

# Process#1 Evaluation Report (Mid-term review)

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# Abbreviations

AIEB	All Ireland Endorsement Body for Community Work Education and Training
CCAP	Community Climate Action Programme
CWI	Community Work Ireland
DECC	Department of Environment, Climate and Communications
FCCJ	Feminist Communities for Climate Justice
FCJ	Feminist Climate Justice
M&E	Monitoring and Evaluation
NWCI	National Women's Council of Ireland
OECD DAC	Organisation for Economic Cooperation and Development – Development Assistance Committee
PAG	Project Advisory Group
SMART	Specific, Measurable, Accountable, Relevant, Timebound

# Introduction to the Evaluation

## Evaluation Objectives, Methods and Process

### Evaluation Objective

This evaluation report is part of a two-process evaluation that will help Feminist Communities for Climate Justice (FCCJ). The objective is “to ensure that the learning, outcomes and impact from the project is documented and disseminated” and to strengthen and enhance the capacity of partner organisations with regard to climate justice work into the future.

This first process, “Process#1”, is concerned with the performance of the project and if strategies to achieve the goals are working as they should, while the second process “Process #2” due later in 2025, will be concerned with the impact and future applications of the project and funding streams for the future.

### Evaluation Methodology and Process

The Evaluation Criteria of the OECD Development Assistance Committee (OECD DAC), which are an international benchmark for conducting programme evaluations, and also applied to EU projects, were used for this evaluation. The Evaluation Criteria require a programme to be evaluated against six criteria – Relevance, Coherence, Effectiveness, Efficiency, Impact and Sustainability. Figure 1 below details the meaning behind each of the criteria and the questions that they seek to answer. In summary, the criteria check that a programme's interventions are needed; that they complement other interventions around it; they do what they set out to do; human and financial resources are being used efficiently and appropriately; the interventions are making a difference; and the impacts of the interventions can last over time.

## OECD DAC Criteria

(OECD Development Assistance Committee)

- ◆ **Relevance:** Is the intervention needed and appropriate for the context? i.e., Is it relevant?
- ◆ **Coherence:** How well does the intervention fit within it's context?
- ◆ **Effectiveness:** Is the programme doing what it set out to do and achieving its objectives?
- ◆ **Efficiency:** How well are resources being used?
- ◆ **Impact:** What difference is the intervention making for its target group and beneficiaries?
- ◆ **Sustainability:** Will the benefits of the programme last?



Figure 1: OECD DAC Evaluation Criteria.

### *Evaluation Questions*

Evaluation Questions guide any evaluation process. Evaluation questions and sub-questions were developed based on the six OECD DAC criteria and sub-questions tailored to the project context. The full list of evaluation questions (based on Figure 1 above) and sub-questions are included in the Annex. Some questions and sub-questions were used in Process #1 only, others will be answered during Process #2.

### *Interview Questions*

Interview Questions are designed to be asked during interviews. For example, to understand the impact of the programme and answer the related evaluation questions, the interviewer could ask beneficiaries “How did the Cert course help you?” instead of “What was the impact of the programme?”

The methodology followed five phases: Agree, Read (Desk Review), Listen (Stakeholder Consultation), Analyse and Report. The Desk Review and Stakeholder Consultation were iterative processes that occurred simultaneously.

## **Limitations of the process**

The main limitation of this process was that the external evaluation was conducted on behalf of the implementing agency responsible for achieving the objectives and impacts of the project. Particularly in a participatory evaluation process, there is a risk that the client would influence the process to gain favourable results. To mitigate this risk, the suitability of participation in consultation was assessed. As a result, interviews were held without the client present and a participatory focus group discussion with the management team took place, which included a workshop to co-create recommendations, based on the overall findings from the interviews.

# Feminist Communities for Climate Justice

## Context

### Background to the FCCJ Project

The Feminist Communities for Climate Justice project was born out of demand for support and action in addressing the disproportionately negative effect of Climate Change and Climate Action policy on women and marginalised groups on the Island of Ireland, considering the intersectionality of vulnerability.

Community Work Ireland (CWI) supports its almost 1,000 members in their work, and climate justice has become an important issue across the communities with whom they work, with advocacy, organising and publishing effort ongoing since 2012. This extensive work includes featuring climate justice at the World Community Development Conference in 2018 and hosting a National Climate Justice Seminar in 2019; a National Symposium in 2023 'Climate Justice – Strengthening Capacity In The Community Work Sector – A Call To Action, as well as publishing a strategy guide for the community sector in responding to climate change (Regan, et al., 2012), a briefing paper on 'The Urgent Case for climate Justice' (Community Work Ireland) and a guide for community workers (Community Work Ireland; AIEB). With an active Climate Justice Working Group, CWI recognised the need for a targeted project that considered social inclusion, particularly of marginalised women and a community work approach to Climate Action.

The National Women's Council (NWC) has been representing the needs of women and feminist agendas for decades. Realising how climate justice issues were affecting women in particular and intersecting with other issues high on the agenda such as the challenges facing care workers, its current strategic plan dedicated an intervention to "champion feminist and just climate action". NWC and CWI developed a joint partnership to develop a project that would respond to their members needs regarding climate justice action. the Feminist Communities for Climate Justice project was the result of this collaboration. .

### A Feminist Community Work Approach to Climate Justice in Ireland

What is feminist climate justice?

Climate justice means that while reducing carbon emissions we are also reducing social inequalities, creating a fairer and more just world in the process. Climate justice recognises that the effects of climate breakdown are not felt equally. Feminist climate justice pays attention to the gendered and intersectional characteristics of climate justice, noting impacts on gender, class, disability, race, ethnicity, and so on when discussing all aspects of climate change and climate justice.

Why a feminist community work approach to climate justice?

Feminist climate justice considers climate action that is inclusive and considers the needs of women. Feminist climate justice takes into account the differential impact of climate change on women & marginalised communities and emphasises that these communities have fewest resources to mitigate against the effects of climate change and the least resources to adapt to the impacts of climate change, including to engage in just transition strategies (National Women's Council, 2021). The individual causes of feminism, climate

action and justice/ social inclusion are well known and represented but the combined or intersectional cause of feminist climate justice is less known and underrepresented, particularly in Ireland.

Why a community work approach? A community work approach seeks to mitigate the effects of climate change and ensure equal access to a good quality environment for all. These rights are all interrelated, interdependent and intersectional (All Ireland Endorsement Body for Community Work Education and Training (AIEB)).

**A feminist community work approach to climate justice** means tackling the root causes of inequality and climate injustice, considering that the same systems that oppress marginalised groups also destroy the environment. The systems we live in everyday need to change in order to create true justice for marginalised people and our planet.

The feminist community work approach to climate justice values and advocates for care work, paid and unpaid, that is much needed and should be valued as inherently green low-carbon work, and deserving of better pay and working conditions for women in this work.

The approach transforms consultation to community participation in decision-making; and goes beyond capacity building to raising consciousness and empowerment, equipping communities with the tools and education needed to be empowered to demand the changes they need for their communities that will benefit all that live in them.

The feminist community work approach to climate justice also focusses on the issue of women's representation, and the need for women's voices, experiences, and leadership in all sectors of society, addressing low representation of women in decision-making spaces in the public and private sectors. Those most effected by the climate crisis are not at the centre of decision making. The approach calls for decisions and policy regarding the climate crisis to be assessed for their impact on women (gender impact assessments). That means considering the impact on the full diversity of women – Traveller women, migrant women and disabled women.

The feminist community work approach champions a collective focus, fostering solidarity, calling for collective action for the many and allowing communities to be a part of this process.

Finally, a feminist community work approach to climate justice means better public services for all including frequent, clean and accessible public transport and affordable, warm homes, among others. Better public services improve not only women's equality, but benefit society as a whole, and in particular those who are most marginalised, and they benefit the environment. Green public services contribute to environmental sustainability and should be accessible to all. .

A feminist community work approach to climate justice therefore ensures that the impact of climate change on women is consistently highlighted and that the voices of women, especially those from marginalised communities are at the centre of climate negotiations, policy making and practice (Community Work Ireland; AIEB).

The FCCJ Literature Review conducted in August 2023, identifies a clear data gap in the literature. It finds that climate justice and a just transition is generally covered, but the gendered aspect of this discourse is missing (Feminist Communities for Climate Justice,

2023). Ireland's 2023 Climate Action Plan considers women, but these references tend to relate to Overseas Development Assistance rather than the situation at home in Ireland.

## Process #1 Evaluation Findings

The desk review and stakeholder consultations brought a wealth of information to this evaluation process. In this section, the findings that answer the evaluation questions set for Process #1 are presented. Note that the Coherence criterion was not dealt with during process #1.

### Relevance

#### Evaluation Questions – Relevance Criterion Process #1

Overarching Question: **Is the intervention needed and appropriate for the context?**

Sub-questions:

- To what extent do the objectives and outputs of the intervention respond to the needs and priorities of the target group?
- To what extent do core design elements of the intervention (such as the theory of change, structure of the project components, choice of services and intervention partners) adequately reflect the needs and priorities of the target group?

#### Findings

First, it is important to define the target group, which is defined as “women, marginalised communities and Community Workers on the Island of Ireland”.

The need of the target group was the basis for this project – the demand that CWI and the NWCI received from their respective members to support communities in addressing feminist climate justice issues.

The broader need to address feminist climate justice issues in Ireland is detailed in the literature dating back to the Women and Environment Conference in 1991, which pointed to a scientific link to women as agents of change in the environment, among others, and resulted in the formation of the Irish Women's Environment Network (The council for the Status of Women, 1991). Various literature sources refer to a disproportionate effect of Climate Change on women and men, with the FCCJ document *The climate crisis is an everything crisis* setting out a clear rationale for the project and the FCCJ literature review highlighting a lack of published work on the “gendered aspects of climate and environmental impacts in an Irish context” (Feminist Communities for Climate Justice, 2023).

In terms of the specific need of the target group for content, resources and capacity building for feminist, socially inclusive, community development-centred climate action, the CCAP funding application cites the absence of a capacity building programme to upskill women, marginalised communities and community workers to enable them to “engage with, inform and influence climate policy” from a feminist climate justice perspective. It also points to a lack of resources on the topic and the absence of a network linking environmental and community champions (National Women's Council & Community Work Ireland, 2022). The FCCJ project is specifically designed to meet these

needs. Interviewees supported the rationale indicating a very high demand for the feminist climate justice certificate course and the appreciation of the niche that FCCJ “has carved out” to address the need.

***“They carved out a niche and voice that needs to be represented”***

Stakeholder Interview

As the project has progressed, the FCCJ team has also undertaken direct advocacy work. This was not the original intention of the project, but it was undertaken to address a need that emerged along the way to advocate collectively for the cause, to support the project's target groups and beneficiaries.

With regard to project design, while no concrete intervention logic was outlined in the preparation of the project, the documentation for the project provides a very clear picture of the logic for the project, which emerges from and is based on the need and gaps identified by the project partners at the outset.

To better understand and improve the relevance of the project, further research and data is needed; performance indicators could be better linked to the needs of the target group (e.g. number of women/marginalised communities/Community Workers participating/ contributing instead of the number of events); and the intervention logic could be articulated and communicated to stakeholders.

Overall, the relevance of the FCCJ project is considered to be very high, due to its direct emergence from a need and its adaptability to changing and emerging needs.

***“Women's voices must be central to ensure future climate action does not worsen gender inequality.”***

The climate crisis is an everything crisis.

## **Effectiveness**

### Evaluation Questions – Effectiveness Criterion Process #1

Overarching question: **Is the intervention doing what it set out to do and achieving its objectives?**

Sub-questions:

- To what extent are implementation approaches/strategies adequate to achieve the intended results?
- To what extent have interventions achieved (quantity and quality) or are expected to achieve their objectives (outputs and outcomes)?
- Does the internal M&E system of the project allow measuring effectiveness with SMART indicators?

### Findings

If we centre the FCCJ project around four main pillars: 1. Capacity Development (centred on the FCJ certificate course and awareness raising), 2. Supports & Resources, 3. Enabling advocacy through networks, and 4. Direct advocacy work, the project has been very

successful. The stakeholder consultations in particular praise the project for addressing the topic and the strategies used.

The FCJ certificate course, delivered in partnership with Maynooth University, Department of Applied Social Studies is considered to be particularly effective, bringing community workers together for collective, interactive and participatory learning. Network participants appreciate the initiative of bringing the different interests together, particularly in-person, and both the course and network participants indicate a high level of learning about feminist climate justice and gaining the skills and language to further the cause. The collaborative design of the certificate course has enhanced its effectiveness by all accounts.

Content developed so far has been much appreciated, particularly the baseline research, which was said to fill a major research gap, and there are high expectations for the resource toolkits that are currently in development. In terms of direct advocacy work, the FCCJ team has contributed to policy submissions, directly and indirectly by supporting the work of CWI and NWCI and is regularly invited to speak and contribute on the topic of feminist climate justice, establishing itself as the “go-to” for this topic. The efforts earned the team a shortlisting for Sustainability Team of the Year at the All-Ireland Climate Change Awards.

In terms of achieving the objectives, while the programme is on-going, progress towards completing all activities is going well and in a timely manner and progress reports reflect this as well as the information gathered from internal and external stakeholders.

Regarding the project's Monitoring and Evaluation (M&E) system, this is guided by a results framework, which lists project outcomes against activities and indicators (labelled outputs) and targets for each year of the project. The targets have generally been achieved. The indicators are generally SMART<sup>1</sup>, although more precision would be beneficial for some of the indicators. (For example, “Engagement of network in policy” should be elaborated to specify what exactly is to be measured and by when/ how often). A clear intervention logic with indicators at outcome and activity levels would also ease monitoring and evaluation activities.

In order to maximise the effectiveness of the project during its final year, some **recommendations** have emerged from the external evaluation<sup>2</sup>:

1. Spend more time on *building the network*, now that the certificate course is complete. The network is seen as crucial to the sustainability of the learning and knowledge produced by the FCCJ project and a potential source of advocacy and fundraising. The course has also established its own network, which should be supported.
2. *Outsource activities* to maximise impact. See [Efficiency](#).
3. Provide *course content for those who were not accepted* on the course due to excess demand. This could take the form of putting reading and video content

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<sup>1</sup> Specific, Measurable, Accountable, Relevant, Timebound

<sup>2</sup> These recommendations are based on the external findings from the Desk Review and stakeholder consultation only. Further and updated recommendations followed during a participatory workshop with the project management team.

online or developing webinars or one-day learning events, for example. This would ensure maximum reach for the capacity development aspect of the project.

4. *Review the Project Advisory Group.* Feedback indicates that the project advisory group (PAG) is not working as effectively as it could. Suggestions include reducing the size or establishing a core group with auxiliary members to be drawn on as needed, and sending PAG members a questionnaire to gather input, the objective being to maximise usefulness.
5. *Review the activities and targets for effectiveness and impact.* Webinars and Social media posts are outputs, as channels to achieving the outcomes. Rather than specifying a target of social media posts and webinars, the focus could be on dissemination of high-quality outputs rather than quantities of communications. For example, a target could be to disseminate five resource packages to a specified amount of people. This could be delivered via webinars or in-person or via podcasts – the channel being decided depending on the nature of the content and the target group. Furthermore, work with outreach groups included in the activities but no performance indicator is linked to it. This would help ensure support for the target group, particularly marginalised communities.
6. *Develop selection criteria to choose which external meetings to participate in.* Because the FCCJ project has been so successful, there are many requests for the team to attend meetings and events. This is valuable but time-consuming and should be balanced against time needed for other activities. A clear set of criteria would facilitate decisions on which invitations to accept.
7. *The resource toolkits are under development.* These should be tailored to meet the needs of the target group, considering any needs/ gaps that have emerged during the project phase, e.g., research gaps and needs of applicants not accepted to the course.
8. *Develop a plan to address research gaps identified in the baseline study.* While the literature review filled a research gap in itself, it identified several pieces of research needed in order to have robust evidence to support the topic of feminist climate justice in Ireland.
9. *Conduct additional outreach activities to ensure women and marginalised groups are well served by the project.*

Overall, the effectiveness of the FCCJ project is considered to be high, with some adjustments possible to maximise achievements during the final year of the project phase.

## Efficiency

### Evaluation Questions – Efficiency Criterion Process #1

Overarching Question: **How well are resources (financial, time, effort) being used?**

Sub-questions:

- To what extent does the project deliver the results (outputs, outcomes) cost-effectively?
- To what extent does the project deliver the results (outputs, outcome) in a timely manner (within the intended timeframe or reasonably adjusted timeframe)?

- To what extent do management, monitoring and steering mechanisms support efficient implementation?
- How flexibly has the management of the project adapted to unforeseen external factors?

### Findings

Feedback on the efficiency of the project has been positive. In terms of cost effectiveness, activities have been implemented within budget and efficiency is achieved by maximising the use of internal CWI and NWCI administration, communications and advocacy resources. In fact, due to the delays in staffing mentioned next, there are ample financial resources available for implementation.

### ***“Collette and Vanessa have a really good skillset and have achieved a lot in a short time”***

Stakeholder Interview

In terms of timing, the activities had a late start caused by a delay due to factors outside the control of the project partners. However, the team worked hard to catch up and now activities are on track, timewise. The project has applied to Pobal for a non-cost extension, which, if granted will provide a valuable chance to build on the project's positive momentum, expand reach, and solidify the project's legacy. It would also ensure sufficient time to test the toolkits before the end of the project phase. This is out of the control of the project but advocacy to support this should be undertaken.

In terms of steering, the project management team consisting of CWI and NWCI directors, as well as Communications, Campaigns and Finance functions of NWCI, and the FCCJ project team meets every two months, while the project team has weekly check-ins. All parties seem satisfied with the approach and the project management team meeting frequency was adjusted to reflect needs. Communication across the group seems to be working well. In terms of the management of the FCJ certificate course, communications with Maynooth University colleagues seems to have been highly efficient and effective.

The project has had to adapt to unforeseen circumstances from the start, mainly due to the delay in recruitment. There have also been other challenges such as scheduling bottlenecks and support required by the NWC for the care referendum campaign. All challenges have been overcome and the project is being delivered on time and within budget.

To improve the efficiency of the project during the last year of the phase, better mapping of the intervention logic would help the team focus on the outcomes that need attention and the activities that lead to them. As mentioned earlier; to maximise on the opportunities of available financial resources and mitigate the challenge of limited time, activities could be outsourced to maximise efficiency and effectiveness. The choice of activities to be outsourced should consider the feasibility of outsourcing, the availability of skills to complete the tasks and the financial resources involved. Finally, additional administrative support for the project would enable the project coordinator and project officer to better achieve the project objectives.

Overall, the efficiency of the FCCJ project is considered to be very high, with some small adjustments possible to maximise achievements during the final year of the project phase.

# Impact

## Evaluation Questions – Impact Criterion Process #1

Overarching question: **What difference is the intervention making for its beneficiaries?**  
(Positive and negative long-term effects due to the intervention)?

Sub-question:

- To what extent did the project generate or is expected to generate 'higher-level effects' (tangible positive or negative impacts) as defined in the project design document? For Process #1: Emphasis on potential negative effects.

## Findings

Noting that this evaluation criterion will be the focus of Process #2, early indications are that the FCCJ project is already quite impactful. Impacts that are already apparent include:

- ✓ action that FCJ course graduates (community workers) have taken to develop climate action projects and apply for funding
- ✓ the level of understanding of course graduates and network members of the link between social inclusion and climate action and the feminist angle, as well as the language they now have to discuss the issues
- ✓ that feminist climate justice now has a place at the table in national climate discussions as evidenced by the requests for participation by FCCJ.
- ✓ Submissions and resources have been shared with CWI's one thousand members and NWCI's 190 members and mailing list of almost 10,000 individuals.

One unintended positive impact was the move of the former FCCJ project officer to a role directly in the National Women's Council, bringing the climate justice angle with him to support Women's Economic Equality efforts.

***"I came with a concern for the environment and left with knowledge and skills to take action"***

Cert Course Graduate Testimonial

Future likely impacts include that communities are empowered to advocate for feminist climate justice, based on the community work knowledge, analysis and skills gained and their knock-on effects. Issues include fuel poverty and care needs, among others. Furthermore, organisations will be better equipped to advocate for a just transition due to the support gained from the FCCJ network. It was also indicated that a "sharpened" feminist angle is likely to migrate to other Community Work Certificate course applications via the Maynooth University course providers.

During the final year of the current project phase, the FCCJ project management team could consider how it expects long term impact to be achieved – will this be through the project directly, by mainstreaming the topic in other projects and organisations, or perhaps a combination of both? Another focus might be to prepare for potential backlash from opponents of the cause against advocacy initiatives. The backlash has the potential to result in negative project impacts, if not managed properly. Adequate research and a strong evidence base should mitigate this risk.

Overall, the impact of the FCCJ project is considered to be very high at this stage, with some adjustments possible to maximise future impact during the final year of the project phase.

## Sustainability

### Evaluation Questions – Sustainability Criterion Process #1

Overarching question: **Will the benefits of the intervention last?**

Sub-question:

- To what extent are the project outcomes/ impacts sustainable over time?

### Findings

The nature of the Feminist Communities for Climate Justice Project serves sustainable impacts. The project does not solve problems directly but enables others to do so now and in the future. The education, knowledge and connections that the project centres on will remain relevant for the future and this is a topic that will remain relevant for many decades.

Stakeholder consultations indicate that FCCJ enables and will continue to enable CWI and NWCI beyond the life of the project. The certificate course is also designed for replication and impact in the future.

The FCCJ network is seen as a crucial lever for sustainability. It not only has the potential to operate beyond the project (albeit with some administrative support), but it also has the power to advocate and fundraise to ensure the financial sustainability of the project.

While financial sustainability is outside the scope of the Process #1 evaluation, questions about sustainability regularly received responses related to funding and so it makes sense to address this here as action can be taken in the final year of the project. The project has three-year funding which will end in September 2025, or some months later if the non-cost extension is granted. The funding source is the Department of Environment, Climate and Communications (DECC), Community Climate Action Programme (CCAP), administered by Pobal. The outcome of the upcoming general election is likely to affect the future nature of CCAP funding and whether FCCJ could be a recipient of such funding. Furthermore, the change of Government could delay future planning and even with a best-case scenario of future funding, there could be a time lag between projects. This lag could mean losing the current project team and their institutional knowledge, which could negatively affect the momentum and sustainability of the project. It is therefore recommended to consider a diversified funding strategy at this point and use the network to advocate for funding. Possible funding sources could include local funding such as LEADER, Erasmus+ and Cross-border funding, among others.

Other considerations for the FCCJ project during this final year could be how to reach course applicants not accepted; how to feed into the CWI Climate Justice Group; how to use the AIEB (All Ireland Endorsement Body for Community Work Education and Training) to catalyse learning; and how to support the network beyond the project.

Overall, the sustainability of the FCCJ project is considered to be high, with a focus on future funding needed during the final year of the project phase.

# Conclusions and Recommendations

## Conclusions from the Evaluation findings

The Feminist Communities for Climate Justice project is performing well against all of the evaluation criteria, and particularly the sub-questions asked during process #1.

Evaluation question	Score	Justification
<i>Relevance</i>		
<b>Is the intervention needed and appropriate for the context?</b>	<b>5</b>	<b>The topic is needed, and the design is appropriate to the target group.</b>
To what extent do the objectives respond to the needs & priorities of the target group?	5	The project is clearly rooted in the needs of community workers, women and marginalised communities
To what extent do core design elements of the intervention adequately reflect the needs and priorities of the target group.	5	Feedback from the target group indicates high satisfaction with project design and components.
<i>Effectiveness</i>		
<b>Is the intervention doing what it set out to do and achieving its objectives?</b>	<b>4.33</b>	<b>The project is highly effective.</b>
To what extent are implementation approaches/strategies adequate to achieve the intended results.	4	Implementation strategies are excellent with some tweaks recommended for the final year.
To what extent have interventions achieved (quantity and quality) or are expected to achieve their objectives (outputs and outcomes).	5	Outputs and outcomes have been achieved or are on course to be achieved.
Does the internal M&E system of the project allow measuring effectiveness with SMART indicators?	4	There is a clear M&E framework. It needs some improvement.
<i>Efficiency</i>		
<b>How well are resources being used?</b>	<b>5</b>	<b>The project is being efficiently run.</b>
To what extent does the project deliver the results (outputs, outcomes) <b>cost-effectively</b> .	5	Project is within budget with resources left over.
To what extent does the project deliver the results <b>in a timely manner</b> ?	5	Despite early delays, the project has caught up.
To what extent do <b>management, monitoring and steering mechanisms</b> support efficient implementation.	5	Although a review of the PAG is recommended, management and steering is working very well.
How flexibly has the management of the project adapted to unforeseen external factors?	5	A flexible team is constantly adapting.
<i>Sustainability</i>		
<b>Will the benefits of the intervention last?</b>	<b>4</b>	<b>The benefits are likely to last.</b>
To what extent are the project outcomes/impacts sustainable over time?	4	The outcomes are highly sustainable, despite financial challenges.
<i>Impact</i>		
<b>What difference is the intervention making for its beneficiaries?</b>	<b>5</b>	<b>Early results indicate high impact.</b>
To what extent did the project generate or is expected to generate 'higher-level effects' as defined in the project design document.	5	The level of impact at this stage is already high, with unlikely negative impacts.

Table 1: Process #1 Evaluation Scoresheet

Very High	5	High	4	Moderate	3	Low	2	Very Low	1
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Table 2: Legend

Although part of Process #2, it is important to note that lack of funding and time lags in funding poses a serious threat to the future and sustainability of the project and is therefore included in the recommendations below.

## Recommendations for the final year of the project phase

The summary below combines the recommendations made in the evaluation findings above and the results of a participatory evaluation workshop with the FCCJ project management team. The recommendations have been grouped under four headings: 1. Project design; 2. Research, resources and toolkits; 3. Future impact; and 4. Project management.

### Project Design

1. **Clarify the intervention logic and indicators**, clearly defining the project goals, the strategic pillars (outcomes) and aligning the activities to them, ensuring that the sum of the results of the activities will ensure that outcomes are attainable. This allows the team to understand the areas that need focus. SMART indicators that are aligned to target group needs will allow for easy measurement of performance and impact.
2. **Review activities to ensure they will achieve outcomes.** Webinars and social media posts as outputs may need to be replaced as discussed [above](#).
3. **Develop criteria to prioritise meetings** and events that FCCJ should attend.
4. Increase the **focus on facilitating the FCCJ network** to enhance sustainability.

*Specific actions agreed during the evaluation workshop to implement this recommendation include:*

- Discuss the network at the upcoming meeting with artists as planned.
  - Conducting an engagement campaign to strengthen the network
  - Plan time for the administration required to facilitate the network
  - Asking for feedback at the next network meeting
5. Conduct additional **outreach activities for women and marginalised communities** to ensure these segments of the target group are sufficiently served by the project.
  6. **Review the Project Advisory Group** to maximise its effectiveness and use the members efficiently.

*Specific actions agreed during the evaluation workshop to implement this recommendation include:*

- Considering the role of the PAG during future planning and how to utilise it.
- Outlining to members what it means to be a member of the PAG and articulate the group's purpose.
- Encouraging members to be ambassadors for the project and provide examples of what this role means.
- Continue having a specific agenda for each PAG session and ensure the experts on that topic attend.

### Research, Resources and Toolkits

7. Develop a **plan to address research gaps** identified during the baseline study.
8. Ensure **toolkits** are tailored to meet the needs of the target group incl. research gaps and emerging needs.

*Specific actions agreed during the evaluation workshop to implement this recommendation include:*

- Testing the toolkits with existing community worker groups for greater efficiency and time-saving.
  - Considering what can be outsourced to mitigate the challenge of limited time.
9. Consider **content for course applicants not accepted** to the course and how to deliver that content e.g. workshops, seminars, online content.

#### Future Impact

10. **Plan for the future of the project**, considering;

- a. The future project approach – in-house, mainstreamed in other projects or a hybrid of both;
- b. How FCCJ knowledge and learning can inform the CWI Climate Justice Group; and
- c. How AIEB can act as a catalyst for learning on feminist climate justice.

*Specific actions agreed during the evaluation workshop to implement this recommendation include:*

- The future direction will be informed by the evaluation exercise and should be considered in the development of the NWCI strategic plan. Bringing gender to the area of climate & health could be a potential focus.

#### Project Management

11. Use the financial resources available to **outsource activities** where feasible and that will maximise the effectiveness and impact of the project during the next year.
12. Plan for additional **administrative support** for the project, where feasible.

*Specific actions agreed during the evaluation workshop to implement this recommendation include:*

- A half-day work planning session of the project management to plan what activities can be outsourced and what administrative support could be provided.
13. Develop and implement **a fundraising plan** to diversify funding sources. The plan should consider how to use the network as a lever to advocate for funding.

*Specific actions agreed during the evaluation workshop to implement this recommendation include:*

- Increasing political awareness of the project/ cause
- Mapping out the next project phase so there is a product to sell
- Mapping future potential funding sources
- Conducting advocacy towards the next programme for Government
- Developing a strong communications plan to underpin these actions.

# Works Cited

- All Ireland Endorsement Body for Community Work Education and Training (AIEB). (n.d.). *All Ireland Standards for Community Work*. Galway: Community Work Ireland. Retrieved from <https://www.cwi.ie/wp-content/uploads/2016/03/All-Ireland-Standards-for-Community-Work.pdf>
- Community Work Ireland. (n.d.). *The Urgent Case for Climate Justice - A Community Work Ireland Briefing Paper*'.
- Community Work Ireland; AIEB. (n.d.). *Climate Action and Climate Justice: A guide for community workers*. Community Work Ireland. Retrieved from <https://www.cwi.ie/wp-content/uploads/2023/09/climate-final.pdf>
- Feminist Communities for Climate Justice. (2023). *Feminist Communities for Climate Justice Literature Review*. Dublin: National Women's Council.
- National Women's Council & Community Work Ireland . (2022). Funding Application to CCAP for FCCJ Project 2022-2025.
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- Regan, S., Walshe, D., Krautgasser, A., Irwin, A., O'Mahoney, T., Murphy, K., . . . Desmond, M. (2012). *Towards Climate Justice: A strategy guide for the community sector in responding to climate change*. Community Worker's Cooperative.
- The council for the Status of Women. (1991). *Women and the Environment - What can we do?* . Dublin.

# Annex

## Annex 1 Stakeholders consulted

Note that for data protection reasons, organisation names and roles are mentioned here only.

Organisation/Relevance	Title/ Role
National Women's Council	Head of Finance & Operations
Community Work Ireland	National Coordinator
National Women's Council	Head of Campaigns & Mobilisation
National Women's Council	Director
National Women's Council	Head of Communications
Feminist Communities for Climate Justice	Project Coordinator
Feminist Communities for Climate Justice	Project Officer
Maynooth University	Cert Prog coordinator
Maynooth University	Cert Prog Academic Director
Maynooth University	Project Advisory Group member
BOLD Climate Action	Network member
Empower Fingal	Network member
National Women's Council	Former FCCJ Project Officer
Glencree Peace & Reconciliation Centre	Cert Course Participant
University College Cork	Baseline Research team member
Pobal	CCAP Coordinator

## Annex 2 List of sources consulted

FCCJ Literature Review August 2023
NWCI Strategic Plan
1991 Report on Women and the Environment – What can We Do?
National Women's Council of Ireland, Women and Climate Breakdown: a just and gender sensitive transition within the energy sector in Ireland.
NWCI Her Rural Future: Key Demands for Women in Rural Ireland, March 2023
Government of Ireland Sustainable Inclusive and Empowered Communities: a 5-year strategy
CWI Submission to the National SDG Implementation Plan:
CWI Briefing Paper, The Urgent Case for Climate Justice A Community Work Ireland Briefing Paper
Government of Ireland Climate Action Plan 2021 (updated 2023)
Friends of the Earth, 2023 – Irish households still being left out in the cold
Thank you (video)notes from Cert Course Participants
FCCJ Funding Application to Pobal
CWI Annual Report 2022-2023
FCCJ Derry Presentation - Gender Equality and the Climate Crisis
The climate crisis is an everything crisis
Feminist Communities for Climate Justice Introductory Webinar
Submission to Climate Action Plan 2024
Good Practice Approach - Feminist Communities for Climate Justice
FCCJ Interim Progress Report 1 2023
FCCJ Results and Milestones Framework
All Ireland Endorsement Body for Community Work Education and Training (AIEB), All Ireland Standards for Community Work
CWI & AIEB, Climate Action and Climate Justice: A guide for community workers

## Annex 3 Evaluation Questions



### Our Approach: Evaluation questions

Below are the suggested Evaluation Questions. The full design tables with rationale, scope, judgement criteria, information sources & tools, and interviewees is in the Annexed Spreadsheet.



Process #	Evaluation Criterion	Evaluation Question
1,2	<b>Relevance*</b>	<b>Is the intervention needed and appropriate for the context?</b>
1	Relevance	To what extent do the objectives and outputs of the intervention respond to the needs and priorities of the target group?
2	Relevance	To what extent do the objectives and outputs of the intervention respond to the needs and priorities of indirectly affected stakeholders: Local authorities, other agencies seeking climate justice, policy makers, other interventions supporting marginalized women and community workers?
1,2	Relevance	To what extent do core design elements of the intervention (such as the theory of change, structure of the project components, choice of services and intervention partners) adequately reflect the needs and priorities of the target group?
1,2	<b>Effectiveness</b>	<b>Is the intervention doing what it set out to do and achieving its objectives?</b>
1	Effectiveness	To what extent are implementation approaches/strategies adequate to achieve the intended results?
1,2	Effectiveness	To what extent have interventions achieved (quantity and quality) or are expected to achieve their objectives (outputs and outcomes)?
1	Effectiveness	Does the internal M&E system of the project allow measuring effectiveness with SMART indicators?
1	<b>Efficiency</b>	<b>How well are resources (financial, time, effort) being used?</b>
1	Efficiency	To what extent does the project deliver the results (outputs, outcomes) cost-effectively?
1	Efficiency	To what extent does the project deliver the results (outputs, outcome) in a timely manner (within the intended timeframe or reasonably adjusted timeframe)?
1	Efficiency	To what extent do management, monitoring and steering mechanisms support efficient implementation?
1	Efficiency	How flexibly has the management of the project adapted to unforeseen external factors?

\*Questions in Bold are overarching, other questions for the evaluation question are sub-questions.

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### Our Approach: Evaluation questions

Below are the suggested Evaluation Questions. The full design tables with rationale, scope, judgement criteria, information sources & tools, and interviewees is in the Annexed Spreadsheet.



Process #	Evaluation Criterion	Evaluation Question
1,2	<b>Impact *</b>	<b>What difference is the intervention making for its beneficiaries? (Positive and negative long -term effects due to the intervention)?</b>
1,2	Impact	To what extent did the project generate or is expected to generate 'higher -level effects' (tangible positive or negative impacts) as defined in the project design document? For Process #1: Emphasis on potential negative effects.
2	Impact	How are community workers benefiting from the project?
2	Impact	How are disadvantaged women (marginalized by origin, ethnicity, income level, education level, ability and climate injustice) benefiting from the project?
2	Impact	Can specific impact domains be discerned, such as women and transport, women and energy, access to climate justice, and institutions and policies?
1,2	<b>Sustainability</b>	<b>Will the benefits of the intervention last?</b>
1,2	Sustainability	To what extent are the project outcomes/ impacts sustainable over time?
2	Sustainability	To what extent are the project outcomes/ impacts replicable?
2	Sustainability	To what extent are the activities institutionalized i.e., to what extent to are NWC and CWI and MU capable and motivated (technical capacity, ownership) to continue activities contributing to achieving the outcomes?
2	Sustainability	To what extent do funders have the financial resources to continue activities contributing to achieving the outcomes?
2	Sustainability	To what extent are contextual factors (e.g. legislation, politics, economic situation, social demands) conducive to continuing activities leading to outcomes?
2	<b>Coherence</b>	<b>How well does the intervention fit within its context? (complementary with other interventions, national policy and EU policy and interventions)</b>
2	Coherence	Internal coherence: To what extent is the project compatible with other interventions of NWC and CWI?
2	Coherence	External coherence: To what extent is the project compatible with interventions of other actors in the country (All -Island) and thematic field (complementarity and synergies - climate justice and marginalized women).

\*Questions in Bold are overarching, other questions for the evaluation question are sub-questions.

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