

Impact Assessment Report on Pacific Young Women Responding to Climate Change

FINAL REPORT

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LIST OF ACRONYMS

YW	- Young women
UN	- United Nations
APCP	- Australia Pacific Climate Partnership
StPC	- Shifting the Power Coalition
PNG	- Papua New Guinea
DRR	- Disaster Risk Reduction
CSW	- Commission on the Status of Women
APMCDRR	- Asia-Pacific Ministerial Conference on Disaster Risk Reduction
CRPD	- Convention on the Rights of Persons with Disability
CEDAW	- Convention on the Elimination of All Forms of Discrimination Against Women
IA	- Impact Assessment
TOT	- Training of Trainers
MET	- Meteorological Services Office
NGO	- Non-Governmental Organisation
NDMO	- National Disaster Management Office
NEMO	- National Emergency Management Organisation

EXECUTIVE SUMMARY

Background and Context:

Pacific women, including young women (YW) are almost always excluded from local, national, and regional decision-making and leadership roles on climate change and other related disasters and are still notably absent from visible leadership roles within mechanisms focused on responding to climate change. With this backdrop, funded by the Australia Pacific Climate Partnership (APCP), the Pacific YW Responding to Climate Change project has been delivered by the Shifting the Power Coalition (StPC) in six Pacific countries between February 2020 and June 2022. The overarching goal of this project was to enhance diverse Pacific women's agency – in particular rural women and young women, including those with disability, is strengthened to access climate services information in order to influence climate change and disaster risk reduction (DRR) decision making processes. The anticipated long-term impacts of the project are: (1) Diverse Pacific young women's perspectives and priorities in 6 countries inform climate change policy and planning; (2) Young women claim their space and directly influence regional and national processes on climate change, including the Pacific Resilience Partnership; and (3) Young women understand climate change policy and services and establish their own agenda for change.

The Scope of Study:

The following were the guiding themes for this review:

1. How has the project strengthened the capacity of YW leaders, including focal points, to engage on climate change and related crises in their own organisations, communities and movements?
2. What are the key successes and learning of the project?
3. How to engage and support YW's participation in processes associated with the climate change? How can YW be better supported to utilise those spaces created through the project at the country level?

Methodology:

The following methods were engaged in this IA: (1) Documents review; (2) Preliminary meetings/round table with YW Focal Points; (3) In-depth interviews with the YW Focal Points and StPC staff, and (4) Reflection Workshop with the YW Focal Points

Analysis, Findings and Discussion:

- Cross-Learning: YW became Enabled for Cross-Learning; The project has enabled YW for cross-learning across the region.
- Localisation: YW have brought their learnings to the local communities. A constant commitment and efforts have been seen in how YW brought their learnings from the regional level to the local community level.
- Positioning and Visibility of YW: YW became enable to strategically position their advocacy work and gained increased visibility in the Climate Change and Climate Justice landscape. YW were enabled through a platform to position themselves strategically as a key player in the Climate Change and Climate justice spaces.
- Leadership Development: YW's leadership skills have increased in several areas. YW have gained leadership skills in several areas, such as confidence level, network, ability to think and act outside the box, ability to understand other perspectives, and negotiation skills amongst others.
- Climate Change Knowledge: YW have gained deeper knowledge of Climate Change and Climate Justice. YW have gained a deeper knowledge of Climate Change and Climate Justice through their participation in the project.
- YW's Influence in Climate Change Space: YW's collective power to influence Climate Change policies at the local level has excelled commendably. YW have developed a collective power to influence Climate Change space at the local level.
- Inclusiveness and Diversity: Diverse YW, including YW living with disability, have been included both at regional and local levels. Inclusiveness and diversity aspects have improved over the life of the project.
- Project Management Skills: YW have gained several project management skills and are continuing to learning the new ones.

- **Intergenerational Leadership:** YW have gained several positive Intergenerational Leadership outcomes while still overcoming challenges. YW have gained several positive Intergenerational Leadership outcomes through the project. The Coalition has created the precedence of fostering Intergenerational Leadership, which can be transferable to its partner organisations. At the regional level, YW require more safe spaces where they can learn and provide leadership not only within YW but also in the mainstream Coalition. The other challenge that YW face is that many older women in established organisations continue to dominate the space. Mainstreaming YW's leadership within the Coalition at the regional level is still found to be a challenge.
- **Sustaining YW's Leadership:** The project is designed to leave behind sustainable platforms for young women to engage at national and regional level and direct connections with decision makers in the Climate Change and Climate Justice spaces. Another issue in relation to retaining YW within the movement as a means to sustaining YW's leadership came up while interviewing a participant. Mainstreaming YW's leadership into the main leadership within the movement is important.

Recommendations:

- Cross-learning should be continued to be fostered within YW in the Climate Change space. Further cross-learning opportunities should be created for YW which will contribute to YW's knowledge, collective power, and leadership in the sector.
- Efforts should be continued to bring YW's learnings from the regional to the local level. YW should continue to work closely with the local communities and YW from these communities, including YW with disability, and local/national institutions to influence these spaces for positive outcomes.
- Concrete plans should be made to make YW's leadership and efforts in Climate Change and Climate Justice space more visible. More visibility products should be developed to enable YW to create a stronger presence.
- The Coalition should continue investing in YW's leadership development in the Climate Change space. However, in order to make a deeper impact on YW's leadership, more strategic and systematic approaches are required. YW should be provided both time and space for collective reflections (preferably facilitated by an external facilitator) regularly.
- More advanced training on Climate Change and its policy areas should be organised for YW so that YW can take their leadership further at the regional and then international levels.
- Both strategic and programmatic approaches should be taken to enable YW not only to influence local/country-level players in the Climate Change space but also various institutions and policymakers at the regional/inter-governmental/international levels.
- The Coalition should hold some targeted approach to become more inclusive and include YW with disability as well as other YW with other forms of disadvantages (such as LGBTQIA+) both at the regional and local levels.
- Targeted training on Project Management skills may be undertaken by the project for YW in the next phase of the project.
- The Coalition should continue to foster Intergenerational Leadership by providing YW with a platform and adequate exposure where they will be able to learn and practice their leadership skills in the Climate Change space both at local and regional levels.
- The Coalition and its Partners should continue the effort to create a safe space for YW both at regional and local levels where they can learn and provide leadership not only within YW but also in the mainstream Coalition. The coordination of the YW Steering Committee should be strengthened so that YW can come together and discuss, negotiate, and make decisions about YW's Climate Change actions. YW should have a safe space where they can try new ideas and can fail and learn from them.
- Measures and targeted plans should be taken to mainstream YW's leadership in the Coalition as well as in its Partner Organisations.
- Measures and targeted plans should be taken at the Country level to continue recruiting YW, retain them, and develop succession plans.
- Regional YW Focal Point should be recruited to ensure better focus and coordination of YW Steering Committee's work.
- Professional development training/scholarship may be considered for the leadership development of the YW Focal Points.
- The Coalition should plan for better coordination, time management, and delegation in order to ensure the work-life balance of YW Focal Points and provide them with a realistic target.

IMPACT ASSESSMENT REPORT ON PACIFIC YOUNG WOMEN RESPONDING TO CLIMATE CHANGE

BACKGROUND AND CONTEXT

Research has suggested that young women (YW) are almost always excluded from local, national, and regional decision-making and leadership roles on climate change and other related disasters. Pacific women, including YW, are no exception to this as they are still notably absent from visible leadership roles within mechanisms focused on responding to climate change.

According to UN Women, in the Pacific countries, the government mechanisms to integrate gender issues in climate change and disaster management are inadequate and weak, which results in ineffective gender-responsive policy and planning.¹ The Pacific region has extremely low participation by women in the leadership and decision-making roles. The region has a high prevalence of violence against women. Within the Pacific Young Women, lifetime prevalence of physical and sexual violence by partner and non-partner among Pacific island women aged 15–49 years old is between 60–80%.² The impacts of climate change are most severe in this region. The broader gender inequality makes it even harder for YW, including YW with disabilities to access and participate in decision-making processes. YW face double discrimination of age and gender, and when combined with a disability or other factors such as poverty or sexual orientation and gender identity, they face further marginalisation. As indicated by Pruitt and Lee-Koo (2017), young women are often overlooked by aid programs as they have ‘aged out’ of initiatives targeting under 18 years old and are marginalised in programs targeting women. Women and YW often remain invisible in policy-making due to their limited decision-making roles.³ Due to such invisibility, the approach to climate change and disaster management is unable to incorporate their impact on women and YW, including the changing burden of unpaid work, increased prevalence of gender-based violence and food insecurity, and institutionalised marginalisation of women’s voices and leadership.

With this backdrop, funded by the Australia Pacific Climate Partnership (APCP), the Pacific YW Responding to Climate Change project has been delivered by the Shifting the Power Coalition (StPC) within 10 Partner Organisations in six Pacific countries namely, Fiji, PNG, Samoa, Solomon Island, Tonga, and Vanuatu between February 2020 and June 2022.

The overarching goal of this project was to enhance diverse Pacific women’s agency – in particular rural women and young women, including those with disability, is strengthened to access climate services information in order to influence climate change and disaster risk reduction (DRR) decision making processes.

The project aimed to achieve the following outcomes:

- i. Leadership and Capacity Building: 150 Young Women from 6 Pacific Island Countries and Pacific Disability Forum network have increased skills, knowledge and confidence to access and use climate change science and services and disaster management systems to engage in local and national disaster and climate change coordination mechanisms, including national cluster systems.

¹ UN Women, 2016. Time to Act on Gender, Climate Change and Disaster Risk Reduction.. [online] UN Women – Asia-Pacific. Available at: <<https://asiapacific.unwomen.org/en/digital-library/publications/2016/11/time-to-act#view>> [Accessed 12 October 2022].

² PYWLA, 2013. Young Women’s Dialogue 2013 outcomes Statement. [online] PYWLA. Available at: <<https://pacificyoungwomensleadershipalliance.wordpress.com/>> [Accessed 12 October 2022].

³ TANYAG, M. and TRUE, J., 2022. GENDER RESPONSIVE ALTERNATIVES TO CLIMATE CHANGE A GLOBAL RESEARCH REPORT. [online] Actionaid.org.au. Available at: <<https://actionaid.org.au/wp-content/uploads/2019/11/Monash-GRACC-Report-Global-.pdf>> [Accessed 12 October 2022].

- ii. Evidence Building & Collective Action: Diverse young women’s experiences, needs and capacities are documented and inform the design of a coalition campaign of appropriate and accessible climate services
- iii. Policy Reform: A core group of young women from the Shifting the Power Coalition are able to deliver recommendations from their national networks to regional multistakeholder forums such as the Pacific Resilience Partnership Task Force and the 2021 Pacific Resilience Meeting

The anticipated long-term impacts of the project are:

1. Diverse Pacific young women's perspectives and priorities in 6 countries inform climate change policy and planning
2. Young women claim their space and directly influence regional and national processes on climate change, including the Pacific Resilience Partnership
3. Young women understand climate change policy and services and establish their own agenda for change.

In order to support diverse YW from the Pacific to lead evidence-based responses to climate change and disasters, the project took a human rights-based approach to empower diverse YW to drive change from the bottom up. According to the Progress Report of the project for 2022, to date, under this project, 168 YW were trained on climate change science services and disaster management systems at regional and national levels, 31 YW reported increased capacity to influence disaster management, humanitarian action and climate change decision-making processes, and 110 YW have taken action for more localised resilient development.

The Progress Report 2022 outlines how the StPC has supported greater engagement and visibility of Pacific Island YW’s priorities in a number of inter-governmental processes. For example, the StPC is recognised for the inter-generational leadership approach and this has been further amplified in the Women’s Resilience to Disasters blog of UN Women, titled, ‘Inter-generational feminist collaboration for transformative action in the Pacific’.⁴ YW’s participation in the 66th session of the UN Commission on the Status of Women (CSW66) was also reported as a highlight. Five YW focal points attended the Asia-Pacific Ministerial Conference on Disaster Risk Reduction (APMCDRR), held in Brisbane in September 2022. The Progress Report 2022 also discusses about the Pacific Disability Forum that have been instrumental in providing a learning space for YW to understand disability rights and the links to existing commitments such as the Convention on the Rights of Persons with Disability (CRPD) and Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

With an intergenerational approach that facilitates solidarity and support from regional women's networks, the project attempted to develop the leadership of YW, including those with a disability, by enhancing their access and use of climate services information to inform their climate change and disaster risk reduction advocacy. The intergenerational approach entailed developing a process for older women as role models and mentors to support cultural shift of power transformation through cross-gender and intergenerational dialogues. In 2022, the Regional Young Women’s Focal Point position was elevated to the position of Learning Coordinator. While she continues to convene the Young Women’s Steering Committee this demonstrates the integration of Pacific Island young women’s leadership within the Coalition.

⁴ UN Women, 2022. Inter-generational feminist collaboration for transformative action in the Pacific. [online] UNW WRD Knowledge Hub. Available at: <https://wrk.unwomen.org/explore/blogs-listing/inter-generational-feminist-collaboration-transformative-action-pacific?fbclid=IwAR3_T_w1tNcBVniVwrgUvUpq21iD91Q95PQvsjfNb7vAXKhpYJFF-lfA5_4> [Accessed 13 October 2022].

THE SCOPE OF STUDY

ActionAid Australia and StPC contracted Dr Joyce Das (Go Equal) as the expert Consultant to undertake this Impact Assessment (IA) to offer insights into the key achievements of the Pacific YW Responding to Climate Change project. This IA aims to uncover the learning and impacts of the project through the perspective of StPC YW leaders. The following were the guiding themes for this review:

4. How has the project strengthened the capacity of YW leaders, including focal points, to engage on climate change and related crises in their own organisations, communities and movements?
5. What are the key successes and learning of the project?
6. How to engage and support YW's participation in processes associated with the climate change? How can YW be better supported to utilise those spaces created through the project at the country level?

The review makes recommendations based on the above three questions, especially regarding opportunities for StPC and ActionAid, including the Partner Organisations, to learn from this program to inform future programs on YW's leadership development in the Climate Change space. Based on the insights and reflections from the YW Focal Points and StPC staff, this IA report captures the key impacts of the project, discusses the issues to be addressed for future purposes, and outlines areas require attention to sustain YW's leadership in the Climate Justice advocacy work.

The IA work was conducted within a narrow timeframe. The key informants participated the Australian Government's Asia-Pacific Ministerial Conference on Disaster Risk Reduction 2022 in Brisbane in September for a week, which was the only available time provided to the Consultant to conduct the interviews with the key informants. Scheduling interviews also came as a challenge as the key informants were fully occupied with the Conference and the side activities and therefore, finding a suitable time was not straightforward.

Although it appeared to be important for the IA that the Consultant met representatives from the Partner Organisations and the donor bodies to capture their experiences and views of the project, the Consultant was advised that it should be kept out of the scope of this study. Further, interviewing YW and other members from the local communities of different countries was kept out of the scope of the study. Narrowing the scope of the IA made data triangulation a challenge. The Consultant engaged with various techniques to ensure that some form of data triangulation was made consistently.

METHODOLOGY

In response to the above guiding themes, the Consultant adopted a mixed-methods approach as follows:

1. Documents review
2. Preliminary meetings/round table with YW Focal Points
3. In-depth interviews with the YW Focal Points and StPC staff
4. Reflection Workshop with the YW Focal Points

Document Review:

Relevant project documents and reports, Impact Study of StPC, and other documents, including the Baseline Survey and the Handbooks were critically reviewed by the Consultant. A list of documents that were reviewed has been provided in Annex A.

Preliminary Meetings/Round Table:

A preliminary online meeting was conducted with the YW Focal Points upon their arrival at Brisbane for the Asia-Pacific Ministerial Conference on Disaster Risk Reduction 2022 in order to set the scene of the IA exercise. The Consultant provided some background and context of the study and explained them about their participation in the study, the roles they would play. The Consultant also informed the key participants about the issues around research ethics and integrity and associated risks and their mitigation.

In-Depth Interviews:

Semi-structured in-depth interviews were conducted with the key informants, including the YW Focal Points and StPC staff members. Open-ended questions were asked to the key informants to capture their insights and experiences of the project. The guiding questions for the in-depth interviews have been outlined in Annex C.

Reflection Workshop:

A Reflection Workshop has been conducted with the YW Focal Points in order to gain their insights of the project as a group. Several questions were discussed, and participatory methods were used to conduct the workshop activities. The guiding questions for the Reflection Workshop have been provided in Annex B.

The discussions from the Reflection Workshop and the interview notes were coded, compiled, and analysed by the consultant to identify key themes and recommendations.

KEY IMPACTS OF THE PROJECT: ANALYSIS, FINDINGS, AND DISCUSSION

CROSS-LEARNING

Key Impact: YW became Enabled for Cross-Learning

In both reflection workshop and individual interviews, majority of the key informants have agreed that the project has enabled YW for cross-learning across the region. In the reflection workshop, the group has identified that first, the YW's Training of Trainers (YW TOT) had fostered regional/cross-country learning; and second, YW's leadership in humanitarian response has been developed through the recruitment of Humanitarian Officers and establishing safe hubs and local leads. The development of all three Handbooks, titled 'Young Women and Climate Action Handbook', 'Pacific Young Women's Guide to Humanitarian Action: Shifting the Power in Disaster Preparedness, Response and Humanitarian Action' and a third one on Intergenerational Organising (currently under preparation) have enabled YW for cross-learning. The Handbook on Climate Action has enriched the training content for YW actioning climate justice and inclusiveness. The second Handbook on Humanitarian Action helped them to realise, being YW, it is important that they hold governments and humanitarian actors accountable for delivering on the humanitarian responses to Climate Change commitments and providing them insights on how they can push for greater recognition of the specific capacities, capabilities, and needs of YW including those from the non-binary, disability and rural communities.

Further, the establishment of the YW Steering Committee has provided these YW a platform for cross-Coalition collaboration and learning. As members of the YW Steering Committee, the YW Focal Points have been using this platform to exchange ideas, share experiences, and learn from each other. In an individual interview, one key informant talked about how this platform has enabled them to be able to develop their own set of advocacy messages to help them to focus on their priorities at the regional level. Another key informant told how the creation of YW Steering Committee anchored YW for learning and engagement. The Coalition in this way is in the process of facilitating the creation of a group of YW working in the space both at the regional levels as well as supporting them in the National level actions.

LOCALISATION

Key Impact: YW have brought their learnings to the local communities

A constant commitment and efforts have been seen on how YW brought their learnings from regional level to the local community level. This is consistent with the findings reported in the Impact Assessment Report of StPC.⁵ The group thought that YW leading the Baseline Survey provided them with a deeper understanding of what do YW want to know, the climate change knowledge they have, and the issues that the local communities, including diverse YW, face.

One key informant told how both Handbooks on Climate Action and Humanitarian Response that were designed for and by YW to be climate smart, helped them to take the knowledge they gained on Climate Change and humanitarian responses at the regional level to their local communities. The exercise also entailed YW to identify with whom they could work as their allies. The Handbook was designed to be flexible so that it can capture different contexts that the YW were working in.

An example of transferring YW's learning to the local level came from Fiji. In 2020, a YW from a rural Fijian community that has been impacted by Climate Change, participated the Regional TOT. As part of the TOT, there were associated visits to the National Meteorological Services. As part of the TOT, the YW learned about how messaging about weather forecasts were conducted for the communities. The YW took the knowledge back to their community after the training and from the following year onwards, they took the lead in the community to provide weather information to the community members. During the cyclone season 2020/2021, the YW&CC Focal Point from Fiji used the Fiji Meteorology App to access and share information, drawing on traditional and indigenous knowledge from older women leaders, to communicate with Transcend Oceania's rural networks in Vanua Levu, Fiji.

Later, in March 2021, the Shifting the Power Coalition was invited to contribute to a training for National Meteorological Services. This enabled young women representatives from Fiji and Vanuatu to present women-led strategies and recommendations to the National Meteorological Services on how the MET services can ensure diverse rural women receive information. The presentations highlighted learnings from across the Coalition on how rural women play diverse roles in their community, including in agriculture, fisheries, disaster management and leading their communities to adapt to the slow onset of climate change.

Similarly, in Tonga, the YW worked with the local meteorological offices to make the weather terminologies simpler and more accessible to YW and the wider communities. After YW's advocacy work, when the meteorological offices announce weather forecasts in media, they use simpler terminologies that are more accessible to and understandable by local people, including YW. In this way, YW through the project are influencing the process of transforming institutions, impacting entities far beyond the direct participants of the project.

⁵ Shifting the Power Coalition: Impact Assessment Report, November 2021.

POSITIONING AND VISIBILITY OF YW

Key Impact: YW became enable to strategically positioning their advocacy work and gained increased visibility in the Climate Change and Climate Justice landscape

YW were enabled through a platform to position themselves strategically as a key player in the Climate Change and Climate justice spaces. The group felt that YW became more visible in the Climate Justice space and have been recognised as leaders, gained trust and respect in this space not only at the local and country levels but also at the regional level. According to one key informant, this visibility has helped YW to focus on their priorities and empowered them to develop their own set of advocacy messages. They also believe that the toolkit that was developed (e.g., the Handbooks on Climate Action and Humanitarian Responses) by YW helped them to be focused in their messaging, to have a robust approach to inclusion, and to keep consistent with the advocacy language in the broader landscape.

Another impact some of the informants reported is that YW became enabled to position themselves that brought the issue of Climate Justice at the centre of their discussion and has highlighted the YW's leadership in this space. According to one key informant, "Often the popular message for Climate Change projects is to become climate resilient. But when we can bring the idea of Climate Justice in the space, the whole dynamics and perspective change. In this project, this is exactly what happened. This shift has reminded YW that "Climate Change is not our fault and countries need to be accountable for Climate Change". Being resilient is not enough, rather having an understanding of Climate Justice is the key here. This particular project actually taught YW to stop calling themselves resilient people and start talking about human rights, accountability, and Climate Justice." The project has shifted this understanding within YW.

Although several visibility products have been developed through this project⁶, the group felt that in order to make a deeper impact in this space, more visibility is required. More visibility products should be developed which will enable YW to create a stronger presence and help them to influence the climate justice space more meaningfully.

LEADERSHIP DEVELOPMENT

Key Impact: YW's leadership skills have increased in several areas

The entire group of key informants reported that they have gained leadership skills in several areas. For example, the group felt that their confidence level has increased significantly after participating in the project. They now feel more confident to speak up in meetings/forums. Many have been invited to speak on different panels at conferences or other events as experts and they have successfully spoken in these panels. The same has been confirmed by several YW in their respective individual interviews. One informant told, "I can talk more confidently now because I can see that I am able to link my points to various policies and break down to translate them for other YW in the rural areas." Another key informant reported that they were invited to speak in a panel as a panellist in one of the spotlight events at the Australian Government's Asia-Pacific Ministerial Conference on Disaster Risk Reduction 2022 in Brisbane. They said that they were able to speak in the panel commendably. Another informant said that they learned how to prepare to speak at forums/meetings, to conduct their research before attending any meeting/forum and get information about who will be present at the forum, what are the agenda to be discussed, and what they should say in those forums to have the best outcomes towards achieving their goals. Such learning has clearly boosted the confidence of these YW.

⁶ Climate Connections: Climate Crisis to Climate Justice <https://www.facebook.com/shiftingthepowercoalition/videos/1194902264345185>
 Feminist Friday: Young Women Aim to be Climate Smart <<https://www.facebook.com/shiftingthepowercoalition/videos/153625220043212>>

Several informants suggested that their network, particularly in the areas of Climate Change and Climate Justice, has been strengthened through their involvement in the project. One told us that by having the opportunity to work with the YW, they have built a robust network with the other stakeholders in the sector. Through their engagement with these stakeholders, the YW were able to see the importance of being inclusive in their approaches. Several YW told that the connection between YW has increased not only within the YW Steering Committee but also within the wider movement.

The group felt that their creativity in bringing ideas by thinking outside the box and being able to be propositional has increased significantly. The group also identified that their listening skills have improved immensely to understand other people's perspectives and communicate with them to a greater extent. One key informant reported that they worked as a co-facilitator to mediate a conflict that arose from the relocation of a community who are being affected because of Climate Change. They believe that the project has provided them with the right skills to lead and negotiate at a community level even when there are conflicts.

To retain and deepen the leadership skills that YW have gained (or introduced to) requires regular reflections (both in group and at individual levels), exchanges of ideas and constructive debating on them, and the time and space to sometimes 'stop' and look back to reflect on their leadership journey and look at the future and think where they want to go. The group felt this is one of the area in which they lack both time and space. First of all, COVID-19 lockdowns had moved several in-person activities to online spaces and the group was unable to meet in person until August 2022. For example, the inception workshops and the training sessions were held online. However, the participants felt that they could not engage at a deeper level in these workshops as they would imagine it in the in-person setup. For future online events, careful considerations should be made on how to engage YW at a deeper level. Second, according to the group, they have been occupied extensively on project milestones and deliverables and they felt that there was a lack of time and space where they can come together and reflect on their achievements and learnings collectively. The group thought dedicated time to sit together and reflect on their journey (preferably by an expert facilitator) at a more strategic level would benefit them significantly. In order to create collective power and leadership amongst YW, connecting to each other is important and sessions like this often help to build those connections to each other, The group also felt that the YW should be involved at a deeper level in the project planning for the next phases of the project.

CLIMATE CHANGE KNOWLEDGE

Key Impact: YW have gained deeper knowledge of Climate Change and Climate Justice

Both in the group setting as well as in the individual interviews, the key informants have reported that they have gained a deeper knowledge of Climate Change and Climate Justice through their participation in the project. In the Reflection Workshop, the participants were asked to rank their knowledge of Climate Change at the beginning of their participation in the project on a scale of 1-10. Most participants ranked it between 2 and 6, with an average of 4.8. Later, when the participants were asked to rank their current knowledge of Climate Change on the same scale, they ranked their knowledge at an average of 8.9. This finding corresponds with the responses of the key informants in the individual interviews. For example, one respondent said that they learned how to analyse Climate Change policies from different contexts and translate them for a specific community. Another participant suggested that by including the humanitarian aspect of the climate change knowledge in the project, it had helped them to gain a richer understanding of the issues.

Although, YW have gained adequate knowledge of Climate Change to conduct their advocacy work within the local communities and the civil society organisations, when it comes to the inter-governmental level,

there is still room for improvement in order to strengthen their knowledge and understanding. This Impact Assessment exercise found that YW hold good level of technical knowledge on Climate Change that makes them capable of engaging with the communities and humanitarian space. However, YW still lack skills to translate this knowledge into policy language, which is important for their advocacy work in this area. They reported that they have gained some knowledge of women and Climate Change but they still struggle to transform it into policy language. One informant told that at the regional and inter-governmental levels, YW are unable to engage as the politics and the advocacy language change and they are still yet to have a good grasp in that area. According to them, YW often lack certain skills in the regional policy language to engage and create influence. This aspect can be considered as part of the next phase of this project.

YOUNG WOMEN’S INFLUENCE IN CLIMATE CHANGE SPACE

Key Impact: YW’s collective power to influence Climate Change policies at the local level has excelled commendably

YW have developed a collective power to influence Climate Change space at the local level. A wide recognition exists between these YW about the fact that their approaches of influence should be different in different contexts which should be determined by the country’s socio-economic and political landscape.

In the Reflection Workshop, the group collectively created a Map of YW’s Influence on Climate Justice. First, the key players in this sector were identified at the local, national, and regional levels. Then they ranked each player based on YW’s engagement and level of influence on these players. The group also outlined the key factors that have been hindering them in engaging and influencing several key players in the Climate Justice space.

Table: YW’s Influence Map in Climate Change

	Local	National	Regional
Influenced	<ul style="list-style-type: none"> YW networks Women’s groups/Church groups 	<ul style="list-style-type: none"> Coalition partners 	<ul style="list-style-type: none"> Coalition partners
Somewhat influenced	<ul style="list-style-type: none"> Rural/Remote/Coastal communities Local governments Civil society organisations 	<ul style="list-style-type: none"> NGOs National-level leaders Government Departments/Ministries MoWCAP MET Office NDMO/NEMO PCC 	<ul style="list-style-type: none"> Donors
Not influenced	<ul style="list-style-type: none"> Local community leaders 		<ul style="list-style-type: none"> Inter-governmental/ regional/ International agents
<p>Hindering Factors:</p> <ul style="list-style-type: none"> Cultural norms Difference priorities Different visions/mandates Different ways of work/approaches Lack of internal capacity 			

From the above map, it is evident that the project enabled YW to influence the Climate Change space at both local community and country levels. However, further efforts need to be made to outreach at the regional/inter-governmental/international levels.

INCLUSIVENESS AND DIVERSITY

Key Impact: Diverse YW, including YW living with disability, have been included both at regional and local levels

Both at group and individual levels, the participants felt that the inclusiveness and diversity aspects have improved over the life of the project. At the regional level, the YW Steering Committee has appointed a non-binary young woman who is a wheelchair user.

At the local level, the project has achieved some positive outcomes in the area of disability inclusion. One key informant told that in their local area, the project has made successful efforts to bring together YW and YW living with disability. According to them, this project enabled YW and YW with disability to see how important their roles are in Climate Change space.

One informant shared about their effort to include YW with disability in the project in PNG. They said that they contacted the Disability Association in PNG and found that the leaders in the disability space were mostly men. The participant found that YW with disability were not included much in the Association's work. This YW Focal Point ensured the participation of several YW with disability in the project. The informant found that for most of the YW, it was the first time they were part of something. As the facilitator, the informant encouraged these YW to speak up and share their experiences. Through their active participation, the facilitator also became aware of YW's issues who are living with disability.

PROJECT MANAGEMENT SKILLS

Key Impact: YW have gained several project management skills and are continuing to learning the new ones

In the Reflection workshop, the group members identified several project management skills that they have gained/improved through their participation in the project. They include problem solving, organisational skills, and planning.

The group also identified several areas in which their skills need improvements in order to manage the project better. They include, budgeting and financial management, writing project proposal, report writing, prioritisation, negotiation, time management, and delegation.

Targeted training on Project Management skills may be undertaken by the project in the future.

INTERGENERATIONAL LEADERSHIP

Key Impact: YW have gained several positive Intergenerational Leadership outcomes while still overcoming challenges

YW have gained several positive Intergenerational Leadership outcomes through the project. They have been provided with a platform through the YW Steering Committee at the regional level in the Coalition, where they are able to learn and practice their leadership skills in the Climate Change space not only at the

local level but also at a regional level. Several informants said that the members of the YW Steering Committee are able to discuss different ideas and issues openly and develop plan of action for their advocacy work. The exposure through various activities of the project that the YW are gaining is immensely contributing to their being Climate Justice leaders.

Further, the Coalition has created the precedence of fostering Intergenerational Leadership, which can be transferable to its partner organisations. This will ensure that YW will be able to practise their leadership skills not only at the regional but also local level.

While the project has created leadership spaces for YW both within and outside the Coalition in the Climate Justice space, YW are still overcoming several intergenerational challenges both at a regional and local levels. First, at the regional level, YW require more safe spaces where they can learn and provide leadership not only within YW but also in the mainstream Coalition. Both in the Reflection Workshop and in the individual interviews, the participants have expressed this.

YW Steering Committee at the regional level works as a safe space for YW where they can come together and discuss, negotiate, and make decisions about YW's Climate Change actions. As per the Coalition governance structure, the Learning Coordinator takes all the ideas and plans generated in the YW Steering Committee to the larger Steering Committee of the Coalition, where they receive the final approval. In the Reflection Workshop, several participants told that the YW often bring new ideas to the table but then they become hesitant to negotiate to implement them as these ideas are felt "too risky" by the larger Steering Committee for the YW to take on. According to the key informants, YW would be benefited further if they are provided with a safe space in the larger Coalition that allows them to fail and learn from it. These are the times when, as intergenerational leaders, the older women of the Coalition can create this space for supporting YW to take the charge in implementing their ideas by considering it as a learning space for YW. One informant said, "I would like to see older women support YW as their mentors and not their bosses", which again reinforces the idea of a safe space where YW can fail and learn from it.

The other challenge that YW face is that many older women in established organisations continue to dominate the space. According to one participant, "Sometimes it is harder to negotiate as a YW with an older woman whom we know very well as opposed to negotiating with a stranger". In their experience, "I have seen YW using their voices and leadership skills in outside forums, conferences, and policy spaces. But when these same YW came back in their own organisations, they held back and remain silent".

YW often feel burdened to fulfill the expectations of older women. According to a respondent, "Often, I have to manage the expectations of older women. Sometimes I feel that there is a burden on YW to be always creative."

Mainstreaming YW's leadership within the Coalition at the regional level is still found to be a challenge. In the larger Steering Committee of the Coalition, only one YW member serves as a Coalition leader apart from the Learning Coordinator, who sits as an ex-officio member as a YW as the representative of the YW Steering Committee. Often in intergenerational women's movements, YW are expected to provide their leadership within the YW space and not necessarily in the wider movements. This attitude towards YW within the Coalition has not changed much both at the regional and the local levels. While YW have provided with a space to practice their leadership skills within other YW, strategies and plans need to be in place to mainstream their leadership in the wider movement both at the regional and the country levels, so that YW can get the opportunity to grow further and become stronger intergenerational leaders. The YW should be supported as leaders to build stronger intergenerational networks and safe spaces to organise and engage in decisions affecting their lives.

SUSTAINING YW'S LEADERSHIP IN CLIMATE JUSTICE SPACE

The project is designed to leave behind sustainable platforms for young women to engage at national and regional level and direct connections with decision makers in the Climate Change and Climate Justice spaces. The skills, capacities and knowledge developed through the project are expected to remain with YW leaders and organisations, enabling them to have continued engagement on these issues over the longer term. With this aim, creation of spaces for YW's leadership should be continued. For example, one responded informed that one way to achieve this could be by setting up YW Steering Committees at the country/local levels if not done already or to identify ways how they can best strengthen their YW constituent within the work they do at those levels.

Another issue in relation to retaining YW within the movement as a means to sustaining YW's leadership came up while interviewing a participant. According to them, there is a high turnover of YW within the movements. This issue is not unique to the Coalition or its Partners but prevails globally in similar movements. By keeping this fact in mind, the Coalition and the Partners should think about continuous efforts towards recruiting YW in the movements, retain them, and develop succession plans. The organisations need to understand the YW's current situation and their priorities and address this issue with a deeper understanding of the YW's perspectives.

Most YW Focal Points emphasised to have a dedicated Regional YW Focal Point who could coordinate all the YW Focal points and bring them together on a regular basis. As a background, the Regional YW Focal Point role has now merged with the Learning Coordinator role.

While the YW Focal Points have received several training on various topics of Climate Change, which has increased their knowledge in the area significantly, several participants thought that the YW Focal Points should receive professional development training so that they are able to build their capability as leaders and not only as project managers, which could be in the form of a combination of scholarships and training opportunities. YW Focal Points should be enabled in such a way, according to a respondent, that they will be able to go beyond just managing projects and are able to see the bigger picture and transform to be a leader.

Another aspect of sustainability of YW's leadership is managing expectations from YW. The YW Focal Points told that they feel that they are under a lot of pressure to deliver the project activities, which often results in working more than what they have committed to or what the Coalition has agreed. There should be a balance in how much time they should commit and what are expected from them. This poses a risk of YW Focal Points to burn out which may lead their leadership effort becoming unsustainable.

Mainstreaming YW's leadership into the main leadership within the movement is important. There are many initiatives/projects that are implemented for YW leadership, but often there is a boundary for them, and they are labelled as "YW leaders" and not "leaders" in their own rights. This cycle needs to break. The organisations need to create a safe space not only within the YW forums but also in the main governing bodies. Perhaps programs for older women can be initiated as well in order for them to integrate YW as leaders in mainstream leadership within the movements. Training YW to develop their leadership is not enough, we need to prepare the organisations to mainstream the YW leadership. At the same time, it is YW's responsibility not to dismiss the foundation laid by older women.

RECOMMENDATIONS

A summary of recommendations is given below:

- Cross-learning should be continued to be fostered within YW in the Climate Change space. Further cross-learning opportunities should be created for YW which will contribute to YW's knowledge, collective power, and leadership in the sector.
- Efforts should be continued to bring YW's learnings from the regional to the local level. YW should continue to work closely with the local communities and YW from these communities, including YW with disability, and local/national institutions to influence these spaces for positive outcomes.
- Concrete plans should be made to make YW's leadership and efforts in Climate Change and Climate Justice space more visible. More visibility products should be developed to enable YW to create a stronger presence.
- The Coalition should continue investing in YW's leadership development in the Climate Change space. However, in order to make a deeper impact on YW's leadership, more strategic and systematic approaches are required. YW should be provided both time and space for collective reflections (preferably facilitated by an external facilitator) regularly.
- More advanced training on Climate Change and its policy areas should be organised for YW so that YW can take their leadership further at the regional and then international levels.
- Both strategic and programmatic approaches should be taken to enable YW not only to influence local/country-level players in the Climate Change space but also various institutions and policymakers at the regional/inter-governmental/international levels.
- The Coalition should hold some targeted approach to become more inclusive and include YW with disability as well as other YW with other forms of disadvantages (such as LGBTQIA+) both at the regional and local levels.
- Targeted training on Project Management skills may be undertaken by the project for YW in the next phase of the project.
- The Coalition should continue to foster Intergenerational Leadership by providing YW with a platform and adequate exposure where they will be able to learn and practice their leadership skills in the Climate Change space both at local and regional levels.
- The Coalition and its Partners should continue the effort to create a safe space for YW both at regional and local levels where they can learn and provide leadership not only within YW but also in the mainstream Coalition. The coordination of the YW Steering Committee should be strengthened so that YW can come together and discuss, negotiate, and make decisions about YW's Climate Change actions. YW should have a safe space where they can try new ideas and can fail and learn from them.
- Measures and targeted plans should be taken to mainstream YW's leadership in the Coalition as well as in its Partner Organisations.
- Measures and targeted plans should be taken at the Country level to continue recruiting YW, retain them, and develop succession plans.
- Regional YW Focal Point should be recruited to ensure better focus and coordination of YW Steering Committee's work.
- Professional development training/scholarship may be considered for the leadership development of the YW Focal Points.
- The Coalition should plan for better coordination, time management, and delegation in order to ensure the work-life balance of YW Focal Points and provide them with a realistic target.

ANNEXES

ANNEX A: LIST OF DOCUMENTS REVIEWED

Sl. No.	Document
1.	Project Proposal to Australia Pacific Climate Partnership on Shifting The Power Coalition: Pacific Young Women Responding to Climate Change
2.	Progress Report of Pacific Young Women Responding to Climate Change, 2022
3.	Shifting the Power Coalition: Impact Assessment Report, November 2021
4.	Interim Findings: Young Women and Climate Change Baseline Survey Supported by DFAT's Australia Pacific Climate Partnership
5.	Young Women and Climate Action Handbook
6.	Pacific Young Women's Guide to Humanitarian Action: Shifting the Power in Disaster Preparedness, Response and Humanitarian Action

ANNEX B: REFLECTION WORKSHOP GUIDING QUESTIONS

Shifting the Power Coalition

Impact Assessment of Pacific Young Women Responding to Climate Change

Reflection Workshop Guide – Participants (Young Women)

- Welcome and purpose of the Reflection Workshop
 - Impact Assessment of Pacific Young Women Responding to Climate Change
 - Group exercises
- Note that participation is voluntary, and outline confidentiality.

Topic	Methods	Question
Project Success and Learnings	<ul style="list-style-type: none"> • On a piece of paper, please write the top two successes and top two learnings (what did not go so well) of the project. • In two groups, discuss your two successes and learnings and try to reach to an agreement (will need some negotiation). Challenge each other, ask each other questions to clarify them and reach an agreement. At the end of the discussion, each group will have the top two successes and the top two learnings. • List all of the responses on a whiteboard or flip chart. All the successes should be listed on one sheet and all learnings should be listed on another sheet. • Finally, everyone vote top two successes and top two learnings from the list. 	<p>What are the successes of the project?</p> <p>What are the learnings of the project?</p>
Leadership Skills	<ul style="list-style-type: none"> • This is an individual reflective exercise. • Think about how you have gained leadership skills? In which areas? • How do you know that your leadership skills have changed? Which behaviours of yours have changed? 	<p>My leadership skills have changed in the following areas/ways:</p> <ol style="list-style-type: none"> 1. 2. 3.

Topic	Methods	Question
	<ul style="list-style-type: none"> • Then complete the sentence on a sheet of paper • Submit this sheet to Carolyn 	
Climate Change Knowledge	<ul style="list-style-type: none"> • This will also be an individual exercise. • On a sheet of paper, rank your climate change knowledge before joining the project from 1-10. Then rank your current climate change knowledge from 1-10. 	<p>My knowledge of Climate Change:</p> <p>Before joining the project: 1 2 3 4 5 6 7 8 9 10</p> <p>Current knowledge: 1 2 3 4 5 6 7 8 9 10</p>
Project Management	<ul style="list-style-type: none"> • Divide into two groups (3 each) • Discuss what Project Management skills you have gained through the project. List them on a piece of paper. • Then discuss which are the areas of Project Management, there are scope to improve. List them on another piece of paper. • Come back to the larger group and report each other and discuss. • Submit all 4 pieces of paper to Carolyn. 	<p>Project Management skills gained:</p> <p>1.</p> <p>2.</p> <p>3.</p> <p>Project Management skills require improvement:</p> <p>1.</p> <p>2.</p> <p>3.</p>
Map of Influence	<ul style="list-style-type: none"> • In the larger group, list all the internal and external stakeholders for your climate change work (at the country level and then at the regional level). • Identify the players on whom you have created some influence. Think about how much influence did you able to make on them. • Then list the players (both country and regional level) you still need to connect and make an influence in achieving your goals. Discuss what is hindering you to do it. 	<ol style="list-style-type: none"> 1. List key stakeholders (internal and external) 2. Identify the players you have influenced somewhat 3. Identify the players you still need to connect and influence 4. What is hindering you from doing this? 5. Create a map of influence

Topic	Methods	Question
	<ul style="list-style-type: none"> Collaboratively, create a map of influence with the ones you have made some influence and with the ones you still need to connect and make an influence. 	
Intergenerational Challenges	<ul style="list-style-type: none"> Go back to your pair. Discuss, agree and list the top two intergenerational challenges you still face as young women climate justice leaders Share with the larger group and list them on a flip chart. Finally, everyone vote top two intergenerational challenges from the list. 	<p>What are the top two intergenerational challenges you face as young women climate justice leaders?</p> <p>1.</p> <p>2.</p>
Support Required	<ul style="list-style-type: none"> Stay in pairs. Discuss what support you require to utilize the space that Young Women hold now in an effective way? Think about how you can provide leadership at the country level? What is required to influence policies and actions at the regional level? List them on a butcher paper. Report back to the larger group. Submit the butcher paper to Carolyn. 	<ul style="list-style-type: none"> As a young woman climate justice leader, what support do you require to utilise the space that you hold as a young women in an effective way? Think about how you can provide leadership at the country level? What is required to influence policies and actions at the regional level?

ANNEX C: GUIDING QUESTIONS FOR IN-DEPTH INTERVIEWS (YOUNG WOMEN FOCAL POINTS)

Shifting the Power Coalition

Impact Assessment of Pacific Young Women Responding to Climate Change

Interview Guide – Participants (Young Women)

- Introduce yourself and mention the purpose of this interview.
- Note that participation is voluntary, and outline confidentiality.
- Request permission to record the interview and transcribe the interview – if no, then take notes.

About You:

1. Ask the participant to introduce themselves and tell a bit about them (background, current role, etc.)

About the Project:

2. Let's talk about the Pacific Young Women Responding to Climate Change project. Can you give us a general overview of the project/activities?
3. What were the highlights of the project? (both successes and learning)

The Your Experience:

4. Let's talk about your experience in the project. How has it impacted you? What changes has it brought in you/your work?
 - a. Leadership (confidence/negotiation skills/influencing, network)
 - b. Climate Change knowledge (do you feel knowledgeable in the area?)
 - c. Project management
5. What are the challenges you face within your organisation to initiate activities? (hint – intergenerational challenges)

About YW:

6. How have the young women been able to / or could better use the positions/space that has been created? How can YW be better supported to utilise those spaces created through the project at the country level? (Hint: the Young Women Steering Committee/Young Women Focal Points/Young women representatives in the main StPC Steering Committee)
7. Do we need a dedicated Regional YW Focal Point? (Context: this position has been merged into Carolyn's current Learning Coordinator role because of funding)
8. What types of management tools do our young women need at the regional and local level so that they feel they are able to lead PI-owned climate justice action

Final Recommendations:

9. Is there any final remark or recommendation you like to make?