for the 2000 Action Partners over 84 per cent were still reporting an outcome of being on the OIYP was expanded networks, suggestive of sustainable networks. These Action Partners join those that follow on subsequent cycles in feeling and believing they are more influential. Accordingly, this report concludes that OIYP and its associated activities expands networks of relationships and spheres of influence.

The earlier sections of this reports have attempted to provide some analysis of the impacts of these networks. There are clearly examples of strong networks and Action Partners, on average, were in contact with more than 20 other Action Partners. There is no doubt the networks provide social capital for Action Partners with relationships that have levels of trust and reciprocity built in. The strength of the relationship overall is a discussion within the report that is suggestive that there may be a need for more research to determine whether networks are based on loose connections or dense bonds and which is preferable and what is expected as an outcome. That said, many Action Partners highly valued 'their networks' and having seen the value of them were suggesting OIYP might better deepen the networks and relationships with less 'virtual' (online) communication and more opportunities for 'face-to-face' interaction.

The first two domains of change are clearly impacting on the three that follow. There is an overall enabling environment that is being provided at both the events and then as far as possible in Action Partners own countries where Action Partners generally feel they have increased capacity to engage with, challenge and influence power structures. Cases to the contrary should also be noted where power structures, cultural context and internal conflicts mean the local contexts are too hostile for such action. However, once again Appendix 3 supports Action Partners views that they are about challenging issues of injustice and inequality.

In terms of this 10 Year Impact Assessment, the most challenging aspect has been determining the long-term community impacts. That is, does the OIYP contribute to creating more peaceful and just communities? The findings here are less conclusive though there is

evidence from the data collected for this program of thousands of lives being touched by the work of Action Partners. Touching someone's life of course does not necessarily translate into more peaceful and just communities. It is important nonetheless to note the findings provided in the earlier sections of this report that provide examples and case studies of changes at the familial and community levels – this is particularly highlighted in the gender analysis. A very important finding is that Action Partners generally are committed to making changes at these levels, and success or failure might never be determined by OIYP and its associated activities.

Commitment to change and enhanced skills, knowledge and confidence is a process that begins at the events (the two Youth Parliaments and *OIYP Kaleidoscope 2007*). For many Action Partners it really is only the beginning of an exciting journey that continues over three years (and in some cases beyond) through the support received through the Small Grants Program, e-workshops, skills share program and general support and communication with the Youth Programs Unit. For many participants at the event, the journey ends when they return to their own communities. As noted earlier in this report, there are 200 Action Partners for whom contact details are no longer current. It is possible that more than half of all Action Partners that attend the event are no longer 'live' Action Partners by the end of the three year cycle. Understanding what happened for these participants is a critical step in determining program improvements. However, an attrition of Action Partners over a three year period has to be expected and particularly when many Action Partners are located in communities with limited ICT capacity and/or high levels of injustice and poverty. More pressing issues may well take precedence over the 'structured' program and the continuation of learning outcomes and impacts.

It is clear the events are important to Action Partners, for many they were life changing but questions were raised by Action Partners and Oxfam staff regarding the resources committed to the event versus those then committed to the activities that follow the event. The event is obviously a high financial cost (whether calculated on the basis of direct costs alone or direct and indirect costs combined). But measuring the cost effectiveness of either the OIYP program or the event becomes a difficult calculation, since the outcomes are largely intangible and the impacts long-term and variable. This reaches into a critical part of 10 Year Impact Assessment and raises more questions than answers.

One of the areas for program improvement identified by Action Partners was the need for more support post-event and strategies that can build stronger networks and support. This was supported by interviews with some Oxfam staff and Youth Development Officers in the Pacific region also suggested there was a need for additional support for Action Partners.

This is not to say there is not significant efforts made by the Youth Programs Unit to provide training and support and Section 1 of this report provides the evidence for this. More research is required to examine why Action Partners are calling for more support and whether this sentiment is a reflection of a sense of paucity of support or that the supports that are in place are effective and create an appetite for more.

There have been efforts in the most recent cycle to undertake two key initiatives. The first is the appointment of Youth Development Officers (YDOs) to address the isolation of Action Partners in the Pacific region through poor ICT. The second is the efforts made to create inter-generational opportunities for involvement for Action Partners through the Mentor and Motivators (M&Ms) program.

Th for the Pacific region are suggestive that problems still exist in terms of maintaining regular contact with Action Partners in the region. Attempts were made to distribute surveys to Action Partners in the region through the YDOs and it should be noted that no additional surveys were provided. Interviews with YDOs in the region generally supported the overall findings of this report. However, while YDOs suggested that contact with Action Partners was as challenging as for those regions where there were no YDOs in place, the Pacific focus (Appendix 1) provides examples and case studies of some substantial program outcomes in the region for a number of Action Partners. It is not clear whether the effect of appointment YDOs creates additional impacts and more monitoring and evaluation of the impact of YDOs is required. Certainly the YDOs themselves are committed to OIYP and are clearly operating in a region with significant challenges in terms of communication capability. Contacting the YDOs for interviews was itself a substantial challenge.

The findings of the report suggest the Mentors and Motivators program has significant potential for both the M&Ms and the Action Partners. This program should be closely monitored and evaluated in the 2010-13 cycle and certainly efforts to create inter-generational opportunities for Action Partners can be further enhanced and should be.

The OIYP is program that has innovated and 'experimented' new ideas over the life of the program. The program has not been static and in many senses this is an impact evaluation of different programs as changes have occurred over time. This is seen as a strength of the program and OIYP has informed the wider institutional development of youth programs within Oxfam Australia and possibility with the confederation of Oxfam International. The program has in many senses been organic and provided opportunities for young people within the Youth Programs Unit to contribute to program development and impact the broader youth and development agenda within Oxfam(s). The ability to innovate is seen by Oxfam Australia staff as an important element of the OIYP.

Of course, innovation does not come cheap for a program of the size and scope of OIYP and OIYP is not a program (in its current form) that appears to be sustainable if funded by Oxfam Australia alone. There was general agreement within the interviews with Oxfam Australia staff that the program will need to be supported by institutional investment – particularly since the Oxfams that make up the confederation provide limited financial support. During the course of undertaking this impact assessment and as part of the outcome of this project efforts are being made to find external funding sources to support the program. Given the outcomes of OIYP reported here, there is every reason to be optimistic of additional funding being secured.

Each of these conclusions raises some key questions for Oxfam Australia and the OIYP program. These questions reach into the wider confederation of Oxfam and each will need to be addressed when considering the recommendations that are provided in the next section of this report. The questions relate to the future development and funding options for the program and include:

- How much is enough? This is a question about investment and return and in what ways returns on investment can be secured and accrue. OIYP might not be – in fact is certainly not – the only way to achieve the stated outcomes of the OIYP. It is certainly an effective way in that there is evidence of changes at the individual and community level but Oxfam Australia, as the managers of OIYP will need to interrogate the findings of this report and consider whether the impacts are worth the investment. Quantifying the outcomes and impacts of the intangible is an issue organisations across government, NGO and corporate sectors continue to grapple with
- Why 300 Action Partners? It might be that a more focussed program with fewer Action Partners might harvest the same results and allow for depth over breadth.
- How many regions? With the move to a Single Management Structure, OIYP might be better targeted to particular regions or themes. Again, depth over breadth might provide a better dividend and assist a more targeted approach to partnerships and partners with investors in a region. Local might have more currency than global.
- How many events and over what time? *Kaleidoscopes* have an enormous impact for many Action Partners and there may be an opportunity to think about more events within each cycles (including more thematic workshops) with fewer participants on a regional basis.
- How much support? Levels of support and the type of support needs to be addressed with the expressed aim of examining how skills, knowledge and capacity is built and

how networks are enhanced. There is an interdependence on the support and training part of OIYP and the ability of each to enhance, deepen and expand networks.

- How is OIYP to be measured? Critically, the Indicator Framework used for this report needs to be reviewed and a set of measurement indicators put in place that can capture, measure and report the key impacts of OIYP over time. This will require concepts to be defined, operationalised and evaluation procedures put in place, including the development of methodologies that operate alongside program development and implementation.

Finally, this Impact Assessment has aimed to measure the overall impacts of OIYP. It has examined the degree to which OIYP is contributing to change across the five domains of change but more importantly, report on changes to people's lives. It is clear the program has impacts and thousands of lives, mostly in countries and communities where poverty and injustice prevails, have been effected through the initiatives, campaigns and actions of Action Partners. The emergent theme and finding cannot be addressed by the authors but needs to be critically evaluated by Oxfam Australia and its partners, and that is, how much is enough?

Appendix 1 - The Pacific – A Regional Focus

For the 2007-2010 cycle of the OIYP Program, a focus on Action Partners in the Pacific Region was identified in the Program Strategy as a key focus of the Oxfam Regional Support Plan.

It was highlighted that there was great potential for Oxfam to leverage from the momentum of a core group of Action Partners in countries with a high youth demographic, evidenced in Vanuatu, Solomon Islands and Papua New Guinea (PNG) since 2007. As a result, OIYP continued to focus on the Pacific as a key region for developing youth leadership. A core strategy was the collaboration with the Pacific Unit and the placement of Youth Development Officers (YDOs) in Vanuatu, PNG and the Solomon Islands. Within the Domains of Change, support for Action Partners from YDOs, was identified as a key strategy in strengthening the capacity of individuals, communities, non-government and government agencies, networks and social movements to bring about and sustain change.

The Youth Development Officer Program was implemented at the beginning of the 2007 – 2010 OIYP. At present, there are active YDOs in PNG, Vanuatu and the Solomon Islands which aim to provide youth development support to Action Partners in those countries, along with those in Tonga, Fiji, and Samoa. YDOs report to Oxfam Country Program Managers and the Oxfam Youth Program Unit in Sydney and are responsible for providing support to the OIYP Program and its Action Partners primarily. YDOs also work to build the active citizenship of young people in the country more broadly than OIYP Action Partners.

The YDO Program aims to:

1. Provide individual mentoring to the Action Partners
2. Facilitate effective communication between OIYP (Sydney) and Action Partners in the Pacific
3. Link Action Partners with local and national civil society networks as relevant for their work in communities
4. Support OIYP with recruitment and selection of 2010 Action Partners in the Pacific
5. Discuss strategies, challenges and opportunities for strengthening support for young people through bi-monthly phone meetings with OIYP Sydney staff
6. Contribute to OIYP's monitoring and evaluation and active citizenship research.

7. Contribute to OIYP Program strategy and implementation as relevant to the Pacific context.

Responsibilities of all YDOs in the Pacific as outlined in the *OIYP Program Strategy 2007 – 2010* are:

- Communication support between OIYP (Sydney) and Action Partners
- Mentoring for Action Partners
- Linking Action Partners with local and national networks
- Supporting OIYP with recruitment and selection of 2010 Action Partners
- Building a broader youth program, relevant to the context.

Since the YDO program's inception, three case studies and/or evaluations have been conducted on the effectiveness of the program. The following is a summary of findings from those studies, incorporating Social Compass interviews with Action Partners, YDOs and other Oxfam staff in the Pacific including HIV/ AIDS Project Officers and third party stakeholders.

The *Youth Development Officer Project Report 2009* reports that the way that YDOs support Action Partners changes from country to country. There were expectations that YDOs are better placed than OIYP Sydney to understand and be aware of local issues that young people can be involved with and can address. It was expected that YDOs play an important role in supporting Action Partners to monitor and evaluate their activities and in coordinating and networking with other key stakeholders. Further, interviewees suggested that YDOs should provide support and capacity building to partner organisations.

Findings in the Report, ascertained through Action Partner surveys and database analysis, showed that contact (defined as emails, phone calls and contributions) between Action Partners and the OIYP, from the time that the YDO Program was implemented (2007) had been quite low. Specifically, 29 out of 60 Pacific Action Partners (or just less than half) had made contact with OIYP from 2007 to 2009. Approximately 8 per cent of those Action Partners had been in contact more than 10 times, and just fewer than half were in contact fewer than 5 times. Further, 7 out of the 60 Action Partners (11.6 per cent) were not in contact at all. Analysis showed that the majority of contact came from Action Partners in PNG, followed by the Solomon Islands and Vanuatu. The least amount of contact was from Tonga. While the same numbers of Action Partners (15) were located in both Vanuatu and PNG, the level of contact with PNG was much higher. One YDO from PNG suggested that

many Action Partners have not effectively participated in the OIYP (through e-workshops, telephone communication and on line discussions) due to financial constraints and limited or no access to internet facilities. It was acknowledged that from the 2004 – 2006 period to the 2007 – 2010 period, there had been increased contact between Action Partners and OIYP, however this was directly related to the increase in the number of Action Partners in the region from one cycle to the next.

In terms of successes, interviewees reported a number of achievements of the YDO Model. This included helping to sustain the interests and motivation of Action Partners in the program, encouraging learning, development and capacity building through face to face workshops and bringing Action Partners together on a more regular basis. YDOs were viewed as essential in providing logistical and moral support to Action Partners in going to Kaleidoscope events and other overseas workshops, and as necessary in supporting those whom often have little support or understanding from their communities or affiliated organisations. Interviewees suggested the YDOs have been particularly valuable in assisting with drafting Action Partner grant applications and project proposals.

According to the *Youth Development Officer Project Report 2009*, however, the YDO program was not without its challenges. YDOs and OIYP staff suggested that there were a number of factors in the Pacific that impacted on the interaction between YDOs and Action Partners and the overall effectiveness of the YDO Program. These included the geographical locations and high travel costs for monitoring and support visits to Action Partner communities (particularly in PNG), the different levels of support required by Action Partners due their diverse educational backgrounds and work experience levels and the lack of staff and resources to adequately meet Action Partner's expectations for mentoring support, follow up and field visits. It was suggested that field visits are essential to see the work of Action Partners, clarify misunderstanding of Action Partner roles and to assist in establishing networks between Action Partners and local stakeholders. Further, interviewees felt that not having clear terms of reference, and defined roles and responsibilities for the YDOs on how to support Action Partners hindered the effectiveness of the YDO Program. It was also recommended that clearer lines of communication and accountability between OIYP, Action Partners and YDOs would prevent parties from "*being left out of the loop*", regarding information and updates.

Finally, a number of recommendations for improvement were suggested. Those captured in the Report included more integration of the YDO role into the OIYP team so that their knowledge of local issues and of Action Partners is integrated into programming and strategies, and so that their support of Action Partners can be properly acknowledged.

Interviewees felt that this would assist YDOs to better understand the OIYP and in turn be better able to support Action Partners. Additionally, it was recommended that the number of YDOs in the Pacific be increased and their role to be formalised, with clear definition of roles and responsibilities. Training of the YDO was also deemed essential to assist YDOs better respond to the varying needs, skills levels, types of experience and regional location of Action Partners. Further, more frequent communication between YDOs and Action Partners was identified as a need. At present the contact between YDOs and rural Action Partners is less frequent than with those in urban areas. The cost and inaccessibility of internet and telephone resources limits communication. Some Action Partners expressed that they felt unsure or uninformed about OIYP and would benefit from having an outline of the role and expectations of Action Partners and YDOs. They also suggested they would like the YDOs to create more activities and links to capacity building training for youth and coordinate with other Pacific YDOs to organise regional meetings.

Overall, the feedback regarding the significance of the YDOs in the Pacific was very positive. The role is important to many Action Partners and is favoured by OIYP staff. Having a local and permanent YDO in the Oxfam offices has promoted better coordination of youth activities, and better integration of Action Partners into overall programs for young people.

Solomon Islands

The YDO from the Solomon Islands outlined his main role as providing mentoring support to and identifying opportunities in country to sustain or enhance the work, skills and knowledge of Action Partners. Additionally, he has organised a week-long training retreat, small business training (as requested from Action Partners) and monthly meetings to provide follow up support. Approximately 20-30 per cent of the YDOs time is spent directly on assisting or managing Action Partners, while the other time is spent on general youth programs.

The *Solomon Islands Regional Evaluation* (no date) reports that access to communication varied for the 13 Action Partners in the Solomon Islands in the 2007 – 2010 OIYP cycle. Specifically, 12 Action Partners reported having phone access daily and one reported monthly access. Only two Action Partners reported having access to email daily, seven having access weekly, two having access monthly and two having no access at all. Overall, while some Action Partners were easy to contact, it was difficult to get information to others quickly, particularly as the majority lived in remote regions. The interview with the YDO confirmed these findings, also highlighting that keeping in contact with Action Partners was difficult and indeed one Action Partner had lost contact completely. Further, he suggested

that while YDOs from across the Pacific had tried to organise regular meetings with each other, communication problems also hindered these attempts.

Over the period, the requests received for support from Action Partners, as outlined in the *Solomon Islands Regional Evaluation* related to obtaining information about the Kaleidoscope event. The Oxfam Solomon Islands office assisted in contacting Action Partners to distribute information and it was suggested that because email access is low and unreliable it is important to find other communication methods to ensure that these Action Partners are kept up to date with the Program. This could be assisted through specific Pacific programs to help consolidate and build on what was learnt during Kaleidoscope. Additionally, Action Partners predominantly fundraised as a group and there was concern about the level of response or support from the community for their fundraising efforts. It was suggested that Action Partners should be given advice on how they could engage with larger organisations for support.

In terms of the impacts from the OIYP, the YDO suggested that predominantly, change and impact had occurred on the personal level for Action Partners, particularly *“in their behaviour”*, rather than the community level. This was partially because there were difficulties in measuring the impact at the community level. It was suggested that before the Kaleidoscope event most of the Action Partners were not involved in community activities and most had low self esteem. Following their participation, the YDO had seen an increase in confidence and motivation, evidenced by the increase in Action Partners participating in community events, in speaking up at meetings and through taking up leadership roles in their community. The YDO highlighted that traditionally, young people were not valued or perceived as being able or in a position to lead and initiate projects or change, yet following their participation in the OIYP nine of the Action Partners were recognised for their efforts and had gained full time employment (specifically, at the Ministry of Health, in the Police Force, at Oxfam, as a teacher, and one in his own business). The YDO did provide an example of one Action Partner who had been working on an HIV AIDS awareness project whereby he travelled around communities handing out condoms to young people while he worked as a taxi driver. He then went on to deliver HIV AIDS educational awareness sessions in some communities. The impact and extent of his work was not known however, as communication had been lost at the beginning of 2010.

From the YDO interview it was ascertained that there were a number of challenges that were impacting on both Action Partners in working on their projects and contributing to social change, and on the YDOs in supporting these Action Partners. Specifically, the YDO felt that limitations were faced in supporting Action Partners due to a lack of financial resources and

as a result Action Partners were often referred on to other organisations for support. Communication was also raised as an issue that impacted on keeping in contact with Action Partners, and limiting the ability of Action Partners to participate in OIYP online workshops, discussions, access to information and gaining the full benefit of being involved in the network. Further, the YDO highlighted that for some Action Partners, particularly those in rural areas, there are challenges in gaining support from community leaders for their ideas because traditionally, young people were not valued or perceived as being able or in a position to lead and initiate projects or change. It was suggested that by looking at other means of conducting OIYP workshops and training (other than through the internet) or increased provision of computer technology may help to address some of the challenges Action Partners face in participating in the Program.

Overall, it was suggested that the YDO program was beneficial in being able to provide support and increased access to information for Action Partners, in being able to link Action Partners with each other and to the OIYP, that YDOs offer a focal point for Action Partners that is familiar and within their own context and may help to strengthen the network in the Pacific.

Papua New Guinea

The *Oxfam PNG Port Moresby Program, Youth Action Partners Case Study 2010* reports that the 15 Action Partners recruited for the OIYP 2007 – 2010 cycle were recruited from across PNG, with seven from rural and eight from urban areas. 12 Action Partners remained active through the three year program, with three discontinuing. Ongoing coaching and mentoring was provided to Action Partners through face to face meetings and phone conversations up to three times a week, and sometimes on an ad-hoc basis depending on individual needs and Action Partner location. The number of field visits was dependent on the location of the Action Partners and available funding, but at minimum, each active Action Partner was visited once over the three year period. Additionally, the YDO from PNG suggested a large focus of her work is on individual capacity building because Action Partners in PNG often had needs related to having English as a Second Language, having low self esteem and low levels of education. As a result extra support is required in terms of confidence building and intensive mentoring. Approximately 75 per cent of the YDOs work is directly focused on Action Partners, with 25 per cent of the time spent on other general youth programs.

The *Papua New Guinea (PNG) Regional Evaluation* (no date) reports that access to communication varied for the 15 Action Partners in PNG in the 2007 – 2010 OIYP cycle. Specifically, 11 Action Partners reported having access to telephone services daily, and four

reported having no access. Further, two Action Partners reported having access to email daily, with two having access weekly, two having access monthly and nine having no access. Overall, while some Action Partners were easy to contact, it was difficult to get information to others quickly, particularly as the majority lived in remote regions. Interviews with the YDO in PNG supported these findings, explaining that there were often IT communication challenges in the Pacific, that Action Partners did not come into the Oxfam office regularly, and that contact is sometimes lost with those outside of the main city (Port Moresby).

A range of impacts and outcomes contributing to positive and sustainable changes in people's lives were identified in the Case Study report and in YDO interviews, relating to active citizenship, essential services and economic justice. These changes occurred both for the Action Partners and also for their communities. Key impacts and outcomes include community development initiatives, the development of networks among Action Partners to make community change, establishment of youth groups working to influencing policy development and government practice, and the development of personal skills and confidence and of positive and constructive personal behavior.

Examples of these impacts/ outcomes includes a case where two Action Partners worked together to produce a documentary for national television focusing on real life stories behind tribal violence among two communities in the Southern Highlands. The Action Partners used their external networks (one worked for an NGO and the other for a national broadcaster) to work together to contribute to greater community change. One Action Partner identified that: *"through the documentary both tribal leaders realized that they both wanted peace.... Weeks after viewing the documentary a peace ceremony and reconciliation was organized between villages by community leaders and relevant authorities and made in front of the public in Tari"* (2007 Action Partner, Female).

Additionally, the *Oxfam PNG Port Moresby Program, Youth Action Partners Case Study 2010* report highlighted two cases where Action Partners had established youth groups which were working to influencing policy development and government practice. One of the Action Partners established the Youth Alliance on HIV&AIDS (YAHA) which is a small membership organisation based in Port Moresby. YAHA is now supported by Oxfam as a partner with small funding and capacity building and mentoring support. Within its first year of membership, the group was invited to represent youth in the development of a revised PNG HIV/AIDS Policy and Strategy. Additionally, a second Action Partner who had developed a youth group prior to participating in OIYP, has worked to maintain momentum of

this youth group and as a result, has been invited to assist in developing government policy for the disabled, and to participate in the National HIV/AIDS Strategy.

Further, the Case Study highlighted that the development of personal skills and confidence has been one of the main impacts for Action Partners. Action Partners feel that their increased confidence and ability to voice their opinions has contributed to their ability to engage with different sectors of their community and affect change in their lives and those of other young people in PNG. One result of this increase in skills and confidence has been the attainment of permanent employment, with five Action Partners gaining employment within the community development and NGO sector. This is a key achievement in a country with only 15 per cent formal employment and also increases the voice young people have in decision making. Articulations by Action Partners regarding some of these changes included:

I am a changed person now – I cannot believe the change [in me] now, the change I have made within is an inspiration to me....changing from being very quiet to someone who can confidently speak in public (2007 Action Partner, Male)

I'm so quiet; you may have noticed that in our first meeting before Kaleidoscope 2007. But now I can talk, my confidence has greatly improved. Because of my involvement with Oxfam, I gained recognition and respect with the youth groups in my village and with the provincial department of community development. I was always consulted and asked to contribute my views and ideas in local youth meetings and provincial youth representation. (2007 Action Partner, Female)

When I go back to my community, I put everything I hear from our meetings into practice. I used to be involved in drugs and alcohol but now I changed. I don't do those things anymore. Through my involvement as an action partner, I built two resource centres in my village for literacy and other trainings. Now we are in the progress of building a copra dryer for my community (2007 Action Partner, Male)

(OIYP) Built me up in terms of the knowledge and the capacity I needed to take that step into community development work. The program has inspired in me the desire to take community development as a career. (2007 Action Partner, Female)

Finally, the Case Study and the *Oxfam Youth Program in PNG Discussion Document* reported on a number of key lessons and challenges that both Action Partners and the YDOs face in PNG. One of these challenges has been the geographic spread of Action Partners which is particularly challenging in PNG due to poor communication and transport infrastructure (cost and accessibility). This impacts on the support YDOs are able to provide

to some Action Partners and the potential for building them into a network. In attempting to address these issues, there was a focus on recruitment of more Action Partners in urban areas for 2010. Additionally, there were challenges arising from not having a clear understanding of what the program wanted to achieve or what would be successful outcomes for Action Partners and different stakeholders for the period. YDOs have not been able to identify to what extent the successes of the Action Partners are attributable to the program and what is a result of the Action Partners' own motivation. This is compounded by the fact that information has not been collected on community impacts, in part due to communication, transport and geographic challenges, and outcomes have not been identified regarding changes at the policy level. These reports further highlighted a challenge in the program's joint working arrangements with OIYP in Sydney which have not always been clear to both parties, for example regarding clarity of roles and responsibilities in communicating with Action Partners and in recruitment. Parties are currently working together to address this.

Interviews with the YDO reinforced the Case Study findings as outlined above. Further the YDO spoke of challenges that related to raised expectations and misunderstandings within communities and local NGOs. These related to the role and aims of OIYP and Action Partners, and particularly ideas that OIYP was trying to "*steal volunteers from NGOs*" and the expectation that Action Partners were given incentives, money and materials which should be shared among the family and community. This caused much frustration and problems among family members and at times a lack of support for Action Partners from the community. In terms of the challenges faced by Action Partners, the YDO highlighted that sometimes Action Partners had lost interest and motivation, particularly where community leaders were not responsive to their ideas. Often Action Partners found it hard to participate in the network and in capacity building activities due to communication problems, lack of time and support from others. This YDO felt that because YDO roles varied across locations in the Pacific, there were difficulties in communicating and supporting each other and learning from each other in order to support Action Partners. This was compounded by the lack of clear roles and responsibilities given to the YDOs in how they should support Action Partners. Further, it was suggested that the YDO struggled to support Action Partners due to their dispersed location, the lack of time, staff assistance and resources.

One male Action Partner from Papua New Guinea in 2007 was awarded a grant through the grants program in 2008 of AUD \$4,904.59, for his Tokano Agriculture Training and Seedling Fund project. The Action Partner felt his projects could help his community develop sustainable livelihoods to help them out of poverty. His aim was to increase sustainable livelihoods through a six day basic agricultural training course which includes training on nursery care, food handling, planting and fertilizer application. The participants were given vegetable and new hybrid seeds to generate income. As a result of the project, the participants managed to produce a large amount of food and started selling it at local markets, and eventually expanded to selling their produce in other communities. After some time, one elderly female participant generated more than three thousand dollars and was able to rebuild her house which had been leaking and was deteriorating. While the project has finished, the participants continue to sell their produce and generate incomes. The group also decided to put their income together and purchased computers for the local resource centre and so that they could teach themselves typing skills and have access to emails. On a personal level, the Action Partner is said to have gained more confidence and hope in himself and in the future, and that he can do something more than “just being a village boy”. Prior to becoming an Action Partner, he had dropped out of school in Year 11. Since becoming an Action Partner he has continued to become a mentor for the next round of OIYP and is currently focused on managing and developing Tokano Youth Group which has approximately 25 male and 32 women registered members. He is also now involved in developing the government district budgeting allocations with the aim of ensuring community and youth views are involved in the planning process.

Vanuatu

The Case Study - Active citizenship through the OIYP Action Partner Project in Vanuatu 2007-2010 reports that the OIYP Action Partner Project is a component of the Active Citizenship and Accountability Program in Vanuatu. Staff from Oxfam International in Vanuatu, including the YDO and an HIV/ AIDS Program Officer implement the Action Partner Project by providing direct support prior to, during and after 2007 Kaleidoscope to Vanuatu Action Partners. The Action Partner project is currently managed by two part time staff for which each spend approximately 20-25 per cent of their time on the project, managing seven Action Partners each. OIYP in Sydney supports the formal Kaleidoscope component of the project but not the ongoing capacity building and networking costs in country. The post Kaleidoscope support for Action Partners was designed by Oxfam International Vanuatu staff in consultation with the 2007 Action Partners and with input from the Pacific Desk.

Action Partners also participated in the Program reflection process. Through interviews with staff members it was suggested that the support provided to Action Partners included providing information about training and learning opportunities and OIYP updates, mentoring support, assisting with project plans and grant and job application forms, and supporting Action Partners to go to training and conferences. Staff also attempted to hold monthly meetings but there had been challenges in implementing these. To further support engagement, the Vanuatu program also coordinated a national conference for Action Partners prior to attending Kaleidoscope 2007.

In terms of impacts and outcomes of the OIYP Program, the Case Study and interviews suggest that the key changes for Action Partners have primarily been increased confidence in skills and abilities and regarding beliefs and attitudes in terms of what they feel they can achieve. All Action Partners reported that they were regarded by their peers as role models and that they were influencing other young people through sharing their experience, ideas and leading by example. They felt this had encouraged other young people to get involved in communities and youth projects. One example of this increased confidence and self belief relates to an Action Partner who after attending Kaleidoscope, successfully applied to attend the Commonwealth Youth Leadership Program in Cyprus in 2008. Due to his increased confidence he sought opportunities to take on responsibility in his professional role and was voted by his peers to be the president of the HR managers group. In this role, he has used facilitation and interpersonal skills gained through his involvement in Kaleidoscope. All female Action Partners reported that they wanted to be leaders and that their work as Action Partners had increased their confidence to achieve this goal. In other cases, Action Partners have conducted capacity building work including the development of facilitation skills within their communities, in training women's groups, youth and at times the chiefs and community executive. Further to this, Action Partners have been able to raise the profile of Oxfam in their communities, promote the OIYP program and encourage and support potential applicants to apply. One Oxfam staff member felt that she had seen changes in the community regarding more positive views of young people, whereby communities are starting to recognize that young people are able to take up positions as role models and leaders, and for many Action Partners, this had translated into gaining employment in organisations such as Save the Children and the Ministry of Health.

Finally, the Case Study reported on a number of key lessons and challenges that both Action Partners and the YDOs faced in Vanuatu. Some of these challenges relate to the geographical distribution of Action Partners with different skill levels and capacity building and support needs. As a result, the project becomes very labour and time intensive, particularly when staff time is affected by other competing priorities. Additionally,

communication within Vanuatu (both accessibility and cost) is a major challenge for the staff and Action Partners, particularly for those on the outer islands. As a result, and equally because of lack of time and staff resources, staff indicated that they had problems providing adequate support to Action Partners and often did not find out about challenges that Action Partners were having until the end of cycle interviews. The protocols of communication between Oxfam offices, YDOs and Action Partners, along with the lack of a clear outline of responsibilities for the Vanuatu staff have also become a challenge over the life of the program and for staff in supporting Action Partners. However, an OIYP and Pacific meeting has been planned for May 2010 to begin to tackle these issues. Further, it was felt that the competitive OIYP grants system impeded access by Vanuatu Action Partners, particularly as they are often hindered by communication issues, lower levels of education and capacity to manage the complexity and time constraints of the application process.

Staff interviews reiterated the aforementioned challenges. Further, staff highlighted that many Action Partners returned home after Kaleidoscope without clear goals, visions and strategies for implementation for their projects, which resulted in challenges going forward and for some, discontinued interest. This was exacerbated when Action Partners failed to secure funding for their projects through either the OIYP grants program or other sources, and due to additional challenges that some faced because of having low levels of education and literacy, which also impacted on their confidence to interact with others. Some also faced difficulties in gaining support from community leaders for their ideas. It was suggested that there was a *“big gap in literacy levels”* among Action Partners which resulted in difficulties for YDOs in providing adequate support and that a tightening up of the recruitment criteria, having processes to allow for this or examining how extra support for those in such circumstances could be provided may help to address these issues. Staff also suggested that having a full time staff member dedicated to Action Partners, and utilizing older generations of Action Partners for support and guidance for new Action Partners may help to improve outcomes for Action Partners and the OIYP.

Ultimately, staff suggested that *“the YDOs are vital in the Pacific”* because they help Action Partners to remain connected to the OIYP program and are more able to discuss challenges and issues that Action Partners face because they understand the context that Action Partners are working in.

Since her participation in the OIYP, one female Action Partner from Vanuatu has gained status in her community, has helped to change the perception of women and youth among the community, and has increased awareness of youth and gender issues, which is uncommon in what is described as a male-dominant Melanesia culture. Participating in the OIYP increased this Action Partner's capacity and self-confidence which enabled her to approach a chief community leader to discuss gender and youth issues. The Action Partner took a lead at adhoc community events and was elected president of a women's group and a youth group. She then approached the Ministry of Youth and Sport to advocate and negotiate having a Children's Day celebrated on her island, to help increase awareness of the importance of children and youth in her community. She wrote a submission to the Ministry, which was published across different media and helped with the logistics of the event. This resulted in the President of Vanuatu attending the event, awarding her a medal for her efforts and an increased awareness of the importance of children and youth. The community leader has since invited her to become his spokeswoman to communicate for him back to the community, and to help him build his knowledge and capacity regarding gender and youth issues and make his decisions through a gender lens. Prior to her appointment, the community leader made decisions for the community without consultation. He has now adopted the process of discussing issues with the community and allowing for community feedback to inform his decisions, which now take into account gender and youth perspectives. She, and other women in the community, are now recognised and valued for their capacity and knowledge. Additionally, the Ministry for Justice is currently implementing the Children's Day celebration in a number of additional provinces.

Findings from the Impact Assessment Action Partner Surveys

This section reports on the findings from the survey data provided by Action Partners in the Pacific Region. A total of 71 surveys were emailed out to Action Partners in the Region of which there were 14 responses. Of those responses there were five received from male Action Partners, six received from female Action Partners and three for which gender was not specified. Further, of those responses received, five were from Action Partners in Vanuatu, four were from Fiji, two were from Samoa, and there was one each from Papua New Guinea, the Solomon Islands and Tonga. Table 17 below provides a breakdown of respondents by OIYP cycle, gender and their response rate, which is calculated on the basis of total number of Action Partners contactable and surveys received.

Table 17: Action Partners from the Pacific Region by Cycle, Gender and Response Rate

OIYP Cycle	No. Of APs total	No. Of APs by Gender		No. Of Contactable APs total	No. of Responses	No. Of Responses by Gender		Response Rate
		M	F			M	F	
2000	13	M	6	4	0	M	0	0.00%
		F	7			F	0	
		N/S	0			N/S	0	
2004	31	M		19	4	M	2	21%
		F				F	1	
		N/S				N/S	1	
2007	60	M	32	48	10	M	3	20.80%
		F	29			F	5	
		N/S	0			N/S	2	
TOTALS	104			71		14		19.71%

M= Male, F= Female, N/S= Not Specified

Why did Action Partners Apply for the OIYP?

The reasons given for why Action Partners applied to take part in the OIYP Program did not vary across the two cycles. Responses given included to learn new skills, to be part of a group and meet/ learn from others who were working on social change, to assist with the current work activities of Action Partners, to help to create change, had been inspired by previous Action Partners and to share experiences. When asked about reason for applying for the OIYP program, Action Partners were invited to give a qualitative response rather than directed to possibilities. Therefore, responses are in the words of Action Partners themselves:

I wanted to be part of a group of young people who would make a difference in the lives of their peers and people around them with the work that they do. I wanted to be part of an opportunity that brings about positive changes to the lives of people that we meet and work with. (2007 Action Partner, Female)

To help contribute to the youth in my community (2004 Action Partner, Female)

Because I was young and working on a particular project which targeted young people (2004 Action Partner, Male)

Because it promised to be an inspiring and valuable program that could greatly assist me in my local efforts. Especially because I live on a small island and so

sometimes can feel isolated and disconnected from global issues affecting us all. OIYP offered an opportunity to link up with and learn from other young people who were working in their countries for peace and wellbeing. (2007 Action Partner, Female)

Describing the Experience of OIYP

In terms of the descriptions Action Partners gave of their experience of the OIYP, Action Partners were invited to provide four words to describe the experience. All responses were positive and included such words as 'educative' and 'learning', 'inspiring' and 'motivating', 'eye-opening' and 'enlightening', 'transforming', 'networking and connections', 'challenging', "capacity building experience", and "Opportunity never to be missed". It should be noted that in terms of the descriptions Action Partners gave of their experience of the OIYP, no differences could be detected between responses by gender or cycle.

The Difference OIYP has Made to the Lives of Action Partners

As with the previous question, Action Partners were invited to provide four words to describe the difference being a part of the OIYP had made to their lives. Again, all responses were positive and there were no differences across responses by gender or cycle. Common responses related to the development of capacity, being motivated or inspired, having increased confidence, being more informed or educated, networking and friendships. Some elaborated with comments such as "Contributed to who I am today", "focused to accomplish my vision" and "Built up my capacity of knowledge and experience".

The Best Part of the OIYP

When asked what Action Partners thought was the best part of their OIYP experience, most of the responses related to the Kaleidoscope event (three responses) and meeting/ learning and sharing experiences with other young people (three responses). Two Action Partners spoke of the plenary sessions, one mentioned networks and one spoke of training. Two also mentioned overseas trips post-Kaleidoscope that they had attended, one to Mexico for the International AIDS conference, and the other to South Africa for a culture workshop. While there were no differences in responses across gender, all three responses that related to the Kaleidoscope event were from 2007 Action Partners.

I believe that it was the opportunity to be part of a group of a group of young people who inspires us every day in their works and experiences and makes us feel that we

are not alone and that we are all fighting a common goal of bring peace, security, information and unity to the lives of people around us and OIYP provided that platform (2007 Action Partner, Female)

Empowerment

All Action Partners that answered the question regarding empowerment (12) responded that they had been empowered (stronger) as a result of being an Action Partner. When asked to describe three ways in which they had been empowered, common responses were related to the development of skills (specifically facilitation, leadership), through the networks and friendships that have been made, through learning from the experiences and challenges faced by other Action Partners, through increased self belief and confidence, and through having support of OIYP and other Action Partners. Some Action Partners went on to describe how that empowerment translated into action which included being able to share ideas with and empower other young people and being able to make more informed and effective decisions and choices. Other responses included:

Putting into practice what I have learnt and sharing it with others (2004 Action Partner, Female)

Happy and equipped to facilitate and mentor other young people (2007 Action Partner, Female)

I know that young people are responsible & capable of changing the world for the better, not in the future, but NOW and by working together with each other & their communities (2007 Action Partner, Female)

Learnings and Skill Development

In terms of the skills that Action Partners developed through their participation in the OIYP, there was some consistency across the data in terms of responses by gender and cycle. Action Partners were asked to name three skills they had developed through their participation. Specifically the most common responses were for:

- Communication/ Networking/teamwork (eight responses)
- Management and planning of projects and time (five responses)
- Facilitation (four responses)

- Leadership (three responses)
- Proposal writing (three responses)

Additionally, there was also high consistency among responses to the question asking for three things that Action Partners learnt through their participation in the OIYP. This is particularly so in terms of learning from diversity, including through different cultures, perspectives, experiences and approaches and being able to apply these learnings to one's own context. Other common responses included having self belief and confidence, and regarding the importance and value of youth involvement and leadership in social change/ issues.

Young people are leaders in their own right and they deserve to be heard because they can make a difference in the world (2007 Action Partner, Female)

Actions Taken as a Result of OIYP

When Action Partners were asked to name three things they had done as a result of their participation in the OIYP and to provide an example of the action taken, responses ranged from Action Partners taking up leadership roles in organisations and in their communities, from mobilising people, campaigning and advocating on a range of issues (including women's rights, climate change, and youth participation), and going on to participate in further training, workshops and conferences including leadership training. Significantly, there were also a high number of Action Partners who had initiated projects, formed groups or organisations, and developed programs in their communities, examples of which included:

My role as the new Youth Liaison Officer came with it challenges of setting up a Youth Programme within the organisation; at the moment the Programme is running for the first year now!!! Implementation of the Programme would begin in May with a Youth Forum being organised. (2007 Action Partner)

Assisted in the establishment of Papua New Guinea Youth Alliance on HIV and AIDS. A newly formed NGO that is looking at coordinating the voice of young people in the response against HIV and AIDS in Papua New Guinea. I am also and executive member Through my role as an active action partner, Oxfam PNG, other organizations and individuals that have heard about the work I do and the passion I have towards fighting HIV and young people they asked me and a few other young people to form a group that will form an organization that represents the

collective view of young people. After numerous meetings and a planning workshop the organization is now finally registered as an incorporated association with the title – Papua New Guinea Youth Alliance on HIV and AIDS (PNG YAHA). I am currently a member on the executive committee (2007 Action Partner, Female)

building youth ask force for HIV in community ... most of community leaders empowerment and support in advocacy program for HIV/AIDS prevention (2007 Action Partner, Male)

I strengthened and developed a project I formed into a fully registered, active youth led organization in my community (2007 Action Partner, Female)

I applied for a TOP\$20,000 grant from NZAID to run a Project called YEYA- Youth Empowering Youth Action. The Proposal was accepted and through the project I was able to coordinate an Online Media Training for Local Youth, Various Workshops, Community Service Projects, Newspaper & TV initiatives, Participation in various festivals and events by young people, Community Events & Shows and Regular Activities for young people. As a result the young people involved have become more aware of global issues and opportunities for Local action. We have written a constitution for our organisation- ON THE SPOT- Arts Initiative, and established ourselves in the community as a dynamic youth organization. Members have found support and opportunities to pursue education, find employment, develop their talents and serve the community (2007 Action Partner, Female)

set up a youth counsel in my area ... setting up the state youth counsel and this is the community I'm living in. The counsel was consisting of 5 sub areas. And I'm the president and chair lady of the counsel (2007 Action Partner, Female)

Networks

All of the Action Partners who responded to the question (12 in total) responded positively that their networks had expanded as a result of the OIYP program. When asked specifically how many Action Partners they were still in contact with responses were varied. They included “two”, “three” and “only a few” to “20” and “All of the Action Partners in the Pacific”. Interestingly, Action Partners from the 2004 cycle responded with higher numbers than did those from the 2007 cycle.

Some elaborated on the means of networking and communication, which included responses such as “*about eight of the 15. Most of the times communication is the problem*”, “*oh gosh!! many - through Facebook and yahoo ... we do share ideas - and talk about issues/stories that affects youths - any advocacy work done in my community I flick and email and the response is awesome*” and “*Personally about 7-10. But I'm in touch with a lot more through various groups and networks on Facebook and email groups*”.

Further, Action Partners were asked to provide examples of how they use their networks and relationships (made through OIYP) to make a difference to their communities. Responses related to improving skills, sharing and gaining knowledge, information and resources from others for use in their communities and to pass on to community members, drawing on the inspiration, experiences and learnings of others for their own projects, and using networks to promote and mobilize people for their cause.

Through mobilization of the Youth Alliance on HIV and AIDS we were able to create a group that will represent the voice of young people in the response against HIV and AIDS. Through the OIYP network we were able to get people we know very quickly to meet and form the association. (2007 Action Partner, Female)

Especially by providing me with good educational material to conduct better training in the communities. (2004 Action Partner, Male)

There are indirect ways I have been able to use OIYP networks, such as by drawing inspiration from stories of other members and passing on information, discussions and opportunities to my community from members (2007 Action Partner, Female)

Increased Levels of Activism and Contact with Decision Makers

All Action Partners who responded to the question asking if their levels of activism had increased as a result of being an Action Partner answered positively (12 responses). When asked to provide examples regarding in what ways are they more active (or involved in social action), responses typically included being involved in advocacy groups and campaigns, mobilising people for social causes and holding positions in civil society organisations. There were no differences in responses across OIYP cycle or gender. Responses included:

Part of the local Rotary Club, Chairing the committee for CEDAW in Vanuatu, working with Australian Agency for International Development, member of the Disabled Society, National Youth Association. (2004 Action Partner, Female)

I try to find out about any committees, meetings and events in my community to participate in. I have been involved in HIV/AIDS Awareness and policy advocacy, Advocating against Domestic Violence. Promoting Children's & Women's Rights. Supporting Environmental Sustainability Awareness, and advocating for greater support for young people. (2007 Action Partner, Female)

By educating Young People which targeting communities (2004 Action Partner, Male)

In youth and HIV work through mobilization, advocacy and representation at national level. I have been asked to seat on the prevention task team as a youth representative on Papua New Guinea's National HIV and AIDS strategy 2011 -2015. This was possible because of my level of commitment to the cause. (2007 Action Partner, Female)

Further, responses were mostly positive when asked about whether as a result of being an Action Partner, participants have been able to have more contact with people that make decisions, with nine respondents answering 'yes' and three answering 'somewhat'. All three who answered 'somewhat' were from the 2007 cycle. Action Partners were again asked to provide examples and many responses related to having meetings and making contact with ministers, politicians, directors of organisations and other advocates, particularly as a result of being involved with organisations and projects. Some of these examples included:

Attending trainings - sometimes I tend to bump into leaders/ministers - talk to them about issues and how decisions that they have made will benefit people (2007 Action Partner)

I have seen the benefit of lobbying with politicians, community leaders and government officials. I have had meetings with the minister of youth, prime minister (2004 Action Partner)

I have made better contact with people such as our Youth Ministry Director, and Education Minister, Head of Culture as well as directors or other Institutions. However this has been more directly because of my work through our local youth organization that because I am an Action Partner. The OIYP program its self is not

known or recognized really so I can't really use that as a basis for my networking here. (2007 Action Partner, Female)

Politicians, Rotarians which I am one for community Service Projects (2004 Action Partner, Female)

More Influence

Most Action Partners answered positively to the question regarding whether they felt more influential having been an Action Partner, with all except two Action Partners answering 'yes'. With those exceptions, one answered 'somewhat' and the other answered 'no'. Both of these responses came from 2007 Action Partners.

When asked to provide examples of how they felt more influential, common responses related to being able to provide information and educate others about social issues and sharing with others about their experiences. Two responses related to being able to build networks and relationships with others, and others spoke of being more capable and able to participate in decision making through enhanced skills and positions they now held in organisations. One Action Partner specifically spoke of the credibility of Oxfam increasing their own credibility in being listened to by authorities. Some of these examples included:

I think that I have been able to develop better communication & consultation skills so that I am more able to influence discussions and decision making. For example, I am part of our National Youth Stakeholders Steering Committee and I was able to participate meaningfully in discussion about our action plans and objectives and the National youth strategy.(2007 Action Partner, Female)

I am making decisions and plans in the PNG youth alliance on HIV and AIDS that has contributed to positive outcomes. I have even been, from time to time asked for advice regarding tasks that need to be carried out within the youth organization (2007 Action Partner, Female)

When I am involved with workshops, youth gatherings I sometimes feel that some young people look up to me and somewhat of the things I say are very influential in some sense. (2007 Action Partner)

Institutional and Societal Change

In terms of whether being an Action Partner had resulted in institutional or societal change, as Table 18 below demonstrates, Action Partners from the 2004 cycle were overall more positive and answered more positively across each category except the one regarding ‘Changes to the way communities think about young people’, for which all 2007 and 2004 Action Partners answered ‘yes’. Males were also slightly more optimistic than female Action Partners, with females responding more with ‘somewhat’ and less often with ‘yes’ across all categories, except for to ‘Your community being a better community’, and ‘Changes to the way communities think about young people’, where all female Action Partners answered ‘yes’.

Table 18 – Perceptions of Institutional and Societal Changes

	Yes		No		Somewhat	
	2004	2007	2004	2007	2004	2007
Your community being a better community	50%	87.5%	0%	0%	50%	12.5%
Changes to the way government works	75%	12.5%	0%	25%	25%	62.5%
Changes to the ways companies behave	50%	25%	0%	12.5%	50%	62.5%
Changes to the way civil societies work	100%	25%	0%	12.5%	0%	62.5%
Changes to policy and practice	75%	50%	0%	12.5%	25%	37.5%
Changes to the way communities think about young people	100%	100%	0%	0%	0%	0%
Total	75%	50%	0%	10.4%	25%	39.6%

Impact of OIYP

Action Partners were asked to describe the biggest impact that being an Action Partner has had on their lives. Most commonly, responses related to increased confidence, motivation and determination, gaining knowledge and learning from other Action Partners, positive impacts in professional spheres, increased capacity to make more effective decisions and take up leadership roles and to join/ form networks. No differences could be discerned in responses by cycle or gender.

Additionally, Action Partners were asked about the impact that being an Action Partner has had on their communities and families. Significantly, a number of Action Partners spoke of an increased awareness in the communities of social issues, particularly around HIV/ AIDS and youth issues and for some an increased ability or willingness to discuss these. Further, a number of responses related to an increased awareness of youth issues and participation, that they have *“recognised that young people can make a difference and are leaders in their own rights”* and that some communities are *“encouraging youths to engage in trainings and social issues and to respect themselves”*. In terms of impacts at the family level, one Action Partners highlighted the involvement of their siblings in community projects and how this then shaped their goals, another spoke of the benefit of gaining employment for his family, and others spoke of an increased awareness of the OIYP, and in their family encouraging youth to have a voice.

My community praises having someone in this particular force and I'm happy I'm the one (2007 Action Partner, Male)

It has allowed our community to also be aware of youth issues and the need for activism. So they are also participating (2004 Action Partner)

The Way Forward

When Action Partners were asked ‘What more do you want to do and what is making it hard for you to do it?’, responses commonly related to advocating more on social issues including human and child rights and HIV/ AIDS and supporting young people and their participation, including establishing youth groups and councils. Those obstacles that were highlighted as hindering this work included *“because of work commitments”*, *“it is hard enough to be a woman trying to get that out in Vanuatu, as a fresh out of University and aspiring Journalist”*, *“The [...] government have always responded with animosity”* and *“funding is a factor that is making it hard and at times impossible for me to accomplish these goals”*.

Further, one Action Partner responded with:

The main challenge in achieving this is people's perceptions of themselves and others. There is a strong value of respect for elders that sometimes suppresses/oppresses young people's potential. There are also struggles with globalization and culture which is confusing peoples values of wellbeing, priorities and identity. What we are lacking in our work is financial resources to strengthen our efforts. All the members in our organization are unpaid volunteers. Because of the little value placed on our work and the low income of our community we also

struggle generating sustainable income and support to fund activities and action. It takes a lot of patience and faith to keep at it & sometimes this is something that life squeezes out of young people and people of developing countries- forcing us to just live according to our needs on a day to day basis. (2007 Action Partner, Female)

Finally, when asked for recommendations on how to make the OIYP better, a number of Action Partners responded with things like “over all its good” and “there couldn’t be anything more successful than what you have already done”. There was a range of other suggestions however, which included providing more networking options for Action Partners and establishing more contacts across generations of Action Partners, increasing the number of Pacific Action Partners, increasing the frequency of engagement of young people in programs, such as skills and leadership training and face to face workshops and finding more projects for young people to participate in. One Action Partner also suggested promoting the awareness of and credibility of the OIYP program in countries that do not have an Oxfam office or program to help form more partnerships with local organisations and projects.

Appendix 2 – Post-Kaleidoscope Activities: Participant Numbers

2000 Cycle Post Event Activities		
Activity start date	ACTIVITY	Participant Nos
2001	Small grants program	12
May 2002	Media Skills Share	15
November 2002	Youth in Sustainability - Putting Plans into Action Skills Share	Not specified
2003	Small grants program	15
April 2003	Project Management Online E-workshop	18
July 2003	Facilitation Online E-workshop	6
July 2003	Peace Building and Conflict Resolution skills share	53

2004 Cycle Post Event Activities		
Activity start date	ACTIVITY	Participant Nos
October 2004	Small Grants Program Round 1	27
April 2005	Small Grants Program Round 2	25
April 2005	Facilitation E-learning workshop	20
April 2005	Trade Justice Project training	21
May 2005	Project Management E-learning workshop	39
July 2005	Gender Skills Share	10
July 2005	2005 Diplomacy Training Program (DTP) for Indigenous Leaders	20
September 2005	Facilitation E-learning workshop	12
September 2005	Pacific Regional Workshop	20
September 2005	Trade Justice Project – Cambodia Workshop	24
November 2005	Small Grants Program Round 3	16
November 2005	Project Management E-learning workshop	31
December 2005	Trade Justice Project – MC6 Hong Kong meeting	7

February 2006	Millennium Development Goals Skills Share	27
April 2006	Africa Regional Workshop	22
May 2006	Gender Skills Share	17
June 2006	Small Grants Program Round 4	15

2007 Cycle Post Event Activities		
Activity start date	ACTIVITY	Participant Nos
2008	Project Management E-Workshop	164
2008	Organising E-Workshop	
2008	Human Rights and Advocacy E-Workshop	
2008	Online Facilitation E-Workshop	
2007-2010	3 x Online Skills Shares	44
August 2008	HIV/ AIDS Program – Mexico Conference	16
April 2009	Gender and Culture Workshop South Africa	17
October 2009	Cultural Emersion Workshop, Palestine & Israel	15
2008-2009	Small Grants Program Round 1	17
2008-2009	Small Grants Program Round 2	10

Appendix 3 – Action Partner Activities & Outcomes

The following tables provide a summary of the best 14 Action Partner responses by OIYP cycle given to the questions in the survey regarding the three things that Action Partners have done since their participation in the OIYP.

2000				
Gender	Can you name three things you have done as a result of your participation in the OIYP Program (e.g. campaigning, advocacy, finishing or starting a new initiative or program, taking on a leadership role)?			Can you give an example of the action taken and the outcome of such action?
M	Organising an international youth seminar on the promotion of the culture of peace	became member of a peace activism network in my own country	took a more active role within my organisation	In the IYP2000 I met a girl who used to stay in Cyprus and was active and a peace initiative about which I wasn't aware of, although I was active in youth work. When I came back I contacted the people who were working in this movement and I connected their work with the work we already did in my youth NGO. Many young people were influenced from this. Some of them are now leaders in NGOs which have an intercultural and peace activist dimension. I believe that their participation in the events we organised in 2000 affected significantly their course of actions later on.
M	Strengthened organisation	Sensitisation and Advocacy on HIV and AIDS	Networking for greater impact at national level	After my participation in the OIYP in 2000, I was able to initiate a segment called "We Care" in our weekly radio show to sensitise people on HIV and AIDS and its impact on our communities. This created awareness on HIV and AIDS as well as build the capacity of our organisation on HIV-related issues. We refocused our agenda and took on board HIV Advocacy for youth which culminated in us being awarded 2 projects in 2004 and 2005 to the tune of over US\$100,000.00
F	campaigning's	advocacy	leadership role	As leadership role I created a movement against child traffic and we received a financial help to make campaigns in all the Benin. I created an association for youth emancipation also and we organised periodically cultural events
F	advocate for the establishment of a children's ombudsman	started successfully the first CLI (child led initiative) in my country which is now followed by many more		the children's ombudsman is up and running and now, 4 years after its establishment, has fully support from the government and is part of the state's budget
M	Advocacy (Began a 'Democracy Watch' Newsletter in the NT).	Established a Youth Based Radio Station in Darwin which is still continuing to this day.	Stayed in contact with fellow delegates around the world and was a Facilitator in the 2004 IYP	The Radio Larrakin Program: After returning in 2000 from the IYP, I established meeting with interested young people and a Community Radio Station 'Larrakia Radio', which resulted in a slot on Wednesday nights being dedicated to youth related issues and music being established. IYP also chipped in later with a funding opportunity which helped us promote the Larrakin Radio Program further while promoting other youth services in the NT.
M	Taking leadership role within my organization	Founding the first network for Youth Employment in Mozambique	Starting new program initiatives	Built a youth centre. Engaged the government of Mozambique at the highest level on issues relevant to youth, such as employment and HIV/Aids
M	Taking leadership role	Took part in educational advocacy	Launched village concept project	started a Village concept project where rural dwellers used own and local resources to run a poultry project to improve on nutrition and income levels of the locals. This was achieved
F	campaigning for young women rights	starting new programme on environment protection	starting master degree in human rights and international development	Training for young women on human and women rights. After trainings many girls saw their roles broader than before, many of them wanted to join human rights organisations, they felt themselves much more self-confident and empowered.
M	Taking on a leadership role	advocacy	starting and finishing a new initiative	When back from IYP 2000, we organized a cultural diversity workshop with support from IYP and UNESCO; several students participated and took resolutions to behave more friendly towards their peers. We also implemented a project in a rural community where rural people have been sensitized on how to improve water usage and on HIV/AIDS prevention

Gender	Can you name three things you have done as a result of your participation in the OIYP Program (e.g. campaigning, advocacy, finishing or starting a new initiative or program, taking on a leadership role)?			Can you give an example of the action taken and the outcome of such action?
F	started Youth awareness club	Fund raising/partnership	and organize youth development events	Panel discussion on HIV/Aids and Drug Abuse led many students to understand the problems associated with the subject, how they could be prevented, the causes and how they could be addressed
F	Volunteered with child rights organizations, now working with YMCA England as an extended services advisor	studied a post graduate degree in human rights,	now working with YMCA England as an extended services advisor	taught young people about child rights-they were involved in identifying good leaders in their communities
F	LIGHTHOUSE charity initiative (2000-2003)	Running twice large campaigning for GYSD (2001,2002)	Migration abroad to pursue an excellent education as well as getting a well-paid job in order to sustain my family left back home (2003 - ongoing)	Too many to list them all (over 7 large projects within 2000-2003). However I would like to emphasise in particular our initiative group's the very last project, which was sponsored by the OIYP small grant program. Project titled "Be Ready!" was held in Azerbaijan in 2003. Direct outcome: non-formal education (Computer and Language training as well as Organisation Management Know-how transfer) to 30 young disadvantage people. 20 of them upon the completion of the project did indeed find jobs
M	I was instrumental in convening the first African Youth Parliament	Later on I became a leadership trainer/facilitator.	An appreciation of the different types of youth – before IYP2000 my understanding on youth was one dimensional – after, it was multi-faceted.	The African Youth Parliament – It is now called the Africa Youth Trust (www.africayouthtrust.org)
F	lead initiatives in my country and Latin America as Honduras YES network coordination and support for YES Latin America	Incorporated as a public servant handling the technical direction of the National Youth Institute	Promote better opportunities for young people of my country for my volunteer work online	Started the YES campaign in Honduras, authorities make maximum impact with as Minister of Labour and organized national network, currently the subject of youth employment in my country is high on the national agenda. Since 2006 I became the Technical Director of the National Institute of Youth in supporting my country from this instance to design the National Youth Policy, the Youth Inter-Sectoral Strategic Plan, which leads me to make lobbying senior government officials, Congress, international cooperation in the search for better investment in programs and projects for the youth of my country.

2004

Gender	Can you name three things you have done as a result of your participation in the OIYP Program (e.g. campaigning, advocacy, finishing or starting a new initiative or program, taking on a leadership role)?			Can you give an example of the action taken and the outcome of such action?
M	supported IDP female household head to become self-reliance through income generation and life skills development	Project coordination for PWDs in Lira with Uganda young Christian community Development Agency	Facilitated grass root training and capacity building for youth led groups/organisation	Mobilised, assessed and provided 356 mobility appliances to PWDs in Lango region, provided capacity building training to 26 different CBOs in areas of good governance, financial management and fundraising.
N/S	I have developed our peer education programme even further	I was involved in advocacy more	I took more leadership role	Peer education programme for youth on reproductive and sexual health issues. The programme still continues with younger people taking the flag. We have trained hundreds of trainers and peer educators and we have developed many training manuals to be used in the field.
N/S	I gave a peace builders training for teachers from different schools throughout Palestine	I have become a mentor and motivator	I have organized a project in coordination with OIYP to bring people from 15 different countries to Palestine	I have taken the responsibility to lead a campaign to advocate our right to live in Palestine in peace side by side with our neighbours and as a result of that we had a big group of people composed of 40 youth go to the street and demonstrate the right to live in dignity and peace.

Gender	Can you name three things you have done as a result of your participation in the OIYP Program (e.g. campaigning, advocacy, finishing or starting a new initiative or program, taking on a leadership role)?			Can you give an example of the action taken and the outcome of such action?
N/S	Took leadership role	Carried out advocacy initiatives	Campaigned for social change	I started working as a workers' rights advocate and became a project coordinator at a workers' rights ngo for empowering women garments workers
N/S	Have worked more on integrating young people in my projects	Undertaken a study on agricultural practises in a rural community, and the impacts of unfair global trade regimes on them, and have undertaken a training on developing their capacities towards subsistence agriculture in order to withstand the impacts of international free trade regimes	Considered ethics based project implementation and the role of human rights and human rights law in environmental management and project implementation	I undertook a project where I studied the impact of unfair trading practises under the aegis of the WTO on farmers in Vikarabad near Hyderabad in India, who used to practise subsistence farming of dry land crop varieties. They however shifted to cultivating cash crops like cotton and sugarcane, and as a result became affected by international crop prices which are regulated by trading policies setup under the WTO. As a result, they were losing their sovereignty and food security. I undertook training for farmers on the WTO and the international trade regime, and how unfair practises at this level were affecting them and their cropping patterns. I encouraged the farmers to return to traditional farming methods of indigenous dry land species, in order to maintain their crop diversity and protect their food security.
M	Travelled all over Tanzania, sharing feedback on OIYP 2004 through advocacy, campaigning and educating the youth	Established the Tanzanian Youth Network	Made videos, music, tons of radio and TV interviews all over Tanzania and around the world	Engage the youth, sharing the information and give the chance to be leaders. Helped many youth by changing their lives, direction and now are so active in their communities.
M	Shared the knowledge and skills on my community forum	Literacy classes	Networking between older and new generation	my community have learned about other action partners through my local network. The literacy training has changed the local people life. Older and new generation has income closer
M	advocacy for human rights	form Ethiopian Youth Association in NSW	Lead Ethiopian Youth Association in NSW and also a leader for U:Pass Program in UTS	As a result: •Informed Australian government about human right issues in Ethiopia Formed Ethiopian Youth Association •Create awareness about making a positive change to our community and society through youth function and meeting •Planning to host a general function for Ethiopian youth and community in the near future
M	I became a facilitator in the development of Rwanda's poverty reduction program. This was after attending an OIYP Regional workshop in Zambia in 2006			Through OIYP workshops and conferences I was introduced to Facilitation work. I used this knowledge to facilitate the design process of the poverty reduction strategy for my country from June 2006 to December 2007 when it was officially launched. I since carried on to be the M&E facilitator for the same strategy during the implementation phase. I left this job early this year to take on a job of Project Manager in one of the International NGO operating in Rwanda.
M	I have done training at national level on leadership for young people	Exchange programme with South Africa	Lobbying and advocacy campaigns	Leadership training for young people which has seen the increase of young people campaigning for Parliamentary elections and a good number of them winning and forming part of the political sphere.
M	Start a project in youth leadership and HIV / AIDS	New commitments in areas of youth initiatives	Developing educational campaign for youth on HIV / AIDS	Training Youth as Community Leaders on HIV / AIDS - 60 young people trained in 4000 projection in the region
M	Initiation of State for Youth Parliament	Motivated new youth organizations	Positioning of the organization	Three events of state parliament of youth together more than 500 young people. Currently carrying out a citizen festival
N/S	campaigning	advocacy	involvement of youth in peace building initiatives	I have worked to initiate peace building initiative mobilizing local resources of youth, junior youth and kids
M	Campaigning	Leading and community project	disaster response initiative	I led 2 cycle of projects under OIYP's small grants program, which resulted in a enhanced women participation in Local council elections in the Tribal areas of Pakistan for the first time in the country's history

2007

Gender	Can you name three things you have done as a result of your participation in the OIYP Program (e.g. campaigning, advocacy, finishing or starting a new initiative or program, taking on a leadership role)?			Can you give an example of the action taken and the outcome of such action?
F	I have started a new initiative of women empowerment	I have taken up various leadership roles and positions in my community and country	I have initiated campaigns and advocacy on issues concerning young people in my community	through the help of Oxfam Australia I was able to implement a project that empowered 60 young women with skills for leadership and economic empowerment
F	advocacy on Universal Access of Female Condom	Initiating a training of trainers of trainers on Health, hygiene and Sanitation	Project managing	Initiating a training of trainers of trainers on Health, hygiene and Sanitation. Through my organization, I trained community TOTs who would then get to the community and train others. From this, children related sickness have reduced being reported in the local dispensary eg. diarrhoea. Also we encouraged people to know their HIV/AIDS status through mobile VCTs and more than 300 people turned up for the exercise.
N/S	advocacy	forming an organisation	establishing farmers forums in Malawi	An organisation known as FAFOTRAJ was established. Advocacy produced expected results and farmers forums are in place.
N/S	campaigning as part of a young woman's programme- applies some of the skills extracted from OIYP did a campaign on Breast Cancer	Taking on a role as a Youth Liaison Officer	Developing a Youth Programme which is a whole lot of programme for a local NGO in our country.	My role as the new Youth Liaison Officer came with it challenges of setting up a Youth Programme within the organisation; at the moment the Programme is running for the first year now!!! implementation of the Programme would begin in May with a Youth Forum being organised.
N/S	After the war, I started a campaign for helping the children of those who died in the war	Presented an initiative to make a psychological treatment for them	worked with a group of youth on the empowerment of women who were under violence	empowering the women under violence is a project aims to help these women to recover violence and to find a solution for the cruel treatment they have been through. The project takes the following actions: 1- help the woman to talk about the problem. 2- search for the main reason. 3- treat the woman from the psychological and social impacts. 4-try to contact the source of violence. 5- try to put him/her under treatment. the project is still under implementation but I predict the outcome to be saving a lot of couples from getting a divorce. and saving a lot of individuals from psychological impacts
N/S	Initiating a project	Advocating young people about the importance of activism.		I've successfully managed to implement a project called Young to Younger to help the orphanages in Duhok (a northern city in Iraq) my country. I've managed to get 8 more young people to be involved with me in this project. The outcomes of this project involved supporting two orphanages with sustainable materials, interacting with young orphans, empowering young people to do more in their community by introducing project management, sustaining the project by simple advertisement about the outcomes which eventually led to get 3 major donors to donate large amount of money and built extra rooms in those orphanages few months later.
N/S	I worked in the field of developing slum areas			a needs assessment was done for slum dwellers in a certain area in my country and the government officials were given a training about participation and as a result this area is being developed now

F	I won the grant of first round and made my dream of WAKE UP Campaign against honour killing a reality by launching it in my community in Khuzdar	I could attend the DTP training and for the first time learnt about International Human Rights	Encouraged by being part of an international network I applied for more networks and won fellowships of YouthActionNet, Paragon100, Unreasonable Institute and Fast Forward Fund!	Under the WAKE UP Campaign against honour killing that I could launch with the support of OIYP we did several activities including sending thousands of SMS to young people, organizing Cricket tournaments, doing street theatre, Youth Assemblies, Rallies of children against honour killing and the wonderful outcome itself was the grand participation of people in regards to the issue of honour killing! Outcome was the change of perceptions of young people and the wonderful participation of people in the campaign which could be seen as a big change regarding the issue of honour killing.
Gender	Can you name three things you have done as a result of your participation in the OIYP Program (e.g. campaigning, advocacy, finishing or starting a new initiative or program, taking on a leadership role)?			Can you give an example of the action taken and the outcome of such action?
F	Facilitated a youth and HIV and AIDS forum that brought organizations to realize the importance of working with young people	Assisted in the establishment of Papua New Guinea Youth Alliance on HIV and AIDS. A newly formed NGO that is looking at coordinating the voice of young people in the response against HIV and AIDS in Papua New Guinea. I am also and executive member	Facilitate a skills building and advocacy training on a cooking against HIV project in a rural community thanks to the support from Oxfam's grant.	Through my role as an active action partner, Oxfam PNG, other organizations and individuals that have heard about the work I do and the passion I have towards fighting HIV and young people they asked me and a few other young people to form a group that will form an organization that represents the collective view of young people. After numerous meetings and a planning workshop the organization is now finally registered as an incorporated association with the title – Papua New Guinea Youth Alliance on HIV and AIDS (PNG YAHA). I am currently a member on the executive committee.
F	I strengthened and developed a project I formed into a fully registered, active youth led organization in my community.	I took on the position of deputy Pan Commonwealth Youth Caucus Chair with the CYP program.	I successfully advocated for and led a team of young artist to the 10th Festival of Pacific Arts and then hosted a visit from a New Caledonian Theatre company	I applied for a TOP\$20,000 grant from NZAID to run a Project called YEYA- Youth Empowering Youth Action. The Proposal was accepted and through the project I was able to coordinate an Online Media Training for Local Youth, Various Workshops, Community Service Projects, Newspaper & TV initiatives, Participation in various festivals and events by young people, Community Events & Shows and Regular Activities for young people. As a result the young people involved have become more aware of global issues and opportunities for Local action. We have written a constitution for our organisation- ON THE SPOT- Arts Initiative, and established ourselves in the community as a dynamic youth organization. Members have found support and opportunities to pursue education, find employment, develop their talents and serve the community.
M	campaign on trade justice-Economic partnership Agreement in Ghana on hold	Gender equality project	Youth in Action forum	I have been a serious activist on trade Justice. I joined the campaign to stop the Economic Partnership Agreement between the EU and the government of Ghana. As a result of our campaign the government of Ghana has not been able to sign the agreement. It is still considering some of the issues we are raising.
F	Advocating for youth involvement in decision making by the government, private sectors and civil society	Initiated, formed and coordinating a youth group	Botswana youth Representative in the cC	My community has realised the importance of working with young people involving them in everything that is happening in the community, the cultural recreational centre that I am working on with my youth group has brought the spirit of togetherness and brought a better positive behavioural change among the youth, those who were unemployed have been exposed to the wider country and now have a salary to earn for a living. I now don't believe there is any project that fails in the presence of the community involvement.
F	Create an NGO in Colombia for social work and teaching through art	Connect me and take a leading role in projects for the reduction of illiteracy in adults and victims of forced displacement in Colombia	Decide and build options to travel to an English speaking country to learn English	200 people actively participated in Bogota, capital of Colombia, adults older than 60 years in most cases, a program of literacy and culture of peace, for 6 months. Reducing levels of illiteracy and acquire knowledge and tools to rebuild their life projects, from the viewpoint of culture of peace and nonviolence
M	Start a new project to support an environmental organization with another AP	Being a judge in a film festival and human rights	Generate new ideas for projects	Along with another AP we have launched the Spanish version of the web of environmental conservation NGO whose website is not in Spanish. Currently the Spanish site receives about 100 visits diraias (from different IPs). Many people have shown interest in collaborating with the organization and hope that eventually more people will join the initiative and achieve greater conservation of the marine environment

Appendix 4 - Indicator Framework

Domain of Change	Outcomes	Impact
<p>Is OIYP (and its associated activities) resulting in personal empowerment?</p>	<p>Enhanced skills</p> <ul style="list-style-type: none"> - public speaking, dialogue and debate - understanding and negotiating with political power structures <p>Enhanced knowledge</p> <ul style="list-style-type: none"> - campaigning - involved in awareness raising activities - conscious of the change created - new initiatives - challenging taboo subjects - constructive thinking - new ways of communicating and working - understanding and negotiating with political power structures 	<ul style="list-style-type: none"> - Young people are more aware of social issues of the community (beyond the ones that directly affect them) and have taken action on them - Young people are identifying and providing solutions to the issues around them - Young people are raising their voices on behalf of themselves and their peers - Young people are making personal choices in line with their values - Young people are thinking critically and have the confidence to question - Young people are taking leadership roles in the community/civil society

Domain of Change	Outcomes	Impact
	<p>Enhanced confidence</p> <ul style="list-style-type: none"> - media and public speaking - creative methods of communication - understanding and negotiating with political power structures 	
<p>Is OIYP (and its associated activities) expanding networks of relationships and spheres of influence</p>	<ul style="list-style-type: none"> - Networks are expanded - Relationships are enhanced - Awareness and knowledge of power structures increased - Youth leadership is visible in communities - Young peoples voices are heard within communities 	<ul style="list-style-type: none"> - Others have been brought into the learning journey - Others are empower to 'be involved' - APs have served as role models for others - Spaces have been created for active citizenship.
	<ul style="list-style-type: none"> - Enabling environment for active citizenship are developed - Community expectations are pre-empted and considered, - Access to decision makers has been made possible, - Young people are safe and supported and have authority over their lives - Young people are holding decision makers to 	<ul style="list-style-type: none"> - Young people participating in the OIYP program is stable or increasing. - OIYP is implemented democratically - Young people are occupying leadership and decision-making positions in the program - Other youth organizations are taking up the youth active citizenship ideas/methodology of the program - There is a high satisfaction rate among OIYP

Domain of Change	Outcomes	Impact
Is OIYP (and its associated activities) operating within and creating an enabling environment?	account.	<p>participants</p> <ul style="list-style-type: none"> - Participants are able to share stories of change at the individual level and the wider community level (i.e. transformation is occurring or has occurred)
Is OIYP (and its associated activities) building capacity to challenge and influence power structures?	<ul style="list-style-type: none"> - Capacity to engage with, challenge and influence power structures - ability to actively identify and challenge inequality, including gender. 	<p>Through participation in the OIYP (and the networks, skills, knowledge and confidence gained), young citizens are able to better</p> <ul style="list-style-type: none"> - Negotiate and (possibly) extend the boundaries and limitations of their cultural, racial and gender contexts to engage with, challenge and influence power structures in their communities
Is OIYP (and its associated activities) creating changes towards more peaceful and just communities?	<ul style="list-style-type: none"> - Changes toward more just communities, - Changes to policies and practices of governments, corporations, and intergovernmental organisations through new community strengthening practices, advocacy and popular campaigning; - holding governments and other actors to account for delivering on these commitments to change policy and practice. 	<ul style="list-style-type: none"> - Through participation in the OIYP (and the networks, skills, knowledge and confidence gained), young citizens are ... - Able to bring about concrete changes in the community - Able to change the community's attitude towards young people - Able to influence some changes in policy or recommendations made.

Appendix 5 – Draft Literature Review

Young People, Active Citizenship and Social Change – A Review of the Literature

By John Prince and Kerri Wellington of *Social Compass*

1. Introduction

This review examines the global literature on active citizenship and how it relates to young people and involvement of young people in social change. The report is primarily concerned with how young people can be equipped and supported to become leaders of social change and the conditions or structures which are both conducive and a hindrance to this outcome. Specifically, this review examines:

- Active citizenship and its elements
- The link between active citizenship, young people and social change
- The conditions and elements required to facilitate the citizenship of young people for social change, including building individual capacity, building social capital and creating an enabling environment
- The conditions required for a program to maximise social change outcomes
- The structures that restrict people's agency and ability to bring about social change

2. What is Active Citizenship?

Active citizenship refers to the ability of young people to be engaged in social action in every walk of life, where people take ownership for common spaces and act to make change by addressing important social justice issues. This citizenship is boundaryless ...not defined by state, caste, religion, language ... (Meenu Venkateswaran, CEO, *Pravah at Nurturing Active Citizenship among Youth in India: A Consultation*) (Perold 2009:4).

Active citizenship is a complex concept involving a number of related and interdependent elements that encompass people's perceptions, values, attitudes, behaviours and actions as well as specific cultural and socio-political contexts (Pedersen 2006). The concept originated from liberal ideas of democratic citizenship that stress individual freedoms and legal rights and equalities, where the central focus was the individual in relationship to the state

(Westholm et al. 2007; Prince 2002). Subsequent shifts in understanding have focused on citizens' participation in political processes and involvement in decision making, with a strong emphasis on individual action with the intent to influence (Mutz 2006; Verba and Nie 1972). The Taskforce on Active Citizenship (2006) suggests that active citizenship is an all-encompassing concept regarding how people voluntarily play an active and responsible role together with others in their communities in pursuit of shared goals. This embraces formal and non-formal, cultural, political, and inter-personal activities from participating in public debates to volunteering. The term denotes people gaining a consciousness or a self-identity as a citizen with rights, responsibilities, the ability to realise those rights and their participation in the shaping of policies and practices that impact their lives (Pedersen 2006). Active citizens therefore become both the architects and actors of their own lives (Hoskins and Mascherini 2009). Most importantly, while active citizenship is focused on the individual in terms of action, the importance is on how these activities contribute to society overall in terms of ensuring the continuation of democracy and social cohesion (Hoskins and Mascherini 2009).

Pedersen (2006) argues that the following elements, in terms of values, attitudes, skills, actions and behaviours, are encompassed by active citizens:

- *Identity and awareness:* people perceive themselves as citizens who have rights and who deliberately act to realise those rights
- *Democratic values:* people adopt and promote values such as justice, tolerance, solidarity and equality
- *Understanding and interest:* people have the ability to think critically, understand politics and power and have an interest in politics and public affairs
- *Self-confidence and expectation:* people expect that they can influence issues and make a difference and have the confidence to act towards this
- *Ability and skills:* people are able to form political opinions, and have the skills to communicate and negotiate with other citizens and government officials
- *Voice and influence:* people are able to make their voices heard by the state, other institutions and actors, who consequently adjust their policies, strategies and focus
- *Active behaviour:* People actively seek participation in public life, such as through public meetings and debates, voicing concerns to government officials and engaging in associational / community life, to influence decision making processes.

For active citizenship to develop in a positive and constructive way, Pedersen (2006) suggests that all of the aforementioned elements have to be cultivated to some extent. For example, if ‘understanding and interest’ and ‘identity and awareness’ are not coupled with ‘ability and skills,’ participation in decision-making processes and the ability to influence may be limited.

Further, through research conducted on the nature of citizenship across six contrasting European countries, PJB Associates (n/d) made the following conclusions regarding the nature of active citizenship:

- There is no single process for developing citizenship. A sense of citizenship is rooted in an individual’s unique history, situation and is formed through relationships with others. Motivations for becoming an active citizen are usually formed early in life through family and community relationships, more so than in school
- Active citizens are driven by a commitment to other people, embedded in notions of justice and ethical values. They have a strong sense of their place and responsibility in the world
- Active citizens usually learn citizenship skills through problem solving or action projects, rather than by trying to “learn to be good citizens”. Learning and citizenship emerge as a consequence and therefore has to be embedded in those processes. Therefore, learning citizenship is interactive and embedded in specific contexts
- Public interventions into the development of active citizenship tend to be more effective if they provide opportunities to explore and acquire the skills in context, rather than through formal instruction
- The knowledge and skills that active citizens develop in one area (civil society, political or private) are often transferrable into other areas

In recent years, notions of active citizenship have been strongly influenced by Robert Putnam’s work (1993; 2000) which has been prominent in advocating participation in voluntary associations as the means for invigorating democracy and as having the potential to strengthen citizenship. Associations, Putnam claims, represent horizontal interaction between citizens and can therefore sustain social trust and cooperation in a way that vertical interaction cannot. They are therefore essential to the production/reproduction of social capital. Accordingly, associations are significant contributors to the effectiveness and stability of democratic governance. Further, associations have the potential to strengthen citizenship, which in civic communities is characterised by active participation in public

affairs and entails equal rights and obligations where the community is bound by reciprocity and cooperation rather than by vertical relations of authority and dependency. Citizenship in a civic community is not only active and public-spirited, it also includes equal citizens who are helpful, respectful, tolerant and trustful towards one another (Putnam 1993; 2000). According to Putnam (2000), the internal effects on members of associations is that they develop habits of cooperation, solidarity and public spiritedness and generally display more political sophistication, social trust, and political participation. They also tend to be more cooperative and have a sense of shared responsibility for collective endeavors. The external effects are said to include effective social collaboration and effective self-government (Prince 2002).

Ultimately, active citizenship is viewed as valuable and as something that should be promoted to increase social cohesion, to ensure the participation of citizens in decision-making processes and the continuation of participatory and representative democracy (Hoskins and Mascherini 2009). The Taskforce on Active Citizenship (2007) asserts that strengthening the spheres of voluntarism, public service and democracy can enhance social capital and improve the quality of services delivered. Without the active participation by citizens in the life of the community and democratic institutions and practice of civic virtue, civil society cannot operate sustainably.

3. The Link between Active Citizenship, Young People and Social Change

Young people across the globe are increasingly becoming leaders in their communities and, in recent years, there has been growing interest around the world in the role of young people as active citizens and as social change agents. The Caribbean and Latin America as well as the United States, have developed new initiatives that assist and encourage youth to take up positive roles in their communities. In the United States, youth civic engagement was highlighted as a significant priority in President Obama's address to Congress in 2009 (Perold 2009; Innovation Centre for Community and Youth Development 2004).

Young people are increasingly recognised for having honest and blunt assessments of problems and for bringing new and innovative ideas and approaches for change (Mohammed and Wheeler 2001; Perold 2009). Pittman et al (2000) argues that young people themselves are often the strongest advocates for change. They are guided by a passion and commitment for social justice and a more equitable and inclusive society. Indeed, young people today are involved in their communities and in civic engagement in unprecedented numbers (Gibson 2000). Further, it is accepted that social issues cannot be

addressed without involving young people as they are critical in changing people's attitudes on a array of issues, and they are often impacted the worst by social problems both at present and in their future (Perold 2009; Pittman et al 2007).

Therefore, supporting active citizenship in young people is regarded as important for generating social change. This is because active citizenship involves transforming the relationship between self and community, 'a transformation from 'me' to 'we'' (www.pravah.org). Through a process of reflection, analysis and discovery, young people can understand and engage with social issues, become aware of their place and responsibility in society and take ownership of common spaces. It is this process that can inspire youth, initiate and lead citizenship action and bring about social change (Perold 2009). Additionally, the Annie E. Casey Foundation (2006) argues that active citizenship can be a platform upon which social networks are formed and that social networks are integral to community transformation and social change efforts. Social networks create the social capital (the resources available within social groups and feelings of mutual support, reciprocity, trust and obligation) that can bestow individuals and communities with interest and a sense of 'ownership' in issues that affect them. While social networks facilitate civic participation, the networks are also strengthened by increased activism. The social capital that results from bonding ties in these networks, such as a sense of belonging and a shared purpose, is crucial in sustaining social change efforts. Equally, the social capital created by bridging and linking ties, those that are formed in networks with others outside ones immediate circle of family and friends, can help people reach beyond their immediate circle and to a wider range of resources, knowledge and opportunities, necessary for success in generating social change (Annie E. Casey Foundation 2006).

Further, the International Youth Foundation (2007) asserts that by nurturing a culture of youth active citizenship, young people associate citizenship with carrying responsibilities as well as rights, view their community and their role in society in more positive ways and learn to relate to volunteering and community service in a positive way. As a result, young people are more likely to engage in positive ways with parents, schools, and the wider community. Through this engagement, young people develop essential life skills (e.g., confidence, goal setting, decision-making, and teamwork), practical knowledge and problem-solving abilities and encounter opportunities to develop leadership potential (International Youth Foundation 2007; Mohammed and Wheeler 2001). The Innovation Centre for Community and Youth Development (2004) claims that the very process of raising the awareness of young people and getting them involved makes them healthier, stronger and inspired. Working in partnership with adults and their peers, young people can develop skills that will serve them

throughout their lives and can become powerful leaders on issues that are significant to them.

4. Facilitating the Citizenship of Young People for Social Change

Recent studies demonstrate (Pittman et al 2007; Holdsworth 2001; Eckersley et al. 2007) a desire among young people to be engaged in social change and in creating positive futures. Many are engaged through new media and technologies, but increasingly this invisible against traditional citizenship activities like formal group membership and voting behaviour (Fyfe and Wyn 2006). Many do not believe that they know how to make a difference or that they can even personally make a difference. In both global and regional contexts, this raises significant questions about the ways and places in which young people can engage, the resources, tools and processes they need to equip them for participation and the sets of relationships that can support young people's active citizenship (Wierenga 2006a).

Research suggests that young people who are actively engaged in social change efforts must have:

- Motivation: sense of commitment and responsibility along with an understanding of issues and their causes and strategies for change.
- Capacity: knowledge, leadership and action skills.
- Opportunity: space to act on commitments, use skills and generate change.

In practice, young people are most likely to develop their strengths when they are connected to organisations and programs that engage youth with strategies explicitly designed to address these core needs (Pittman et al 2007).

Reflecting on Plan's 2003 Global Connections Program, Schultz et al (2009) argues, that facilitating active citizenship with young people for social change involves a combination of enhancing positive self-esteem, a personal connection with global issues and practical skills. Enhancing positive self-esteem, for example, through the realisation that they do, should, and can have an effect on local and global issues, by making connections with peers and others, particularly from another country, can help give young people the confidence needed to take action. A personal connection with global issues involves young people understanding how personal issues can be related to wider issues, and how global issues (such as the environment, terrorism, and poverty) have a personal dimension. Particularly

through peer dialogue, young people can see the similarities they have with others and such insights can enable them to devise personal responses to wider issues. Additionally, as both participants and learners of a program, young people can develop the practical skills necessary for generating change, which include communication, project implementation and management, problem identification, action planning and evaluation.

In addition to developing the appropriate skills, knowledge and awareness, values, and behaviours in young people, Pravah and Innovations in Civic Participation (YEAR) concluded that there were two other significant needs to be addressed to support young people. These were 'recognising young people for their actions and achievements' and 'creating an environment that is non-judgmental of youth'. Firstly, profiling young role models and redefining the criteria for success in life to allow youth-defined successes, gives young people the space to explore and build their capacity. Secondly, young people need non-judgmental spaces (from the household to society at large) to share their ideas, take responsibility for their actions, gain the experience of making decisions, and be exposed to different realities so they can understand active citizenship and have opportunities to lead, which will help them learn by doing, in a 'safe' environment (Perold 2009).

Finally, formal education in active citizenship seems to have played little part in the formation of values, attitudes and behaviours in individuals. However, extra-curricular activity during formal education does appear to be influential, as do opportunities that give students a voice in the decision-making processes of their educational institutions (PJB Associates (n/d). Kahne and Sporte (2008) argue that particular kinds of learning opportunities, such as service learning (combining classroom curriculum with community service), exposure to role models and open discussion of social problems and possible solutions can support the development of students' commitments to active citizenship and civic participation. Indeed, recent research by Leftwich (2009), on leaders that have emerged and been successful in difficult situations, has found that both the educational environment and journey was key to their developing important networks with likeminded people and their being able form lasting and influential coalitions.

4.1 Building Individual Capacity

As mentioned previously, for those youth who are actively engaged in social change efforts, a core strength they possess is capacity, particularly in terms of knowledge, leadership and action skills. Therefore, in order to help facilitate the active citizenship of young people for social change, a critical focus must be on building the capacity of young people.

According to Abs and Veldhuis (2006), there are certain capacities or competencies that an active citizen needs to develop or possess. These fall under the areas of knowledge, attitudes and skills and entail the following.

Knowledge of:

- key elements of the legal and political system, human rights and responsibilities
- basic democracy and political parties and processes
- social relations in society and social rights
- the media's role in public and private life
- the history and cultural heritage of own country; of predominance of certain norms and values
- different cultures in the school and in the country
- the work of voluntary groups

Attitudes:

- acceptance of the law
- commitment to justice, equality and equal treatment of citizens
- support for the political community and for democracy
- respect for gender, racial and religious differences
- acceptance and promotion of tolerance and non-discrimination
- sense of belonging to the community
- open to change; able to adapt and to compromise
- preservation of the environment
- respect for the dignity, freedom of every individual and for human rights (freedom, diversity, equality)
- that it is important to contribute to society and in politics

Skills:

- to resolve conflicts in a peaceful way; ability to judge
- to possess communication skills
- to take part in political discussions; consciousness of current political issues; to be able to evaluate a position or decision, take a position, defend a position
- to interpret the media messages
- to have language competence, reading and writing
- to be capable in critical handling of information and information technology;

- to know how to vote; to monitor and influence policies and decisions
- to use the media in an active way (not as consumer, but as producer of media content)
- to participate in voluntary organisations
- to build coalitions; to co-operate; to interact

Capacity building is neither a new term nor a new approach and its definitions and approaches are divergent and wide-ranging (Loza and Ogilvie 2005). Consequently, there is no one correct formula or single approach for building the capacity of individuals or communities (O'Shaughnessy et al 1999; Backer 2000). According to Murphy and Thomas (2003), various strategies can be used to pursue capacity building.

These include:

- The promotion of volunteering in the community
- Providing supportive environments for people to dialogue and debate community issues, to develop a sense of community spirit and mutual purpose
- Providing information about community services, activities and events to connect people to their community and its networks
- Acknowledging and celebrating the presence of diverse cultural groups in the community
- Assisting people interested in participating in their community to identify community issues, projects and services compatible with their interests and capabilities
- Providing opportunities for people already participating in their community to enhance their knowledge, skills and personal growth, and to assist with their educational and vocational goals
- Working with local schools in education about good citizenship, and facilitating wider and stronger links between teaching organisations and their communities
- Facilitating, coordinating and supporting local events which promote good citizenship and community spirit
- Promoting the development of productive links and egalitarian partnerships between community groups, business groups and government
- Providing a showcase of individual and community achievements, eg. with community events, social programs, education and environment projects to inspire and motivate people about what can be achieved in their community

- Providing opportunities to learn about, connect with and celebrate the community's past through an exhibit and information on the community's history.

Youth leadership development training has, in recent years, experienced a revived interest as a means to building youth capacity. Leadership development not only meets a number of needs for youth, including opportunities for peer group support and relationships with caring adults, opportunities for developing a range of skills, including critical thinking, writing, and planning, it also has the potential to create a more engaged youth citizenry (Mohammed and Wheeler 2001). The rediscovery of leadership development as a central element of youth development strategies validates a growing recognition that personal and social development is essential for strengthening a community's capacity to respond to problems and create positive changes. Active citizenship and engagement, is a complimentary and effective means for young people to develop and exercise leadership while creating changes in their communities. Through civic engagement, young people's ideas and energy can contribute meaningfully as they participate in community building, work toward social change, and apply their leadership skills, all the while gaining access to services, supports, and opportunities that facilitate their own capacity development. This can be particularly important for disadvantaged youth who are otherwise disengaged from development programs (Mohammed and Wheeler 2001).

Ultimately, capacity building initiatives must be context specific. That is, capacity building programs should be specific to the economic, political and social context, and capacity building interventions must be tailored specifically to fit the cultural, political, historical and economic context of the individual and/or community (Mentz 1997; PRIA 2001).

4.2 An Enabling Environment

The enabling environment is a term used to explain the broader system within which individuals and organisations operate and which can either facilitate or hamper ones existence, agency and performance. It is therefore central to the understanding of capacity issues. Pedersen (2006) suggests that in order for active citizens to thrive, governments and other institutions in society need to recognise their role in creating an environment that is conducive. That is, they need to recognize and facilitate citizenship as a right and as a process. This requires democratic structures to be embedded in society and effective and responsive institutions that are transparent and adopt principles of democratic governance. When governments are receptive to the suggestions of their citizens and their involvement in

decision-making processes, and are willing to and capable of making changes to their structures, practices, cultures and active citizenship can develop.

Additionally, civil society (those voluntary and social organisations that are independent from the state and private sector) can play a role in creating an enabling environment to promote and support active citizenship, in ways that complement the state. Civil society organisations may be able to raise awareness of marginalised groups and provide them with information about their rights, enable individuals/communities to identify issues of concern to them and help them find solutions, and help build alliances across groups that share similar concerns. Moreover, they may be able to facilitate access of marginalized individuals/groups to seats of power where their voices can be heard. However, civil society can also be constrained or enabled by policies, laws and practices that are determined by the state (Mohammed and Wheeler 2001; Pedersen 2006).

Further, Perold (2009) argues that youth focused organisations can use strategies to create an enabling environment for young people to be able to apply their individual capacity outcomes, skills, knowledge and desire to lead in social change. This includes advocating for and/or implementing open, non-judgmental and diverse forums for young people to learn skills, attitudes and values associated with active citizenship and to practice processes of active citizenship. Additionally, organisations can create and promote a curriculum and training programs on active citizenship, build the capacities of youth workers to have skills in and understanding of active citizenship and create youth-led platforms throughout society and build the capacities of young people to run these spaces. Finally, organisations can increase youth participation in social and political processes by strengthening college and school unions, creating more youth groups, and supporting those standing for elections.

However, that said, it is critical that once organisations provide the initial platform with which to engage and mobilize youth, that they continue to provide support and opportunities to participate. Not to do so run the risk of moving away from a deficit, or needs based model, whereby the onus is placed on the participant to maintain their levels of engagement and activism Church et al (2003). This can potentially lead to individuals feeling isolated and jaded.

5. Challenges to Practicing Active Citizenship and Implementing Social Change

Active citizenship is played out in the interaction between citizens, other actors, the state and institutions. Such interactions are inherently political and take place in uneven struggles

between differently positioned actors. This means that those in lesser positions of power and resources are least likely to know their rights or have the ability to claim them. Essentially, social, cultural, political, economic, and structures such as gender can restrict people's agency and therefore their ability to bring about social change (Pedersen 2006; Mohammed and Wheeler 2001).

Gender is a significant factor in determining how and where people engage as citizens. That is, one's understanding of rights and responsibilities in relation to others will be learned, at least in part, according to how they are positioned in society. It is conditioned particularly by expectations of gender roles (which vary between countries), and by social and political structures that will either facilitate or hinder interactions with political decision making (PJB Associates n/d). Feminist poststructuralist or pluralistic perspectives argue that citizenship activities should be interpreted more broadly so that 'society' includes 'family' – where many of women's activities are often located. Furthermore, for many women, their political activity is often through neighbourhood action, and not located in formal democratic structures that would enable their issues to be taken forward. In some countries, the concept of being a woman (interfaced with race, disability or class) has the potential to displace her potential public role in society because her perceived gender status is made more visible than her personal qualities (Preece 2005).

Additionally, entitling all citizens to the same rights does not necessarily lead to promotion of equitable outcomes. People in developing countries and those with low socio-economic status, may face a number of barriers to active citizenship, including lack of information about their rights and how to exercise their rights, lack of necessary communication, negotiation and organization skills, lack of organizations that represent their interests and lack of access to decision-making bodies and institutions providing public services and legal protection. Disadvantaged groups may also lack of literacy skills, especially among groups that do not speak the dominant language which can lead to lack of access to news, especially non-biased news available through electronic media (Pedersen 2006). Other important areas of difference, including ethnicity, disability and sexuality, interact with economic and gender structures to create complex patterns of inclusion and exclusion (PJB Associates n/d).

Further, government policies and laws can promote or constrain active citizenship in a number of ways. Where policies and laws related to basic freedoms such as freedom of expression, association, and assembly are absent, active citizenship will often be severely

constrained. Also, policies and laws related to the provision of education, health care and other services may influence the ability of citizens to engage in public life (Pedersen 2006).

For many youth, there are many barriers to active citizenship. For example, in the home, a clash of opinions between parents and young people can prompt parental concern about young people getting involved in social action struggles which are perceived as being risky. Young people are often stereotyped as not being sufficiently mature to hold their own opinions and this is aggravated by religious practices, regionalism and caste and gender discrimination. Young people also frequently experience pressures in respect of financial issues and their future careers and this sometimes makes it difficult for them to argue the case for civic engagement. A critical barrier that young people face comes from the stereotyped perceptions that many adults have of young people. The absence of the notion of youth as capable individuals, means that parental attitudes work against young people taking on leadership or pursuing ideas in which they are interested. In some cases cultural tradition does not allow youth to question authority and this restricts the young people's own view of what their capabilities are. Finally, migration, can make it difficult for young people to develop a sense of belonging and constrains the contribution they can make at grassroots/community level (Perold 2009).

6. Maximising Social Change Outcomes

There are no set formulas that programs can follow that will ensure social change outcomes. However, a number of elements are common to successful programs.

The Innovation Centre for Community and Youth Development (2004) through its own research claims that those organisations that are achieving great outcomes with youth both in terms of youth development and civic engagement and activities have four main strategies that have made them successful. These include building young people's connections to their own identity, culture, and community, recognising and promoting young people as assets to and experts about their own communities, engaging young people as community leaders on issues that matter to them and bringing young people and adults together to work as equal partners.

Pravah, in association with Innovations in Civic Participation have identified that organisations can use a range of strategies that may help young people to promote social change. These include providing young people ongoing mentoring and challenges that foster personal growth, including exposing young people to positive role models and gaining media

recognition for youth work. Organisations should try to matching young people's interests with a diversity of social action issues, create platforms for young people to express themselves and tap into young people's lived experience, frustration, and even anger in order to help them build a personal stake in a social action process. Ideally, organisations should integrate democratic values and participatory processes into their programs and deal with any lack of transparency in their organisation. Finally, organisations can work to address social constraints to participation, such as involving young girls or retaining their participation after marriage (Perold 2009).

The following three case studies demonstrate a number of common elements that organisations are building into their programs, which are reported to have great success. These elements include citizenship education, promoting self-esteem and social and political awareness, facilitating networks and connections for young people, partnerships across external organisations and a focus on capacity building and action projects. Particularly important in this regards is the strength, or density, of the networks; the denser the nodes of contact the stronger the relationship is likely to be (Davies, 2003).

Pravah, a non-profit organization based in New Delhi India works with young people to impact issues of social justice through youth citizenship action. Through its active citizenship programme and youth development interventions, Pravah focuses on building and nurturing:

- Respect and understanding of citizenship.
- Requisite attitude of ownership for common spaces.
- Leadership skills for social change and behaviours to develop strong relationships as the foundation for change

Pravah's programs entail guiding and encouraging young people's understanding of self in relation to the world around them and involve young people in activities which help them to belong and take more responsibility in whatever they do. Learning and life skills programs are conducted in cooperation with other partners such as schools (<http://www.pravah.org>).

USA-based International Youth Foundation's Leadership and Engagement programs focus on giving youth the skills and opportunities to lead active and engaged lives—working, volunteering, leading social change efforts, and playing positive roles in their communities. IYF places a priority on programs and strategies that promote youth participation and service to their communities. Through opportunities to become engaged, young people come to think of themselves as partners and stakeholders in society, acquiring a sense of

responsibility for the common good and a positive attitude toward active citizenship. These programs involve custom-developed life skills programs including self-confidence, goal-setting, problem-solving, conflict resolution, and teamwork. They promote positive youth development by giving young people an opportunity to "make a connection" to their communities, to their families and peers, and to themselves (www.iyfn.org/).

The British Council's Active Youth Citizens Program (working across Pakistan, Bangladesh, Nepal and the UK) has four focal points:

- Working with partners to provide capacity building for young people that includes leadership, communication, social action project delivery, advocacy, citizenship, volunteering, fund-raising, entrepreneurship, partnership and network building.
- Developing youth networks, both face-to-face and online, between the UK and central and south Asia, enabling young people to share their ideas, knowledge and experiences to develop new relationships and understand their roles as global citizens
- Developing youth-led social action projects where young people address their own priorities and involve people of all generations to make a positive difference to their communities.
- Facilitating policy dialogue to stimulate debate about active citizenship and youth policy and practice at national, local and community levels.

(<http://www.britishcouncil.org/>)

Finally, Pravah and Innovations in Civic Participation are working to devise indicators to measure the impact of programs working with youth active citizenship and social change. The following have been proposed as a starting point for the assessment of these programs.

Impact indicators - Self

Young active citizens are ...

- Aware of social issues of their community and society, beyond those that directly affect them, and are able to identify and provide solutions to those issues
- Make personal choices in line with their values
- Have the ability to think critically and have the confidence to question
- Respect diverse opinions, listen, accept and respect differences
- Able to raise their voices on behalf of themselves and their peers
- Cast a responsible vote

- Reflect on self and their own impact on community
- Able to deal with a challenge/conflict/negative situations
- Take leadership roles in community/civil society
- Constantly challenging themselves (beyond their comfort zones).

Impact indicators - Peer

Young active citizens are ...

- Able to serve as role models for others
- Able to bring others into a learning journey
- Able to create spaces for active citizenship.

Impact indicators - Community

Young active citizens are ...

- Able to change the community's attitude towards young people
- Able to bring about concrete changes in the community
- Able to influence some changes in policy or recommendations made.

Impact indicators - Program Process indicators

- The level of young people participating in the program
- Is the program implemented democratically?
- Are other youth organizations taking up the youth active citizenship ideas/methodology?
- Are young people in leadership/decision-making positions in the program?

Indeed, the Oxfam OIYP incorporates a number of similar successful elements mentioned throughout this review into its programs. This includes the supporting of networks among youth, which have enabled the “sharing of ideas, stories and experiences and the forming of bonds between Action Partners of diverse backgrounds and interest areas” (Oxfam Australia 2007). The formal and informal networking opportunities provided at events not only enabled participants to share ideas and experiences and similar concerns resulting in bonding ties, but they also enabled the seeding of national and regional networks and transmission of ideas between them. Indeed many of the Action Partners described the networks as “knowing that there are others out there,” “feeling a sense of community,” and “making friends around the globe” (Oxfam Australia 2007). Evaluation of the OIYP Kaleidoscope 2007 determined it had been highly effective in creating cohesive and strong foundations for the development of more strategic and issue-based networks, those that may enable

bridging and linking ties. That is, those that may facilitate access to resources, knowledge and opportunities that may enhance implementation of social change. Additionally, a significant component of the OIYP program focuses on increasing knowledge, confidence and perspective development, which as previously mentioned, are critical elements in building the capacity and inspiration of young people and their confidence in their ability to achieve positive change (Oxfam Australia 2007). Further, the OIYP program centres its focus on skill and capacity building through training and knowledge-based sessions, particularly in terms of project management and the implementation of action projects. This gives participants the space to learn and opportunities to lead. This is complemented by tools such as action plans or commitment sheets, which serve as an effective bridge between inspiration, reflection and project planning, enabling participants to translate their inspiration into work for change (Oxfam International 2006). Finally, as with Prava's recommendations, Oxfam has celebrated the work of the youth and promoted their stories and engagement with their communities through media, which brings recognition to youth and celebrates them as positive role models among their peers and the wider community (Oxfam Australia 2007).

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Appendix 6 – Case Studies

The Project: Oxfam International Youth Partnerships

On October 19th 2000, 300 delegates from 156 countries came together in Sydney, Australia for the first time and for the first sitting of the International Youth Parliament 2000 (IYP 2000). All delegates were young people and the event was an Oxfam Australia (then known as Community Aid Abroad – Oxfam Australia) initiative.

At the time, Oxfam suggested that at the turn of the Millennium IYP2000 was “an *international youth declaration* of the need to act together under the banner of equality and democracy”. Further, Oxfam suggested IYP2000 was working within the framework of the Universal Declaration of Human Rights and seeking to emphasise the importance of civil society’s participation in the democratic process. Partnering with Oxfam Australia on the initiative was the Youth Workshop of the Alliance for a Responsible and United World and the Youth Employment Summit (Source document: Core IYP 2000). IYP2000 provided the genesis of a 10 year program that became known over time as the Oxfam International Youth Partnerships (OIYP).

In 2010, OIYP is described as a global network of young people working with their communities to create positive, equitable and sustainable change. It is an Oxfam International initiative, managed by Oxfam Australia and now having a high profile within institutions, civil society and with young people themselves worldwide. Since IYP2000, Oxfam has worked with over 1100 young people, known as Action Partners, from 98 countries and has developed a specific focus on the Pacific, Asia, Australia and Southern Africa. The program is described by Oxfam as the organisations flagship youth initiative.

Action Partners are young people committed to a positive and equitable world and working for change in a range of different contexts. Through OIYP, Oxfam supports 300 young Action Partners to learn, develop and take action as part of a three year program. Action Partners are aged 18 – 25 and there is generally a high response when applications are called for at the commencement of each cycle. Those successful in their applications are generally selected on the basis of their resilience, commitment to positive change and their past work with others in their communities – though the *OIYP Strategic Plan 2010 - 2013 – Final Draft* suggests selection is based on a “commitment to personal reflection and self-awareness and their dedication to finding new ways of creating change”. Either way, Action Partners are said to be active citizens working for change on issues ranging from peace-building, women’s rights, HIV and AIDS and rural livelihoods.

According to the *OIYP Strategic Plan 2010 - 2013 – Final Draft*, after Action Partners have participated in the OIYP program they continue to be part of the global OIYP Network and many Action Partners continue in the program through a fourth transitional year where they take part in a range of activities to support the next generation of Action Partners. Further, Oxfam actively works

to build partnerships across the generations of Action Partners, and with many other organisations, institutions and communities around the world to foster active citizenship and accountability – creating a powerful force for change (page 3).

Case Study 1

This is the story of an Action Partner from 2000 who came from Zimbabwe. Dumisai (pseudonym) was 24 years of age at the time.

Dumisai applied for the OIYP due to his interest in joining a network of young people who were engaged in various ways to change the world and to build contacts. Dumisai suggested he had always wanted to visit Sydney.

For Dumisai, the coming together of different people with different experiences and perspectives (and some similarities) was the best part of his experience as it allowed for young people to learn from one another, along with fostering an appreciation of common purpose and common challenges. Overall, Dumisai found his experience of the OIYP to be groundbreaking, energizing, and confidence building, through which he developed skills in networking, campaigning and advocacy. Through his participation, he enhanced his understanding about strategic thinking in terms of global to local connections and through his exposure to people from different contexts, he increased his levels of tolerance and appreciation for difference. Further, through meeting and learning from those young people who are working in challenging situations, Dumisai gained an increased sense of courage to stick to his values and “challenge the system and oppressors”. His experience enhanced his appreciation of different types of youth, in that before IYP2000 his understanding of youth was one dimensional, whereas afterwards it was multi-faceted.

As a result of being an Action Partner, Dumisai was instrumental in convening the first African Youth Parliament, which is now called the Africa Youth Trust. As a result of the networks established at OIYP, through which he still maintains contact with 15 Action Partners, the establishment of the African Youth Parliament was a collaborative effort of African Action Partners, which was created to spearhead a Youth Led Development model in

Kenya with a view to replication in other African Countries. The organisation was involved in the drafting of the African Youth Charter for Human Rights and Good Governance which aims to guide and support policies, programmes and actions for youth development and empowerment across Africa and which came into force in August 2009 and has since been ratified by 16 African countries.

Africa Youth Trust also currently runs four programs across the East African Region. These include capacity building programs that focus on youth participation in the promotion and practice of democracy and human rights within the Eastern African Community Region, youth participation in law-making processes, youth action against corruption and a training program on gender justice and equality. One outcome of these programs has been the establishment of a structured system of youth engagement with the East African Legislative Assembly to facilitate youth involvement in regional law making. Throughout his journey and participation in the Africa Youth Trust, Dumisai has addressed policy makers and decision makers of intergovernmental bodies including the 2001 Vice President of Kenya, the 2006 President of Ethiopia, and various Ministers of Youth across Africa on issues of youth participation and development.

Additionally, Dumisai has continued his personal development to become a leadership trainer/facilitator and was a facilitator in OIYP2004. Through OIYP, his “horizons were broadened” to focus on African issues, as opposed to Zimbabwean issues, and leadership skills were enhanced and “allowed to shine a lot more”. He has subsequently worked with many pan-African institutions and now coordinates a facility that facilitates the interface of African civil society with the Pan African Parliament, The New Partnership for Africa's Development (NEPAD) and African Peer Review Mechanism. Dumisai attributes his journey in activism and personal-growth process to his participation in IYP2000, as his participation contributed to his “assertiveness and guile” in opening up spaces for influencing decision makers. He feels that the biggest impact being an Action Partner has had on his life is his ability to make strategic linkages between issues, processes, personalities and structures.

In terms of improvements of the OIYP, Dumisai suggests that more strategic linkages need to be made between the different generations of Action Partners to amplify the achievements and amount of work done. This is important as those Action Partners from previous cycles may now (or in the future) be in positions of power and influence which can be useful in linking new Action Partners to regional, national or global processes, institutions and decision makers.

Expressions of the case study against Oxfam's aims and objectives

This Case Study highlights that the OIYP has successfully fostered the active citizenship of young people who are working with communities to create positive, equitable and sustainable change on a range of issues including youth participation, empowerment and mobilisation with regard to democracy, human rights and gender justice.

Further, Dumisai has been able to work effectively with other groups and organisations at local, regional and national levels and across the not-for-profit and government sectors. These include working with the East African Legislative Assembly to increase youth participation in law-making, Oxfam GB (pan Africa office), and facilitating the interface of African civil society with the New Partnership for Africa's Development (NEPAD) and African Peer Review Mechanism. Further, the African Youth Trust works in partnership with other organisations to run some of its programs, for example the Equal Status and Human Rights of Women in East Africa, which is run in partnership with the Raoul Wallenberg Institute.

Additionally, this Case Study demonstrates that the OIYP through its Action Partners has encouraged the accountability of others, specifically that of the East African Legislative Assembly through its structure of engagement of youth in the lawmaking process, also of at least 16 African countries through the African Youth Charter for Human Rights and Good Governance with its focus on youth development and empowerment across Africa. This Case Study does not demonstrate how the OIYP has encouraged accountability of Oxfam.

This Case Study does not demonstrate how the OIYP has learnt and changed over time.

This Case Study does show how OIYP has worked at different levels including at both the community and national levels as the programs run by the Africa Youth Trust are both localised and regional or national. It demonstrates that the OIYP has also worked at the international level, with Action Partners taking part (through the Africa Youth Trust) in the drafting of the African Youth Charter for Human Rights and Good Governance, which has reached 16 countries.

To a large extent, this Case Study has successfully integrated advocacy and campaigning (for youth participation and rights in this context) and long-term development.

The following table indicates which Oxfam Change Goal and Central Commitments the case study supports.

Oxfam Change Goal		Oxfam Central Commitment	
Economic Justice		Accountability	√
Essential Services		Active Citizenship	√

Rights In Crisis	√	Linking micro, meso and macro	
Gender Justice		New technologies	

Case Study 2

This is the story of an Action Partner from 2004 who came from Nigeria. Abaeze (pseudonym) was 24 years of age at the time and was studying to be a doctor.

Abaeze applied for the OIYP because he believed that being a member of OIYP would offer him opportunity for personal development in social entrepreneurship and would support him to undertake developmental projects in his community. At that time he desperately wanted networking opportunities to develop and refine his leadership skills.

As part of his participation in the OIYP, Abaeze took part in the Trade Justice Project (TJP) in 2005-2006, which he described as the “best part” of the OIYP. His involvement in the TJP included participating in two online courses and travelling to Cambodia for a two week face-to-face intensive course on Human Rights, Trade and the World Trade Organisation.

Abaeze found his OIYP experience to be extraordinary, inspiring and life-changing, as a result of which he felt more empowered, confident, successful and focused. He felt that the TJP “opened his eyes to human rights and how the international trade system works” and through the TJP, he learnt how to use the human rights approach to hold his government accountable and demand for basic social services (healthcare, water & sanitation, basic education) in his community.

Through OIYP Abaeze developed skills in Leadership, Advocacy and Project management and he learnt how to manage projects, how to use a human rights approach in community development and how to build sustainable non profit organisations. As a result of the OIYP, Abaeze feels that he is better equipped with knowledge and skills to be a more effective advocate, that his social action network has grown and that he is now a more effective leader in his community.

Since becoming an Action Partner in 2004, Abaeze utilised the knowledge he acquired as an Action Partner to establish a community development organisation based in northern Nigeria, called Physicians for Social Justice (PSJ). PSJ’s mission is to assist rural communities realise their right to essential social services (health, safe water & sanitation and education). Membership comprises of predominantly young physicians who are committed to offering their skills and knowledge in community service. Abaeze used

networks established through OIYP to apply for and win a fellowship from the Human Rights Advocates Program (HRAP) at Columbia University in New York, and while there made contacts with two organisations that now financially support the projects of PSJ.

PSJ has since become a fully registered non profit community development organisation with an annual budget of about \$80,000.00 USD, three full time and five part time staff and a network of over 100 community volunteers. PSJ implements a broad range of community health projects, including free mobile clinics in 13 rural communities in northern Nigeria, community HIV/AIDS care and support projects, school health services and health rights advocacy. PSJ's projects have reached over 35,000 rural people with essential health services. The organisation works to make the right to health possible for thousands of people in rural communities and to contribute to meeting the targets of the Millennium Development Goals (MDGs).

Further, Abaeze implemented his knowledge and skills in advocacy to undertake a community health advocacy project focusing on increasing the availability of antiretroviral medicines to people living with HIV/AIDS and influencing the local governments to commit more funding in areas such as health and sanitation. As a result of being an Action Partner, Abaeze made contact and was able to use his influence with a number of governmental officials working on HIV/AIDS. As a result, three community health clinics were rehabilitated by the local governments and government budgetary allocations were increased in the areas of health and sanitation. Since becoming an Action Partner, Abaeze become an active member of the civil society movement in his community and actively participates in public policy debate.

Ultimately, Abaeze believes that participating in the OIYP changed his philosophy of life and taught him how to look at the world through the "justice lens". As a result he has become more aware of injustices at the community and global levels, and has increased his understanding of the links between disease, poverty and the denial of human rights. While Abaeze feels that life has become more complicated since becoming an Action Partner, he feels that he is compelled to fight injustice. Additionally, Abaeze believes that his achievements as an Action Partner have greatly inspired young people in his community, one of whom has been inspired to apply for OIYP and others who now aspire to take part in non-profit volunteering.

In looking to the future, Abaeze is working on a new mobile library initiative through PSJ that aims to provide children in remote communities with literacy and learning opportunities. Further, Abaeze aims to expand the geographical coverage of PSJ to reach more rural

people with community health services. However, presently the organisation is limited by budgetary constraints.

While commending the OIYP for inspiring young people to become positive change agents, Abaeze suggests that OIYP could increase its effectiveness by building the skills, knowledge and capacity of young people on specific thematic areas based on regional needs and developmental priorities.

Expressions of the case study against Oxfam's aims and objectives

This Case Study highlights that the OIYP has successfully fostered the active citizenship of a young person who is working with communities to create positive, equitable and sustainable change with regard to assisting communities to realise their right to essential social services and in increasing health services to communities.

Abaeze has been able to work effectively with other groups and organisations at local and international levels and across the not-for-profit and government sectors. This includes gaining the financial support of international NGOs for the Physicians for Social Justice Project, working with local governments on increasing the availability of antiretroviral medicines to people living with HIV/AIDS and increasing government funding in areas such as health and sanitation.

Additionally, this Case Study demonstrates that the OIYP through this Action Partner has encouraged the accountability of others, specifically that of the local governments in Nigeria, where Abaeze is working and in terms of making the local government more accountable for the provision of essential services and medical assistance to its people. This Case Study does not demonstrate how the OIYP has encouraged accountability of Oxfam.

Further, this Case Study highlights how the OIYP has learnt and changed over time in terms of the introduction of new programs and strategies as Abaeze participated in a thematic program (the Trade Justice Project) which subsequently influenced his work and projects.

This Case Study does show how OIYP has worked at different levels including at both the community and regional levels as the programs run by the Physicians for Social Justice Project are both localised, but also operate in many communities across a region (northern Nigeria). Additionally, the community health advocacy project has also worked at both the community and regional levels as health clinics have been rehabilitated in a number of communities and a number of local governments have been involved in increasing funding to essential services.

To a large extent, this Case Study has successfully integrated advocacy and campaigning (for health and essential services in this context), long-term development and humanitarian response (in HIV/ AIDS in this context).

The following table indicates which Oxfam Change Goal and Central Commitments the case study supports.

Oxfam Change Goal		Oxfam Central Commitment	
Economic Justice		Accountability	√
Essential Services	√	Active Citizenship	√
Rights In Crisis		Linking micro, meso and macro	
Gender Justice		New technologies	

Case Study 3

This is the story of an Action Partner from 2007 who came from Papua New Guinea. Kathrynia (pseudonym) was 22 years of age at the time of her participation in the OIYP.

Kathrynia took part in a range of activities throughout the three year period as part of her OIYP experience. This included online learning workshops, conferences, training and actively taking part in different networks. Kathrynia feels that the sharing of information, skills, and knowledge has created a variety of network groups on various themes which continue to grow through on-going communication among Action Partners. Kathrynia was also a participant in the OIYP HIV and AIDS Program, in which she travelled to Mexico to attend the International AIDS Conference in 2008. Along with 14 other Action Partners, Kathrynia attended a two-day pre-conference workshop to learn from the experiences of others working on HIV & AIDS. Following the conference, Kathrynia says that Action Partners continued to share knowledge, lessons learnt, opportunities, weaknesses, achievements and successes. As a result, she feels like they have become “the AIDS family”.

For Kathrynia, her experience of the OIYP was inspiring, transforming and challenging, through which she gained confidence, was offered new opportunities, learnt from the perspectives of others, gained new friends and developed skills in planning, monitoring and facilitation. She also valued learning to appreciate and respect difference across people and communities, the value of young people as leaders and that “one voice can make a difference”. For Kathrynia, her OIYP experience left her feeling empowered to make more effective decisions and to mentor, motivate and empower others. She feels that being an

Action Partner has given her confidence in all areas of her life, and in decision making and taking action.

As a result of becoming an Action Partner, Kathrynia continued to work on HIV / AIDS issues. This included facilitating a forum in her community that brought organisations together to increase awareness on youth and HIV / AIDS, and with the support of an OIYP grant, facilitated a skills building and advocacy training program on HIV / AIDS in a rural community.

Further, Kathrynia assisted in the establishment and is an executive member of a group called Papua New Guinea Youth Alliance on HIV and AIDS (PNG YAHA). Through networks made through OIYP, Kathrynia says she was able to mobilise people to form the organisation, which has since become registered as not-for-profit incorporated association. PNG YAHA works to coordinate the voice of young people in the response against HIV and AIDS in Papua New Guinea. Additionally, because of her work and dedication to the cause, Kathrynia been asked to sit on the prevention task team as a youth representative on Papua New Guinea's National HIV and AIDS Strategy 2011 -2015, assisting with and using her influence in decision-making that will contribute to positive outcomes for those affected by HIV/ AIDS in her community and at the national level.

Through her work, Kathrynia feels that the community now recognises that young people can make a difference and are leaders in their own right. She continues to maintain contact with 8 of the Action Partners she went to Mexico with, though finds that communication technologies are often a problem. In the future, Kathrynia wants to continue to support more young people through mobilisation and advocacy, and empower them to also be part of the youth HIV/ AIDS network. She feels that resources and time are the greatest limitations in moving forward.

Expressions of the case study against Oxfam's aims and objectives

This Case Study highlights that the OIYP has successfully fostered the active citizenship of a young person who is working with communities to create positive, equitable and sustainable change with regard to advocating for voice of young people and increasing youth participation in the response against HIV and AIDS in Papua New Guinea, increasing awareness on youth and HIV / AIDS.

Kathrynia has been able to work effectively with other groups or organisations at the national level within the government sector. This includes being a youth representative on the prevention task team of Papua New Guinea's National HIV and AIDS Strategy 2011 -2015.

Additionally, this Case Study demonstrates that the OIYP through this Action Partner has encouraged the accountability of others, specifically that of the national government of Papua New Guinea in having youth representation and participation in devising the National HIV and AIDS Strategy 2011 -2015. This Case Study does not demonstrate how the OIYP has encouraged accountability of Oxfam.

Further, this Case Study highlights how the OIYP has learnt and changed over time in terms of the introduction of new programs and strategies as the Action Partner participated in a thematic program (the HIV/ AIDS Program) which subsequently influenced the work and projects of Kathrynia.

This Case Study does show how OIYP has worked at different levels including at both the community and national levels as Kathrynia has focused on facilitating forums and training programs at community levels, but has also worked at the national level through the Papua New Guinea Youth Alliance on HIV and AIDS and through her representation in devising the National HIV and AIDS Strategy 2011 -2015.

To a large extent, this Case Study has successfully integrated advocacy and campaigning (for youth participation in responses to HIV/AIDS), long-term development and humanitarian response (in HIV/ AIDS).

The following table indicates which Oxfam Change Goal and Central Commitments the case study supports.

Oxfam Change Goal		Oxfam Central Commitment	
Economic Justice		Accountability	√
Essential Services		Active Citizenship	√
Rights In Crisis	√	Linking micro, meso and macro	
Gender Justice		New technologies	

Case Study 4

This is the story of an Action Partner from 2007 who came from Iraq. Ali (pseudonym) was 20 years of age at the time of his participation in the OIYP.

For Ali, the best part of his OIYP experience was the Kaleidoscope event because it was a powerful learning and empowering event where he was able to connect with many different people from all around the world and discuss possible solutions for social change. It was through developing skills and participating in training on project management, facilitation and

fundraising, and feeling supported by Oxfam and his new global network that Ali feels he is more empowered, gained more self-confidence and increased his enthusiasm for his work. Through exchanging knowledge, experiences and culture via the OIYP network, Ali says he “gained a lot” and has become more involved in his community.

Since becoming an Action Partner, Ali has advocated for increased activism by young people and has successfully initiated and implemented a project called Young to Younger that works with orphanages in Northern Iraq. The project has involved supporting two orphanages with sustainable materials, interaction with young orphans and empowering young people to do more in their community by introducing project management knowledge and skills. Ali used his OIYP network to fundraise for his project and to gain knowledge from others to improve his project. He feels that OIYP opened his eyes to how to be more involved in his community and about the importance of youth activism, which influenced his decision to encourage more young people to be involved with his project. He has since been able to mobilise a further eight young people to be involved in his project. Further, through advertising the outcomes of his project he managed to obtain three major donors for his project, which have led to extra rooms being built in the orphanages.

Additionally, Ali has become involved with two non-government organisations (NGOs) in his country, one of which is the Iraqi Health Aid Organization in Bagdad where he is assessing a training program, and the second where he is piloting a program for young physicians. There are hopes that both of these programs will become national programs.

Ultimately, Ali feels that he has definitely become more involved in social action since becoming an Action Partner as he has “tasted the difference between me 3 years ago”. He has had more contact with decision makers, partly through his increased confidence which he attributes to the fact that he is an Action Partner and has been trained by Oxfam. He feels that he has also gained trust from family and friends and has worked alongside colleagues in making changes in his community, college and city. While Ali says that it's very difficult to describe the impact that OIYP has had on his life, he believes the whole experience empowered him to “become what he is and to do great in his society”.

Ali's aspirations are to continue to start bigger projects, though he finds that getting sustainable support from stakeholders and a shortage of funds can be obstacles.

Ali suggests that an increased focus on workshops at the Kaleidoscope event would enable Action Partners to learn more about each other and about community involvement. He suggests that creating regional committees with past and present Action Partners and

having Action Partners run regional and local projects would facilitate better networking and increase the chances of accomplishing projects with bigger perspectives.

Expressions of the case study against Oxfam’s aims and objectives

This Case Study highlights that the OIYP has successfully fostered the active citizenship of a young person who is working with communities to create positive, equitable and sustainable change with regard to the empowerment and mobilisation of young people and in terms of responding to the humanitarian crises of orphans in Iraq.

Ali has been able to work effectively with other groups or organisations, specifically with regard to obtaining major donor support for his Young to Younger project, and, in unrelated projects, working with two NGOs including the Iraqi Health Aid Organization.

Additionally, this Case Study demonstrates that the OIYP through this Action Partner has encouraged the accountability of others, specifically that of the three major donors of his Young to Younger project. This Case Study does not demonstrate how the OIYP has encouraged accountability of Oxfam.

This Case Study does not show how the OIYP has learnt and changed over time.

This Case Study does show how OIYP has worked at different levels including at both the community and national levels as Ali has worked on the Young to Younger project at the community level, and with his involvement in the Iraqi Health Aid Organization has also done some work at the national level.

To a large extent, this Case Study has successfully integrated advocacy and campaigning (for youth activism and for responses to the Iraqi orphan crisis) and humanitarian response (in terms of the Iraqi orphans).

The following table indicates which Oxfam Change Goal and Central Commitments the case study supports.

Oxfam Change Goal		Oxfam Central Commitment	
Economic Justice		Accountability	√
Essential Services		Active Citizenship	√
Rights In Crisis	√	Linking micro, meso and macro	
Gender Justice		New technologies	