

Process#2 Evaluation Report (Final Evaluation)

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Produced by: *The Change We Need* External Evaluation Team



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Abbreviations

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| AIEB | All Ireland Endorsement Body for Community Work Education and Training |
| CCAP | Community Climate Action Programme |
| COP | Conference of the Parties (of the United Nations Framework Convention on Climate Change) |
| CWI | Community Work Ireland |
| DECC | Department of Environment, Climate and Communications |
| FCCJ | Feminist Communities for Climate Justice |
| FCJ | Feminist Climate Justice |
| FCJ Cert Course | Level 7 Certificate course “Community Work in a Changing Ireland: Feminist Climate Justice” |
| IACD | International Association for Community Development |
| M&E | Monitoring and Evaluation |
| MABS | Money Advice and Budgeting Service |
| NWCI | National Women's Council of Ireland |
| NZEB | Nearly Zero Energy Building |
| 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 the final part of a two-process evaluation to support the Feminist Communities for Climate Justice (FCCJ) project of the National Women's Council of Ireland (NWC) and Community Work Ireland (CWI). The objectives are "to ensure that the learnings, 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.

The first process, "Process #1", was concerned with the performance of the project and if strategies to achieve the goals were working as they should, while the second process, "Process #2", was 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 its 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 were 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 participatory focus group discussions with the project management team took place, which included workshops 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, while also benefitting 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 Climate Action Plans (2023-2025) consider women, but these references tend to relate to Overseas Development Assistance rather than the situation at home in Ireland. The only reference to women in Ireland was to highlight their participation in NZEB/Retrofit training in the 2024 plan.

Evaluation Findings

The findings of this evaluation report were gathered in two phases. The first phase gathered information for the mid-term review. The findings were then built on during the second evaluation phase (Process #2) to culminate in a full evaluation report considering all six evaluation criteria and their relevant sub-questions.

The desk review and stakeholder consultations brought a wealth of information to this evaluation process. In this report, the findings that answer the evaluation questions are presented, having been collected cumulatively during Process #1 and Process #2.

Summary of Process #1 Evaluation Findings

The Process #1 evaluation was essentially a mid-term review, conducted to check the progress of the project and review the project design and interventions to ensure that the project ultimately achieves its objectives. Below is a summary of the conclusions and scoring of this process and the recommendations made.

Conclusions from the Evaluation findings

The Feminist Communities for Climate Justice project performed well against all of the evaluation criteria, and particularly the sub-questions asked during process #1. Note that the conclusions are limited to five of the six overall criteria and sub-questions addressed during Process #1.

| Evaluation question | Score | Justification |
|---|-------------|---|
| <i>Relevance</i> | | |
| Is the intervention needed and appropriate for the context? | 5 | The topic is needed, and the design is appropriate to the target group. |
| 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> | | |
| Is the intervention doing what it set out to do and achieving its objectives? | 4.33 | The project is highly effective. |
| 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> | | |
| How well are resources being used? | 5 | The project is being efficiently run. |
| To what extent does the project deliver the results (outputs, outcomes) cost-effectively . | 5 | Project is within budget with resources left over. |
| To what extent does the project deliver the results in a timely manner ? | 5 | Despite early delays, the project has caught up. |
| To what extent do management, monitoring and steering mechanisms 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> | | |
| Will the benefits of the intervention last? | 4 | The benefits are likely to last. |
| To what extent are the project outcomes/ impacts sustainable over time? | 4 | The outcomes are highly sustainable, despite financial challenges. |
| <i>Impact</i> | | |
| What difference is the intervention making for its beneficiaries? | 5 | Early results indicate high impact. |
| 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 |
|-----------|---|------|---|----------|---|-----|---|----------|---|

Process #1 Recommendations for the final year of the project phase

The recommendations from Process #1 emerged from the results of the external evaluation process and a participatory evaluation workshop with the FCCJ project management team. The recommendations were 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 strategic pillars and activities to understand the areas that need focus.
2. **Review activities to ensure they will achieve outcomes**. Webinars and social media posts as outputs may need to be replaced.
3. **Develop criteria to prioritise meetings** and events that FCCJ should attend.
4. Increase the **focus on facilitating the FCCJ network** to enhance sustainability, considering an engagement campaign, planning administration time, and gathering feedback.
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, articulating its purpose and encouraging members to be ambassadors.

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, testing them with existing community worker groups for efficiency, and outsourcing aspects where possible.
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 / hybrid.
 - b. How FCCJ knowledge and learning can inform the CWI Climate Justice Group.
 - c. How AIEB can act as a catalyst for learning on feminist climate justice.
11. Consider the project in the development of **NWCI's 2025-2030 Strategic Plan**.

Project Management

12. 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.
13. Plan for additional **administrative support** for the project, where feasible.
14. 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 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.

Relevance

Evaluation Questions – Relevance Criterion

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 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?
- 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).

Our Rural Future, the Government of Ireland Rural Development Policy 2021-2025 establishes the need for intersectionality in community development approaches. It calls for social innovation in developing solutions to unmet needs of vulnerable groups in society. It has a full chapter dedicated to “Enhancing Participation, Leadership and Resilience in Rural Communities” while the ambition of transitioning to climate neutrality is “to support a Just Transition for rural communities to a sustainable, resilient and climate neutral economy and society”. The policy also recognises the need for integrated approaches that include all aspects of policy making that cover social inclusion and climate justice. Furthermore, it promotes the participation of marginalised groups in decision-making structures (Government of Ireland, 2021). The sets the context of the

broader need to bring topics such as feminism, community work and climate justice together in a holistic manner.

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”¹

Considering indirectly affected stakeholders, the evaluation question asked about how the project responds to the needs of “Local authorities, other agencies seeking climate justice, policy makers, other interventions supporting marginalized women and community workers”. During the evaluation, a wide variety of indirectly affected stakeholders were named, whose needs were being met by the project design. They included policy makers, local Public Participation networks (PPNs), Local Development Companies (LDCs), diplomats, university students, the general public, communities, organisations that cert graduates work for or with, All-Island stakeholders and marginalized women in other regions.

The wider group of stakeholders emerged as the project progressed and included invitations for the project to speak at events as well as opportunities for research and course content to be shared with diverse groups widened the scope. For example, the UCC team that conducted the baseline research have had the opportunity to present the findings at international academic conferences and the feminist climate justice topic has been included in training for diplomats. Far beyond the expected scope of the project, the course content is being used by a Feminist Climate Justice certificate course graduate to implement Community Development and Climate Justice Campaigns for Igbo women in Nigeria.

In terms of the All-Island aspect of the project, the project was design to support target groups and beneficiaries on the island of Ireland and has succeeded in doing so, with stakeholders very appreciative of the engagement and cooperation that has taken place. However, the needs in Northern Ireland and the Republic are different. One interviewee stated that the social dimension of environment is missing in the Northern Irish context and so the entry point for capacity development, awareness raising and advocacy is at a lower base than in the Republic of Ireland, something which should be reflected in project design.

“The profile of the project is increasing so getting more engagement from others”

¹ Note that all quotes in the report are from stakeholder interviews unless otherwise stated.

As the project has progressed, the FCCJ team has 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. The project was invited directly by policy makers to contribute to policy processes including a General Election Manifesto for the 2024 General election in the Republic of Ireland, a submission on the establishment of a Just Transition Commission in Northern Ireland, pre-budget submissions, submissions on transport and many more as show in Figure 2. The project also collaborated with partners Environment Justice Network Ireland (EJNI), COPE Galway, Comhdáil na nOileán and Aran Islands Energy Coop in elaborating various policy submissions.

- Feminist Communities for Climate Justice Responses, Submissions & Contributions

Project responses / submissions

1. Feminist Communities for Climate Justice's submission to the Transboundary Environmental Impact Assessment (EIA) Public Consultation concerning the Dalradian Gold Mine Project development, located in County Tyrone on the southern edge of the Sperrin Mountains
2. Feminist Communities for Climate Justice and Environmental Justice Network Ireland's joint submission to the Consultation on a new Fuel Poverty Strategy for Northern Ireland March 2025
3. Feminist Communities for Climate Justice submission to the Consultation on the establishment of a Just Transition Commission in Northern Ireland January 2025
4. Caring Climate Action: A Feminist Climate Justice General Election Manifesto by the Feminist Communities for Climate Justice Network Oct 2024
5. Feminist Communities for Climate Justice Submission to Moving Together: A Strategic Approach to the Improved Efficiency of the Transport System in Ireland with collaborative inputs from COPE Galway, Comhdáil na nOileán (Ireland's Offshore Islands Federation) and Comharchumann Fuinnimh Oileáin Árann Teoranta (Aran Islands Energy Co-op) August 2024
6. Feminist Climate Justice of National Women's Council Pre-Budget Submission 2025 July 2024
7. Response to National Energy and Climate Plan in collaboration with Environmental Justice Network Ireland June 2024
8. Signed on to joint submission for the Energy Poverty Action Plan May 2024
9. Response to Revised Energy Poverty Action Plan Consultation May 2024
10. Climate Action Plan 2024 Submission April 2024
11. Submission to the Consultation on the Leaving Certificate Climate Action and Sustainable Development, March 2024
12. Contributed to and featured in a study on Gender disaggregated data on energy poverty commissioned by the Section for Transport, Energy, Infrastructure and the Information Society in the European Economic and Social Committee February 2024
13. Feminist Climate Justice of The Women's Budget: Pre-Budget Submission 2024 October 2023
14. Joint Pre-Budget Statement on Energy Poverty, June 2023
15. Submission to the National Long Term Strategy for Greenhouse Gas Emissions Reductions (nLTS) 2023

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.

***“Helen is an unbelievable teacher.
A joy to be a part of that and to see her in action”***

In terms of Capacity Development, The FCJ certificate course “Community Work in a Changing Ireland: Feminist Climate Justice”, a Level 7 accredited certificate course delivered in partnership with Maynooth University, Department of Applied Social Studies, is considered to be particularly effective. It brought community workers together for collective, interactive and participatory learning and the quality was highly appreciated.

Network participants also 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. Furthermore, the collaborative design of the FCJ certificate course has enhanced its effectiveness by all accounts. Overall, the capacity development efforts are said to have improved the target group and additional stakeholders' understanding of the intersectionality of feminism, community work and climate justice. Some interviewees indicated that they now have the language to support what they were already doing. While the project seems to have strengthened the understanding of Climate Action campaigners on the social aspects of climate action and the understanding of social justice and women's rights activists on climate aspects, embedding the feminist angle in this debate may not have been understood to the same extent and may need more attention in future.

In terms of Supports and Resources, content developed so far has been much appreciated, including the baseline research, which was said to fill a major research gap. The resource toolkits "Creating Climate Justice Communities - A Toolkit on the Impacts of Climate Change in Irish Communities" and "Community Action for Feminist Climate Justice - A Toolkit to Develop Campaigning Strategies for Feminist Climate Justice" have now been developed and successfully tested. The toolkits are designed as reference documents for community workers in helping communities to understand Climate Justice issues and in campaigning for climate action. They include theory and principles, practical group exercises, case studies and links to further resources. Both toolkits were tested with the target group, receiving generally positive feedback and inputs for the final versions. The comprehensiveness, scope and practical, relatable aspects such as quotes were much appreciated.

In terms of enabling advocacy through networks, network members have been enabled to advocate for feminist climate justice through the FCCJ Network's Policy and Advocacy Working Group that have been active in a broad range of topics from oil digging in the Sperrins to the referendums on family and care. The FCCJ project has also collaborated on policy submissions with individual organisations, such as EJNI.

"They said they would do All-Island and they really did!"

Feedback from the network in general is very positive, highlighting the connections and sharing that has been built between and across organisations and across the Island of Ireland. The project team has implemented the recommendation of the mid-term review (Process #1) to focus effort on the network in order to enhance its sustainability. The network now has 149 members and work to engage members across the Island and enhance relationships is planned until the end of the phase.

One interviewee pointed out that the network is working at a very national level and called for networking down to the grassroots level in order to really leverage change. Finding ways to cascade the networks so that essentially a network of local networks exists could greatly enhance the long-term impact of the project.

"Communities have the connections - It's about working from the ground up."

In terms of direct advocacy work, while not originally planned, the project adapted to meet the demand. The FCCJ team has contributed to policy submissions, directly and indirectly by supporting the work of CWI and NWCI and the work is highly appreciated. They are regularly invited to speak and contribute on the topic of feminist climate justice, establishing itself as the “go-to” for this topic. The efforts are expected to have much impact and earned the team a shortlisting for Sustainability Team of the Year at the All-Ireland Climate Change Awards. Much of the effectiveness of the project has been attributed to the individual staff who have led the project and their commitment to and passion for the topic.

“They did very well and had the right people”

The importance of language and choice of words was noted as being of significance in attracting audiences to the topic of feminist climate justice and enhancing the effectiveness of the project. Discussions around phrasing using “Feminism” and “Climate Action” indicated that the concepts sound ideological and radical to some. Future project phases could consider which phrases will appeal to the desired audiences and ensure maximum inclusion of target groups and beneficiaries and potential to maximise impact.

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. As this report is being finalised, a communications campaign is ready to launch for the remaining months of the project.

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 SMART², 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, by when and 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** were made in the Process #1 Evaluation report. These included:

1. *Focus on the Network* - Discussed above, successfully implemented.
2. *Outsource activities* to maximise impact. See [Efficiency](#). Successfully implemented.
3. *Provide course content for those who were not accepted* on the course due to excess demand. The resource toolkits and a proposed resource hub aim to address this. The next phase of the project should offer an additional course.
4. *Review the Project Advisory Group (PAG)*. The project team has been working with the PAG to maximise the benefit from their expertise and networks. A future phase should consider this in the set-up.
5. *Review the activities and targets for effectiveness and impact*. Targets were set at the output level that focussed on quantity rather than quality. Webinars and Social

² Specific, Measurable, Accountable, Relevant, Timebound

Media posts targets were possibly too high, particularly as the project was started while pandemic lockdowns were ongoing. The team has innovated to reach these targets e.g., by combining webinars with physical events. Future phases should proactively develop indicators that also measure quality.

6. Develop selection criteria *to choose which external meetings to participate in*. Team members now divide external engagement according to their strengths and are managing the selection well.
7. Tailor *resource toolkits* to meet the needs of the target group. This was considered in the development of the toolkits and the toolkits were tested with the target group.
8. Develop a *plan to address research gaps* identified in the baseline study. In the short term, briefing papers are being developed to fill some of these gaps. This recommendation is important for the next phase, where time and resources will need to be allocated.
9. Conduct additional *outreach activities to ensure women and marginalised groups* are well served by the project. Discussions are ongoing with Traveller MABS on how opportunities to collaborate to support traveller women, with the carer topic of particular relevance.

The team has done well in addressing the recommendations made in a short time period. Overall, the effectiveness of the FCCJ project is considered to be very high.

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 below, 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”***

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 applied to Pobal for a non-cost extension, which provides a valuable chance to build on the project's positive momentum, expand reach, and solidify the project's legacy. It also ensures sufficient time to implement the toolkits before the end of the project phase.

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 future project phases, better mapping of the intervention logic would help the team focus on the outcomes that need attention and the activities that lead to them. The recommendation from Process #1 of this evaluation to maximise on the opportunities of available financial resources and outsource activities to maximise efficiency and effectiveness has been implemented, mitigating the challenge of limited time.

Another recommendation from Process #1 was to provide additional administrative support to the project team. This was not implemented. However, streamlining of the administration required for running the FCCJ Network has reduced the need for additional support somewhat.

Overall, the efficiency of the FCCJ project is considered to be very high.

Impact

Impact is the change that occurs as a result of an intervention. While the section on effectiveness discussed if the project achieved its objectives in terms of the activities it set out to do, this section deals with the higher-level effects of the project. Typically, to measure the impact of an intervention, an impact assessment follows five years after the end of the project. This section, therefore considers likely impacts and impacts already apparent.

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?
- How are community workers benefiting from the project?

- How are disadvantaged women (marginalized by origin, ethnicity, income level, education level, ability and climate injustice) benefitting from the project?
- Can specific impact domains be discerned, such as women and transport, women and energy, access to climate justice, and institutions and policies?

Findings

The project did not define clear intended impacts in its design. However, the purpose of the project was to support communities to take action on climate change with resources, tools, approaches and know-how. From this purpose and the overall design, we can deduce that the intended impact of the project was that communities would take action to achieve climate justice for marginalized women.

To this end, the project has already been quite impactful. Impacts that are already apparent include action that FCJ cert course graduates (community workers) have taken to develop climate action projects and apply for funding. The examples in Figure 3 below are examples of climate action initiatives developed and implemented by Cert course graduates. Impacts that are likely to arise include improved conditions for marginalised women and interventions to support them as a result of policies that FCCJ, the network and community workers have contributed to, such as Climate Action Plans, Fuel Poverty Strategy in Northern Ireland, National Energy and Climate Plan and Government budgets.

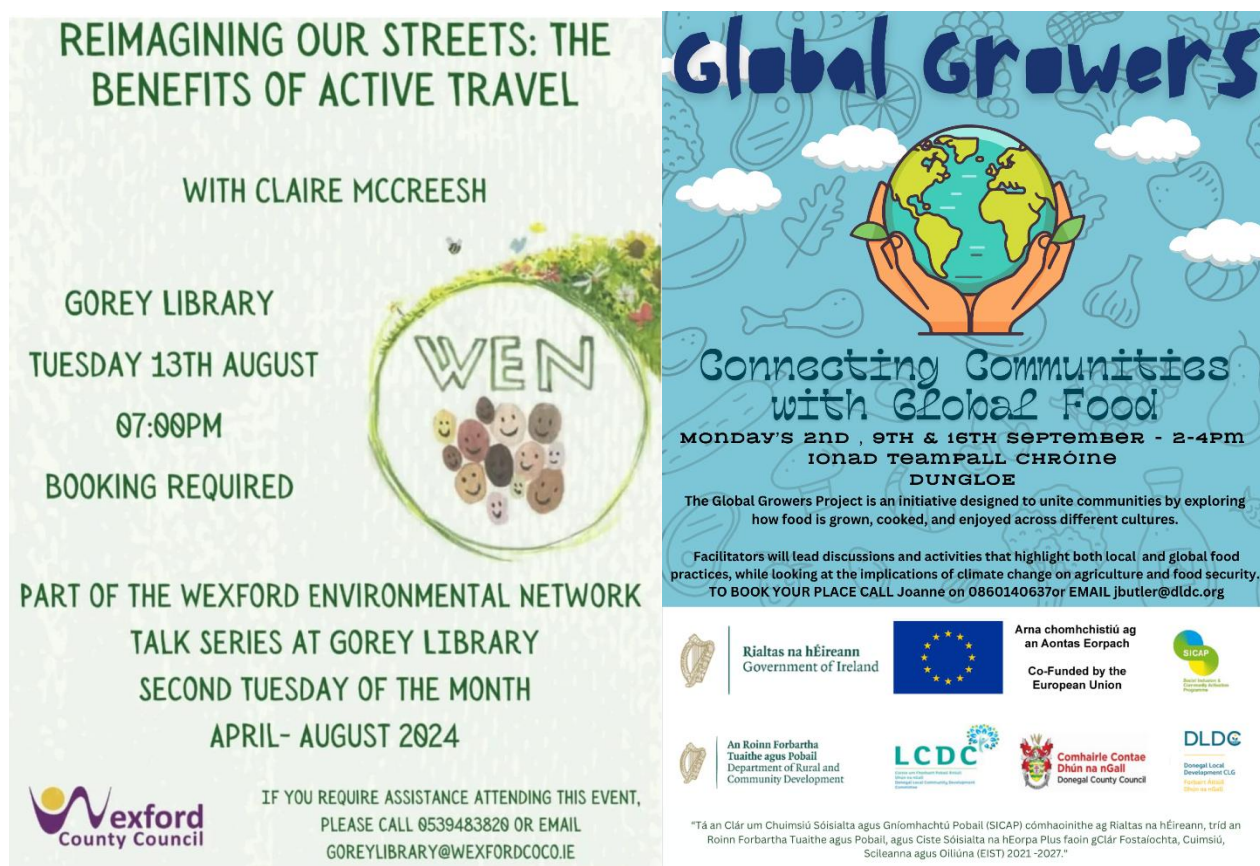


Figure 3: Climate Action projects developed and delivered by Cert course graduates

Feminist climate justice now has a place at the table in national climate discussions as evidenced by the requests for participation by FCCJ at events and in policy making processes. The submissions and resources have also been shared with CWI's one thousand

members and NWCI's 190 members and mailing list of almost 10,000 individuals, enabling them to further contribute to climate action and achieve climate justice for marginalised women.

“I came with a concern for the environment and left with knowledge and skills to take action”

Cert Course Graduate Testimonial

Specific benefits to community workers arising from the FCCJ project include the graduation of 25 community workers from the FCJ cert course who are ready to take action and have better knowledge and the right language to do so; a high level of understanding among community workers (FCJ cert course graduates and network members as well as CWI members who have engaged) of the link between social inclusion and climate action and the feminist angle; and formal and informal support networks that have emerged from the FCCJ project. While the FCCJ network meets formally on a regular basis, organised by the project, the FCJ cert course graduates support each other via a social media messaging platform.

“Helen put a lot of things into words for me that I hadn’t really thought of – I use it every day.”

Cert Course Graduate

Marginalised women, the project's intended beneficiaries, have already benefitted from the project in a number of ways. Women's organisations are benefiting in general due to empowered community workers that are leading them/ supporting them. This empowerment comes from the knowledge and support gained from the FCJ certificate course, the network activities and outreach work by FCCJ. The National Women's Council has benefited directly from having the FCCJ project in its offices and contributions to policy submissions, as well as gaining a former FCCJ staff member who brings the climate justice angle with him to support women's economic equality efforts. A future likely impact is the benefits gained in the long term from the resulting collective advocacy work on behalf of marginalised women. An unexpected positive outcome of the project has been the implementation of Community Development and Climate Justice campaigns in a Ndigbo women's initiative of the Ndigbo organisation, aimed at community and various levels of Government in the Biafran states of Nigeria.

Accessing and including marginalized women is challenging due to a variety of limitations. While the project has been successful in impacting the lives of such women already, some opportunities/ improvements that could be made in a future phase include finding ways to engage with traveller women on topics that are priorities for them; supporting island communities due to their extreme marginalisation and exposure to climate change. In general, networking closer to grassroots should achieve an overall greater impact.

“The network needs to be networked out”

A number of impact domains of the FCCJ project were identified during the evaluation. They include:

- ✓ Cross-sectoral Connections between Environmental organisations and social justice organisations and women's organisations specifically.
- ✓ Cross-pollination of knowledge and understanding among climate, social and women activists through the communities of practice that has emerged and the peer learning it has enabled primarily through the FCJ cert course and the network events.

“Great variety of people in the network - There has to be indirect benefits from that”

- ✓ Cross-border learning and knowledge-sharing among organisations in Northern Ireland and the Republic of Ireland that have different challenges, political contexts and funding opportunities, among others.
- ✓ Building the capacity of organisations, individuals and academia, including the National Women's Council and Community Work Ireland
- ✓ Public Transport and safety for women is a topic that received support from the FCCJ project benefitting care workers among others.
- ✓ There is better understanding and acknowledgement of Care work as green work.
- ✓ The project has impacted policy in various areas, arising from the baseline research and due to direct and indirect submissions, contributions and collaborations, influencing Workings Groups and Policy makers.
- ✓ Energy poverty has been highlighted as a result of the project.

“[Feminist Communities for Climate Justice] reframed community work as climate action.”

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. 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.

In planning the next project phase, the FCCJ project management team could consider how it expects long term impact to be achieved – should 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.

“I am now more equipped to take action in my own community, with an understanding that local efforts can ripple into global change.”

Cert Course Graduate – NWC Blog

Sustainability

Evaluation Questions – Sustainability Criterion

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

Sub-question:

- To what extent are the project outcomes/ impacts sustainable over time?
- To what extent are the project outcomes / impacts replicable?
- 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?
- To what extent do funders have the financial resources to continue activities contributing to achieving the outcomes?
- To what extent are contextual factors (e.g. legislation, politics, economic situation, social demands) conducive to continuing activities leading to outcomes?

Findings

In terms of the **sustainability of the project outcomes and impacts** over time, 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. The toolkits that have been developed will remain relevant and allow continued benefits from the project outcomes. Stakeholders consulted indicated that the project is leaving a “legacy”. This indicates the strength of the perceived sustainability of the project outcomes and impacts.

“The work has got out.”

In terms of **replicability**, the FCCJ project performs very well. The certificate course, already a replication of a community work course, is designed for replication and impact in the future. Stakeholders from Maynooth University indicated that they would use the feminist angle in future versions of the course and their own learning on climate justice will empower their work further. The baseline research on the topic allows for continued replication of outreach work; the toolkits are designed to support community workers to replicate the educational and outreach work of the project; the content of policy submissions can strengthen future submissions of various movements; and Community Work, with the project target group leading, is the vessel to facilitate replication and ensure a wide reach towards intended and indirect beneficiaries.

“The chain of reaction of the knowledge is the sustainability part.”

Regarding the **institutionalisation** of activities, stakeholder consultations indicate that FCCJ enables and will continue to enable CWI and NWCI beyond the life of the project. NWCI's strategic plan 2025-2030 includes "Growing feminist communities for climate justice" as one of its overall actions, with the desired outcome that the National Women's Council has "embedded feminist climate justice in climate policy and action across the island of Ireland, ensuring that gender equality is central to all climate solutions". Community Work Ireland had already embedded Climate Justice in its work and instigated the project. It is determined to continue this work and is looking at how to support vulnerable island communities. As mentioned above, the topic of feminist climate justice is now engrained in the team responsible for the community work certificate in the department of Applied Social Studies at Maynooth University. It is hoped that this will allow the topic and content to be replicated as discussed earlier. The concern with regards to institutionalisation is how the network will be facilitated, should the project not secure funding at the end of the current phase.

Funding and financial resources are a key sustainability topic for most charitable organisations. The FCCJ project has three-year funding which will end in December 2025. The funding source is the Department of Environment, Climate and Communications (DECC), Community Climate Action Programme (CCAP), administered by Pobal. While the policy context is positive to support climate justice initiatives, following the change of Government at the end of 2024, the future of CCAP funding is still unclear.

The project risks time lags if funding is not secured by the end of the first phase. 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 recommended to consider a diversified funding strategy to mitigate long term funding risks and to use the network to advocate for funding. Possible funding sources could include local funding such as LEADER, EU funding such as Erasmus+ and Cross-border/ All-Island funding, among others. Joint ventures with complementary organisations or projects could also facilitate funding opportunities, e.g., for All-Island funding.

While it is important to secure funding to sustain the project, it is important that adjusting the project to funding requirements does not lose core project aspects such as advocacy, networking and knowledge-building. For example, research funding may be available, but it would not support the networking aspects.

Contextual factors that affect the ability of the project to continue its activities centre around the challenging (international) political context, which could affect policy and funding in the medium term. A notable shift in policy making to the political right and the redirection of funding for the purpose of military and defence spending in Europe is to the detriment of feminist, community and climate justice causes. Far right (conservative) policies have come to oppose climate action in recent years because climate action is costly and disruptive and threatens the profitability of traditional industries (Mohan, 2024).

The Feminist Communities for Climate Justice 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.

Other considerations for the FCCJ project during the next phase could be how else 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.

While the FCCJ project is considered sustainable overall, stakeholders feel the impacts and outcomes are not yet sustainable enough to stand alone. A project is still needed to ensure and empower the work.

“I don’t think anyone else can do their work. Aspects could be replicated but the space and voice created would not be done”

Overall, the sustainability of the FCCJ project is considered high, with a stable funding stream needed to ensure its future.

Coherence

Evaluation Questions – Sustainability Criterion

Overarching question: ***How well does the intervention fit within its context?***

Sub-question:

- Internal coherence: To what extent is the project compatible with other interventions of NWC and CWI?
- External coherence: To what extent is the project compatible with interventions of other actors in the country (All-Ireland) and thematic field (complementarity and synergies- climate justice and marginalized women).

Findings

Internal coherence

Evaluating the internal coherence of an intervention seeks to understand if the project is a good fit within the implementing programme and/or organisations. In this case, there is a clear and logical fit of the FCCJ project within the partnership formed by Community Work Ireland and the National Women's Council. CWI has a history of working for Climate Justice in Communities and identified the need for this project. It also brings the grassroots community link to the intervention. The National Women's Council brings the feminist angle with both expertise on marginalised women and the networks to advocate for the cause. The combination of CWI's broad network of almost 1,000 members (community organisations) and NWCI's 190+ member organisations and database of almost 10,000 individuals provide FCCJ the access it needs to reach out, recruit cert course and network members and disseminate outputs. The project also benefitted from the NWCI Communications team support in reaching the wide network.

While Community Work Ireland is a small organisation with just two staff members, the National Women's Council has a staff of 24 with four teams working on different functions and topics. Stakeholder consultations indicated that NWCI benefitted from the presence of the FCCJ team in the office, available to give input and sharing the project work both formally and informally. Climate Justice knowledge and awareness is slowly rising among the staff which enables them to consider the climate justice aspect of their various topics

and incorporate it into their activities. As the project is still young, further institutionalisation of FCJ within the implementing organisations is called for.

External coherence

Evaluating the external coherence of an intervention considers how the project fits with and complements other interventions within its operating environment and avoids unnecessary overlap with these interventions. To this end, the project is performing very well. A clear need was identified and FCCJ filled a gap both within the CCAP projects and among Irish NGOs in the Feminism, Community Work and Climate Justice Spaces. Organisations in the space are very appreciative of the contribution of the project in bringing these topics together, which had not been done sufficiently before according to stakeholders interviewed.

***“Feminist Communities for Climate Justice
is complementing and contributing to other initiatives well.”***

The FCCJ project is centred around bringing organisations and community workers together and supporting them towards a collective goal of achieving climate justice and supporting marginalised women. The organisations supported include women's organisations, community work organisations and organisations promoting environmental and climate justice causes. FCCJ facilitates these organisations to support each other with their complementary expertise. We can therefore conclude that not only is the FCCJ project coherent in its operating environment; it also contributes to the overall coherence of the space in which it operates - across the Feminism- Community Work- Climate Justice nexus.

***“This project should be stitched into an awful lot of the work of
other organisations.”***

In terms of future improvements to the coherence of the project, it is important to consider how FCCJ can be embedded into other networks, including at the community level, i.e., continuing to support organisations to work together and scaling it out to improve coherence in a variety of networks, particularly at the grassroots level. During the pilot phase it is a national (All-Island) network that has emerged and this needs to be built on.

Overall, the coherence of the FCCJ project is considered to be very high and a particular strength of the project that should be built on during future phases.

Conclusions and Recommendations

Conclusions from the Evaluation findings

The Feminist Communities for Climate Justice project is performing very well against all of the evaluation criteria, with five of the six criteria gaining the top score.

| Evaluation question | Score | Justification |
|--|-------------|---|
| Relevance | | |
| Is the intervention needed and appropriate for the context? | 4.67 | The topic is needed, and the design is appropriate to the target group. |
| 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, with further alignment to community needs called for. |
| 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. | 4 | The indirectly affected stakeholders are numerous, far beyond those listed in the question. The objectives and final outputs were aligned well to the needs of these stakeholders. Future planning should clearly identify indirect stakeholders. |
| 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. |
| Effectiveness | | |
| Is the intervention doing what it set out to do and achieving its objectives? | 4.67 | The project is highly effective. |
| To what extent are implementation approaches/strategies adequate to achieve the intended results. | 5 | Implementation strategies are excellent and have been adapted to maximise effectiveness. |
| 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. |
| Efficiency | | |
| How well are resources being used? | 5 | The project is being efficiently run. |
| To what extent does the project deliver the results (outputs, outcomes) cost-effectively . | 5 | Project is within budget with resources left over. |
| To what extent does the project deliver the results in a timely manner ? | 5 | Despite early delays, the project has caught up. |
| To what extent do management, monitoring and steering mechanisms support efficient implementation. | 5 | 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. |

| Evaluation question | Score | Justification |
|--|-------------|---|
| <i>Impact</i> | | |
| What difference is the intervention making for its beneficiaries? | 4.75 | The project is already making clear impacts on direct and indirect actors. |
| 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 negative impacts unlikely. |
| How are community workers benefiting from the project? | 5 | Community workers have been educated, empowered and mobilised. |
| How are disadvantaged women (marginalized by origin, ethnicity, income level, education level, ability and climate injustice) benefitting from the project? | 5 | Marginalised women are benefitting from the project through replication of educational activities, space for engagement and advocacy work. |
| Can specific impact domains be discerned, such as women and transport, women and energy, access to climate justice, and institutions and policies? | 4 | While specific impact domains can be discerned, it is difficult to judge the full impact at this early stage. |
| <i>Sustainability</i> | | |
| Will the benefits of the intervention last? | 4.4 | The benefits are likely to last. |
| To what extent are the project outcomes/ impacts sustainable over time? | 4 | The outcomes are highly sustainable, despite financial challenges. The Cert course impacts will sustain. However, the network is not yet self-sufficient. |
| To what extent are the project outcomes / impacts replicable? | 5 | Many outcomes e.g., baseline research and course content already replicated and toolkits will support replication. |
| To what extent are the activities institutionalized i.e., to what extent to are NWCI and CWI and MU capable and motivated to continue activities contributing to achieving the outcomes. | 5 | The work is core to CWI work and MU has already re-used cert course content. Institutionalisation in NWCI ongoing. |
| To what extent do funders have the financial resources to continue activities contributing to achieving the outcomes. | 4 | While Climate Action funding is available for certain topics, uncertainty around appetite for core FCCJ activities. |
| To what extent are contextual factors (e.g. legislation, politics, economic situation, social demands) conducive to continuing activities leading to outcomes. | 4 | The national context is still favourable, despite some change in motivation. Civil society will is strong. |
| <i>Coherence</i> | | |
| How well does the intervention fit within its context? | 5 | The project fills a clear gap in its context both externally and internally. |
| Internal coherence: To what extent is the project compatible with other interventions of NWCI and CWI? | 5 | The project has strengthened both partners and the partners have provided platforms for FCCJ to thrive. |
| External coherence: To what extent is the project compatible with interventions of other actors in the country (All-Ireland) and thematic field (complementarity and synergies- climate justice and marginalized women). | 5 | FCCJ is compatible with and supporting other interventions and bringing them together. This is one of the project's greatest benefits. |

Table 1: Process #1 Evaluation Scoresheet

| | | | | | | | | | |
|-----------|---|------|---|----------|---|-----|---|----------|---|
| Very High | 5 | High | 4 | Moderate | 3 | Low | 2 | Very Low | 1 |
|-----------|---|------|---|----------|---|-----|---|----------|---|

Table 2: Legend

It is important to note gaps and time lags in funding pose a serious threat to the future and sustainability of the project and is therefore included in the recommendations below.

Recommendations for Feminist Communities for Climate Justice beyond the project phase

While the recommendations from the mid-term review focussed on areas to improve before the end of the project phase, this final report focusses on recommendations for the future of the project, the topic and the individual interventions beyond the project phase.

The first section below summarises the overall recommendations emerging from the evaluation, developed independently by the external evaluator. The second section provides specific recommendations developed during a workshop with the FCCJ project management team following the evaluation.

Overall recommendations arising from the Evaluation

Keep up the good work

The project has been successful so it should be built on. There are already successful activities that can be continued.

- Keep *building capacity*, considering how to reach further course applicants
- Continue to disseminate *toolkits* and existing resources
- Support the *network* and facilitate network activities, expanding to grassroots networks
- Keep up the *joint work* via the network, policy advocacy and cross-pollination of knowledge

Focus on Impact

The Feminist Communities for Climate Justice has succeeded beyond expectations. This opens the doors for many opportunities, but with limited resources. The project should therefore keep potential impact front-of-mind when selecting and prioritising activities.

- Consider the project's reach and the opportunity that replication provides. How can the existing work of FCCJ *leverage further impacts* at home and abroad?
- Consider how to use *the AIEB* to catalyse learning and replicate the success of the first phase.
- Keep up the *advocacy work* and focus on communication and replication – Share policy submissions so that others have the language and resources to advocate too.
- A clear *intervention logic* should ensure activities – outputs – outcomes – impact are aligned and easily show the flow of this. This helps the project owners to prioritise activities well and also facilitates funding applications, monitoring and reporting,

Meeting different needs

- Consider the *different needs of organisations in Northern Ireland and the Republic of Ireland* in future project design
- Consider *how different groups respond to language* and phrases and adapt communications to maximise the engagement of each group.
- Plan for *engaging the most marginalised, vulnerable and exposed* (to climate change) women and communities, including, but not limited to, traveller communities and island communities

- *Link performance indicators clearly to the needs of the target group (e.g. number of women/marginalised communities/ community workers participating/ contributing/ benefitting)*

Futureproof the project

- *Address research gaps* – this will build the evidence base for the project and add to the resources available for education and advocacy. It will also help to better understand the target group, beneficiaries and their needs, which, in turn will inform future planning and implementation.
- *Plan for the scenario where a second phase does not receive funding* - in particular, how will the network continue.
- *Diversify funding* in the long term to mitigate risks brought about by policy change and funding reallocation, considering different types of public and philanthropic funding as well as joint ventures. It is important to re-emphasise the importance of core funding to support the work that accounts for the greatest impact, such as the FCCJ network and advocacy work.

Embed the work

- Consider where FCCJ work needs to be embedded (organisations and networks) in order for feminist climate justice to be institutionalised.
- Organisations and networks at the *grass roots level* and *across the Island of Ireland* should be the focus for embedding Feminist Climate Justice.
- Use *communications as a lever* to spread the work to other organisations and networks, by sharing advocacy papers and resources.
- Continue to support the work of *mainstreaming Climate Justice in NWCI* work.
- Strengthen the *connection with the CWI Climate Justice Group*, ensuring FCCJ work is feeding into it well.
- Ensure the *feminist angle* gets ample focus in the next phase to ensure the gender aspects of climate justice are understood communicated and advocated for.

Specific Recommendations co-developed by the FCCJ Project Management Team

Pilot FCJ mainstreaming in one organisation/ Network

Work with one organisation to first understand what they need to put in place in order for feminist climate justice to be mainstreamed. Then, FCCJ can support the organisation/network to develop procedures and action plans and in implementing the changes, recognising that limited resources is a significant challenge to FCJ mainstreaming. This activity can be considered as action research to develop tools and procedures for mainstreaming to be replicated in other organisations. It can also help make funders aware of the action and help to promote funding of FCJ mainstreaming activities in the future.

It was recommended to start with the National Women's Council and one grassroots organisation, e.g., a family resource centre.

Implement concrete activities to improve understanding and use of the feminist aspect of climate justice

A package of activities to help emphasise the feminist angle of climate justice could include:

- Research to provide evidence on the need for a gendered approach to climate justice. The research should include not only quantitative data but also capture subjective lived experiences. The research reports should then be provided in an easy-read version.
- Training of FCCJ team and network on how to communicate the feminist angle
- Developing communications materials that explain the feminist angle, what it means and how it manifests.
- Work with Climate Justice organisations to help them embed a feminist angle in their work. Start with a strategy for approaching these organisations, e.g., workshops, collegial conversations, or webinars for specific groups (This work can start already while Sadhbh is supporting the project).
- Connecting NWC work to Climate Justice, e.g., bringing in the impact of Climate Change into advocacy for women's healthcare.

Provide capacity building solutions to previously unsuccessful course applicants

To ensure that the high numbers of Cert course applicants that could not access the first round of the FCJ Cert course have opportunities for learning, the following actions can be taken:

- Explore the opportunity to deliver the cert course again.
- Apply for Erasmus+ funding together with other European organisations to develop and deliver courses.
- Continue discussions with AIEB to provide recognition to roll out a similar course outside of the university.
- Include FCJ in the CWI certificate for migrants or run a similar course.
- Consider what informal versions of the course could be delivered.
- Develop training of trainers so that courses can be replicated and toolkit content delivered.

Advocacy for Feminist Climate Justice in National Policy

This will include targeting national strategies being developed and developing campaigns to ensure feminist climate justice is mainstreamed in the strategies. This work would involve, among others, careful development of policy submissions together with relevant partners; and communication of the submission to mobilise networks to resend and amplify the messages, providing them with consistent core messages and language. This work needs ample resources both in developing policy positions and in communicating and supporting organisations and networks to amplify and replicate the messages.

Leverage Climate Justice Expertise within the network and engage champions

Cognisant of the fact that academic experts generally stick to their own topics, this recommendation proposes using those experts comfortable to speak across feminism, community work and climate justice to provide strength to the arguments made. Recruiting champions who are well known and already aligned with the topic can also help amplify the messages. Political champions that could be targeted include Jennifer

Whitmore, Eamon Ryan and Lynn Boylan. Recruiting these champions would involve sensitising them fully on the topic and the work of the project, as well as supporting them with key messages and language on an ongoing basis.

Keep communications at the core of the project work

Communications is a key lever to achieving impact. Already a major focus of the project, it needs to be kept front and centre of any future phase to ensure all of the other work is leveraged for impact. This includes making sure key messaging is available for advocacy work of the project, NWCI, CWI and other organisations. It should also ensure communications are tailored to intended recipients, e.g., technical language for policy makers and plain language for communities. The current communications campaign and the response it receives will help inform this work.

Develop communications in multiple languages and formats to reach Gaeltacht communities and other marginalised groups

This involves establishing a list of languages that will help reached the most marginalised women in Ireland and translating short documents into these languages. This work has the added benefit of opening up new funding sources and accessing international communities. The list of languages can include braille and accessible formats, which texts can also be translated to.

Promote Feminist Climate Justice among Island Communities

Given that island communities are particularly marginalised due to their remote locations and highly exposed and vulnerable to climate change, FCCJ has an opportunity to learn from and work with the communities. It can tap into work that is already ongoing and learn from them and other island communities internationally, facilitating and benefitting from exchange, in order to help both the island communities in Ireland and communities on the mainland as well as policymakers.

Connect with international counterparts to develop and promote the topic

Because feminist climate justice is a global topic and many of the topics it addresses, such as migration, are global in nature, FCCJ can benefit from working with international counterparts promoting feminism, community work and/or climate justice both for solidarity, advocacy and to develop solutions. This could manifest as using exchange platforms and/or developing common projects. Organisations to explore include Women's Earth Alliance, Women Engage for a Common Future, UK Women's Environmental Network and Stop Climate Chaos, the latter particularly in preparation for the next COP. Promoting the topic at the next IACD (International Association for Community Development) in 2026 in Scotland is another opportunity. Another option is to send a representative from the FCCJ network to the next COP event, which would allow for considerable learning and networking opportunities.

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Annex

Annex 1 Stakeholders consulted

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

| 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 |
| Pobal | Programme Coordinator |
| Climate Justice Coalition Ireland | Outreach recipient |
| Environmental Justice Network Ireland | Network member |
| Ndigbo Organisation | Cert Course Graduate |
| The Spark project | Cert Course Graduate |
| Galway Traveller Movement | Director |
| Community Work Ireland | Former Staff member |
| University College Cork | Senior Lecturer in Youth and Community Work / Baseline research |

Annex 2 List of sources consulted

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|--|
| 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 |
| FCCJ Submission to Climate Action Plan 2024 |
| Good Practice Approach - Feminist Communities for Climate Justice |
| FCCJ Interim Progress Report 1 2023 |
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| CWI & AIEB, Climate Action and Climate Justice: A guide for community workers |
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| Department of Rural and Community Development and the Gaeltacht, A Guide for Inclusive Community Engagement in Local Planning and Decision Making, 2023. https://www.youtube.com/watch?v=w_8qCEqBhcg&embeds_referring_euri=https%3A%2F%2Fwww.gov.ie%2F&source_ve_path=OTY3MTQ |
| Department of Rural and Community Development and the Gaeltacht, Values and Principles for Collaboration and Partnership Working with the Community and Voluntary Sector, 2022. https://assets.gov.ie/static/documents/values-and-principles.pdf |

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 | Relevance* | Is the intervention needed and appropriate for the context? |
| 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 | Effectiveness | Is the intervention doing what it set out to do and achieving its objectives? |
| 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 | Efficiency | How well are resources (financial, time, effort) being used? |
| 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 | Impact * | What difference is the intervention making for its beneficiaries? (Positive and negative long -term effects due to the intervention)? |
| 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 | Sustainability | Will the benefits of the intervention last? |
| 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 | Coherence | How well does the intervention fit within its context? (complementary with other interventions, national policy and EU policy and interventions) |
| 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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