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Social Cohesion Indicators Bank

ILLUSTRATIVE INDICATORS TO MEASURE CHANGES IN SOCIAL COHESION

OCTOBER 2019

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List of Acronyms

CRS	Catholic Relief Services
EQUIP	Equity, Inclusion and Peacebuilding
FGD	Focus Group Discussion
IJR	Institute for Justice and Reconciliation
SECC	Secured, Empowered, Connected Communities Project
SGBV	Sexual and Gender-Based Violence
UNDP	United Nations Development Program
UOM	Unit of Measure
USAID	United States Agency for International Development
3Bs	Binding, Bonding and Bridging
4Ds	Discover, Dream, Design and Deliver

To the User

WHO IS THIS INDICATORS BANK FOR?

This Indicators Bank is designed to be used by CRS staff and partners tasked with design, proposal-writing, implementation and Monitoring, Evaluation, Accountability and Learning (MEAL) for programs seeking to strengthen social cohesion. It can be used both with standalone and integrated social cohesion programs.

WHERE DID IT COME FROM?

This collection of sample indicators and indicator tables was developed based on extensive review of the social cohesion indicator literature and relevant CRS projects.[1] While some were inspired by prior or current projects, the indicators in this Bank are illustrative of the types of indicators CRS programmers could use to measure change. They have not necessarily been tested or validated.

WHEN DO I USE IT?

The Indicators Bank can be consulted at any time, but will be most useful during project design and start-up. The included indicators are designed to measure outcomes and are generally targeted for use at the Intermediate Result level.

HOW DO I GET STARTED?

We recommend reading through the section entitled "Understanding Social Cohesion," for a better grasp of CRS' interpretation of and methodological approach to social cohesion, before proceeding to the Indicators Bank.

WHAT ELSE SHOULD I KEEP IN MIND?

As is described below, this Indicators Bank contains illustrative sample indicators. It does not offer one-size-fits-all prescriptions. Instead, critical and creative thinking will be needed to select and contextualize indicators for each program – or to develop new ones.

1. Projects were located in Bosnia-Herzegovina, Burundi, Central African Republic, Egypt, Greece, Mindanao, and Zimbabwe.

Young Peace Ambassadors enjoy bonding during a Peace Camp offered by YES Ghana as part of CRS' "Peace in Northern Ghana" project, 2016.

1.0 Understanding Social Cohesion

WHAT IS SOCIAL COHESION?

Social cohesion is a concept with various interpretations.[2] Some definitions emphasize social harmony and inclusion, human solidarity in diversity, and the inclusive well-being of a community or society. Others focus on the social fabric: the abundance of connections and associations in a society, and the presence of linkages and counterbalances that shape the relationship between citizen and the state.

CRS views social cohesion as **the strength, quality and diversity of relationships between and among individuals, groups and communities, coupled with linkages between society and the state, markets and other institutions, all based on trust, respect, mutuality and equal opportunity, for the dignity and wellbeing of every person and the common good of all.**

2. See Appendix 1 for donor and peer definitions.

Social cohesion is manifest in the social, political and economic spheres through the following attitudes and behaviors:

- trust, reciprocity and links between and among citizens and between and among civil society groups (horizontal);
- the social contract between people (rights holders) and authorities (duty bearers) at all levels - local, regional, national, international (vertical); and
- relationships between and among market actors – consumers, producers and others including elected and appointed government officials.

The emphasis on relationships in the above definition of Social Cohesion is consistent with the Catholic Social Teaching tradition of building "Right Relationships." This means relationships that uphold the dignity and wellbeing of each person regardless of race, ethnicity, class, religion, gender, age or other defining characteristics and encompass the values of inclusiveness, justice and equity, equal opportunity, open dialogue, respect for diversity. Such principles should be manifest in the home, neighborhood, community and society. They should also find resonance in socio-cultural, economic and political institutions.

In characterizing social cohesion, CRS considers two key elements:

(1) Horizontal and vertical dimensionality;

(2) Social-cultural, economic and political spheres of society.

These are elaborated below:

HORIZONTAL AND VERTICAL DIMENSIONALITY: Social cohesion is determined by the strength and quality of horizontal and vertical relations in a society. Both are vitally important for peace, justice and stability.

- ***Horizontal social cohesion*** refers to the quality of relationships between and among equals or near equals[3] for both individuals and diverse groups within a society; that is, to levels of solidarity, trust, acceptance, reciprocity, mutuality, and multiplicity of links. Horizontal social cohesion is important both within identity or affinity groups (bonds) and across multiple groups of diverse identities and characteristics (bridges).

3. See Uphoff (2000) cited in Colletta J. Nat and Cullen L. Michelle, 2000. The Nexus between Violent Conflict, Social Capital and Social Cohesion: Case Studies from Cambodia and Rwanda, Social Capital Initiative, Working Paper No. 23, The World Bank. (p.3).

o Vertical social cohesion refers to linkages that knit relationships across hierarchies, e.g. levels of leadership, authority, power and influence.[4] It concerns the degree to which state and non-state institutions – e.g., the market, cultural/traditional, religious, civil society groupings, NGOs, etc.— interact with communities and individuals inclusively, equitably, transparently and accountably,[5] with a double aim of strengthening social relations and reducing inequalities, exclusion and divisions in an environment of equal opportunity for all. State and non-state institutions are systems of established and embedded social rules (overt or implicit) that structure much of human interactions, constrain and enable behavior and support or undermine social cohesion.[6] In a civic sense, vertical social cohesion refers to state-society linkages and the social contract (see sidebar)[7] between citizens and the state.[8] In the marketplace, it refers to relationships between and among consumers, producers and other market actors including policymakers.

WHAT DO WE MEAN BY THE "SOCIAL CONTRACT"?

It refers to the implicit or explicit understanding between society and the government which defines the rights and responsibilities of each—particularly the exchange of public goods and services — and provides a framework for societal harmony, including a set of formal and informal rules and behavioral norms that regulate state-society relations.

SOCIO-CULTURAL, ECONOMIC AND POLITICAL SPHERES:

Social cohesion encompasses three broad spheres of society—socio-cultural, economic and political spheres. These spheres also bear a relationship to the categories of assets found in the Integral Human Development (IHD) framework.[9] For example, the social and spiritual assets relate to the socio-cultural sphere, the financial, physical and natural assets to the economic sphere, and the political assets to the political sphere. Human assets (skills, abilities, expertise, talent, etc.) can be associated with all three spheres.

---

4. These top-down-bottom-up linkages across differing levels of power, social status, hierarchies or "vertical distance" give local communities and groups an opportunity to leverage such relationships to access external resources and/or sources of power. For further understanding of vertical social cohesion see Valarie Vat Kamatsiko (2019), Vertical Social Cohesion in the Binding, Bonding and Bridging (3Bs) Methodology: Crystalizing the Conceptual Understanding and Practice Options (CRS, unpublished).

5. Nat J. Colletta et al, 2001. Social Cohesion and Conflict Prevention in Asia: Managing Diversity through Development, The World, 2001.

6. North Douglas, 1990 cited in Acemoglu Daron and Robinson James, 2008. The Role of Institutions in Growth and Development, Working Paper No. 10, The International Bank on Reconstruction and Development / The World Bank, p.2; and Hodgson M. Geoffrey, 2006. What are Institutions? Journal of Economic Issues, Vol. XL, No.1. p.2.

7. The explanation of "social contract" in the sidebar is informed by German Development Institute (DIE) MENA Research Team, 2018. Background paper for session 1: Rebuilding a social contract based on social dialogue, MENA-OECD Resilience Task Force Annual Meeting, Jeddah 4-5 December 2018, p.1.; and the public goods in reference are: peace and security; justice and rule of law; human and civil rights; services and resource management; and economic access and opportunity. For more on this, see Catholic Relief Services, 2018. Engaging Government: A CRS Guide for Working for Social Change, p.19.

8. Catholic Relief Services, 2017. The Ties That Bind: Building Social Cohesion in Divided Communities, Training Guide. Available at https://www.crs.org/sites/default/files/tools-research/crs_ties_rev-08-03-2017_web.pdf. For more discussion of the "social contract," see also the discussion of "consensus" in USAID's Democracy, Human Rights and Governance Strategic Assessment Framework (2014: 9-12), available at https://www.usaid.gov/sites/default/files/documents/1866/Master_SAF_FINAL%20Fully%20Edited%209-28-15.pdf

9. CRS, 2008. User's Guide to Integral Human Development (IHD), Practical Guidance for CRS Staff and Partners, p.6.

- ***The socio-cultural sphere* focuses on:** social relations across divides such as coexistence, tolerance and acceptance of differences; group identity and belonging within a larger whole; social capital[10] which encompasses mutual trust, reciprocity and other assets that accrue from networks and associational life and facilitate cooperation around shared goals[11]; and norms that moderate and influence socio-cultural life.

- ***The economic sphere* encompasses:** equity in the sharing, distribution and management of resources (financial, natural and physical); and equal opportunity in the access of basic social services, economic and livelihood opportunities and advancement in life (upward social mobility). It also encompasses mutual self-help as well as the norms of the market concerned with fairness in access to markets and the exchange of goods and services, including the labor market.

- ***The political sphere* concerns:** the degree of confidence and trust in state institutions, inclusive civic engagement to influence decision-making processes affecting public life, and effectiveness of state institutions to ensure equal opportunity, reduce inequalities and divisions in society, and provide policy frameworks responsive to the needs of all citizens.

CRS recognizes that, while the principles, values and parameters of social cohesion are universal, social cohesion is shaped by a society's preferences, history, culture, beliefs and values. Many local factors determine what holds a community or society together, and what causes divisions. Therefore, an analysis of context, the forces for and against social cohesion and the related conflict and power dynamics is a must for a more nuanced understanding before any social cohesion intervention.

The following conceptual framework captures the above characterization:

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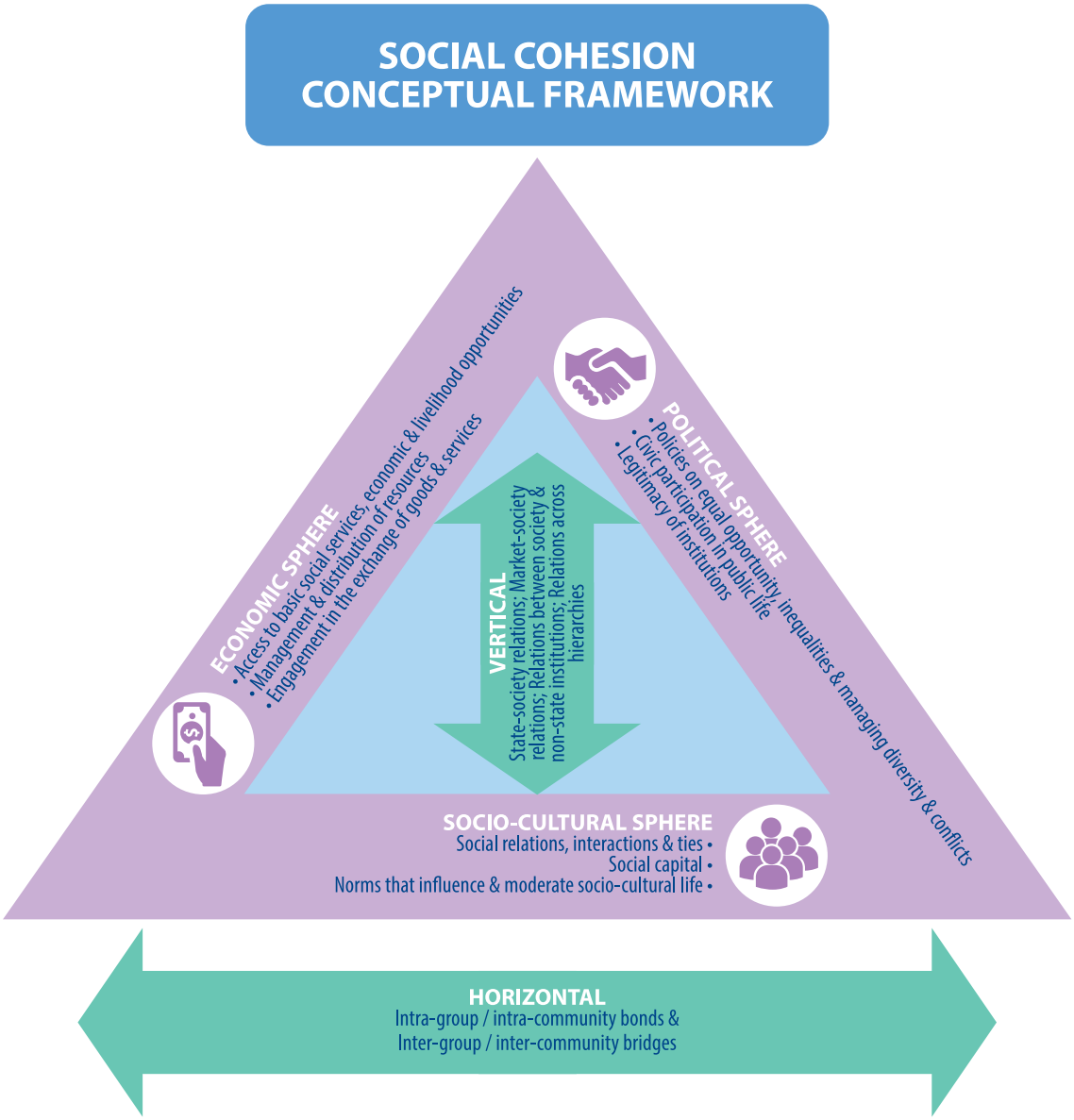
10. Social capital can be thought of as the assets and resources that arise from human networks and associational life and that facilitate cooperation around shared goals. Social cohesion strengthening processes stitch together existing social capital to create a cohesive whole, and can also produce new forms of social capital. See also Anita Cloete, 2014, 'Social cohesion and social capital: Possible implications for the common good', Verbum et Ecclesia 35(3), Art. #1331, 6 pages. http://dx.doi. org/10.4102/ve.v35i3.1331:
11. CRS, 2008.

FIGURE 1:
CRS'S SOCIAL COHESION CONCEPTUAL FRAMEWORK



WHY IS SOCIAL COHESION IMPORTANT?

For CRS, fostering social cohesion provides a pathway to advance the values of solidarity, commitment to the common good, and respect for the inherent dignity of all persons that are enshrined in Catholic Social Teaching.

Social, economic and political cleavages based on ethnicity, race, religion, class, gender, age and geography are ever present. Fueled by injustice, inequality, exclusion and poor governance, such divisions can result in violent conflict. Social cohesion interventions that address injustices, inequalities and exclusion contribute to promoting social justice.

> "Social cohesion is the key intervening variable between social capital and violent conflict, [and] the degree to which vertical…and horizontal…social capital intersect, the more likely a society will be cohesive and thus possess the inclusive mechanisms necessary for mediating / managing conflict before it turns violent….Weak social cohesion increases the risk of social disorganization, fragmentation and exclusion, potentially manifesting itself in violent conflict."
> *Nat J. Colletta and Michelle L. Cullen, 2000. The Nexus Between Violent Conflict, Social Capital and Social Cohesion: Case Studies from Cambodia and Rwanda, Social Capital Initiative, Working Paper No. 23, World Bank, September.*

On the horizontal plane, societies that cooperate across divides are more likely to enjoy the fruits of social cohesion such as personal security, stability and peace. Capacities for tolerance, respect and inclusiveness help communities reach consensus on thorny issues; operate on the basis of trust; foster enabling institutions; and develop rules that curb abuse of power, promote equitable economic growth and quality of life.[12] For example, strong social bonds and bridges deter violent aggression, civil strife and war and may determine over time whether a country moves from low, to medium or to high-income status.[13]

It is critical to understand the vertical dimension of social cohesion as it relates to governance, service delivery, and state capacity because governance failures constitute key drivers of extremism and terrorism.[14] Vertical social cohesion can be thought of as the thin edge connecting two sides of a coin: peace, and social justice.[15] Each of these is necessary for societies to thrive socially, economically and politically. Vertical social

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12. UNDP, 2016. In addition, cohesion across different social groups, including the most vulnerable, can be an antidote to the long-term effects of exclusion and discrimination that characteristically accompany unjust practices, systems and structures. See See Huma Haider, 2011. "State-Society Relations and Citizenship in Situations of Conflict and Fragility." Topic Guide Supplement. Governance and Social Development Resource Centre. University of Birmingham, U.K., December 2011.

13. Foa Roberto, The Economic Rationale for Social Cohesion – The Cross-Country Evidence. https://www.oecd.org/development/pgd/46908575.pdf Evidence suggests that even small increments in strengthened social cohesion produce substantive economic gains.

14. Ernstorfer, Anita and Michelle Garred, "Research of Preventing/Countering Violent Extremism (P/CVE)." Final Report for CRS, March 1, 2018

15. For an explanation of how state-society relations influence intergroup relations, and vice versa, see Haider, 2011.

cohesion links citizens to their state and builds constructive relationships between rights holders and duty bearers. The connectivity is essential for a healthy social contract.

In sum, strong horizontal and vertical connectivity contribute to just and lasting relationships across demographics and between citizens and citizen groups and the state. Socially cohesive communities and societies are better positioned to prevent, manage, mitigate and transform violent conflict.

HOW DOES CRS STRENGTHEN SOCIAL COHESION?

CRS' conceptual framework in Diagram 1, above, illustrates the "what" and the "where" of social cohesion; however, it does not fully address the "how." Filling this gap is CRS' signature methodology for building social cohesion, the **3Bs (binding, bonding** and **bridging)** as described below and depicted in Figure 2; Boxes A and B provide examples of the 3Bs in action in different contexts.

- **Binding** encourages personal reflection to explore and break down stereotypes and prejudices, builds awareness of and respect for the "other" and differences, helps individuals gain skills to address conflict in healthy ways and encourages introspection to understand one's deep emotions and how to constructively deal with them including coping with stress and trauma. Individuals also discover and appreciate their role in building socially cohesive societies.

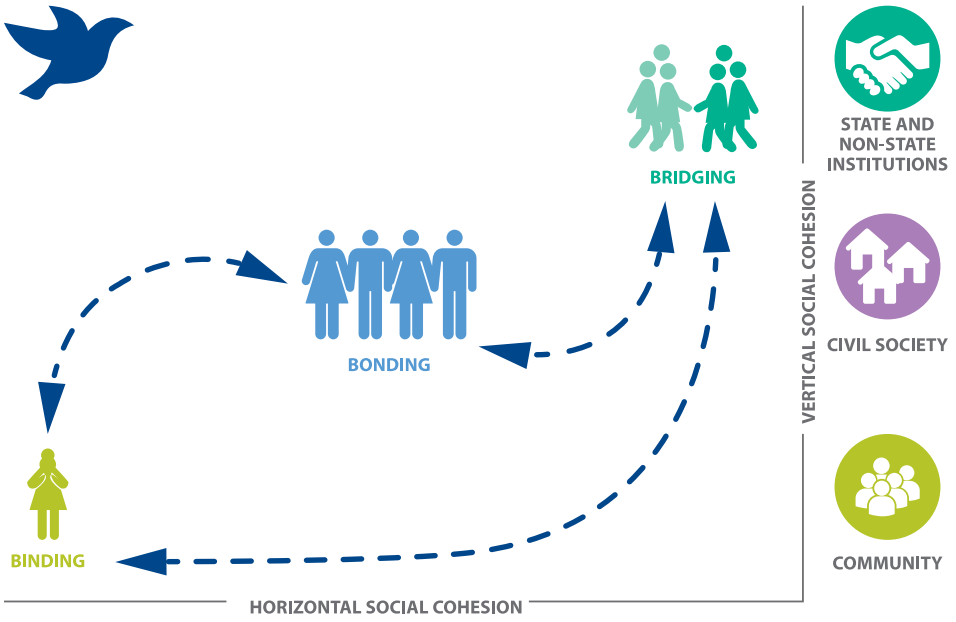
- **Bonding** strengthens and rebuilds relations within a community or group whose members are brought together by similar characteristics or identities, preparing them for substantive engagement with the "other." In the relative safety of their own community or group, they work through their commonalities and differences, diverse understandings and opinions, and alternative visions of the future. Bonding helps single communities / groups aggregate their concerns, needs and priorities, making it easier for them to voice them during engagements with the "other."

- **Bridging** brings together two or more communities or groups with different characteristics and identities that are experiencing conflict to address issues of mutual concern and to interact purposefully for mutual benefit in a safe space. Inter-group dialogue, an important element of bridging, shifts the focus away from the groups to the causes of conflict so that they become concrete and resolvable. Bridging builds trust, creating platforms for collective action that can enable divided communities to focus on advancing a shared agenda. The groups may come to a mutual understanding of their history; jointly analyze issues and violent conflict; generate collective information; resolve a conflict incident; build a common vision and achieve it through connector activities.

On the vertical axis, groups build linkages with state and non-state institutions – e.g., the market, cultural/traditional, religious, civil society groupings, NGOs, etc.— with a double aim of strengthening social relations and reducing inequalities, exclusion and divisions in an environment of equal opportunity for all. Bridged communities or groups combine resources and amplify their voice around aggregated demands and engage

with institutions to address social injustices embedded in systems and structures that undermine the building of socially cohesive societies.

FIGURE 2:
THE 3BS AS A CENTRAL COMPONENT OF CRS'S PATHWAY TO PEACE



Box A

Applying the 3Bs – Binding, Bonding, Bridging – to Land Conflict in Mindanao (A3B for Land)

This 3-year, $1.05 million project funded by the United States Agency for International Development's Office of Conflict Management and Mitigation (USAID/CMM) aimed to generate viable alternative solutions to land conflicts through a people-to-people approach in 20 villages in four municipalities in Central Mindanao. Using a 3Bs approach, this project resulted in the peaceful resolution of 35 land conflicts, without recourse to the court system.

- **Binding:** Nearly 150 Muslim, Christian, and indigenous traditional and religious leaders went through their own binding processes to be equipped to act as community peace facilitators.

• **Bonding:** These leaders then opened safe spaces for binding and bonding within their respective groups.

• **Bridging:** The project led to the completion of 18 community-based reconciliation projects benefitting over 21,000 people, engaging nearly 6,500 people over the course of 3B activities. The traditional and religious leaders also went on to establish 4 municipal interfaith networks involving 34 municipal agencies and 14 provincial government offices. These networks served to strengthen cohesion between identity groups, provided a platform for discussing and resolving land-related issues at the community level, and generated 16 local policy solutions.

The final evaluation indicated that the project had increased self-awareness, willingness to be non-judgmental and non-biased, mutual tolerance, and respect and trust of others, including municipal government. It also generated behavior changes, with people reporting increased contact across identity lines.

The 3Bs methodology is supported by a growing body of evidence. "Building a common identity involves the construction of a common vision for the future, while at the same time, respecting the uniqueness of each sub-group....This practice of working at both an inter and intra-group level and of paying attention to the needs of each individual group separately, is now recognized as being particularly important in the field of peace-interventions." [16]

To address stereotypes, bridging requires purposeful intergroup contact.[17] Positive impacts from bridging reduce intergroup anxiety, threat perception, and social distance, and reinforce skills and confidence to engage the "Other."[18]

The inclusion of the binding component is increasingly recognized as an important complement. A 2016-18 study conducted by Palo Alto University in Central African Republic, a high-conflict, low-resource environment with limited mental health infrastructure, found that when people attended trauma awareness and peace education workshops, their anxiety, depression and PTSD [Post-Traumatic Stress Disorder] levels decreased. Researchers concluded that such interventions improve conditions for peacebuilding because they potentially "disrupt intergenerational transmission of trauma and conflict."[19]

16. United Nations Development Programme. Predicting Peace: The Social Cohesion and Reconciliation Index as a Tool for Conflict Transformation. 2015: 70.

17. UNDP, 2015: 68. See also U.S. Agency for International Development, Theories and Indicators of Change: Concepts and Primers for Conflict Management and Mitigation. 2013: 39-40.

18. UNDP, 2015: 72-86.

19. Froming, William. "Operational Research Report: Mental Health Intervention of Trauma, Depression, and Anxiety and Promoting Peace in the Central African Republic." Palo Alto University and CRS, November 2018.

Box B

Secure, Empowered, Connected Communities (SECC)

USAID's Complex Crisis Fund supported the ability of communities in Central African Republic to maintain and promote social cohesion and address inter-religious and intra-community conflicts. By combining the 3Bs with the 4Ds of Appreciative Inquiry (Discovery, Dream, Design, Deliver), the SECC project trained over 2,000 faith and community leaders in 20 communities and in the capital of Bangui and established 18 Community Social Cohesion Committees (CSCC).

The final evaluation found a positive increase in the perception of conviviality between neighbours, understanding between communities and different leaders, mutual intragroup trust, and personal and community protection. Risks of intra- and inter-group conflict were also found to have decreased and, in some cases, previously hostile groups were able to approach reconciliation.

- In Kabo, Muslims and Christians joined forces to establish a mixed herder-farmer committee comprising Fulani (Muslim) herdsmen, and sedentary non-Muslims. Following this, the Kabo CSCC reported a sharp reduction in inter-group disputes, none of which have been violent.

- In Bouar, faith leaders formed an Inter-Religious Platform (IRP) that was reported to have acted on many disputes before they turned violent, to have enlisted young people from their respective faith communities to advocate for and participate in inclusive community social activities, and to have led efforts to repatriate Internally Displaced Persons (IDPs) and refugees back to their homes.

- In one area of Bangui where the majority Christian "Anti-Balaka" militia had desecrated the mosque and terrorized local Muslims, a former Anti-Balaka in the neighborhood had a change of heart after participating in the 3Bs/4Ds social cohesion sessions. He sought and received pardon from the local Imam, enlisted his comrades to begin rebuilding the mosque, and worked together to restore a sense of harmony and neighborhood security.

Inter-Religious Peacebuilders bridging divides in Egypt

2.0 Introducing the Social Cohesion Indicator Bank

ORGANIZATION: FROM SPHERES TO DOMAINS TO RESULTS

This indicator bank is organized according to the three spheres in CRS' Social Cohesion Visual Framework: socio-cultural, economic and political. These are further sub-divided based on domain, as explained below. Included indicators are designed to measure outcomes and are generally targeted for use at Intermediate Result level. Many of the illustrative indicators, particularly in the socio-cultural sphere (and within this, the "Healthy Relationships" domain), are compatible with CRS' 3Bs methodology for building social cohesion, and can be adapted for application to targeted Binding,[20] Bonding, and

20. This indicator bank does not specifically focus on results of personal healing and trauma resilience interventions; for further guidance on measuring psychosocial support interventions, staff are advised to consult the Protection Measures Compendium on the MyCRS Intranet: https://crsorg.sharepoint.com/sites/Protection-Measures

THE 3BS AND THE INDICATORS BANK

For *Binding* indicators, consider selecting an appropriate scale from CRS' Protection Measures Compendium.

Select *Bonding* and *Bridging* indicators based on the project's targeted results, which may fall in any of the spheres: Socio-Cultural, Economic or Political.

Bridging results, depending on the project's theory of change. Programs that integrate social cohesion objectives with other sectors, such as livelihoods, will likely draw from multiple spheres and domains.

WHY "DOMAINS"?

Social cohesion is an abstract multi-faceted theoretical construct. It cannot be measured by a single indicator. Instead, social cohesion is assessed through combinations of less complex, but related constructs, referred to here as "domains."[21]

Within each of the three spheres in CRS' social cohesion framework there are a number of domains that "add up" to social cohesion.[22] For example:

Socio-cultural domains include: healthy relationships across divides; view of the "Other"; interdependence; and dealing with the past.

Economic domains include: income and wealth distribution; and access to economic opportunities.

Political domains include: accountable, transparent institutions; civic participation; human security; and the rule of law.

Within any of these domains, programs or projects will seek to achieve specific results or changes. It is these specific results and changes that are measured by indicators like the ones in this bank.

A social cohesion project or program may seek to influence changes in multiple domains. Cross-sectoral programs that are not fully integrated may have social cohesion results

21. Elsewhere in the literature, these lower level constructs may be referred to as dependent variables, intermediate variables, and dimensions.

22. Although there is no consensus in the social cohesion literature about which domains constitute social cohesion, there is at least substantial overlap. However, the terminology for these domains varies in different theoretical frameworks. For example, others may title the "healthy relationships" domain as trust, belonging, or social integration; "interdependence" may be labelled as networks; and "legitimacy" may be substituted for "accountable, transparent institutions."

that are secondary or incremental compared to a primary focus on results in another sector. Such projects will likely require a narrower targeting of domains.

HOW TO USE THE INDICATOR BANK

It is recommended that users of this bank consult CRS' ProPack I manual for more detailed guidance on indicator development. MEAL plans and indicator tables should also be developed with close attention to donor guidelines and requirements. Complementary to that guidance, this indicator bank can be used as follows:

STEP 1: IDENTIFY (OR GENERATE) APPROPRIATE INDICATORS

To locate possible indicators, users can scroll through the summary table in section 3.0, or can go directly to the sphere, domain, and/or result that is most relevant to them. The number of the indicator in the summary table corresponds to the table number in section 4.0. For example, trust in people is indicator #6 and detailed explication can therefore be found in Table 6.

If there are no sample results indicators in this bank that align with a given project design, teams will need to develop their own indicators.[23] For greater insight into change dynamics, it is advisable to develop both subjective and objective indicators for each result.

STEP 2: CONTEXTUALIZE

Once appropriate indicators have been identified, they will still need to be customized to the project context. Specifically, key terms will need to be defined, targets (what, who, when, where) will need to be identified, and data collection and analysis methods selected.

A glossary of working definitions for key concepts in the indicator tables can be found in appendix 1. These provide a starting point for discussion and will need to be tailored to each context.

A note about integrated programs: While the indicators in this bank could be used both in standalone social cohesion efforts or integrated cross-sectoral programs, some of the targeted results may exceed the intentions of programs in which social cohesion outcomes are secondary or incremental. In these cases, the results will need to be broken

23. Please also contact peacebuilding@crs.org so that the missing domain, result and/or indicators can be considered for inclusion in future editions of this resource pack.

down into their sub-components, increments, or constituent steps, with indicators adjusted to reflect these increments.

STEP 3: TEST

Ensure that the customized result statements and indicators are SMART: specific, measurable, achievable, realistic and time-bound.

The logic of the indicators should also be checked for cultural appropriateness, gender responsiveness, and conflict sensitivity.

STEP 4: UPDATE INDICATOR REFERENCE SHEETS

Once indicators have been selected, contextualized, and tested, MEAL plans and indicator reference sheets can be finalized. The samples in Section 4.0 can serve as a guide and starting point, but final formats should follow any donor-required templates.

A note about data collection timing and frequency: How often and at what intervals one should collect data will differ widely depending on the program, its duration, and the types of changes anticipated. For example, an effort to shift social norms will generally require more time than programs focused on strengthening inter-group collaboration.

A general rule of thumb is to collect data after people have had enough time to apply, use or integrate the intervention and not so long afterwards that they cannot recall the intervention. In some programs that may be early in the project, whereas in others it may be toward the end.

LIMITATIONS OF THE INDICATOR BANK

These indicators are ***illustrative***, not definitive or comprehensive. Rather, they are intended to guide program teams in selecting appropriate indicators for the results they seek, and to inspire the development of new indicators as needed. While some were inspired by prior or current projects, the indicators in this bank have not necessarily been tested or validated.

The bank does not include indicators for:

- Other theoretical constructs, such as "national pride," that are equally, or nearly, as broad and multi-faceted as social cohesion; or,
- Domains that are more closely aligned to something other than social cohesion, such as satisfaction with personal life *as such*. Rather, indicators in the bank that touch on personal wellbeing are primarily concerned with the extent to which this reflects fairness, inclusion, and access to opportunity.[24]

24. Projects integrating social cohesion with livelihoods or health are likely also to target changes in personal wellbeing; in this case, additional indicators measuring these results would be appropriate.
25. Catholic Relief Services. 2010. "GAIN Peacebuilding Indicators." Baltimore. http://www.crs.org/sites/default/files/tools-research/gain-peacebuilding-indicators.pdf

Users are also advised to consult CRS' 2010 compendium of 18 Globally-Accepted Indicators for Peacebuilding[25] of which six focus on measuring social cohesion results. The CRS mini-Social Cohesion Barometer can also help to generate ideas of possible program indicators. Another relevant document is the Peacebuilding Evaluation Consortium's 2018 "Guiding Steps for Peacebuilding Design, Monitoring and Evaluation,"[26] which includes an annex with sample indicator sheets.

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26. http://www.dmeforpeace.org/resource/guiding-steps-for-peacebuilding-design-monitoring-evaluation/

Participants in the USAID/CMM People-to-People (P2P) peace and reconciliation project, "Cultural Cohesion for Peace and Prosperity" (2C2P), implemented by CRS and local partners in Guinea, congratulated by local authorities.

3.0 Illustrative Indicators

The chart below summarizes the indicators in this bank, grouped together by sphere, domain, and result.

For each potential result, at least two sample indicators are provided: a "subjective" one measuring perceptions, beliefs and feelings; and an "objective" one measuring changes in behavior, processes, functions and other empirically-verifiable changes. This allows for triangulation and verification of changes. The former tends to require more intensive data collection via surveys, focus groups or key informant interviews, whereas the latter can often be drawn from existing data or reports and may be more feasible for integrated, cross-sector projects.

SOCIO-CULTURAL SPHERE

Domain	Sample result	Subjective Indicator	Objective Indicator
A. Healthy relationships across divisions	1. Intra-group differences resolved (indicator can also be adapted for inter-group)	#/% of intra-group participants who feel that the intra-group differences have been sufficiently addressed to permit inter-group/ bridging activities	# of intra-group issues resolved/# of issues addressed
	2. Sense of belonging within a mixed, pluralistic community	#/% of participants who say they feel welcome in their communities/ society (or: #/% of participants reporting mutual acceptance and/ or respect among different groups in their community/ society)	# of public gatherings in which members of different social groups participate (or: #/% of participants who openly display symbols of their affiliation with broad inclusive social groups (i.e. flags, colors, clothing, decals, etc.)
	3. Interreligious action	#/% of religious leaders who believe their better understanding of their own and/or other faiths prepares them to work together with religious leaders from other faiths for peace	#/% of public occasions where religious leaders cited their own and or the others' faiths in advocacy for peace at key moments
	4. Intergenerational collaboration	#/% of participants who believe their relationships with different generations have improved	#/% of peace, development or governance initiatives where male and female youth voiced their interests for consideration by elders
	5. Reintegration of ex-combatants and/ or victims of violence	#/% of people who say ex-combatants and/or victims of violence are welcome in their communities	#/% of ex-combatants and/or victims of violence reintegrated into their communities
	6. Gender equity in household decision-making	#/% of women reporting increased voice in decisions regarding use of household resources.	#/% of women reporting increased voice in decisions regarding use of household resources

Domain	Sample result	Subjective Indicator	Objective Indicator
B. View of "the other"	7. Trust in people	#/% of people in target area who say their trust in members of groups they are in conflict with has increased (or: increase in #/% of people in target areas reporting that they trust members of groups they are in conflict with)	#/% of people in target areas who collaborate with members of groups they are in conflict with (or: # of instances of such collaboration)
	8. Respect for human dignity	#/% of people in the target group who believe they have come to view the other as worthy of being treated with dignity.	# of occasions when one group displays respect for the other on their religious and cultural holidays
C. Inter-dependence	9. Mutual a ssistance/ mutual support	#/% of stakeholders who believe that the solution developed by working together satisfies their respective interests in the issue at hand	#/% of divisive issues resolved through joint action
	10. Networks of civic engagement/associational life	#/% of people in target population who says their associations have become more inclusive (or: #/% of people in target population reporting strong social ties with diverse groups)	#/% of social networks and association that have become more inclusive.
D. Dealing with the past/ legacy of violence	11. Propensity for forgiveness	#/% of the target population who say they are ready to forgive perpetrators of violence	#/% of instances where victims forgive perpetrators of conflict-related violence
	12. Healing historical wounds	#/% of the target population who thinks the narrative of "us versus them" has changed for the better.	% change in frequency with which opinion leaders use language to inflame and instrumentalize inter-group conflicts

ECONOMIC SPHERE

Domain	Sample result	Subjective Indicator	Objective Indicator
E. Public resource allocation	13. Equitable management of public resources[27]	#/% of people who believe that [specific] public resources are equitably allocated.	#/% of publicly available reports demonstrating that [specific] public resources are benefitting all social groups equitably.
	14. Inclusive management of natural resources	#/% of participants reporting that representatives of their social group have input into local natural resource management	# of community natural resource management structures with representation from all affected groups
F. Access to economic opportunities	15. Access to livelihoods	#/% of marginalized people who believe they have equal access to livelihoods opportunities	#/% of marginalized participants participating in livelihood opportunities[28]
	16. Confidence in future economic prospects	#/% of people who believe that their children will be better off than they are	#/% of targeted local institutions providing information, experiences and/or role models intended to shape young people's aspirations
G. Social safety net	17. Informal safety net	#/% of victims from shocks reporting help from neighbors/other groups	#/% of victims of shocks living in improved circumstances
	18. Social welfare/ state safety net	#/% of people reporting that social safety benefits are accessible to their group	Availability of social welfare benefit enrolment for people of any eligible age, gender, ability or identity group[29]
	19. Access to social services (i.e. health & education)	#/% of people in the target population who believe they have equal access to social services	# of social services in minority enclaves

27. Specific sub-sets of this result can be the equitable management of natural resources or distribution of wealth from extractives; in this case, indicators can be focused accordingly.

28. An alternative for programs working toward national-level change could be: #/% increase in market rules/regulations that create affirmative opportunities for disadvantaged groups.

29. Programs targeting national-level policy changes could also examine funding allocation for social safety benefits.

POLITICAL SPHERE

Domain	Sample result	Subjective Indicator	Objective Indicator
H. Accountable, transparent institutions	20. Trust in institutions	#/% of people who trust key public institutions to act justly	#/% of public institutions demonstrating improved performance vis-à-vis social benefits accruing to the most vulnerable
	21. Feeling adequately represented by institutions	#/% of women, minorities, youth who feel that their interests are fairly represented in governmental body X	# of programs/ policies/legislation addressing issues of specific concern to women, minorities and youth that have been allocated adequate budget by government body x
	22. Responsible media	#/% increase in media outlets promoting inclusive rhetoric	#/% journalists reporting that they practice conflict-sensitive journalism
	23. Inclusionary educational system[30]	#/% of people reporting that the educational system promotes commonalities over divisions.	#/% of schools implementing a curriculum based on shared narratives.
	24. Constructive civil society	#/% of civil society organizations or associations perceived to contribute to social cohesion	#/% of civil society organizations demonstrating effectiveness in functional areas contributing to social cohesion
I. Human Security	25. Sense of safety	#/% of participants who believe they are welcome to live/ conduct business in any areas	#/% of participants regularly entering areas of their community previously unsafe to enter
	26. Handling of Sexual and Gender-Based Violence (SGBV) claims	#/% of, women, men and SGBV service providers who think conditions for SGBV victims and families have improved	Increased level and types of support provided to SGBV survivors by government and/or civil society

30. Note that this result could also fit under several of the domains in the Socio-Cultural sphere, along the vertical axis.

Domain	Sample result	Subjective Indicator	Objective Indicator
J. Civic Participation	27. Joint advocacy efficacy	#/% of stakeholders who believe policy X was improved due to joint advocacy by stakeholder groups	#/% of joint advocacy platform components reflected in adopted policies
	28. Engagement in political processes	#/% of women, men, and youth who believe that political or policy process X reflects citizen engagement	#/% of people, networks and associations active in political process X over time
	29. Political inclusion	#/% of people from marginalized groups seen to hold authority or have access to public resources	#/% of minorities who occupy public leadership positions
K. Rule of law	30. Equal access to justice/impartial dispute resolution	#/% of members of key group affected by conflict who say that their grievances were addressed	#/% of conflict- related grievance cases investigated and resolved
	31. Alignment with international HR treaties/conventions	#/% of target population that says that human rights have improved for all persons	#/% changes in the number of civil society-recorded human rights violations

Participants of a social cohesion workshop in Togo celebrate "togetherness" in a Photo de Famille.

4.0 Sample Performance Indicator Reference Sheets

This section provides detailed *sample* Performance Indicator Reference Sheets (PIRS) for each of the illustrative results above, with guidance on contextualization. The PIRS loosely follow USAID formats,[31] but donor guidelines will need to be consulted in the development of MEAL plans and final indicator reference sheets for a given project.

The sample PIRS are numbered by result, using the same numbering system as in the table of illustrative indicators in Section 3.0. The Sphere and Domain are highlighted at the top of each sheet, along with a tip about whether these indicators are more suitable for measuring horizontal and/or vertical social cohesion.

31. See the Food for Peace Indicators Handbook Part I: Indicators for Baseline and Final Evaluation Surveys. April 2015. Washington, DC: Food and Nutrition Technical Assistance III Project (FANTA III), 2015.

Each PIRS sheet includes both a subjective and objective indicator; these are included on the same sheet to maximize space and to provide options for measuring each result. For each indicator, the following is provided:

- Indicator statement;
- Notes on definition(s);
- The unit of measure;
- Disaggregation criteria;
- Indicator type (note: while most indicators are suggested at Outcome level, they may be higher or lower depending on project scope and scale);
- Direction in which the desired change should move;
- Potential data collection methods and/or sources;
- Suggested frequency or timing of data collection;
- Notes to guide analysis; and,
- A statement of the indicator's relevance to social cohesion.

Gender and youth considerations applying to both indicators are included at the bottom of each sheet.

Because some of the results and domains are smaller and more specific, and others are broader and potentially more complex, there is some variation in the "levels" of the indicator tables.

RESULT 1. SOCIO-CULTURAL SPHERE

DOMAIN: Healthy relationships across divisions	HORIZONTAL AXIS
Sample Strategic Objective: People enjoy strengthened bonds within their single-identity groups[32] **Sample Result:** Identity group members have resolved their intragroup differences	
Subjective Indicator: #/% of intra-group participants who feel that the intra-group differences have been sufficiently addressed to permit inter-group/bridging activities	
Definitions to be developed locally for: Differences; sufficiently addressed; intergroup/bridging	**Disaggregate by:** - Age - Any sub-groups
Unit of measure: Intra-group participants' expressed feelings	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Survey Qualitative: Focus Group Discussions (FGD); Interviews	**Frequency/Timing:** Baseline/Endline; mid-term also advised if bridging will follow
Analysis notes: Ranking according to rubric on readiness for inter-group dialogue	
Relevance to Social Cohesion: Single identity work allows for an exploration of options in the safety of one's own group in preparation for engaging across lines of division	
Objective Indicator: # of intra-group issues resolved/# of issues addressed	
Definitions to be developed locally for: Issues; issues resolved; issues addressed	**Disaggregate by:** Severity/complexity of issues
Unit of measure: Issues resolved/addressed	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Interviews	**Frequency/Timing:** Mid-term/Endline
Analysis notes: Compare scope and centrality of issues resolved	
Relevance to Social Cohesion: Intra-group cohesion around difficult issues is a preparatory step toward social cohesion	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: If intra-group work is done separately by men and women, some process will be needed to integrate their responses where different	
Youth considerations: Cross-reference with inter-generational proximity	

32. This result and the indicators can also be adapted for application in inter-group "bridging" contexts.

RESULT 2. SOCIO-CULTURAL SPHERE

DOMAIN: Healthy relationships across divisions	HORIZONTAL AXIS
Sample Strategic Objective: Members of targeted areas experience a sense of belonging within a mixed, pluralistic community **Sample Result:** Participants have established connections in both their immediate community and larger society	
Subjective Indicator: #/% of participants who say they feel welcome in their mixed or pluralistic communities/society[33]	
Definitions to be developed locally for: Feel welcome; mixed or pluralistic communities/society	**Disaggregate by:** - Age - Gender - Identity groups
Unit of measure: participants' expressed feelings	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Survey Quantitative: Interviews	**Frequency/Timing:** Baseline/Endline; interim monitoring advisable
Analysis Notes: Quantitative: Counting and comparison with target/baseline. Qualitative: Comparison of pre- and post-intervention feelings of belonging; identifying ways of knowing one is accepted	
Relevance to Social Cohesion: A sense of belonging is central to the notion of social cohesion	
Objective Indicator: # of public gatherings in which members of different social groups participate[34]	
Definitions to be developed locally for: Public gatherings; participation; different social groups	**Disaggregate by:** - Type, purpose and scale of event; - Gender, age, identity of participants
Unit of measure: Gatering	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Observation, Interviews	**Frequency/Timing:** Baseline/Endline
Analysis notes: Change in rate, scale or inclusiveness of gatherings over time	
Relevance to Social Cohesion: Ability to share public space models inclusion and mutual acceptance of multiple identity groups, and can even create greater connectedness.	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: Norms around affiliation with other groups may differ for men vs. for women, as can norms around participation in public gatherings.	
Youth considerations: Feeling like one belongs anywhere can be a big challenge for adolescents.	

33. Alternative ways to frame this indicator include: #/% of participants who say they are proud to identify themselves as part of their mixed/pluralistic community; or, #/% of participants reporting mutual acceptance among different groups in their community/society.

34. An alternative objective indicator would be: #/% of participants who openly display symbols of their affiliation with broad inclusive social groups (i.e. flags, colors, clothing, decals, etc.). In this case, disaggregation categories would include gender, age, identity, and type of symbol.

RESULT 3. SOCIO-CULTURAL SPHERE

DOMAIN: Healthy relationships across divisions	HORIZONTAL and/or VERTICAL AXIS
Sample Strategic Objective: Interreligious action for peace has improved/increased in target areas. **Sample Result:** Religious leaders draw on a deeper understanding of faith when engaging in interreligious action for peace.	
Subjective Indicator: #/% of religious leaders who believe their better understanding of their own and/or other faiths prepares them to work together with religious leaders from other faiths for peace	
Definitions to be developed locally for: Religious leaders; understanding of [own and others'] faiths; work together for peace	Disaggregate by: - Gender - Faith tradition - Timing
Unit of measure: Religious leaders' expressed beliefs	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Survey Qualitative: FGD and/or key informant interviews	**Frequency/Timing:** Baseline/Endline; Mid-Term or interim monitoring advisable
Analysis notes: Comparison of degrees of understanding the others' faith pre/post intervention	
Relevance to Social Cohesion: Religious leaders' articulating connection between religious teachings and interfaith collaboration can better bring their respective constituents to accept and work with people of other faiths	
Objective Indicator: #/% of public occasions where religious leaders cited their own and/or others' faiths in advocacy for peace at key moments	
Definitions to be developed locally for: Citing of faith; advocacy for peace; legitimize the pro-peace elements of faith traditions, key moments	**Disaggregate by:** - Gender - Faith tradition - Type of discourse, location, medium, and timeliness with respect to critical current events
Unit of measure: Public advocacy events where religious leaders legitimize the pro-peace elements of faith traditions	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Survey Qualitative: Observation; FGD and/or Interviews	**Frequency/Timing:** Baseline/Endline: Mid-Term or interim monitoring advisable
Analysis notes: Identifying trends through ongoing tracking and comparisons of public discourse by religious leaders over time.	
Relevance to Social Cohesion: Demonstrating interreligious literacy contributes to social cohesion because it legitimizes people of different faiths working together around a common interest: peace	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: Consider an inclusive definition of "religious leader" that includes not only ordained officials or formal leaders, but also women exercising informal religious influence, female religious scholars, and religious women in leadership roles.	
Youth considerations: An alternative or additional horizontal indicator might look at youth's perceptions about the efficacy of religious leaders' ability to engage in interreligious action for peace.	

RESULT 4. SOCIO-CULTURAL SPHERE

DOMAIN: Healthy relationships across divisions	HORIZONTAL AXIS
Sample Strategic Objective: Inter-generational proximity is increased/improved in target areas. **Sample Result:** Youth and elders in target areas have improved relationships	
Subjective Indicator: #/% of participating youth and elders who believe their relationships with different generations have improved	
Definitions to be developed locally for: Elder; male and female youth; respect	**Disaggregate by:** - Age - Gender - Identity
Unit of measure: Elders' and youths' expressed beliefs about respect from and of the other generation	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Survey Qualitative: FGD and/or key informant interviews	**Frequency/Timing:** Baseline/Endline; Mid-term or interim monitoring advisable
Analysis notes: Comparison of beliefs pre- and post-intervention	
Relevance to Social Cohesion: Inter-generational respect and understanding strengthen social cohesion	
Objective Indicator: #/% of peace, development or governance initiatives where male and female youth voiced their interests for consideration by elders	
Definitions to be developed locally for: Initiatives; voiced or expressed interests; for consideration by elders	**Disaggregate by:** - Type of initiative - Types of roles for elders and youth
Unit of measure: Initiatives where youth expressed their interests	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Observation and/or FGD and/or Interview	**Frequency/Timing:** Baseline/Endline
Analysis notes: Description of initiatives and respective roles of youth and elders compared to descriptions of past ways of working	
Relevance to Social Cohesion: Youth/elder collaboration in peace, development or governance initiatives models social cohesion	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: Barriers to engagement with elders may differ for boys and girls	
Youth considerations: Youth are for the most part, heterogeneous and may consist of sub-groups such as; employed/unemployed, political youth, religious youth, elite youth, young activists, etc. It is imperative to disaggregate youth into identity and social groups relevant to the conflict, as well as by age cohort.	

RESULT 5. SOCIO-CULTURAL SPHERE

DOMAIN: Healthy relationships across divisions	HORIZONTAL AXIS
Sample Strategic Objective: The return and integration of ex-co batants and/or victims of violence is encouraged by societal values in communities having experienced violent conflict **Sample Result:** Ex-combatants and/or victims of violence are reintegrated in their home communities	
Subjective Indicator: #/% of people who say ex-combatants and/or victims of violence are welcome in their communities	
Definitions to be developed locally for: Ex-combatants and/or victims of violence; their communitiesEx-combatants and/or victims of violence; their communities	**Disaggregate by:** - Residency status - Identity - Gender
Unit of measure: People's expressed beliefs	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Survey Qualitative: Interviews	**Frequency/Timing:** Baseline/Endline; Mid-term or interim monitoring advisable
Analysis notes: Comparison of pre/post intervention beliefs about reintegration	
Relevance to Social Cohesion: Reintegration practices reflect how tolerant the dominant group is of outgroups.	
Objective Indicator: #/% of ex-combatants and/or victims of violence reintegrated into their communities	
Definitions to be developed locally for: Reintegrated	**Disaggregate by:** - Identity - Gender - Age
Unit of measure. People reintegrated	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Interviews; FGD	**Frequency/Timing:** Baseline/Endline
Analysis notes: Track changes in reintegration rates over time	
Relevance to Social Cohesion: Reintegration practices reflect how tolerant the dominant group is of outgroups.	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: Female victims or violence and victims of rape may be stigmatized, reducing their willingness to be identified and therefore making this indicator difficult to track and interpret.	
Youth considerations: Children born of violence may also suffer from social stigma, resulting in similar challenges as with gender. Particularly in the case of child soldiers, young people may be both ex-combatants and victims of violence.	

RESULT 6. SOCIO-CULTURAL SPHERE

DOMAIN: Healthy relationships across divisions	HORIZONTAL AXIS
Sample Strategic Objective: Households make decisions collaboratively and equitably. **Sample Result:** Women have increased voice in household decision-making	
Subjective Indicator: #/% of women reporting increased voice in decisions regarding use of household resources	
Definitions to be developed locally for: Increased voice; decisions regarding use of household resources	**Disaggregate by:** - Age - Role in family
Unit of measure: Women's expressed perceptions (Likert scale)	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Survey; Couples Functionality Assessment Tool (CFAT) Qualitative: Interviews; FGDs	**Frequency/Timing:** Baseline/Endline
Analysis notes: Comparison of degree of voice in decision-making pre/post intervention; Likert scale advised	
Relevance to Social Cohesion: Joint couple decision-making has been shown to correlate with higher relationship quality.[35]	
Objective Indicator: #/% of women reporting increased voice in decisions regarding use of household resources	
Definitions to be developed locally for: Increased voice; decisions regarding use of household resources	**Disaggregate by:** -
Unit of measure: Women's reported participation in decisions (yes/no binary)	
Type: Outcome	**Direction of Change:**
Potential Data collection method(s): Quantitative: Survey	**Frequency/Timing:** Baseline/Endline
Analysis notes: Comparison of rates of decision-making participation pre/post intervention	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: Cultural norms may favor or mitigate against women's voice in decision-making.	
Youth considerations: Age and relative household status may influence opportunities to strengthen and exercise voice in decision-making.	

35. Ruark A., et al. (2017) "Measuring couple relationship quality in a rural African population: Validation of a Couple Functionality Assessment Tool in Malawi." PLoS ONE 12(11): e0188561. https://doi.org/10.1371/journal. pone.0188561

RESULT 7. SOCIO-CULTURAL SPHERE

DOMAIN: View of the Other	HORIZONTAL AXIS
Sample Strategic Objective: Target groups in conflict experience improved levels of **Sample Result:** People in conflict demonstrate greater trust toward members of groups with which they are in conflict	
Subjective Indicator: #/% of people in target area who say their trust in members of groups with which they are in conflict has increased[36]	
Definitions to be developed locally for: Trust; show greater trust; groups with which they are in conflict	**Disaggregate by:** - Gender - Age - Identity
Unit of measure: People's expressed beliefs	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: surveys Qualitative: Interviews	**Frequency/Timing:** Baseline/Endline; Mid-term or interim monitoring advisable
Analysis notes: Description of events leading to change in trust	
Relevance to Social Cohesion: Trusting behaviors are associated with higher levels of social connection	
Objective Indicator: #/% of people in target areas who collaborate with members of groups with which they are in conflict[37]	
Definitions to be developed locally for: Collaboration; groups in conflict	**Disaggregate by:** - Age - Gender - Identity - Type of collaboration
Unit of measure: People's collaborative actions	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Surveys Qualitative: Interviews; Most Significant Change	**Frequency/Timing:** Baseline/Endline
Analysis notes: Identify implicit values used to determine most significant manifestations of trust	
Relevance to Social Cohesion: Trusting behaviors are associated with higher levels of social connection	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: People may trust Others of the same gender over Others of a different gender.	
Youth considerations: May be used in conjunction with Table 4 when opposing groups are generational.	

36. An alternative measure would be increase in #/% of people in target areas reporting that they trust members of groups they are in conflict with, with values to be compared at baseline and endline.

37. An alternative would be to measure the # of instances of collaboration between members of groups in conflict.

RESULT 8. SOCIO-CULTURAL SPHERE

DOMAIN: View of the Other	HORIZONTAL AXIS
Sample Strategic Objective: The "Other" is humanized in the eyes of target participants. Sample Result: People of different groups acknowledge the inherent value of people inside and outside their group(s)	
Subjective Indicator: #/% of people in the target group who believe they have come to view "the other" as worthy of being treated with dignity.	
Definitions to be developed locally for: worthy of being treated with dignity	**Disaggregate by:** - Gender - Identity - Age
Unit of measure: People's expressed beliefs	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Surveys Qualitative: Interviews	**Frequency/Timing:** Baseline/Endline
Analysis notes: Comparison of people's beliefs about human dignity of "the Other" over time	
Relevance to Social Cohesion: Respect of dignity in diversity makes a society livable for all people and promotes affirmation of common humanity.	
Objective Indicator: # of occasions when one group displays respect for the other on their religious and cultural holidays	
Definitions to be developed locally for: Occasions; displays of respect	**Disaggregate by:** - Type of event - Location of event - Group[s] involved
Unit of measure: Occasions	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Photos; Audio and video recordings; Interviews; FGD	**Frequency/Timing:** Baseline/Endline
Analysis notes: Examine changes in depth of engagement at events	
Relevance to Social Cohesion: Reach and content of messages during events	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: May require intra-group work to first recognize the inherent value of women and men	
Youth considerations: In instances of inter-generational conflict, for youth, being treated with dignity may include recognition of young people's capacity to make decisions for themselves.	

RESULT 9. SOCIO-CULTURAL SPHERE

DOMAIN: Interdependence	HORIZONTAL AXIS
Sample Strategic Objective: Interdependence (mutual assistance) is strengthened among different identity groups **Sample Result:** Diverse identity groups work together to address a divisive issue for mutual benefit	
Subjective Indicator: #/% of stakeholders who believe that the solution developed by working together satisfies their respective interests in the issue at hand	
Definitions to be developed locally for: Solutions; respective interests; issues	**Disaggregate by:** - Age - Gender - Social role - Identity group
Unit of measure: Expressed beliefs of stakeholders from different groups	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Surveys. Qualitative: Interviews; FGD	**Frequency/Timing:** Endline
Analysis notes: Triangulate perspectives from stakeholders belonging to different groups	
Relevance to Social Cohesion: Understanding the ways in which different groups depend on each other makes them less vulnerable to divisive actions	
Objective Indicator: #/% of divisive issues resolved through joint action	
Definitions to be developed locally for: Divisive issues; resolved; joint action	**Disaggregate by:** - Age - Gender - Social role - Identity group
Unit of measure: Divisive issues	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Interviews	Frequency/Timing: Baseline/Endline
Analysis notes: Rank issues resolved among general pool of divisive issues	
Relevance to Social Cohesion: Same as above	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: Need to give consideration to the interdependence of men and women without reinforcing inequities and exclusion.	
Youth considerations: Could be relevant for a youth-to-youth orientation as well as a youth/elder orientation.	
Gender considerations: Need to give consideration to the interdependence of men and women without reinforcing inequities and exclusion.	
Youth considerations: Could be relevant for a youth-to-youth orientation as well as a youth/elder orientation.	

RESULT 10. SOCIO-CULTURAL SPHERE

DOMAIN: Interdependence	HORIZONTAL AXIS
Sample Strategic Objective: Associational life is increased in target communities. **Sample Result:** Inter-communal networks and associations have become more inclusive	
Subjective Indicator: #/% of people in target population who say their associations have become more inclusive[38]	
Definitions to be developed locally for: Networks; Associations; more inclusive	**Disaggregate by:** - Gender - Age - Identity group - Role in association/ network
Unit of measure: Participants' expressed beliefs	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Surveys. Qualitative: Interviews; FGD	**Frequency/Timing:** Baseline/Endline
Analysis notes: Change in beliefs about networks and associations being inclusive; check understanding of "inclusive"	
Relevance to Social Cohesion: Inclusive associations present an opportunity for people from groups not only to interact, understand and appreciate each other while working together to achieve mutually beneficial objectives, but also to share in decision-making power and leadership, thus promoting and reflecting social cohesion.	
Objective Indicator: #/% of social networks and associations that have become more inclusive	
Definitions to be developed locally for: Networks; associations; more inclusive	**Disaggregate by:** - Type of organization - Gender and age of members
Unit of measure: Networks and associations	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Document review; Social Network Analysis[39]	**Frequency/Timing:** Baseline/Endline
Analysis notes: Comparison of diversity in pre- and post-interventions	
Relevance to Social Cohesion: Same as above	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: Look at diversity and inclusion in women's groups (women are not homogenous) as well as inclusion in mixed groups of men and women.	
Youth considerations: Interest would be achieving greater inclusion within youth groups and of youth in adult-run initiatives.	

38. An alternative indicator could be: #/% of people in target population reporting strong social ties with diverse groups.

39. See, for example, PACT's Organizational Network Analysis (ONA) Handbook (December 2011), available at https://www.pactworld.org/sites/default/files/ONA%20Handbook_ext.pdf, or the NetMap approach, described at https://netmap.wordpress.com/about/.

RESULT 11. SOCIO-CULTURAL SPHERE

DOMAIN: Dealing with the past/legacy of violence	HORIZONTAL AXIS
Sample Strategic Objective: Space is opened for a meaningful process of forgiveness. **Sample Result:** Increased numbers of people are ready to forgive	
Subjective Indicator: #/% of the target population who say they are ready to forgive perpetrators of violence	
Definitions to be developed locally for: Forgiveness; readiness to forgive; perpetrators of violence	**Disaggregate by:** - Gender - Age
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Survey. Qualitative: Key informant interviews	**Frequency/Timing:** Baseline/Endline
Analysis notes: Taxonomy of factors that contribute to people's readiness to forgive; Comparison of pre- and post- intervention beliefs about forgiveness of conflict-related violence	
Relevance to Social Cohesion: If people believe that forgiveness is an effective way to deal with the past, they may engage with those they forgive in new, more present- and future-focused ways	
Objective Indicator: #/% of instances where victims forgive perpetrators for conflict-related violence	
Definitions to be developed locally for: Victims; perpetrators; instances of forgiveness	**Disaggregate by:** - Gender - Age - Identity group - Victim/perpetrator - Type of violation - Type of forgiveness
Unit of measure: Frequency and types of instances where victims forgive perpetrators	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Most Significant Change re: changes in interactions	**Frequency/Timing:** Mid-term/Endline
Analysis notes: Patterns in MSC stories; identify steps and types of forgiveness	
Relevance to Social Cohesion: Choosing to forgive can be part of the process leading to a reconciled and more cohesive society	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: Recognition that there are female and male victims of conflict-related SGBV and armed conflict in general, as well as both female and male perpetrators.	
Youth considerations: In addition to child soldiers (who are both victims and perpetrators), there are also children born of war as a result of conflict-SGBV and their mothers, particularly child-mothers.	

RESULT 12. SOCIO-CULTURAL SPHERE

DOMAIN: Dealing with the past/legacy of violence	HORIZONTAL AXIS
Sample Strategic Objective: Historical wounds have begun to heal. **Sample Result:** People adopt a common, impartial and balanced narrative account of past violence	
Subjective Indicator: #/% of the target population who thinks the narrative of "us versus them" has changed for the better.	
Definitions to be developed locally for: Balanced account; past violence	**Disaggregate by:** - Gender - Age - Identity group
Unit of measure: People's expressed thoughts	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Survey Qualitative: Interviews	**Frequency/Timing:** Baseline/Endline; Mid-term or interim monitoring advisable
Analysis notes: Compare perceptions of accuracies and inaccuracies	
Relevance to Social Cohesion: By finding ways to read and talk about the past that do not perpetuate divisive narratives, or provoke violence, people are free to create a different future characterized by social cohesion.	
Objective Indicator: % change in frequency with which opinion leaders use language to inflame and instrumentalize intergroup conflicts	
Definitions to be developed locally for: Opinion leaders; inflame and instrumentalize; intergroup conflicts	**Disaggregate by:** - Gender of speaker - Identity group
Unit of measure: Instances of public speech	
Type: Outcome	**Direction of Change:** Lower is better
Potential Data collection method(s): Quantitative: Questionnaire Qualitative: Observation; Media Reports	**Frequency/Timing:** Baseline/Endline; Mid-term or interim monitoring advisable
Analysis notes: Consider the context and audience of the public remarks.	
Relevance to Social Cohesion: See above.	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: Needs to include or refer to a gender analysis as part of the historical narrative(s); consider gender dimensions of inflammatory speech.	
Youth considerations: Consider opinion leaders heeded by young as well as older people.	

RESULT 13. ECONOMIC SPHERE

DOMAIN: Public resource management	HORIZONTAL AXIS
Sample Strategic Objective: Public resources are allocated in ways that benefit the common good **Sample Result:** [Specific] public resources are equitably and transparently allocated	
Subjective Indicator: #/% of people who believe that [specific] public resources are equitably allocated	
Definitions to be developed locally for: Public resources; equitably allocated	**Disaggregate by:** - Gender - Age - Social role - Identity group
Unit of measure: People's expressed beliefs	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Survey Qualitative: Interviews	**Frequency/Timing:** Baseline/Endline
Analysis notes: Comparison of pre- and post-intervention beliefs	
Relevance to Social Cohesion: The capacity of a society to ensure the socio-economic wellbeing of all its members through inclusive, transparent and accountable management of its resources is an important aspect of a socially cohesive society.	
Objective Indicator: #/% of publicly available reports demonstrating that [specific] public resources are benefitting all social groups equitably.	
Definitions to be developed locally for: Public resources; social groups; benefitting equitably	**Disaggregate by:** - Type of resource - Location - Social groups affected
Unit of measure: Publicly available reports	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Questionnaire; Interviews	**Frequency/Timing:** Baseline/Endline
Analysis notes: Identify patterns in resource allocation	
Relevance to Social Cohesion: See above.	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: There are frequently disparities between men's and women's access to information.	
Youth considerations: Young people may face unique barriers in access to information.	

RESULT 14. ECONOMIC SPHERE

DOMAIN: Public resource management	VERTICAL AXIS
Sample Strategic Objective: Communities experience reduced natural resource conflict **Sample Result:** Communities manage local natural resources for the benefit of all	
Subjective Indicator: #/% of participants reporting that representatives of their social group have input into local natural resource management	
Definitions to be developed locally for: Representatives, social group, input, local natural resource management	**Disaggregate by:** - Gender - Age - Social role - Identity group
Unit of measure: People's expressed beliefs	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection metho(s): Quantitative: Survey Qualitative: Interviews, FGDs	**Frequency/Timing:** Baseline/Endline; Mid-term or interim monitoring advisable
Analysis notes: Comparison of pre- and post-intervention beliefs	
Relevance to Social Cohesion: The capacity of a community to manage competing interests in local natural resources – especially in the face of a changing climate – affects its ability to maintain social cohesion in the face of adversity and scarcity.	
Objective Indicator: # of community natural resource management structures with representation from all affected groups	
Definitions to be developed locally for: Community natural resource management structures; representation; affected groups	**Disaggregate by:** - Location - Type of structure - Social groups affected
Unit of measure: Local structure	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Questionnaire; Interviews; Program reports	**Frequency/Timing:** Baseline/Endline
Analysis notes: Examine how representatives participate in and influence decision-making within the structures.	
Relevance to Social Cohesion: See above.	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: Women may be named as token representatives, but may lack voice and influence in decision-making.	
Youth considerations: Young people may be named as token representatives, but may lack voice and influence in decision-making.	

RESULT 15. ECONOMIC SPHERE

DOMAIN: Access to economic opportunity	HORIZONTAL + VERTICAL AXIS
Sample Strategic Objective: Access to livelihoods is equalized for dominant and marginalized groups. **Sample Result:** Out-group(s) have access to livelihoods	
Subjective Indicator: #/% of marginalized people who believe they have equal access to livelihoods opportunities	
Definitions to be developed locally for: Marginalized people; equal access to livelihoods	**Disaggregate by:** - Gender - Identity group - Livelihood sector
Unit of measure: Expressed beliefs of participants	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Survey Qualitative: Interviews	**Frequency/Timing:** Baseline/Endline
Analysis notes: Comparison of pre- and post-intervention beliefs	
Relevance to Social Cohesion: The more optimistic people are about their future financial prospects the more able they will be to engage in civic life	
Objective Indicator: #/% of marginalized participants participating in livelihood opportunities	
Definitions to be developed locally for: Marginalized; participating; livelihood opportunities	**Disaggregate by:** - Identity group - Type of opportunity
Unit of measure: People participating in livelihood opportunities	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Surveys; Interviews; Project records	**Frequency/Timing:** Baseline/Endline
Analysis notes: Comparison of participation pre- and post- intervention	
Relevance to Social Cohesion: See above.	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: Cross-referencing with income and wealth distribution may provide additional insight	
Youth considerations: Compare youth unemployment levels for the program area with the national unemployment levels	

RESULT 16. ECONOMIC SPHERE

DOMAIN: Access to economic opportunity	HORIZONTAL + VERTICAL AXIS
Sample Strategic Objective: People from all groups have prospects of social mobility **Sample Result:** People have confidence in their opportunities for socio-economic advancement regardless of their identity.	
Subjective Indicator: #/% of people who believe that their children will be better off than they are	
Definitions to be developed locally for: Better off	**Disaggregate by:** - Gender - Age - Identity group
Unit of measure: People's expressed beliefs	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Survey Qualitative: Interviews; FGDs; Scenario-based questionnaires	**Frequency/Timing:** Baseline/Endline
Analysis notes: Comparison of perceptions pre/post intervention; comparison of perceptions across identity groups	
Relevance to Social Cohesion: Perceptions of low relative mobility can erode perceptions of fairness and trust in a society, weaken participation in socio-economic processes, increase marginalization, and drive conflict.[40]	
Objective Indicator: #/% of targeted local institutions providing information, experiences and/or role models intended to shape young people's aspirations.	
Definitions to be developed locally for: Local institutions; information, experiences, and/or role models; shape aspirations	**Disaggregate by:** - Type of institution - Population/group reached
Unit of measure: Institution	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Observations; Interviews; Review of reports and publications	**Frequency/Timing:** Baseline/Endline
Analysis notes: Inventory of communications from targeted institutions	
Relevance to Social Cohesion: Higher aspirations are associated with greater relative mobility, and exposure to information and role models can widen a young person's "aspiration window."[41]	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: Parental aspirations may differ for sons and daughters; messages regarding future possibilities can also be influenced by gender norms and stereotypes.	
Youth considerations: Young people's own aspirations or expectations of future mobility may differ from parents' perspectives; consider collecting data directly from young people as well.	

40. Narayan, Ambar, et al. 2018. Fair Progress? Economic Mobility across Generations around the World. Washington, DC: World Bank, pp. 23-24.

41. Ibid, pp. 28-29.

RESULT 17. ECONOMIC SPHERE

DOMAIN: Social safety net	HORIZONTAL AXIS
Sample Strategic Objective: Vulnerable people have socio-economic security **Sample Result:** Social solidarity provides vulnerable people/groups with a social safety net	
Subjective Indicator: #/% of victims of shocks reporting help from neighbors / other groups	
Definitions to be developed locally for: Victims of shocks; help; neighbors/other groups	**Disaggregate by:** - Age - Gender - Mobility - Location
Unit of measure: Victims of shock receiving help	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Interviews; FGD	**Frequency/Timing:** Baseline/Endline
Analysis notes: Identify types of improvement; compare expectations with reality	
Relevance to Social Cohesion: Care for the vulnerable, especially across social groups, indicates social trust and mutuality.	
Objective Indicator: #/% of victims of shocks living in improved circumstances	
Definitions to be developed locally for: Victims of shocks; living in improved circumstances	**Disaggregate by:** - Age - Gender - Mobility - Location
Unit of measure: Victims of shocks	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Observation; Review of program reports; Interview	**Frequency/Timing:** Baseline/Endline
Analysis notes: Comparison of circumstances pre- and post-intervention	
Relevance to Social Cohesion: See above	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: Norms around accepting help from others may differ for men and women	
Youth considerations: Orphans, where the shock is the loss of parents, are particularly vulnerable.	

RESULT 18. ECONOMIC SPHERE

DOMAIN: Social safety net	VERTICAL AXIS
Sample Strategic Objective: Vulnerable people have socio-economic security **Sample Result:** State ensures access to social safety net benefits	
Subjective Indicator: #/% of people reporting that social safety benefits are accessible to their group	
Definitions to be developed locally for: Benefits; accessible; group	**Disaggregate by:** - Age - Gender - Identity group - Location
Unit of measure: People's perceptions	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Surveys Qualitative: Interviews; FGD	**Frequency/Timing:** Baseline/Endline
Analysis notes: Compare across age, gender, location and identity group; examine factors influencing accessibility.	
Relevance to Social Cohesion: State provision of social safety nets strengthens vertical social cohesion between the state and vulnerable groups.	
Objective Indicator: Availability of social welfare benefit enrollment for people of any eligible age, gender, ability or identity group	
Definitions to be developed locally for: Enrolment; eligible age, gender, ability or identity group	**Disaggregate by:** - Type of program - Eligibility criteria
Unit of measure: Means of enrolment	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Observation; Review of public reports; Interview	**Frequency/Timing:** Baseline/Endline
Analysis notes: Comparison of enrolment availability pre/post intervention	
Relevance to Social Cohesion: See above	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: In a given culture, there may be social norms discouraging women or men from pursuing certain benefits	
Youth considerations: Young adults may lack awareness of their eligibility for certain benefits	

RESULT 19. ECONOMIC SPHERE

DOMAIN: Social safety net	VERTICAL AXIS
Sample Strategic Objective: Equal access to social welfare for all **Sample Result:** State institutions provide expanded access to social services to minority individuals and groups	
Sample Result: State institutions provide expanded access to social services to minority individuals and groups	
Subjective Indicator: #/% of people in the target population who say they have equal access to social services	
Definitions to be developed locally for: Equal access; social services	**Disaggregate by:** - Gender - Identity group - Location [enclave]
Unit of measure: Expressed beliefs of men and women in the target population	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Survey Qualitative: Interviews; FGD	**Frequency/Timing:** Baseline/Endline
Analysis notes: Comparison of beliefs pre- and post-intervention	
Relevance to Social Cohesion: Where a single standard of care is equally available to all, people feel they are part of a single system concerned with everyone's wellbeing.	
Objective Indicator: # of social services in minority enclaves	
Definitions to be developed locally for: Social services; minority enclaves	**Disaggregate by:** - Types of services - Location [enclave]
Unit of measure: Existence of, or substantial expansion/improvement of, a service facility or program	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Observation; Interview	**Frequency/Timing:** Baseline/Endline
Analysis notes: Inventory of services in enclaves compared to services in surrounding areas; comparison to baseline; also consider any substantial expansions or improvements of services that existed at baseline	
Relevance to Social Cohesion: See above.	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: There are frequently disparities between men's and women's benefit from and access to public services; social norms may inhibit men from seeking services.	
Youth considerations: Young people may lack knowledge of how to access social services.	

RESULT 20. POLITICAL SPHERE

DOMAIN: Accountable, transparent institutions	VERTICAL AXIS
Sample Strategic Objective: Key government institutions (i.e. judicial system, parliament and/or security factors) gain public's trust **Sample Result:** People trust that key public institutions will treat them in accordance with laws, social norms and with human dignity	
Subjective Indicator: #/% of people who trust key institutions to act justly	
Definitions to be developed locally for: Key institutions; act justly[42]	**Disaggregate by:** - Gender - Age - Identity group - Institution type
Unit of measure: People's expressed beliefs	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Survey Qualitative: Interviews; Media reports/analysis	**Frequency/Timing:** Baseline/Endline; Mid-term or interim monitoring advisable
Analysis notes: Comparison of pre- and post-intervention beliefs	
Relevance to Social Cohesion: If people are protected by the institutions of the state that operate in responsible and responsive ways, they are free to explore ways of nourishing social cohesion	
Objective Indicator: #/% of public institutions demonstrating improved performance vis-à-vis social benefits accruing to the most vulnerable	
Definitions to be developed locally for: Public institutions; improved performance; social benefits; accruing to the most vulnerable	**Disaggregate by:** - Location - Institution type - Performance indicators - Vulnerable groups served
Unit of measure: Institutional performance	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Public reports; Media reports/analysis; Questionnaire; Interviews	**Frequency/Timing:** Baseline/Endline; Mid-term or interim monitoring advisable
Analysis notes: Consider using a performance index; comparison of pre- and post-intervention performance levels	
Relevance to Social Cohesion: See above	
Gender and Youth Considerations (for both indicators)	
Gender considerations: Cross reference to indicator on access to social welfare	
Youth considerations: Cross reference to indicator on access to education	

42. In some cases, acting justly may correspond to acting within the law; in other cases, laws themselves may be unjust.

RESULT 21. POLITICAL SPHERE

DOMAIN: Accountable, transparent institutions	VERTICAL AXIS
Sample Strategic Objective: The representational culture of governance body X (GBX) is enhanced **Sample Result:** GBX effectively represents the interests of women, minorities, and/or youth in the exercise of its functions and responsibilities	
Subjective Indicator: #/% of women, minorities, youth who feel that their voices are fairly heard in GBX	
Definitions to be developed locally for: GBX; minorities; fairly heard	**Disaggregate by:** - Gender - Age - Identity group
Unit of measure: Expressed beliefs of respondents	
Type: Outcome	Direction of Change: Higher is better
Potential Data collection method(s): Quantitative: Survey Qualitative: Interviews	Frequency/Timing: Basline/Endline
Analysis notes: Comparison of beliefs pre- and post-intervention	
Relevance to Social Cohesion: When marginalized people hear civil servants endorsing their needs/interests they feel recognized, affirmed, and a sense of belonging; greater inclusion in goverance generates a stronger sense of consensus.	
Objective Indicator: # of programs/policies/ legislation addressing issues of specific concern to women, minorities and youth that have been allocated adequate budget by GBX	
Definitions to be developed locally for: Leadership positions; significant proportions	**Disaggregate by:** - Gender - Age - Identity group - Degree of leadership
Unit of measure: Programs/policies/legislation	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Document review; Interviews; FGD	**Frequency/Timing:** Basline/Endline
Analysis notes: Comparison of staffing patterns pre- and post- intervention in GBX	
Relevance to Social Cohesion: See above.	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: inherent in result statement	
Youth considerations: inherent in result statement	

RESULT 22. POLITICAL SPHERE

DOMAIN: Accountable, transparent institutions	VERTICAL AXIS
Sample Strategic Objective: The media functions as a responsible actor with respect to social conflict. **Sample Result:** Media outlets practice conflict-sensitive journalism.	
Subjective Indicator: #/% increase in media outlets promoting inclusive rhetoric	
Definitions to be developed locally for: Media outlets; promoting; inclusive rhetoric	**Disaggregate by:** - Type of media - Location [if relevant]
Unit of measure: Media outlets	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Review of sampled media products, publications or broadcasts	**Frequency/Timing:** Basline/Endline; Mid-Term or interim monitoring advisable
Analysis notes: Compare against journalists' self-reports to identify progress or gaps from individual- to institutional-level change.	
Relevance to Social Cohesion: See above.	
Objective Indicator: #/% journalists reporting that they practice conflict-sensitive journalism	
Definitions to be developed locally for: Journalists; practicing; conflict-sensitive journalism	**Disaggregate by:** - Gender - Type of media - Location [if relevant]
Unit of measure: Journalists' expressed perceptions	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Survey Qualitative: Questionnaires; Interviews; Document review	**Frequency/Timing:** Baseline/Endline; Mid-term or interim monitoring advisable
Analysis notes: Comparison self-assessments of pre/post intervention	
Relevance to Social Cohesion: Given the power of media to shape attitudes and influence behaviors, more accountable and responsible practices can bolster efforts to strengthen social cohesion.	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: Women's and men's actions – whether constructive or destructive – may be covered differently based on gendered expectations.	
Youth considerations: The youth demographic is particularly susceptible to being (mis) characterized as volatile, "at-risk," etc.	

RESULT 23. POLITICAL SPHERE

DOMAIN: Accountable, transparent institutions	VERTICAL AXIS
Sample Strategic Objective: The educational system contributes to social cohesion **Sample Result:** The educational system promotes full inclusion of all social groups	
Subjective Indicator: #/% of people reporting that the educational system promotes commonalities over divisions.	
Definitions to be developed locally for: Educational system; commonalities; divisions; promotes	**Disaggregate by:** - Gender - Age - Identity group - Location
Unit of measure: People's expressed perceptions	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Surveys Qualitative: Questionnaires; Interviews; FGDs	**Frequency/Timing:** Baseline/Endline
Analysis notes: Consider breaking down analysis by different components or aspects of the educational system.	
Relevance to Social Cohesion: To the extent that schools are inclusive – in terms of access, safety, participation, personnel, instruction – they can model a more socially cohesive society, socialize children towards this vision, and provide parents and communities with opportunities to strengthen constructive relationships.[43]	
Objective Indicator: #/% of schools implementing a curriculum based on shared narratives.	
Definitions to be developed locally for: Implementing a curriculum; shared narratives	**Disaggregate by:** - Location - Population served
Unit of measure: Schools	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Sector or program report review; Questionnaires	**Frequency/Timing:** Baseline/Endline
Analysis notes: Consider also incremental steps towards curriculum development/adoption/ implementation.	
Relevance to Social Cohesion: See above.	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: Narratives may not be representative of both male and female experiences	
Youth considerations: Students' experiences and perceptions of the educational environment may differ from that of teachers and parents; consider gathering perspectives directly from young people	

43. See also Inter-Agency Network for Education in Emergency's Guidance Note on Conflict-Sensitive Education, New York, New York, 2013.

RESULT 24. POLITICAL SPHERE

DOMAIN: Accountable, transparent institutions	HORIZONTAL AXIS
Sample Strategic Objective: Civil society institutions promote the common good **Sample Result:** Civil society organizations/associations make effective contributions to social cohesion	
Subjective Indicator: #/% of civil society organizations or associations perceived to contribute to social cohesion	
Definitions to be developed locally for: Civil society organization or association; contribute to social cohesion	**Disaggregate by:** - Gender - Age - Identity group
Unit of measure: Perceptions of respondents	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Survey Qualitative: Interviews; FGDs; mapping and ranking of organizations/associations	**Frequency/Timing:** Baseline/Endline; Mid-term or interim monitoring advisable
Analysis notes: N/A	
Relevance to Social Cohesion: Civil society organizations that promote mutual respect, equal opportunity, and the wellbeing of all help to generate greater levels of social trust.	
Objective Indicator: #/% of civil society organizations demonstrating effectiveness in functional areas contributing to social cohesion	
Definitions to be developed locally for: Civil society organizations; demonstrated effectiveness; functional areas[44]	**Disaggregate by:** - Type of organization - Constituency served
Unit of measure: Organizations	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Document review; Interviews; FGDs	**Frequency/Timing:** Baseline/Endline; Mid-Term or interim monitoring advisable
Analysis notes: Map organizations against a rubric for degrees or levels of effectiveness	
Relevance to Social Cohesion: Civil society organizations performing competently and accountably in their effort to foster social cohesion helps to inspire greater trust in the benefits of a cohesive society. They can also model the kinds of practices sought in public institutions.	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: Perceptions of civil society organizations may differ based on the gender of the leadership or predominant membership	
Youth considerations: Youth-led and youth-serving organizations are not necessarily the same, and may have different ways of operating, levels of capacity, and reach in the community	

44. Core areas of the organization's work such as: dialogue, mediation, facilitation, training, policy influence, information-sharing, awareness-raising, cooperative economic ventures, and other types of activities that can help to foster social cohesion.

RESULT 25. POLITICAL SPHERE

DOMAIN: Human security	VERTICAL AXIS
Sample Strategic Objective: Non-combatants in target areas have an improved sense of safety. Sample Result: Participants circulate safely in areas that were previously too dangerous to enter[45]	
Subjective Indicator: #/% of participants who believe they are welcome to live/conduct business in all areas	
Definitions to be developed locally for: Live/conduct business; all areas	**Disaggregate by:** - Age - Gender - Identity group
Unit of measure: Participants' expressed beliefs	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Survey Qualitative: Participant-generated maps; Interview; FGD	**Frequency/Timing:** Baseline/Endline
Analysis notes: Comparison of participants maps showing safe and no-go areas pre/post intervention	
Relevance to Social Cohesion: Safe and unfettered circulation/travel allows groups to come into contact, which is necessary to create, nourish, and maintain social cohesion	
Objective Indicator: #/% of participants regularly entering areas of their community previously unsafe to enter	
Definitions to be developed locally for: Regularly enter; area; previously unsafe	**Disaggregate by:** - Age - Gender - Identity group
Unit of measure: Entries into previously considered no-go zones	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Survey Qualitative: Observations; Interviews; FGD	**Frequency/Timing:** Baseline/Endline
Analysis notes: Include follow-up questions on survey to identify which areas are still considered unsafe; consider including identification and weighting of factors transforming no-go areas into safe(r) zones	
Relevance to Social Cohesion: See above.	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: Will need to differentiate between conflict-created no-go zones and areas considered unsafe for women and girls prior to, during and after the conflict	
Youth considerations: May need to differentiate between conflict-created no-go zones and turf or territory belonging to other youth groups, militia, or gangs	

45. People's perceptions of their community's ability to prevent violence could also be measured; this would measure human security along the horizontal axis.

RESULT 26. POLITICAL SPHERE

DOMAIN: Human security	VERTICAL AXIS
Sample Strategic Objective: Victims of sexual and gender-based violence (SGBV) and their families enjoy improved conditions of life. **Sample Result:** Government and civil society improve their responses to SGBV	
Subjective Indicator: #/% of, women, men and SGBV service providers who think acceptance of SGBV victims and families have improved	
Definitions to be developed locally for: Victims; SGBV service providers; conditions	**Disaggregate by:** - Gender - Role [victim/family/ service provider]
Unit of measure: Expressed beliefs of key stakeholders	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Survey Qualitative: Interviews	**Frequency/Timing:** Baseline/Endline
Analysis notes: Comparison of responses pre- and post-interventions	
Relevance to Social Cohesion: When SGBV victims and their families are accepted and not stigmatized they can be part of and contribute to society	
Objective Indicator: Increased level and types of support provided to SGBV survivors by government and/or civil society	
Definitions to be developed locally for: Level and types of support	**Disaggregate by:** - Agency - Type of service - Type of improvement
Unit of measure: Services provided to SGBV survivors	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Interviews; Observation	**Frequency/Timing:** Baseline/Endline
Analysis notes: N/A	
Relevance to Social Cohesion: See above.	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: Ideally data collectors interviewing victims of SGBV should be trained counselors. The focus is on the responses and services provided by government and civil society, not the acts of violence. Men may also be victims of SGBV.	
Youth considerations: Parents, teachers and other care givers may be better placed to discuss responses of government and civil society to child SBGBV than children and youth. In which case, disaggregation would be by relationship to victim.	

RESULT 27. POLITICAL SPHERE

DOMAIN: Civic participation	VERTICAL AXIS
Sample Strategic Objective: Social policies reflect mutual, inter-group needs and interests **Sample Result:** Policy X adopted, revised or funded to include considerations raised through joint, multi-group advocacy. [Policy X could be a law, a statute, a code, or by-laws]	
Subjective Indicator: #/% of stakeholders from diverse groups who believe policy X was improved due to joint advocacy by diverse stakeholder groups	
Definitions to be developed locally for: Policy X; policy improvement; joint advocacy; stakeholders; diverse groups	**Disaggregate by:** - Type of advocacy initiatives - Stakeholder gender - Stakeholder identity group
Unit of measure: Stakeholders' expressed beliefs	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Survey Qualitative: Interviews; FGD	**Frequency/Timing:** Endline
Analysis notes: Contribution analysis	
Relevance to Social Cohesion: Joint, multi-stakeholder advocacy presumes a recognition of commonalities and shared interests and a shared commitment to action	
Objective Indicator: #/% of joint advocacy platform components reflected in adopted policies	
Definitions to be developed locally for: Joint advocacy platform components; adopted policies	**Disaggregate by:** - Stakeholder group identity - Stakeholder group role in advocacy efforts
Unit of measure: Rankings on scales for alignment with policy platforms of the different groups	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Interviews; Questionnaires; Document review	**Frequency/Timing:** Baseline/Endline
Analysis notes: Scoring policy on alignment rubric	
Relevance to Social Cohesion: See above.	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations:	
Youth considerations: Where the policy involved addressed youth interests, one should include youth's perceptions in the data collection and in the analysis, disaggregated by age	

RESULT 28. POLITICAL SPHERE

DOMAIN: Civic participation	VERTICAL AXIS
Sample Strategic Objective: People engage constructively in unifying political processes **Sample Result:** A broad cross-section of stakeholders engages in X unifying political process	
Subjective Indicator: #/% of women, men, and youth who believe that political or policy process X will bring people together	
Definitions to be developed locally for: Policy; political process; bring people together [in light of diversity and divisions in target area]	**Disaggregate by:** - Gender - Age - Identity group
Unit of measure: People's expressed beliefs	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Survey Qualitative: Interviews	**Frequency/Timing:** Baseline/Endline
Analysis notes: Pre/post-intervention comparisons	
Relevance to Social Cohesion: If people find it rewarding to engage in unifying political process, they will continue to engage in political processes in constructive ways	
Objective Indicator: #/% of people, networks and associations who come together in support of political process X over time	
Definitions to be developed locally for: Political process; come together	**Disaggregate by:** - Gender - Age - Type of network/ association
Unit of measure: #/%: women, men, youth and organizations active in political process X	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Questionnaire; Interviews	**Frequency/Timing:** Baseline/Endline
Analysis notes: Network analysis	
Relevance to Social Cohesion: Unifying political processes enjoying wide-spread support help people focus on commonalities	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: How are women encouraged to engage without being put at risk? Need for opportunity and safe spaces.	
Youth considerations: What spaces and opportunities in the process are open for youth engagement?	

RESULT 29. POLITICAL SPHERE

DOMAIN: Civic participation	HORIZONTAL AXIS
Sample Strategic Objective: Political equity for marginalized groups in society is increased **Sample Result:** Marginalized groups have greater access to power	
Subjective Indicator: #/% of people from marginalized groups seen to hold authority or have access to public resources	
Definitions to be developed locally for: Marginalized groups; authority; access to public resources	**Disaggregate by:** - Gender - Age - Identity group
Unit of measure: Expressed beliefs of marginalized group members	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Survey Qualitative: Interviews	Frequency/Timing: Baseline/Endline
Analysis notes: Comparison of pre- and post-interventions beliefs about access to power and resources	
Relevance to Social Cohesion: Inequitable access to power is the source of grievances and social divisions	
Objective Indicator: #/% of minorities who occupy public leadership positions	
Definitions to be developed locally for: Minorities; public leadership positions	**Disaggregate by:** - Identity group - Type or degree of authority
Unit of measure: People from minority groups in public leadership positions	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Interviews, Document review	**Frequency/Timing:** Baseline/Endline
Analysis notes: Can map changes over time in positions of public leadership occupied by minorities	
Relevance to Social Cohesion: See above.	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: Women / female youth belonging to minority groups face multiple challenges in accessing positions of influence / authority compared to their male counterparts	
Youth considerations: In some contexts, political youth are key mobilizers	

RESULT 30. POLITICAL SPHERE

DOMAIN: Rule of law	VERTICAL AXIS
Sample Strategic Objective: Access to justice is improved **Sample Result:** Informal dispute resolution services address grievances of key conflict groups	
Subjective Indicator: #/% of members of key groups affected by conflict who say that their grievances were addressed through informal processes	
Definitions to be developed locally for: Conflict-related grievances; satisfied with service received; informal processes	**Disaggregate by:** - Gender - Identity group - Type of conflict or grievance - Type of service
Unit of measure: Women and men expressing satisfaction with service received	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: End of service questionnaire Qualitative: Interview; Service delivery documentation	**Frequency/Timing:** Endline
Analysis notes: Compare differences of perspectives over time as well as by identity group; consider satisfaction with process as well as outcome	
Relevance to Social Cohesion: The mutually-acceptable peaceful resolution of key grievances may reveal interdependencies or ways to reduce barriers to social cohesion	
Objective Indicator: #/% of conflict-related grievance cases resolved through informal dispute resolution mechanisms	
Definitions to be developed locally for: Conflict-related grievances; informal dispute resolution services; resolution of a case	**Disaggregate by:** - Gender - Identity group - Type of conflict or grievance - Type of service
Unit of measure: Cases requesting informal dispute resolution services	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Interview; Service delivery documentation	**Frequency/Timing:** Endline; Mid-term or interim monitoring is advisable
Analysis notes: Compare rates based on disaggregation categories; as available, also review and analyze data on rates of compliance with resolutions	
Relevance to Social Cohesion: Peaceful resolution of grievances represents respect for a shared dispute resolution process/system.	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: Is there a correlation between the gender of the disputants who are satisfied with the service and the gender of the service provider?	
Youth considerations: Were the services provided, distinct from services provided for to adults and appropriate for youth?	

RESULT 31. POLITICAL SPHERE

DOMAIN: Rule of law	VERTICAL AXIS
Sample Strategic Objective: Equity in human rights is increased for target population **Sample Result:** Duty-bearers uphold human rights	
Subjective Indicator: #/% of target population that says that human rights have improved for all persons	
Definitions to be developed locally for: Human rights; improved	**Disaggregate by:** - Gender - Role - Identity groups
Unit of measure: Beliefs of target population	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Quantitative: Questionnaire for both rights holders & duty bearers Qualitative: Interviews	**Frequency/Timing:** Baseline/Endline
Analysis notes: Compare beliefs pre- and post-intervention	
Relevance to Social Cohesion: Observance of international conventions protects existing social cohesion and opens space for improvement	
Objective Indicator: #/% change in number of civil society-recorded human rights violations	
Definitions to be developed locally for: Human rights violation; civil society-recorded	**Disaggregate by:** - Type/source of report - Relevant convention, constitutional provision or law - Type of violation
Unit of measure: Reports of human rights violations	
Type: Outcome	**Direction of Change:** Higher is better
Potential Data collection method(s): Qualitative: Document review; Observation; Media reports; Interviews	**Frequency/Timing:** Baseline/Endline
Analysis notes: Compare or cross-reference data available from local versus international human rights organizations	
Relevance to Social Cohesion: See above.	
Gender and Youth Considerations *(for both indicators)*	
Gender considerations: Women are stakeholders in all international conventions, not just the International convention on Violence Against Women; consider the extent to which these conventions gender sensitive	
Youth considerations: Similarly, youth are stakeholders in all conventions, not just the Conventions on the Right of the Child; consider the extent to which conventions are youth-inclusive	

Sarajevans plant a new flowerbed next to the Tree of Peace near the Memorial to the Killed Children of Sarajevo, marking the 15th anniversary of its planting in the Grand Park.

Appendix 1: How Do Others Talk about and Assess Social Cohesion?

When partnering with or seeking funding from other institutions, it may be helpful to understand how they define social cohesion, how they conceptualize its different components, and how they assess or measure it. Below is a list of useful definitions and theories, starting with that of Émile Durkheim (1858-1917), one of the early theorists to write about social cohesion:

> **Durkheim:** Social cohesion is constituted by a diversity of social links, solidarity and collective consciousness. A society becomes more socially cohesive to the extent that individuals connect with each other, are committed to a larger group, and participate in social activities. Durkheim also warns that social cohesion could be manipulated to protect structural inequality and injustice.[46]

46. Durkheim, Émile. The Division of Labor in Society. 1893.

Council of Europe: "The capacity of a society to sustainably ensure the wellbeing of all its members, namely equitable access to available resources, respect of dignity in diversity, personal and collective empowerment, and responsible participation."[47]

Inter-American Development Bank: "the set of factors that foster a basic equilibrium among individuals in a society, as reflected in their degree of integration in economic, social, political and cultural terms."[48]

OECD: Social cohesion consists of three interrelated components: social inclusion, social capital, and social mobility.[49]

Search for Common Ground: Social cohesion is "the glue that bonds society together, essential for achieving peace, democracy and equitable development. This "glue" is made up of four key components: 1) social relationships, 2) Connectedness, 3) Orientation towards the common good and 4) Equality. These components in turn require good governance, respect for human rights and individual responsibility." [50]

UNICEF: "The quality of coexistence between the multiple groups that operate within a society. Groups can be distinguished in terms of ethnic and socio-cultural origin, religious and political beliefs, social class or economic sector or on the basis of interpersonal characteristics such as gender and age. Quality of coexistence between the groups can be evaluated along the dimensions of mutual respect and trust, shared values and social participation, life satisfaction and happiness, as well as structural equality and social justice."[51]

UN Department of Economic and Social Affairs: "A cohesive society is one where all groups have a sense of belonging, participation, recognition and legitimacy. Such societies are not necessarily demographically homogeneous. Rather, by respecting diversity, they harness the potential residing in their societal diversity."

UNDP: "Social cohesion is the state of a society's convergence, or the common bonds that unify different people and groups that share space and territory. It comes about when people buy into and interact with each other based on a common set of political, economic and social institutions."

World Bank: "Social cohesion refers to two broader intertwined features of society: 1) the absence of latent conflict whether in the form of income/wealth inequality, racial/ethnic tensions, disparities in political participation, or other forms of polarization and 2) the presence of strong social bonds – measured by levels of trust

47. Conseil de l'Europe, Elaboration concertée des indicateurs de la cohésion sociale, Guide méthodologique, Edité par les Editions du Conseil de l'Europe, juin 2005, p. 23.

48. Inter-American Development Bank. Social cohesion in Latin America and the Caribbean: analysis, action and coordination. Washington, D.C., 2006: 2.

49. "Social Cohesion in a Shifting World." Perspectives on Global Development 2012. OECD 2011. http://www.oecd.org/site/devpgd2012/49067839.pdf

50. Search for Common Ground, Social Cohesion Framework, Social Cohesion for Stronger Communities, Knowledge. Skills. Understanding. No date.

51. Key Peacebuilding Concepts for the Peacebuilding, Education, and Advocacy (PBEA) programme, UNICEF.

and norms of reciprocity, the abundance of associations that bridge social divisions (civic society), and the presence of institutions of conflict management, e.g., responsive democracy, an independent judiciary, and an independent media."[52]

Just as there is not consensus on the definition of social cohesion, there also is no standard way to measure levels of social cohesion, or the effects of on-the-ground interventions aiming to produce social cohesion. Here are some notable approaches:

Institute for Justice and Reconciliation (South Africa): IJR has developed a social cohesion index based on that idea that total cohesiveness of any society is determined by intra-group bonds and inter-group bridges (both horizontal), and vertical relations including state-society linkages. The index measures indicators such as social and institutional trust, shared identity, equality and social inclusion—all tracked in relation to social, economic and political development over time.[53]

Human Sciences Researches Council (South Africa): Similarly, a framework with three domains—economic, sociocultural and political/civic—was employed by researchers from the Human Sciences Researches Council to develop a social cohesion barometer for South Africa. Across the three domains, the framework considers inclusion/social integration, active relationships (behavioral) and passive relationships (attitudinal). Several indicators are measured under each domain.[54]

Rwanda Reconciliation Barometers (2010 and 2015): These barometers treat social cohesion as one of the six variables measured. The indicators tracked under social cohesion include social distance and interactions, trust, tolerance, and solidarity and friendship.[55]

UNDP (2016): A 2016 UNDP discussion paper on developing a social cohesion measurement for Africa draws on comparative experiences of Canada, Australia, Germany, Cyprus, Kenya and South Africa to propose six provisional dimensions for measurement, namely: (1) inclusion (social and economic participation and quality of life); (2) Belonging (identity, shared norms and values, feelings of acceptance); (3) Social relationship (networks, trust, acceptance and value of diversity); (4) Participation (in political life); (5) Legitimacy (trust in institutions and feeling respected); and (6) Security (feelings of safety from violence and crime).[56]

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52. Violent Conflict and the Transformation of Social Capital, World Bank: 2000: 12.

53. IJR, 2017. Reconciliation and Development: Towards a Social Cohesion Index for South Africa using SARB Data, Reconciliation and Development Working Paper Series Number 1, p.3, 5 & 9.

54. Human Sciences Researches Council, 2011. Towards a Social Cohesion Barometer for South Africa, Research Paper, by Jarè Struwig, Yul Derek Davids, Benjamin Roberts, Moses Sithole, Virginia Tilley, Gina Weir-Smith and Tholang Mokhele, University of the Western Cape, p.4, 8, 13, 16 &17. Also at www.hsrcpress.

55. National Unity and Reconciliation Commission, 2015. Rwanda Reconciliation Barometer; and 2010 Rwanda Reconciliation Barometer. http//www.nurc.gov.rw ac.za

56. UNDP. Towards a Measurement of Social Cohesion for Africa. A discussion paper prepared by the Institute for Justice and Reconciliation for the United Nations Development Programme. 2016.

Social cohesion workshop participants in The Gambia complete a Binding exercise.

Appendix 2: Glossary of Terms: Working Definitions of Key Concepts in the Indicator Tables

HEALTHY RELATIONSHIPS

Intra-group differences resolved (bonding) - Bonding involves strengthening relations within a given identity group and providing a foundation for subsequent dialogue and collaboration with other identity groups. Few identity groups are homogeneous. Bonding provides a safe space for single-identity groups to air and address their differences and build confidence before meeting with the other group(s).

Sense of belonging within a mixed, pluralistic society - One's sense of group membership extends beyond one's immediate community to include other identity

groups as part of and within the larger society. People identify with and are welcomed, and accepted within social groups, and more broadly, society (UNICEF).

Relationships across divisions

> ***Inter-religious action*** - Occurs when religious leaders and/or their constituents work together with their peers in other faith traditions to address common interests
>
> ***Inter-generational collaboration*** - Occurs when youth, adults and elders work together to overcome issues which divide them or to address issues of mutual concern

VIEW OF "THE OTHER"

Trust in people - This will need to be culturally and contextually defined for each program. That said, trust generally refers to confidence that people will fulfill their obligations and responsibilities for the common good. Trusting behaviors are associated with higher levels of social connection. (UNICEF Social Cohesion Assessment Framework)

Respect for human dignity - Recognizing that every human person has an inherent value, worth, and distinction that should be affirmed, not compromised.

INTERDEPENDENCE Different interest or identity groupings' recognition of their obligations and commitments to others and of the interconnectedness of individual/community experiences and ambitions. (Fitzduff)

Collective action in problem solving – Actions and attitudes of members of society that demonstrate responsibility for others and for the community as a whole. (UNDP)

Mutual assistance/support - Solidarity and helpfulness (Radar)

Networks of civic engagement/associational life - Covers people's involvement in community life including actual participation in networks and association, beliefs in the value and effects of participation, and/or quality and frequency of participation (UNICEF).

DEALING WITH LEGACIES OF VIOLENCE - legacy is the collection of beliefs, ideas, myths, prejudices, biases and behaviors that are disseminated and then inherited by and/or about differing groups

Binding activities - give individual victims and perpetrators the space to develop effective coping strategies to deal with emotional, cognitive, behavioral and spiritual effects of trauma. After bringing closure to the violent events of the past, people are better positioned to engage in reconciliation activities. Without psychosocial assistance, victims risk remaining dysfunctional or worse, becoming perpetrators themselves.

Transforming historical harms – a process that involves facing history, making connections, healing wounds, taking action.

Propensity for forgiveness - The extent to which people believe that forgiving someone is an important part of resolving disputes (UNICEF). "Forgiveness offers a release from the burden of bitterness. It does not mean giving up the quest for justice, but letting go of the cycles of revenge and retribution to pursue a justice that is restorative to victims and aggressors alike…" (Yoder, Little Book of Trauma Healing.)

INCOME AND WEALTH DISTRIBUTION

Wage transparency - Open disclosure and discussion about how much employees receive in salaries and benefits.

Social welfare/safety net - Refers to the care and assistance received by the most vulnerable members of society, from both the state and civil society

Equitable distribution of wealth from extractives - refers to revenue payments by companies to developing countries and their use of that revenue.

Access to education and health services - How individuals perceive access to services, especially state services, may reflect the overall relationship between the state and the population. (UNICEF)

Access to markets - Equal access to markets involves access to business networks and equal roles within a given industry

Access to credit - The ability to access affordable credit is a critical element of private sector led growth, particularly for small businesses that often lack the initial capital needed to grow and expand and also for agricultural households, where expenditures on inputs precede the returns from harvest; it also increases a business or household's ability to bear and cope with risk.[57]

ACCESS TO OPPORTUNITY

Access to livelihoods - access to a portfolio of assets out of which people construct their living, which includes both tangible assets and resources, and intangible assets such as claims and access.[58]

57. https://www.mcc.gov/who-we-fund/indicator/access-to-credit-indicator

58. https://www.sida.se/contentassets/bd474c2101634447c9a7963d77c64148a/the-sustainable-livelihood-approach-to-poverty-reduction_2656.pdf

ACCOUNTABLE, TRANSPARENT INSTITUTIONS

Trust in institutions - The extent to which people are confident that important institutions like the judicial system, parliament, and the police will treat them and the society in general in accordance with laws, social norms and human dignity.

Feeling adequately represented by institutions - extent to which people felt that their concerns were represented by institutions such as parliament and politicians and that they were part of the decision-making process. (SCORE)

HUMAN SECURITY

Sense of safety - Physical safety refers to being protected from any situation that puts a person's physical security at risk, such as war, crime, accidents or natural disasters. A perceived lack of physical safety may affect subjective well-being more than the actual effects of a physical threat.[59]

Handling of SGBV – Human Rights Watch identified ten areas where police handling of SGBV cases can often improve. These include:

1. Brief and compassionate first contact
2. Delayed follow-up interview
3. Effective interviewing techniques
4. Non-judgmental, private environment
5. Knowing what not to ask
6. Taping interviews
7. Female detectives
8. Involvement of advocates and counselors
9. Referral to Community Resources
10. Effective cross-discipline collaboration

CIVIC PARTICIPATION

Advocacy efficacy - Refers here to the effectiveness of joint or collaborative initiatives to make needs and interests known to policy makers and implementers.

Engagement in political processes - The ability of citizens to participate in political activity and electoral processes is an essential element of legitimate politics. It is also

59. http://ec.europa.eu/eurostat/statistics-explained/index.php/Quality_of_life_indicators_-_economic_and_physical_safety

closely related to the 'vertical' elements of social cohesion that define the relationships between the state and individuals. Voted in an election; signed a petition; contacted a Member of Parliament, participated in a boycott; attended a protest, served in government (UNDP)

Political inclusiveness - Inclusivity entails greater access to power and public and private resources, and improves the way society views group members. Inclusivity is realized when historically or currently marginalized groups feel valued, when differences are respected, and when basic and fundamental needs and rights—relative to those societies' dominant groups—are met and recognized. (Haas Institute, Inclusivity Index)

RULE OF LAW

RULE OF LAW - The principle that law should govern a nation, as opposed to being governed by decisions of individual government officials. It primarily refers to the influence and authority of law within society, particularly as a constraint upon behavior, including behavior of government officials.

Equal access to justice/impartial dispute resolution - Equal access to justice means the right of individuals and groups to obtain a quick, effective and fair response to protect their rights, prevent or solve disputes and control the abuse of power through a transparent and efficient process, in which mechanisms are available, affordable and accountable, and conducted on the basis of equality.[60]

Alignment with international Human Rights conventions - Application of all or parts of international Human Rights treaties.

60. http://eige.europa.eu/rdc/thesaurus/terms/1103

Facilitators and participants of the 2019 Institute for Peacebuilding in Africa (IPA) celebrate International Peace Day by planting seedlings in Hawassa, Ethiopia.

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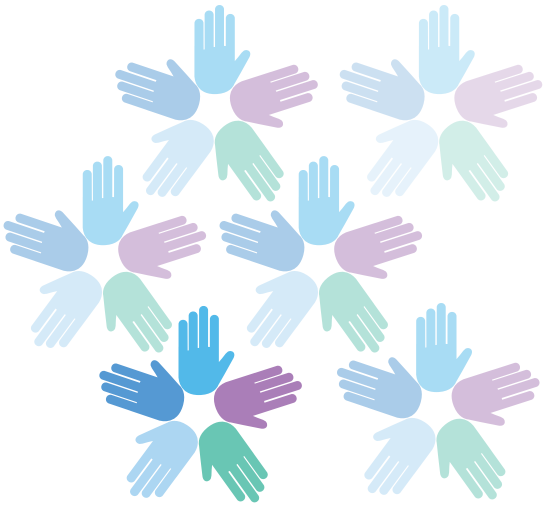
Trees of Life - roots, trunk, branches, leaves and fruit - symbolize one's origins, good and difficult moments, hopes and dreams, talents, and achievements.



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