Fight for gender equity through social, political and economic empowerment from an Eco-feminist perspective in the Anjengo and Puthukurichi regions

Final Evaluation Report
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Submitted to: TSSS, Sakhi and Calcutta Ondoan

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EXECUTIVE SUMMARY

The purpose of the External Evaluation of the project titled "Fight for gender equity through social, political and economic empowerment from an Eco-feminist perspective in the Anjengo and Puthukurichi regions (India)" was to bring out the gaps and challenges in project cycle management from design to evaluation of the project. It would propose ways and means to fill these gaps, if any, and help to review the plan and implement it better in the next phase. The ultimate aim of evaluation is to help ensure the sustainability of the results of the project for future.

The objectives of the evaluation were to (1) Analyse the real gender changes that have occurred in the areas of project as a result of the impact of the project; (2) Analyse the relevance of the project within the socio-economic and human development in which it is framed, and its needs so as in the framework of Cooperation promoted from the AVCD; (3) Verify if the project actions contribute to the general objective of the Basque Cooperation to eradicate structural poverty (Strategic Plan and Director of Development Cooperation 2014-2017 of the Basque Government); (4) Provide an objective, systematic and independent technical assessment of the coherence and the degree of compliance, scope and coverage of the objectives and project results, as well as the quality of the design and execution of the same; (5) Analyse the way in which the resources have been used at the time of achievement of the objective and the expected results; (6) Evaluate, to the extent possible, the products, effects and impact that have been generated by project actions at all levels, from the point of view of the agents who have participated in their execution and of the subject population; (7) Analyse the expectations of future sustainability, once the intervention, the actions implemented and the benefits thereof on the subject population; (8) Identify possible strengths and weaknesses arising from the project implementation by all the agents involved, as well as the lessons learned after its completion; (9) Evaluate the management capacity of Calcutta Ondoan, TSSS and Sakhi in relation to project, as well as information, communication and existing institutional strengthening and (10) Provide conclusions and recommendations, based on the lessons learned of execution, directed to the strategy and the operational level of the project that help the continuation of initiatives with greater sustainability, as well as the replicability of good practices applied to other intervention areas with similar contextual and population characteristics.

The general objective of the project was improvement of the quality of life, well-being and position of women in the regions of Angenjo and Puthukurichi through support for individual and collective empowerment processes and the reduction of structural violence and the inequalities that cause it from an eco-feminist perspective. The specific objective was articulated as "2,509 Women organize themselves and strengthen their own participative and democratic structures, advancing in their process of individual and collective empowerment, through the recognition of their Rights, the access and control of economic resources and the improvement of the implementation of the gender perspective of local government programs, reducing gender violence from an eco-feminist perspective in the Anjengo and Puthukurichi regions".

Methodology of data collection consisted of review of documents and structured interviews, questionnaire, focus group discussions, group discussions, in-depth

interviews, group interactions and observations.

Evaluation exercises were carried out having in mind the indicators of measuring results in relation to the activities carried out and resources invested to achieve the results. Results were conceived as outputs, outcomes and impact corresponding to the effects of activities, specific objectives and goal.

Major results of the evaluation are the following:

1. A vast majority of the members and leaders of SHGs and FVWF in the project villages have started thinking differently from the traditional social attitude in favour of gender equality. They take a position for women to be free from the status quo subjugation.
2. More than 80% of people who have received training on gender violence and other related issues manifest changes in attitude towards these issues. However, there is no evidence to show that they had opportunities to know and interact with other Organizations and specialized networks dealing with gender issues.
3. Women leaders and leaders of SHGs reveal that the staff members and women who were active and engaged with the project processes have worked in a more participatory and effective way. But the range of results was found far from the expected mark due to very high turnover of staff members and consequent inconsistency in participation in training programs and involvement.
4. Vast majority of women trained in leadership and related skills and topics were found to be the active part of the SHGs. However, these leaders do not actually represent Federations as planned.
5. Approximately 30% of target people (2509), that is, 750 people were sensitized by the door-to-door campaign on environment against the expected 60%.
6. It was found that the 500 women have not attended all the sessions but in one or more sessions. Consistent participation was absent due to lack of interest from the part of women, mismatch between participants' timing and organizers timing, repetitive nature of topics, lack of effectiveness of methods used in the sessions and due to low motivation to attend.
7. The adolescents who received training and practice in self-defence gained much from the program. However, lack of follow up was visible in this regard at the time of evaluation.
8. It can be safely stated that more than 3600 people got sensitized on gender violence, human trafficking, sexual and reproductive health, child abuse and dowry. Additional subjects of importance were covered in the street plays.
9. It was found that Surveillance Committees were not properly constituted and made functional and so the expected result in this regard could not be achieved.
10. The evidences show that vast majority of the women leaders of new SHGs were empowered in the matters of gender equality and environment protection. Their empowerment was seen in terms of their awareness, skills, attitude and actions in favour of gender equality and environment protection. However, the leaders of the old SHGs were mostly confined to the basic functions of SHGs rather than to the transformation functions.
11. Majority of the SHGs including old and new ones operate internal microcredits, with access and near-to-total control by women.

12. Some of the claims made by the memorandum submitted by Fish vending women for the improvement of market were achieved to a great extent by their efforts. Out of 11 demands, 4 were fully allowed in some of the markets.
13. Networking was not strengthened and Gender Platform was not formed and so collaboration has not happened as expected. While the representatives of the partner organizations participated in two international conferences, the results of such participation have not yet been visible.
14. It was found and endorsed by the beneficiaries that 100% women who have been equipped with latrines felt more secure and healthy. Out of more than 350 women trained in waste management, 194 women acquired tools like organic kitchen gardens (150 units), equal number of bio-digesters and biogas plants (44 units) to maintain a cleaner environment. Organic gardens helped them to process their domestic organic waste and to produce vegetables for their own use in many cases. Bio-digesters for composting organic waste were just distributed at the time of evaluation and it was not possible to make an assessment of their use by the people. Biogas plants were found very useful and helped women to save money and dispose of their organic waste. However, it was found that planting of fruit trees was a failed component due to negligence from the part of the community leaders and implementing partners in the matter of planning and organization.
15. A good majority of the trained women were involved in the "Zero Plastic" campaign to improve the cleanliness of the coastal communities at the end of the project.
16. The results on the activities for economic empowerment could not be ascertained because almost all the ventures are in the initial stage of functioning.
17. It was found that more than 80% of trained women were more active in GP meetings at the end of the project. However, the number of women who showed real strength has been found very small.
18. The activities meant for political empowerment could not be completed satisfactorily and therefore the results were affected by the ambiguity in all levels.

The management and organization of the project processes went on fairly well with some gaps in coordination and synergy. The evaluation exercise was somehow limited by the absence of a baseline information for measurement of results.

Finally, at the end of the second year of the first phase of the project, good results are achieved in many cases with big changes in the attitude of the people in favour of gender approaches and environment protection in a very challenging socio-cultural setting. Better planning and a shift in strategies of implementation in favour of campaign mode may result in greater achievement in the next phase.

CHAPTER 1
INTRODUCTION

The introductory chapter presents, as required in the Terms of Reference (ToR), the background and the purpose of evaluation, objectives of evaluation and criteria and evaluation questions with regard to the project titled "Fight for gender equity through social, political and economic empowerment from an Eco-feminist perspective in the Anjengo and Puthukurichi regions (India)[1]."

1.1 Background and Context

The Fight project designed and implemented by a Consortium of three Non-Governmental Organizations (NGOs) was funded by the Basque Government in the European Union. The three members of the Consortium are: Culcutta Ondoan (CO), NGO based in Spain, Trivandrum Social Service Society[2] (TSSS) and Sakhi Women's Resource Centre[3], NGOs based in Trivandrum.

Calcutta Ondoan's Strategic Plan intends to support projects of development for the integral promotion of the people, preferably in India, always respecting their identity and religion and promoting human rights and gender equity. In the past 16 years, Calcutta Ondoan's work has been devoted for improving the implementation of initiatives in areas such as human rights, gender mainstreaming, environment conservation and strengthening of local capacities, participation and organization.

The two Indian NGOs are the implementing organizations, as local partners. These two organizations were identified because they shared the same perspectives on gender issues, environment protection and local democracy in LSGIs as CO and Spanish Agency for Development Cooperation.

TSSS has been working along the coastal villages in Trivandrum (Kerala State) and Kanyakumari Districts (Tamil Nadu State) since 1960 with programmatic thrust on gender equality, environment protection and strengthening local governance. These themes have been integrated into all projects and programs of TSSS since its inception.

Sakhi, since its inception, was specially focusing on issues of gender equality and women empowerment through LSGIs. They have been contributing towards building up training support to the stakeholders and engaging themselves in studies and outreach activities in the said thematic areas.

The two-year project commenced on 1st January 2018 in Anjengo and Puthukurichy regions in Trivandrum District which are very familiar geographical areas to the two local implementing partners. While December 31st 2019 had been marked as the end of the project, it stands now extended to a few more months to March 2020. As agreed upon in the approved proposal, a final external evaluation has to be conducted according to the conditions in the Terms of Reference (ToR) documents[4].

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1   Hereinafter, the title of the project will be mentioned as Fight project.
2   www.tsss.in
3   Hereinafter, Sakhi Women Resource Center will be referred to as Sakhi. Also see www.sakhikerala.org
4   See Annexure 1

In line with the policy of the Basque Government, the major donor for the project, Centre for Research, Training and Consultancy (CCRT) the consultancy wing of Adhwana, a professional Indian NGO, experienced, *inter alia*, in evaluation studies, was assigned with final evaluation of the project. CCRT has carried out the evaluation exercise in consultation with the local implementing organizations and the donor partner in using a broader methodology of participatory evaluation research.

1.2 Purpose and Approach of Evaluation

Evaluation is a basic work tool for the sustainability of actions. *It is expected to bring out the gaps and challenges in project cycle management from design to evaluation of the project. It will propose ways and means to fill these gaps, if any, and help to review the plan and implement it better in the next phase. The ultimate aim of evaluation is to help ensure the sustainability of the results of the project for future.* Achievement and sustainability of the results is an indication of quality of project management including project plan, direction, coordination, implementation and monitoring of the project. It also implies that the inputs of activities and resources produce expected results indicating a cause-effect relationship.

The Fight project has been implemented to produce changes in the existing situation. Results are understood as the effects of putting in resources including human, material, mechanical, financial and time. Achievements are seen in three levels. They are 1) Output level – immediate effects of an action; 2) Outcome level – effects of output and 3) Impact level – remote effects of outcome. In the Logical Framework Analysis (LFA), in the absence of output level achievement as planned, there cannot be outcome level results and in the absence of outcome level achievement, there cannot be impact level results. If the right inputs -resources- are invested at the right time, right manner, by people having right skills and attitude at the right place, and then only expected results will be produced. Thus, the logic follows from design and execution to impact as causes - effects.

This evaluation exercise is carried out at a time when two years of implementation of the Fight project has been completed. Therefore, the current evaluation will capture all the three levels of results in an appropriate manner. Inputs include not only **what** resources were invested but also the processes indicating that the evaluation will examine **how** the resources were utilized in the project. Likewise, results include not only the end results but also the ways and means used to achieve them and experiences and participation of the stakeholders.

This evaluation is a participatory process carried out by an external team in consultation with important stakeholder organizations who were free to intervene with their suggestions and comments at any time during the process. Based on this understanding, the evaluation team has carried out its job independently and transparently, without fear or favour, to ensure objectivity.

Evaluation in this context is also seen as a learning process of identifying merits and demerits of the project management and its results.

1.3 Objectives of Evaluation

The process of evaluation was limited and controlled by the ToR. The evaluation team has tried its best to abide by the objectives of the evaluation given in the ToR. The Team has also given proper attention to other important aspects specifically referred in ToR such as indicators, criteria and evaluation questions, etc. and the project proposal as a whole. Accordingly, the important objectives of this evaluation are:

1. Analyse the real gender changes that have occurred in the areas of project as a result of the impact of the project.
2. Analyse the relevance of the project within the socio-economic and human development in which it is framed, and its needs so as in the framework of Cooperation promoted from the AVCD.
3. Verify if the project actions contribute to the general objective of the Basque Cooperation to eradicate structural poverty (Strategic Plan and Director of Development Cooperation 2014-2017 of the Basque Government).
4. Provide an objective, systematic and independent technical assessment of the coherence and the degree of compliance, scope and coverage of the objectives and project results, as well as the quality of the design and execution of the same.
5. Analysis of the way in which the resources have been used at the time of achievement of the objective and the expected results.
6. Evaluate, to the extent possible, the products, effects and impact that have been generated by project actions at all levels, from the point of view of the agents who have participated in their execution and of the subject population.
7. Analyse the expectations of future sustainability, once the intervention, the actions implemented and the benefits thereof on the subject population.
8. Identify possible strengths and weaknesses arising from the project implementation by all the agents involved, as well as the lessons learned after its completion.
9. Evaluate the management capacity of Calcutta Ondoan, TSSS and Sakhi in relation to project, as well as information, communication and existing institutional strengthening.
10. Provide conclusions and recommendations, based on the lessons learned of execution, directed to the strategy and the operational level of the project that help the continuation of initiatives with greater sustainability, as well as the replicability of good practices applied to other intervention areas with similar contextual and population characteristics.

1.4 Criteria and Evaluation Questions

The ToR also provides the criteria and evaluation questions based on which the study has to be carried out. They are the following:

- The **relevance** of the objectives set by the intervention and the methods employed, as well as the modifications introduced if they took place.
- The **effectiveness** of the intervention
- The **efficiency** of the intervention, relating the means used and the results obtained.
- The **impact** of the intervention (or set of previous interventions) on target groups

- The **sustainability** of the intervention, in terms of continuation of the benefits of a long-term intervention

1.5 Sub-criteria

The implementing partners have added sub-criteria for evaluation in view of the planning of future actions both for later phases and for replicability with communities of similar characteristics. These sub criteria are the following:

1.1.   The **coverage** of the intervention and the adaptation of the geographical perspective (Regional, departmental, municipal, communal, etc) used to cover the needs and interests of the population.
1.2.   The **appropriation** that the project has had so much on the part of the organizations executors as above all for the direct beneficiary population.
1.3.   The **quality** of design, formulation, coordination, control and management of the draft.
1.4.   The **viability** at the intervention level and its activities.
1.5.   The **adequacy** of monitoring mechanisms, processes and structures, management and coordination put in place for the execution, and the influence of the same in the attainment of the desired objectives or the appearance of unexpected effects The **opportunity** of the intervention in terms of temporary adaptation of the same.
1.6.   The internal **coherence** of the intervention.
1.7.   The **complementarity, harmonization and alignment** with strategies and plans of the country and / or with the interventions of other donors and national agents and international in relation to priority issues.
1.8.   The **coordination** when performing actions and implement the processes and structures within the framework of the intervention.
1.9.   The **evaluability** or measure in which the intervention has been evaluated.
1.10. The **replicability** of the intervention, that is, the possibility of replicating the positive consequences of it.
1.11. The **connectivity** of the intervention, which analyzes the extent to which the actions to short term have been carried out in a context that takes into account related and long-term problems.
1.12. The degree of **participation**, **involvement** and **satisfaction** of all the stakeholders that have intervened in the project, directly or indirectly, and especially the most vulnerable.

The first chapter has outlined the background and purpose of the evaluation, major objectives of the evaluation, evaluation criteria and questions as mandated by ToR in order to locate the reporters and the users of the evaluation at the right perspectives.

The next chapter presents the summarized form of the fight project which was evaluated to measure the results.

CHAPTER 2
HIGHLIGHTS OF THE PROJECT

This section presents the summary of the project which was subjected to external evaluation as a reference point for the readers and users of this report. Important reference points consist of a summary of the analysis of the socio-economic situation, problems identified and analysed, specific objectives, activities meant to achieve the specific objectives, indicators with reference to which this evaluation exercise was done, expected results from the project implementation, risks analysed, etc. The reference points are included in the logical framework analysis (LFA) which demanded a logical approach (cause-effect relationship) not only in the implementation of the project but also in the evaluation exercise.

2.1 Social, Economic, Political and Institutional Context

The original proposal tried to present a situation analysis covering geographical and socio-economic characteristics of the target population, existing gender relations, human and ecological sustainability, local capacities, participation in development processes, etc.[1]. Realities related to three thematic areas such as gender equality, environment protection and participation in LSGIs are analysed in the proposal in detail. The highlights which justified the project are the following:

2.2 Thematic Framework

2.2.1 Gender Equality

The project proposal included the findings of the situation analysis done prior to the design of the project. Major findings are the following:
- 15% of the world's poor lived in India, with 27% of Indian population living below poverty line. More than 80% have either no land or had less than one hectare. India had the largest number of the undernourished in the world. Malnutrition among children in India was alarming. Infant mortality rate was very high in India. The gap between the rich and the poor had been increasing.
- Indian society was highly patriarchal and sexist.
- There was a growing and continued discrimination and violence against women in India
- In India, sex ratio had been declining. Sex ratio among the children under 6 years had further dropped down to 914 females for 1000 males as per the National Census 2011.
- Lack of attention and follow up in maternal and child care caused female mortality rate to increase. Many women die in childbirth due to easily preventable complications.
- Development-induced displacement in India has led to widespread traumatic psychological and socio-cultural impact such as dismantling of traditional production systems, the desecration of sacred ancestral areas, dispersal of family groups, disorders in the family systems, lack of land, work, home, food insecurity, increased morbidity, loss of access to common property and social dislocation. Women and children are affected more than men because of the

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1 The Proposal, pp.3-28.

said situations of deprivations in Indian society.

- In Kerala, violence against women was a reality irrespective of the social status, caste, economic level, etc. Within the family, women experience an inferior position. Reservations for women are decorative in many cases.
- Stigma towards fish vending women was high in Kerala due to the bad smell of fish vendors, their lower caste, low education, etc. Due to this stigmatization, their social, economic and political participation was extremely low.
- Gender-based violence was a great obstacle for women's empowerment.
- In fisheries sector, the control of fishing has gone out from the hands of traditional fishermen to the large companies.
- The level of education in the fishing community was poor in Kerala.

2.2.2 Environment

- In spite of having an action plan on environment and climate change, the country's efforts were not yielding positive results.
- India was found as the worst country in the matter of air quality in the world.
- Rural areas were often neglected by the Governments. Most of the rural population used firewood and kerosene for fuel and lighting, which further pollutes the air. Women and children are the most vulnerable in this situation.

2.2.3 Panchayati Raj Institutions (PRIs) as local Self-Government Institutions

- Political decentralisation was effected through the three tier Panchayats. 50% elected representatives in PRIs were women in Kerala and this was a better situation compared to other States in India. Women did not have sufficient skills to negotiate with Panchayats.
- PRIs in India were not free from inefficiency, corruption, violence, gender inequality, etc., though better in Kerala.
- SHG Federations consolidate SHG strengths.

2.3 Problem Analysis

Analysis of the socio-economic, political and environmental situations in Anjengo and Puthukurichy Regions in Trivandrum District in an eco-feminist perspective brought out very concrete problems which needed immediate attention. The root causes of many problems were intertwined and identified as (1) poverty in fishing communities, (2) social discrimination including (i) caste discrimination, (ii) gender discrimination within fishing community, (iii) political discrimination against women (iv) social stigma towards fish vending women, (3) violence against women including (i) domestic violence, (ii) sexual harassment and violence against women in work places and in other places, (iii) violence through social control and behaviour, (iv) violence related to dowry system, (4) increasing alcoholic addiction among the youth, (5) low participation of women as a result of political marginalization of women members within the Panchayat system, (6) low women's participation in domestic decision-making (7) environmental degradation affecting all sections especially women and children[2]. These problems are mutually related as causes and effects in a cross-cutting manner.

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2   Ibid.

2.4 General Objective (Goal)

Improving the quality of life, well-being and position of women in the regions of Anjengo and Puthukurichy through support for individual and collective empowerment processes and the reduction of structural violence and the inequalities that cause it from an eco-feminist perspective

2.5 Specific Objectives

2,509 Women organize themselves and strengthen their own participative and democratic structures, advancing in their process of individual and collective empowerment, through the recognition of their Rights, the access and control of economic resources and the improvement of the implementation of the gender perspective of local government programs, reducing gender violence from an eco-feminist perspective in the Anjengo and Puthukurichy regions.

2.6 Activities

In the LFA, the activities approved and processes undergone need to be considered as the inputs or resources (human, material, financial, mechanical, and temporal resources) to generate desired results from the project. Therefore, the activities listed below[3] were designed to be carried out.

Ref. in Approved Project Proposal Document	Activities
1.1	**Strengthening of structures and processes to support the project**
1.1.1	Training in the project strategies, expected results, and measures to prevent and reduce the negative environment impact on the implementation of activities
1.1.2	Evaluation meetings, strategic planning and motivation (with the agents involved in the project)
1.1.3	Planning and evaluation meetings (workers of the project)
1.1.4	Acquisition of tools for the implementation of the project
1.2	**Strengthening of women's structures**
1.2.1	Training in the rights for the working people of the project and the leaders of the federations
1.2.2	Strengthening and creation of Associations of women SHG
1.2.3	Strengthening of Federations
1.2.4	Advocacy actions to improve working conditions for women fish venders in the markets
1.2.5	Manifestations of the rights of women
1.3	**Prevention of gender-based violence**
1.3.1	Prevention of gender-based violence
1.3.2	Theatre to raise awareness on gender violence

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3   The proposal, pp. 40-65.

1.3.3	Training and strengthening of monitoring committees of gender-based violence
1.3.4	Strengthening of network "Gender Platform" in Trivandrum
1.3.5	Construction of latrines in homes of women of the SHG
1.4	**Women and Environment**
1.4.1	Awareness program in waste management
1.4.2	Biological gardens and composting system for families
1.4.3	Implementation of biogas plants
1.4.4	Planting of fruit trees and mangroves
1.5	**Economic empowerment through realization of income-generating activities**
1.5.1	Training in entrepreneurship, marketing and accounting
1.5.2	Development of paper and cloth bags and pens
1.5.3	Developing value-added fish products, packing and distribution
1.5.4	Catering service
1.5.5	Poultry farms
1.5.6	Dress making
2	**LSGIs linked activities**
2.1.1	Develop relevant indicators to monitor and evaluate the gender sensitivity and balance of the approaches and programs in development and governance of the LSGIs and other local government agencies
2.1.2	Evaluate the approach / current gender mainstreaming in the LSH (Local Self-Governments/ Panchayats and corporations
2.1.3	Share the results of the assessments with the Panchayats related, and other government agencies, and women's groups
2.2.1	Train women's groups to ensure approaches to gender in programs of the local community (by the agencies and institutions of local government, Panchayats and Corporation)
2.2.2	Conduct training for elected representatives and key staff of the LSGIs to adopt the gender approach in its development programs and governance
2.2.3	Training and support of women's groups to monitor and evaluate the gender focus in development and government of the Panchayats and other local government agencies in the project area
2.3.1	Identify, document and share best practices to improve the control of resources by women at the village, the family and the community
2.3.2	Final evaluation of the programs of gender and its evolution in the LSGIs with recommendations

2.7 Logical Planning Structure

The Project proposal was designed after a logical framework analysis which finalized general objectives, specific objectives, outputs, activities, measurable indicators, means of verification and important assumptions, based on available understanding of the local situations. **LFA matrix** used for designing the project is given below:

	Description	Indicators (LB= Base line)	Verification sources	External factors
General objective	**GO:** Improving the quality of life, well-being and position of women in the districts of Angenjo and puthukurichi through support for individual and collective empowerment processes and the reduction of structural violence and the inequalities that cause it from an ecofeminist perspective	Not applicable	Not applicable	Not applicable
Specific objective	**SO:** 2,509 Women organize themselves and strengthen their own participative and democratic structures, advancing in their process of individual and collective empowerment, through the recognition of their Rights, the access and control of economic resources and the improvement of the implementation of the gender perspective of local government programs, reducing gender violence from an eco-feminist perspective in the Anjengo and Puthukurichi regions	**IO1.SO.** By the end of the project, 556 women leaders of the Associations and Federations have strengthened their empowerment process and 375 women have organized themselves by creating new Associations. **IO2.SO.** At the end of the project, at least 20 women are trained and claim to have improved and increased their participation in local governments (Panchayats)	**FV. IO1.SO.** - Participants' list. - Pictures. - Conclusions of the final evaluation. - SHG registers. - Document of enviromental policy of the Federations **FV. IO2.SO.** - Participant's list - Pictures. - Conclusions of the final evaluation.	**H1.OE** Stable environment, no political or religious conflicts arise. **H2.OE** There are not natural disasters in the area

		IO3.SO After two years, 80% of the people who have received training on gender violence show changes in attitude regarding these issues and know and interact with organizations and networks specialized in their protection.	**FV. IO3.SO.** - Participants' list - Pictures.	
		IO4.SO At the end of the project, a detailed report of the whole process carried out with civil society and gender analysis in the Panchayats of Anjengo and Putukurichy programs is included with the deficiencies identified and recommendations made.	**FV. IO4.SO.** - Final documento of the work done with the Panchayats - Conclusions of the final evaluation.	
		IO5.SO Changes are observed in 70% of the women in the associations in the perception of gender violence, facilitating the detection of these	**FV. IO5.SO.** - Conclusions of the final evaluation.	
		IO6.SO TSSS, Sakhi and the Federations are endowed with environmental policies under an eco-feminist perspective	**FV. IO6.SO.** - Document of enviromental policy of the Federations	

Outcomes	**Outcome 1:** 2,509 women advance in their process of economic, political and social empowerment through their organization and there are spaces to fight against gender violence.	**IO1.O1** 100% of the project staff and leaders of the Federations claim to work in a more participatory and effective way through the different meetings, training and evaluations related to the project	**FV.1. IOV1.R1** - Questionnaire and evaluation done to the participants - Pictures - Participants' list - Conclusions of the final evaluation	**H1.R** There are not natural disasters in the área, wich may difficult the process of empowerment of the women and/or cause an enviromental impact not considered during the identification process.
		IO2.O1 The own funds of savings of the 182 groups of women are increased and the concession of internal microcredits continues, with access and total control by the women.	**FV.1. IOV2.R1** - Record of the savings and credits given to the SHG	**H2.R** There are not relevant changes of the elected members of the Panchayats that may endanger their actual political interest in the project.
		IO3.O1 13 Federations have a 3-year Action Plan with an eco-feminist perspective.	**FV.1. IOV3.R1** - Strategic action plan document	**H3.R** There are not relevant changes of the elected members of the Panchayats that rejects women's inclusion and their effective participation.
		IO4.O1 65 women are trained in leadership and form an active part of the Associations and Federations.	**FV.1.IOV4.R1** - Pictures - Participants' list - Questionnaries and evaluation done to the participants.	**H4.R** There are not relevant changes in the markets of Anjenjo and Putukuruchy regions that may endanger the sustainability of the Income Generations Activities.
		IO5.O1 At least 3,000 people (60% women) are sensitized to the environment through the door-to-door campaign.	**FV.1.IOV5.R1** - Pictures - Reports of the campaign.	**H5.R** There are no plagues or disease epidemies that endanger the IGPs.

		IO6.O1 The women leaders of the Federation of Fish Vendors present a memorandum to the Panchatats with claims related to working conditions in the markets. At the end of the project, 30% of their claims have been satisfactorily resolved or are in the pipeline.	**FV.1.IOV6.R1** - Memorandum - Reports of the group dicussions - Questionaries about the perception of the working conditions	
		IO7.O1 500 women and 150 girls receive courses on gender violence, trafficking in women, sexual and reproductive health, child abuse and dowry and 60% know and recognize their rights and the ways to claim them.	**FV.1.IOV7.R1** - Pictures - Participants' list - Questionnaries and evaluations done to the participants	
		IO8.O1 150 men from the fishing community receive training on gender violence, trafficking in women, sexual and reproductive health, child abuse and consequences of the dowry, and 50% know and recognize women's rights and the laws and mechanisms that support them.	**FV.1.IOV8.R1** - Pictures - Participants' list - Questionnaries and evaluations done to the participants.	
		IO9.O1 36 performances of the 3 theatre groups trained to sensitize the communities in gender violence are carried out, for some 3,600 people	**FV.1.IOV9.R1** - Pictures - Theatre record	

		IO10.O1 75% of the women who attended the monitoring committees expressed their satisfaction with the care received and their problem was solved or the process was started. LB: 480 cases are expected throughout the project	**FV.1.IOV10.R1** - Cases register - Reports	
		IO11.O1 Networking has been strengthened with the 12 organizations in the gender platform.	**FV.1.IOV11.R1** - Participants' list - Reports of the meetings - Conclusions of the final evaluation	
		IO12.O1 Representatives of the Gender Platform participate in at least 2 International Forums..	**FV.1 IOV12.R1** - Report of the participation and feedback of the platform. - Photos of participation in the forums	
		IO13.O1 100% women who have been equipped with latrines claim to feel safer	**FV.1 IOV13.R1** - Reports of the follow up visits - Pictures	
		IO14.O1 350 women trained in waste management acquire tools to maintain a cleaner environment and 90% are involved in the "Zero Plastic" campaign	**FV.1.IOV14.R1** - Pictures - Conclusions of the final evaluation	

		IO15.O1 150 women who receive training and tools for the implementation of organic gardens.	**FV.1.IOV15.R1** -Pictures - Participant's lists - Reports of the organic gardens	
		IO16.O1 40 women have a cleaner, safer, and ecological energy source for cooking.	**FV.1.IOV16.R1** - Pictures - Conclusions of the final evaluation	
		IO17.O1 80% of women's associations are sensitized to the environment through the planting of organic fruit trees	**FV.1.IOV17.R1** - Pictures - Reports - Conclusions of the final evaluation	
		IO18.O1 80% of women who receive training in self-employment, accounting, marketing and income generation perceive an improvement in their economy through the implementation of these activities.	**FV.1.IOV18.R1** - Questionnaries - Participant's lists - Pictures - Conclusions of the final evaluation	
		IO19.O1 100% of the TSSS and Sakhi personnel involved in the project and the leaders of the Federations claim to work from an ecofeminist approach to Rights	**FV.1.IOV19.R1** - Conclusions of the final evaluation	

	Outcome 2: Analysed and strengthened the gender approach in the programs and actions of the Local Governments (Panchayat), institutionally strengthening their structures and ensuring the real participation of women leaders.	**IO1.O2** Indicators and analysis are available with proposals to improve the gender focus of the Panchayath and Gram Sabba programs in the project area led by Shaki and carried out in a participatory manner by women elected members of the same, and women's organizations.	**FV.1.IOV1.R2** - Analysis of the gender programs of the Panchayats and the Gram Sabba, and proposals for improvement.
		IO2.O2 50 members of the Panchayath and Gram Sabha (60% women) have received training on gender in community programs and acquire tools to identify and improve gender approaches in community-oriented programs at the end of the project	**FV.1.IOV2.R2** - Work chronogram - Pictures - Minutes - Questionnaries
		IO3.O2 20 leaders of the Panchyath, receive training on operability and ways to influence the Panchayat and Gram Sabha to improve their participation in these.	**FV.1.IOV3.R2** - Participants' list - Pictures - Minutes - Questionnaries
		IO4.O2 80% of the 20 women increase their interventions during panchayat meetings	**FV.1.IOV4.R2** - Pictures - Participants' list - Questionnaries - Conclusions of the final evaluation.

		IO5.O2 100 women leaders of SHG trained in evaluation and gender and are able to track implementation of government programs.	**FV.1.IOV5.R2** - Conclusions of the final evaluation	
		IO6.O2 200 people (women leaders and social movements) become aware of the real possibilities of changes from governmental structures through the sharing of good practices and 70% gain greater motivation and confidence to carry out advocacy actions at the end of the project	**FV.1.IOV6.R2** - Document including recommendations and good practices. - Evaluation of the motivation to carry out lobby and advocacy activities - Conclusions of the final evaluation.	

2.8 Expectations of Compliance

The donors and implementing partners of the project mutually agreed to comply with all terms and conditions of project management with regard to deployment of human resources (recruitment and appointment of staff), purchase and utilization of machines and equipments including vehicles, computers, etc., purchase and use of materials and tools, judicious use of financial resources and planning of time. Expectations of compliance included timely execution of all activities in a logical time frame. It was also expected that the partners would make proper monitoring formats and proper and timely documentation for periodical reviews, plan monthly and quarterly implementation plans, convene and conduct monthly review and planning meetings, collect and file written monthly implementation reports of the activities, provide timely guidance, instructions and corrections and warning to the staff, send timely progress reports to the donors, etc.

2.9 Organization and Management

The project envisaged excellent organization of systems for efficient management. Organization of resources available in the project in tune with the requirement for the implementation of activities is inevitable for effective and meaningful project implementation and achievement of results. It was the responsibility of the implementing partners to organize everything judiciously and time-bound. Activities were to be conducted in view of achievement of results. Time planning is a key factor for logical implementation of projects.

This chapter highlighted only very important aspects of the project being evaluated at the end of the period. The situation which necessitated the implementation of the project, its objectives, logical framework analysis and its structure, compliance factors, need for organization and management and most importantly the actions planned. The next chapter discusses the methodology of evaluation.

CHAPTER 3
TECHNICAL APPROACH AND METHODOLOGY

The terms of Reference (ToR) of the Evaluation study expected a systematic and scientific examination of various aspects of the project from its design to its results. Having this in mind, the evaluation team tried to be as objective as possible without any bias in any manner, even while considering important field realities, in its assessment of facts and figures. It is in this context that a technically viable and acceptable approach and methodology was identified for the evaluation exercise. This chapter describes the technical approach and methodology adopted for the study.

3.1 Conceptual Framework of the project

The project under evaluation aims at contributing to Improve **the quality of life, well-being and position of women** in the regions of Angenjo and Puthukurichi through support for individual and collective empowerment processes, reduction of structural violence and the inequalities that cause it, from an eco-feminist perspective (LFA). It implies that the project is a part of the activities and processes employed by many agencies and organizations towards the common goal. Only when the specific objectives of the project are achieved, this contribution to the achievement of common goal will be possible and effective.

The specific objective therefore consists of **women (2509) organize themselves** and **strengthen their own participative and democratic structures** (Self-Help Groups (SHGs) and their Federations at the village level), advancing in the process of personal and collective empowerment. It indicates that only when women are personally and collectively empowered, they can organize themselves and strengthen their structures and vice versa. The processes here become the outcomes, too. Women are the major actors in these processes. They are the subjects of all actions. If they are merely present without any voice in the management of the project at all stages, they will not be empowered. They will remain only as objects and beneficiaries. They need to be decision makers or part of the decision making processes in order to be empowered personally and collectively. Empowerment gradually happens, when **women recognize their own rights** as human beings, citizens of a democratic nation, voters in LSGIs, Legislative Assembly and Indian Parliament, members of their religions and caste communities, members of political parties, families, tax payers, etc. This recognition of rights provides them enough strength in a historically and traditionally patriarchal Indian society to struggle for, claim for and fully enjoy them.

Empowerment also happens when women are able to **access and control resources** required for their dignified enjoyment of rights. These resources not only include social, economic and political resources but also their own body, mind, capabilities and energies.

The process of empowerment happens in the familial, sociocultural, economic and political environment in which they live. Most of the participants and stakeholders of the project belong to fishing community, within which a major section is categorised as fish vending women.

The project tries to integrate **the empowerment of adolescents** into the frame work, knowing that the future change is possible with the children being empowered when they are young. It implies that changes are effected more among the young than the old.

It can be noted that the project is framed in view of the existing conceptual and real interconnectivity of all the 17 SDGs in Agenda 2030, while specifically focusing on **SDG 5** : **Achieve gender equality and empower all women and girls** and **SDG 15: Protect, restore and promote sustainable environment**. In the process, no one can ignore related issues of poverty (SDG 1), hunger (SGD 2), good health and wellbeing (SGD 3), quality education (SGD 4), clean water and sanitation (SDG 6), affordable and clean energy (SDG 7), decent work and economic growth (SDG 8), industry, innovation and infrastructure (SDG 9), reduced inequalities (SDG10), sustainable cities and communities (SDG 11), responsible consumption and production (SDG 12), climate action (SDG 13), life below water (SDG 14), peace, justice and strong institutions (SDG 16) and partnerships for the goals (SDG 17) this last one encompasses all the others[1].

Major strategies adopted to facilitate empowerment of women in this project included mobilization of women into SHGs and Federations, awareness building, training, advocacy and networking involving the women, strategically targeting the communities. Mobilization of women has been envisaged in and through strengthening the existing 157 SHGs and forming 25 new SHGs in the project locations. Membership, leadership, regular attendance, active participation in the meetings, thrift and savings operations, involvement in actions (meetings, training, advocacy and networking, IGPs, campaigns, demonstrations) and achievement of results (knowledge, skills, change of attitude, increase of income, reduction of gender violence, protection of environment, increased participation in LSGIs) indicate **personal and collective, economic and political empowerment of women**.

3.2 Indicators

Indicators for measuring the results to be generated through the implementation of the project have been listed while planning the project[2]. Indicators can be corresponding to activities, outputs, outcomes and impact. In this proposal, indicators were identified at all these levels either related to activities, outputs, outcomes or impact. Therefore, this evaluation considers all the levels of indicators and compares the causal indicators with effectual indicators.

3.3 Right-based Approach

Right-based approach to development is founded in change theory. The project expects **change** in the stakeholders especially in the right-holders and duty bearers. Right - holders in our case are the people in local project communities especially the women of SHGs and Federations, fish vending women of Fish Vending Women's Forum and selected adolescents in the project villages. The duty-bearers are the elected representatives and officers of the LSGIs and government departments functioning in the project area. The project recognises the linkages of gender

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1   https://sustainabledevelopment.un.org/?menu=1300
2   For the list of indicators for the evaluation, see TDR, pp.5-6.

platform, vigilance committees, surveillance committees with both rights-holders and duty-bearers.

It the beginning of the project, it was assumed that the right-holders did not experience their full rights due to lack of knowledge of the rights and the skills to use the rights, lack of proper attitude to change and lack of participation in institutions and actions to influence the duty-bearers and that the duty-bearers did not fulfil the holders' rights fully due to lack of knowledge of their duties and the skills to use the knowledge, lack of attitude to change and lack of effective and efficient actions. Therefore, the project wanted to start with knowledge enhancement and skill advancement through awareness building, training and campaigns and aimed at transformation of the change agents – both rights-holders and duty-bearers – in the context of networking with other stakeholders.

The project in question is designed with a human rights-based approach as defined by United Nations. Right-based approach is "a conceptual framework for the process of human development that is normatively based on international human rights standards and operationally directed to promoting and protecting human rights. …..This helps to promote the sustainability of development work, empowering people themselves – especially the most marginalized – to participate in policy formulation and hold accountable those who have a duty to act"[3].

This definition integrates women's human rights and prohibition of sex discrimination, environmental rights and governments' duty to provide safe and sustainable environment to its citizens. In order to achieve gender equality, the project rightly includes a gender perspective. Gender mainstreaming is one of the major threads along the project implementation.

In India, there have been enacted several Acts to provide and protect people's fundamental rights, women's human rights and rights related to environment and self-governance (democratic decentralization) by the people through local bodies. The evaluation exercise has been carried out with this understanding.

3.4 Methodology

3.4.1 Sampling

The population of the project participants, as mentioned in the project proposal[4], consists of 2509 women who are members of Self Help Groups and their Federations affiliated to TSSS and functioning within in the project area. At the time of planning the project, the demarcated 27 areas in 6 Grama Panchayats covering the two Regions of Anjengo and Puthukurichi were considered as project villages. Anjengo and Puthukurichi regions were part of the operational areas of TSSS. The project locations in the 6 Grama Panchayats identified were originally the following:

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3   United Nations, Frequently Asked questions on a human Rights Based approach to Development Co-
     operation, New York and Geneva, 2006, p.15.
4   The Proposal, p 34

Region	Grama Panchayat	Wards/ Project Villages
Anjengo	1) Anjengo	1) Mampally
		2) Mannakulam
		3) Thonikkadavu
		4) Anjengo Panchayat
		5) Anjengo Junction
		6) Poothura
	2) Cherunniyoor	7) Mudiacode
		8) Vennicode
		9) Mungode
	3) Chirayinkeezhu	10) South Arayathuruthy
		11) Thazhampally
		12) Muthalapozhy
		13) Kadakom
	4) Elakamon	14) Thonippara
		15) Hariharapuram
		16) Ayirur
	5) Kadakkavoor	17) Chambavu
Puthukurichy	6) Kadinamkulam	18) Puthukirichy North (Ward 21)
		19) Puthukurichy South (Ward 22)
		20) Puthukurichy West (Ward 23)
		21) Mariyanad
		22) Puthuval
		23) Shantipuram
		24) Vettuthura
		25) Puthenthope North
		26) Puthenthope South
		27) St.Andrews
		28) Fathimapuram
		29) St.Dominic
		30) Thumba
		31) Pallithura
		32) Murukkumpuzha

Out of these 6 Grama Panchayats, only three GPs, according to the implementing Organizations, remain really connected to the project implementation in some way or the other – Anjengo GP and Chirayinkeezhu GP in Anjengo region and Kadinamkulam GP in Puthukurichy region – at the time of this evaluation. While the wards identified in these regions remain project villages in principle, a less number of villages are now connected to the project. Out of the connected villages, 8 villages which are reportedly active were proposed as the study areas by the evaluators in consultation with TSSS and Sakhi. Accordingly, Mampally, Anjengo, Champavu and Thazhampally in Anjengo region and Marianad, Shanthipuram, Thumba and Pallithura in Puthukurichy Region were identified for deeper study and analysis. The criteria for selection of these 8 project villages are the following:

- More densely populated villages among the target areas
- More actively involved villages in the implementation of the project

- More activities were carried out in these villages
- The socio-economic and gender issues were more critical in these villages

250 members / leaders of SHGs functioning in the 8 villages (approximately 10% of the total target women in SHGs / Federations) were randomly selected from two regions as the respondents to the Interview schedule designed for the purpose of the study.

In addition, the evaluation team met selected groups and individuals for Focus Group Discussions (FGDs), Group Discussions and Interactions, Dialogues, etc. The tables below give the details:

Focus Group Discussions (FGD)

Sl. no.	Date	Time	Participant Category	Region	Venue	No. of Participants
1	01 Feb	11:30 AM	Regional Staff	Puthukurichy	St. Andrews Hall	9
2	02 Feb	11:30 AM	Regional Staff	Anjengo	St. Joseph's Church Forane Hall	9
3	04 Feb	11:30 AM	SHG Leaders	Puthukurichy	St. Andrews Church	13
4	06 Feb	11:00 AM	Prospective LSG Contestants	Puthukurichy	Marianad Library	12
5	08 Feb	11:25 AM	SHG Leaders	Anjengo	St. Joseph's Church Forane Hall	13
6	08 Feb	04:45 PM	Fish Vending Women	Anjengo	St. Joseph's Church Forane Hall	12

Group Discussions and Interactions

Sl. no.	Date	Time	Participant Category	Region	Venue	No. of Participants
1	02 Feb	03:30 PM	Adolescents	Anjengo	St. Joseph's Church Forane Hall	20
2	04 Feb	04:00 PM	Fish Vending Women's Unit	Puthukurichy	Pallithura Church	6
3	06 Feb	01:30 PM	Elected Representatives	Puthukurichy	Kadinamkulam Panchayat Office	9
4	08 Feb	03:30 PM	Vigilance Committee	Anjengo	Mampally	7
5	09 Feb	02:30 PM	SHG Members – *"Kripasana"*	Puthukurichy	Puthenthope	9
6	09 Feb	03:15 PM	Fish Vending Women's Unit	Puthukurichy	Pallithura	10
7	09 Feb	04:15 PM	SHG Members – *"Jayajyothi"*	Puthukurichy	Marianad	8
8	09 Feb	05:00 PM	Adolescents	Puthukurichy	Shanthipuram	8
9	11 Feb	11:30 AM	Gender Platform	Combined	St Xavier's College	17

Dialogues

Sl. no.	Date	Time	Program	Region	Venue	No. of Participants
1	09 Feb	06:20 PM	Dialogue – Parish Priest – Shanthipuram	Puthukurichy	Parish Office – Shanthipuram	1
2	13 Feb	12:30 PM	GP Member – Anjengo	Anjengo	Anjengo GP Office	1

In addition, In-depth Interviews (IDIs) were conducted with important actors in the project, as described in the table below.

In-Depth Interviews

Sl. no.	Name	Designation in the project	Designation in TSSS/Sakhi
1	Rev.Fr. Sabbas Ignatius	Manager	Director
2	Mrs.Mercy Alexander	Gender Coordinator	Coordinator
3	Mrs.Christina Rebeiro	Project General Coordinator	Project Coordinator
4	Mrs. Sreekala	Coordinator	Coordinator
5	Mrs. Anna Rita	SHG Coordinator	SHG Coordinator
6	Mrs. Suja	Accountant	Accountant

IGP (Group) - observation and interaction

Observation and interaction method was employed for understanding some of the Income Generation Projects (IGPs) or self-employment experiment models included in the project. The following table illustrates the selected samples in this regard:

Sl. no.	Category	Name of the IGP Unit	Region	Date	Time	Venue	No. of Participants
1	Bag Making	Varnam	Anjengo	02 Feb	05:20 PM	Thonikadavu, Anjengo	2
2	Bag Making	Sneha	Puthukurichy	03 Feb	10:30 AM	St. Andrews	3
3	Bag Making	Evergreen	Puthukurichy	03 Feb	12:00 PM	Shanthipuram	3
4	Catering	Winners	Puthukurichy	04 Feb	05:00 PM	Pallithura	2
5	Catering	Seven Stars	Anjengo	07 Feb	03:30 PM	Chirayinkizhu	3
6	Catering	Marian	Anjengo	08 Feb	04:00 PM	Mampally	2
7	Value Added Fish Products / Catering	Samudra	Puthukurichy	06 Feb	12:40 PM	Marianad	3
8	Value Added Fish Products / Catering	Ruchi	Anjengo	07 Feb	05:30 PM	Mampally	3

IGP (Individual) - observation and interaction

Sl. no.	Category	Region	Date	Time	Venue
1	IGP – Dress Making	Puthukurichy	11 Feb	06:10 PM	Pallithura
2	IGP – Dress Making	Puthukurichy	11 Feb	06:30 PM	Pallithura
3	IGP – Dress Making	Puthukurichy	11 Feb	06:40 PM	Pallithura
4	IGP – Dress Making	Anjengo	13 Feb	11:50 AM	Anjengo
5	IGP – Dress Making	Anjengo	13 Feb	01:25 PM	Mampally
6	IGP – Dress Making	Anjengo	13 Feb	02:20 PM	Chambav

Environment Support Systems - observation and interaction

Sl. no.	Category	Region	Date	Time	Venue
1	Biogas	Puthukurichy	11 Feb	05:30 PM	Pallithura
2	Biogas	Anjengo	13 Feb	11:40 AM	Anjengo
3	Biogas	Anjengo	13 Feb	01:00 PM	Mampally
4	Biogas	Anjengo	13 Feb	02:00 PM	Chambav
5	Kitchen Garden	Anjengo	13 Feb	11:45 PM	Anjengo
6	Kitchen Garden	Anjengo	13 Feb	02:00 PM	Chambav

Beneficiaries of Sanitary Latrines - observation and interaction

Sl. no.	Category	Region	Date	Time	Venue
1	Sanitary Latrine	Puthukurichy	11 Feb	05:45 PM	Pallithura
2	Sanitary Latrine	Anjengo	13 Feb	12:10 PM	Anjengo
3	Sanitary Latrine	Anjengo	13 Feb	01:45 PM	Mampally
4	Sanitary Latrine	Anjengo	13 Feb	02:30 PM	Chambav

3.4.1.1 Target Respondents

The primary sources of information for the evaluation included the following categories:
- Women members of SHGs and their Federations affiliated to TSSS and functioning in the target villages in the two regions
- Leaders of SHGs and Federations
- Members and leaders of fish vending women's Units and their Forum
- Regional Staff members
- GP members associated with the project
- Members of Gender Platform formed as a network
- Members of Vigilance Committees (Jagratha Samithy) associated with the project
- Members of surveillance Committees
- SHGs separately

3.4.2 Methods of Data Collection

Methods used to collect data from the primary sources included the following:

3.4.2.1 Structured Interviews

Interview Schedule with structured questions was used to gather information and perspectives from women members of SHGs and their Federations affiliated to TSSS and functioning in the target villages in the two regions, leaders of SHGs and Federations and members and leaders of fish vending women's Units and their Forum. The Schedule was used to assess the understanding, knowledge, skills, attitude, perspectives of the respondents and the results seen or experienced from their actions. The extend of personal, collective, economic and political empowerment which were expected to happen through the project was explored in relation to the thematic areas of the project – gender equality, environment sustainability and strength of participation in LSGIs.

3.4.2.2 Questionnaire

Data collection using questionnaire was done to gather information from the adolescents. Major focus was to measure their basic understanding and attitude with respect to two thematic areas – gender and environment.

3.4.2.3 Focus Group Discussions (FGDs)

Focus group Discussions with four important categories of stakeholders of the project were conducted to understand how much these groups have been involved in the project management cycle. Their understanding of the objectives, themes, processes, activities of the project were explored through the FGDs. The why and how of what they shared were also investigated through this method.

3.4.2.4 In-Depth Interviews (IDIs)

The key facilitators of decision making regarding the project were interviewed using IDI method to know the rationale of the strategies employed, processes adopted, systems placed for the management, etc. The evaluation team tried to understand their responses on what went through during the implementation of the project. The Manager and Coordinators were interviewed in-depth.

3.4.2.5 Short Meetings with Parish Priests

Short meetings with the Parish Priests of important project villages were held in order to understand the level and extend of their involvement in the project. As the project effectiveness ultimately depended on the campaigns for the promotion of gender approach, environment protection and strength of participation in LSGIs, the involvement and support of the Parish Priests and the Parishes were necessary. This is because the project villages and their communities were part of the Catholic Archdiocese of Trivandrum which has major positive important stake in the project.

3.4.2.6 Observations and Interactions

3.4.2.6.1 IGPs

In-depth interactions with the participants of the IGPs were done to understand how they make income from their microenterprises/ self-employment units initiated with the support of the project. A few units were randomly selected for this mode of investigations from all categories such as Paper-Cloth Bags making, Value added fish products, Catering Units, Poultry units and Dress making units.

3.4.2.6.2 Input systems in gender equality and environment sustainability

The project provided opportunities to the people to access systems for the promotion of sustainable environment such as Biogas plants, Kitchen gardens, Composting systems, Fruit trees plantation, Sanitary latrines, etc. Observations and interactions were used to gather responses from the users of these systems.

3.5 Scope of the study

The evaluation exercise is meant to bring out lessons from the implementation of the project so as to understand the strengths, weaknesses, opportunities and threats existing in relation to the need for sustaining the results of the project. In this process, analysis of the inputs and results, relevance of the project, rationale of the strategies employed, involvement of the stakeholders, etc. were included.

3.6 Limitations of the study

3.6.1 Time limits

The time allowed and planned for the evaluation study was 60 days in three months. It started on 1st January 2020 and ended on 31th march 2020. While the study could cover the two year period in full, some of the activities, especially the income generation programs, were initiated fully with provision of infrastructure and materials support during the time of evaluation or just prior to that. This prevented the team from making a meaningful assessment of the income and loss or the sustainability issues of the microenterprises. At least 6 months from the time of commencement of the IGPs are required for an assessment.

Secondly, the project period of two years is too small to effect meaningful changes in gender inequality, which has a long history of male domination and patriarchy. Social changes happen very slowly and as a result of combined campaigns of many state holders.

3.6.2 Absence of a baseline study

Though an analysis is found done prior to the design of the project, the findings of the said analysis was mainly concerned with national and sometimes State level data gathered from secondary sources. The findings of such analysis were found to be far from local situations. Absence of quantitative baseline information from the project locations and population prevented the evaluation team from making a correct impact

of the changes / results.

3.7 Work Team

On confirmation of the contract of evaluation, CCRT constituted a team with a Team Leader who has 30 years of experience in development practice, 20 years of consultancy, 15 years of social research as well as a doctorate in political science and a law degree with 19 years of court practice. As son of a fisherman in one of the coastal villages in Trivandrum District, he is closely familiar with the people and their socio-economic and political issues.

Research Associate in the team has a B.Tech. Degree in Electronics and Communications and Master of Business Administration (MBA) from S.P.Jain Centre for Management, Dubai. Having an exposure to social processes in the coastal belt for the last 10 years, he also belongs to fishermen community.

A statistician of 40 years' experience was the third member in the team. He is a retired Government officer from the Department of Economics and Statistics, Government of Kerala, who has had several opportunities to work with social research teams. His role was to guide the team in processing and analysing the quantitative data.

There was an additional special team constituted of 4 women from the project areas and from the fisher community, who helped to collect data from the respondents. They were given sufficient training before collection of data. Thus, a team of 7 persons got closely involved for the evaluation.

A detailed description of the conceptual framework, thematic framework, legal framework, right-based approach, methodology and short description of the work team are presented in this chapter. The section specifically included sampling approach, target respondents, methods of data collection, scope of the study and limitations of the study. The chapter presents analysis of the information collected from the field from primary and secondary sources.

CHAPTER 4
ANALYSIS OF INFORMATION

Information gathered from various sources in view of the present evaluation is organized here in this chapter in two parts. Part 1: Description of the locational and respondents' profile. Part 2: Empowerment Indicators. The basis for the analysis is already explained in the second chapter.

4.1 PART 1
Locational and Social Profile

At the outset, this part sets down the overall picture of the geographical location of the project specifying the two regions where the project has been implemented. Moreover, the profiles of the respondents are given for a meaningful reading of he report.

4.1.1 Locational Profile

The **Fight** project was being implemented from January 2019 in two Regions within the then operational areas of TSSS – Anjengo and Puthukurichy Regions in Thiruvananthapuram District in Kerala, India. There were six other regions for TSSS to render its services of social action when the project commenced. A ninth new Region was formed bifurcating Puthukurichy Region, adding Kazhakuttom Region, in the year 2018.

4.1.1.1 Anjengo Region

Anjengo region included 10 project villages, namely, Anjengo, Arayathuruthy, Attingal, Ayiroor, Varkala, Mampally, Mungode, Poothura,Thazhampally and Venniyode. The total catholic population of the region was 19787 in 2013 with 48.44% of females and 51.56% of males. Of these, the villages subjected to more extensive evaluation of the project were Anjengo, Chempavu, Mampally, and Thazhampally, which had 63.7% (12606) of the regional population[1].

The Region covered portions of 5 Grama Panchayats in Trivandrum District, namely, Anjengo, Cherunniyoor, Chirayinkeezhu, Elakamon and Kadakkavoor. However, due to practical reasons, the project interventions mainly were focused in Anjengo Grama Panchayat in full and some wards of Chirayinkeezhu and Kadakkavoor Grama Panchayats.

According to the National Census 2011[2], the population of Anjengo Grama Panchayat was 16742 with 8267 males and 8475 females. Density of population in the GP was 4983 persons in 1 sq. kilometre as against 860 in Kerala and 382 in India. The literacy rate of Anjengo GP was 72.49 with male literacy as 74.02 and female literacy as 71.02 against the literacy rate of Kerala as 93.91.

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1   Latin Archdiocese of Trivandrum, *Socio-economic and Pastoral Survey: A Report and Analysis, Anjengo Forane*, Table No. 34i, p.50.
2   National Census 2011

Fig.4.1 Parish Villages of the Anjengo Region

Roads

Church

Location

Parish Number

1	Anjengo	6	Mampally
2	Arayathuruthy	7	Moongode
3	Attingal	8	Poothura
4	Ayroor	9	Thazhampally
5	Varkala	10	Vennicode

Quantitative survey was done among SHG women in four most active project villages in Anjengo Region – Anjengo, Chempavu, Mampally, and Thazhampally.
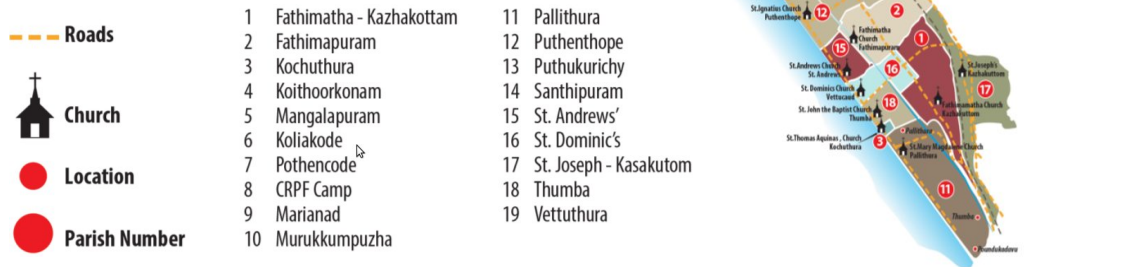
4.1.1.2 Puthukurichy Region

The region covered 12 project villages having a population of 26010. The villages are Fathimamatha (Vilaikulam), Fathimapuram, Kochuthura, Marianadu, Pallithura, Puthenthope, Puthukurichy, Shanthipuram, St.Andrew's, St. Dominic's, Thumba and Vettuthura[3]. With the exception of some portions of Pallithura, which belong to Trivandrum City Corporation, all areas in the Region lie in Kadinamkulam Grama Panchayat. The total population of the Kadinamkulam GP is 40406 with 19751 males and 20655 females. The density of population of the GP is 2285 per sq.km. The sex ratio is 1046 females per 1000 males. 81.54 is the literacy rate in the GP with 85.29 for males and 78.02 for females.

The survey was conducted among the SHG members of four active project villages – Marianadu, Shanthipuram, Pallithura and Thumba covering a population of 13002.

On a regional comparison, while Puthukurichy GP stands higher in literacy rate and sex ratio, Anjengo stands higher in density of population. It can also be noted that both these GPs where the project target population live are much lower in literacy and sex ratio than the State average. These GPs are very densely populated compared to the neighboring GPs, the State of Kerala and National figures.

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3   Op.cit., *Puthukurichy Forane*, Table No. 34, p.124.

Fig.4.2 Parish Villages of the Puthukurichy Region

- - - Roads

† Church

● Location

● Parish Number

1	Fathimatha - Kazhakottam	11	Pallithura
2	Fathimapuram	12	Puthenthope
3	Kochuthura	13	Puthukurichy
4	Koithoorkonam	14	Santhipuram
5	Mangalapuram	15	St. Andrews'
6	Koliakode	16	St. Dominic's
7	Pothencode	17	St. Joseph - Kasakutom
8	CRPF Camp	18	Thumba
9	Marianad	19	Vettuthura
10	Murukkumpuzha		

4.1.2 Social Profile

This section sheds some light on the demographic profile,

4.1.2.1 Demographic profile of Kerala

As per 2011 Provisional Population Figures[4], rural population in Kerala was 17,455,506. Out of this 8,403,706 were males and 9,051,800 were females whereas urban population in the State amounted to 15,932,171. Out of this, 7,617,584 were males and 8,314,587 were females. The decadal decline of rural population was -25.96%, whereas the urban population has grown by 92.72%.

Sex Ratio (Females per 1000 Males)

The overall sex ratio of Kerala is 1084 females per 1000 males, whereas, sex ratio of rural area is 1077 and that of urban area is 1091 against 1000 males.

Child Sex Ratio (0-6 Years)

Child sex ratio does not show any difference in rural and urban area. Child sex ratio in respect of 0-6 age population in Kerala is 959. In rural areas it is 960, whereas, sex ratio of 0-6 age population in urban areas is 958.

Literacy

Total number of literates in Kerala is 28,234,227 and total literacy rate is 93.91%. Among these, literates in rural area are 14,595,727 and that in urban area is 13,638,500. The numbers of male literates in rural area is 7,158,427 and the number of male literates in urban area is 6,597,461. Female literates in rural areas are 7,437,300 and that in urban area is 7,041,039. Literacy rate in the rural area is

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4   National Census 2011 & www.kerala.gov.in

92.92% and that of urban area is 94.99 %. The gender gap in literacy in rural area of the State is found to be 4.55%; whereas that in urban area is 3.5%.

4.1.2.2 Demographic profile of Thiruvananthapuram District

According to the 2011 census Thiruvananthapuram district has a population of 3,301,427. This gives it a ranking of 103rd in India out of a total of 640 districts. The district has a population density of 1,509 inhabitants per square kilometer. Its population growth rate over the decade 2001–2011 was 2.25%. Thiruvananthapuram has a sex ratio of 1088 females for every 1000 males, and a literacy rate of 92.66%.

4.1.2.3 Social profile of the Sample respondents

All the 250 respondents, that is, approximately 10% of the total project population of SHG members, are Catholics by religion and members of several SHGs formed and strengthened by TSSS and the respective Grama Panchayat (GP) level Kudumbasree Mission[5]. The respondents vary among themselves in age, education, marital status and occupation. These variables are captured by the survey, as they have important implications in terms of their knowledge, skills, attitude and behaviour (action) which are specially considered in this evaluation as project results.

4.1.2.3.1 Age profile

The sample survey has captured women in the age groups of 18-35 years, 36-59 years and above 60 years. Half of them (50.80%) belonged to the age group of 36-59, which are the working age and the most balanced category in terms of experience, exposure, knowledge and positions.
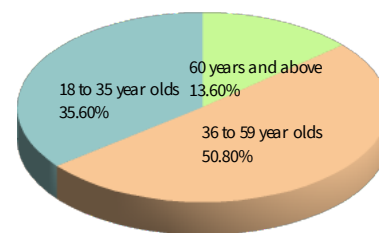

Fig.4.3 Age-wise distribution of sample respondents

4.1.2.3.2 Education profile

The respondents are grouped into three categories, of which 40.4% of the respondents had gone to school up to 7th class. 37.2% belonged to the category of persons with 8th to 10th class education. 22.4% had educational background from plus two and above. People with higher education and secure jobs in private

Fig.4.4 Educational status-wise distribution of sample respondents

or public organizations in general do not become part of the SHG movement.

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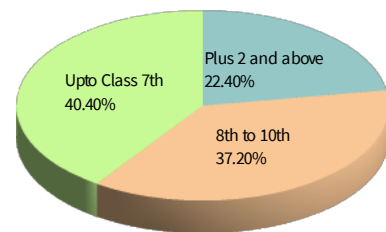
5   Kudumbashree is the poverty eradication and women empowerment programme implemented by the State Poverty Eradication Mission (SPEM) of the Government of Kerala. The name Kudumbashree in Malayalam language means 'prosperity of the family'. The name represents 'Kudumbashree Mission' or SPEM as well as the Kudumbashree Community Network. What is commonly referred to as 'Kudumbashree' could mean either the Kudumbashree Community Network, or the Kudumbashree Mission, or both.

4.1.2.3.3 Marital status

A vast majority of respondents was married (75.2%), while widows and divorcees together formed 16.8%. As expected, only 8% are unmarried. Unmarried girls do not usually become members of SHGs or similar formations in the project location.
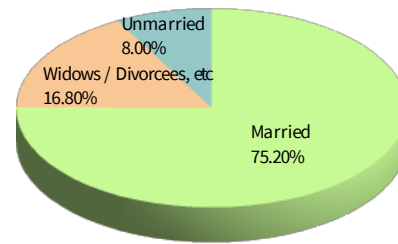
4.1.2.3.4 Occupation

By occupation, approximately, one out of two of the sample SHG members are unemployed, meaning they do not make any income from employment or self-employment. They look after the household management and run the home. Fish vending women form a substantial category of the sample (26.80%). At the same time, among the sample respondents, 21.6% are SHG members who have attempted one or more micro income generation activities like cloth trading, petty shops, candle making, catering, dry fish sales, etc.

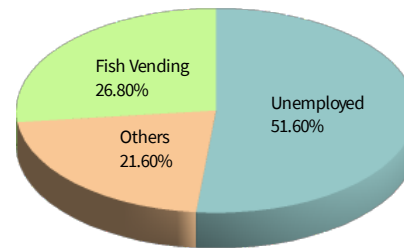Fig.4.5 Marital status-wise distribution of sample respondents

Fig.4.6 Occupational status-wise distribution of sample respondents

In this part, an attempt was made to describe relevant socio-economic profiles of the sample respondents. In the next, the findings related to empowerment indicators are discussed.

4.2 PART 2
EMPOWERMENT INDICATORS

The Fight project is rightly known as women empowerment project along the project locations and among the stakeholders. It is conceived as a model by which ordinary women in marginalized communities become capable of addressing their problems related to gender equality and environment protection and participation in local governments, through their own local institutions, namely Self Help Groups and their Federations. Gender inequality, environment degradation and lack of political participation at the grass roots level affect women more negatively than men. The present project was designed to enable women to participate more actively in the project processes to address their issues with gender, environment and local democracy. This chapter presents the findings of the evaluation of the process of empowerment of women personally or individually, collectively, economically and politically.

While analyzing the data, as mentioned in the conceptual framework in an earlier chapter, the project inputs (resources and processes) are placed against output, outcome and impact.

4.2.1 Personal Empowerment Indicators

A study and close examination of personal empowerment indicators identified a list of basic indicators based on which tools for data collection for evaluation were designed especially for quantitative analysis of results.

4.2.1.1 Gender equality: *Knowledge, Awareness and Attitude leading to Action*

In order to contribute towards personal empowerment of women and girls in SHG, Fish Vending Women's Forum (FVWF) and adolescents' groups, the project invested resources by way of a series of training programs for different duration, meetings which included reviews and planning sessions, public demonstrations, role plays, street plays, advocacy with local governments, networking with NGOs and CSOs, etc. Members and leaders of SHGs and their Federations, members and leaders of FV Women's units and FVWF and Staff members took part in these programs regularly or intermittently.

The outcome indicators of personal empowerment of women included (1) changes in their attitude towards gender issues and (2) their enhanced capacity to know and interact with organizations and networks specialized in their protection.

Therefore, the questions raised for assessment are 1) whether attitude towards gender approaches changed or not 2) whether they know the organizations and networks active in protecting gender rights and 3) whether they interact with them in any manner.

In order to address the first question, the evaluation team has picked up certain statements related to gender equality from the society in project locations and placed them before respondent women for their response through individual interviews with a structured schedule. These responses are presented in the following sub-section, which speak for themselves.

The project expected at the end of its implementation that 500 women and 150 girls receive specific courses on violence from gender, trafficking in women, sexual and reproductive health, child abuse and consequences of the dowry and that 60% know and recognize their rights as women and the roads (ways) to claim them.

Available data gathered through interview schedule, FGD, GD, group interactions, etc. show that at the end of the two years, majority of the SHG women have participated in and received one or more sessions included in the above said special course. These sessions have been rendered at the SHG level during their meetings mainly facilitated by the regional field staff who had received Training of Trainers (ToT).

In order to measure the change of attitude towards gender equality, 13 statements were picked up from the society, which represent the traditional thinking on equality between men and women. The statements dealt with physical equality, work capability, psychological strength, sexual strength, obedience to husbands, financial responsibility, responsibility of domestic work, child rearing, girls' education, employment outside, women's dressing, mobility restrictions and women's social life.

Created equal

A gender sensitive statement was given for response to understand how the respondents look at it: "Men and women are created equal in all matters except physically". A vast majority of women (92.4%) strongly asserted this statement, indicating they want equal status in social, economic and political life.
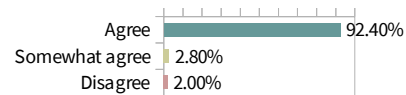
Agree 92.40%
Somewhat agree 2.80%
Disagree 2.00%

Fig.4.7 Distribution of responses to the statement "Men and women are created equal in all matters except physically"

Work Capability

"Women cannot do all the kinds of work which men do", was the next statement placed for response. In a culturally traditional background where the society generally thought that women were unable to do certain works which men do, the largest section (42%) of respondent women disagreed with this thinking. They think that women can do all works which men can do. At the same time, one cannot overlook the size of the respondents who still are reluctant to change their approach in this regard.
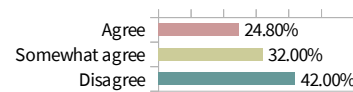
Agree 24.80%
Somewhat agree 32.00%
Disagree 42.00%

Fig.4.8 Distribution of responses to the statement "Women cannot do all the kinds of work which men do"

In order to further probe the finding, given responses were analyzed according to the level of education of the respondents. Results show that education has some influence on the women in their responses in favour of gender equality in this regard. While a simple majority of the highest educated group disagreed (55.4%) with the statement and stand against discrimination, a substantial portion of the lowest educated group either fully agreed (31.7%) or somewhat agreed (33.7%) with the existing notion.
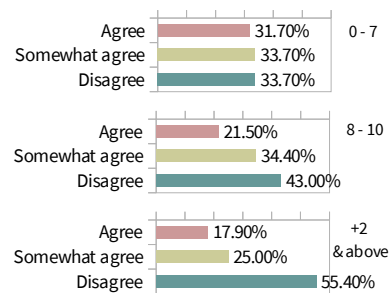
0 - 7
Agree 31.70%
Somewhat agree 33.70%
Disagree 33.70%

8 - 10
Agree 21.50%
Somewhat agree 34.40%
Disagree 43.00%

+2 & above
Agree 17.90%
Somewhat agree 25.00%
Disagree 55.40%

Fig.4.9 Educational status-wise distribution of responses to the statement "Women cannot do all the kinds of work which men do"

Psychological Strength

The third statement in this series went like this: "Men are psychologically stronger than women". The responses exhibit the strength of the social norms and warn one that it is very challenging to change the social attitude on gender issues. At the same time, while a cumulative majority either agree (31.2%) or somewhat agreed (30%) with the statement, there was substantial number, more than one third, which were bold enough to disagree with the current social thinking.
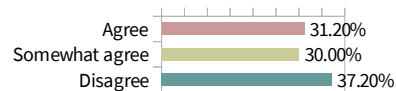
Agree 31.20%
Somewhat agree 30.00%
Disagree 37.20%

Fig.4.10 Distribution of responses to the statement "Men are psychologically stronger than women"

Sexual Strength

Another socially asserted statement was that "men are sexually superior to women". The responses to this statement show that women have taken physical and sexual strengths with different connotations. Sexual strength is attached to some extent with social and cultural construct and therefore has something more to tell about

Fig.4.11 Distribution of responses to the statement "Men are sexually superior to women"

gender equations. While a vast majority had said that women and men are created equal except physically, about one out of two women (47.6%) say that men are sexually stronger than women. Domination irrespective of the partners' concerns from the side of men must have influenced this response.
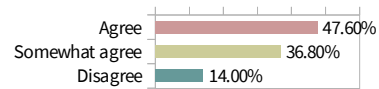
Analysis of responses within the categories of women who never married, married and widows/divorcees, found that while 35% of women who never married responded in disagreement with the above statement, only 12.2% of the married women and almost equal size from among widows/divorcees disagreed. When we add the responses of the women who somewhat agree from among the three categories, it is visible that majority of women irrespective of categories believe that men are sexually stronger than women, indicating the influence of social and cultural constructs on women's attitude and perspectives.
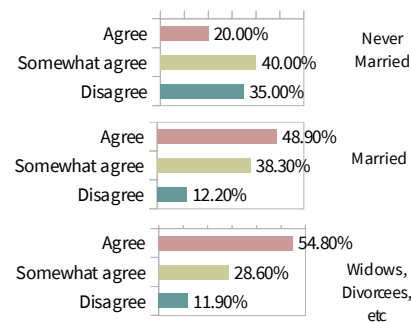

Fig.4.12 Marital status-wise distribution of responses to the statement "Men are sexually superior to women"

Obedience to Husbands

"Wife should obey husband in all matters in the family". This is a statement inculcated into the social psyche of the communities in the project villages by a culture highly influenced by orthodox catholic religion. The Biblical linkage of the statement is direct and familiar to the respondents. It is in this context that the survey was conducted to know the current approaches and perspectives of women.
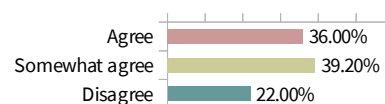

Fig.4.13 Distribution of responses to the statement "Wife should obey husband in all matters in the family"

It is not surprising to find that only 22% disagree with the statement. This result may be juxtaposed with the traditional socio-cultural and religions situation. At the same time, it gives a feeling that change started to happen even in this context, thanks to the efforts of the project together with other influences.
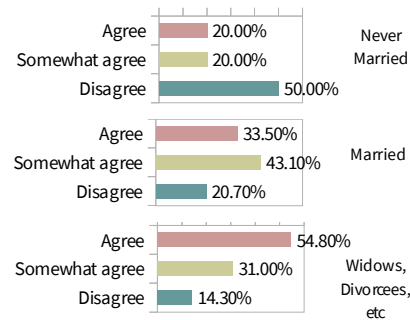

Fig.4.14 Marital status-wise distribution of responses to the statement "Wife should obey husband in all matters in the family"

On further analysis, it was found that among the women who never married about half of them disagreed that wives should obey husbands in all matters. However, among the married section and widows-divorcees taken together, the response shows that majority agrees with the given statement, indicating again the rigid social and cultural influences on their perspectives. They try to strike a balance with their experience. The unmarried women, most of whom are younger and more educated, are in a better position to speak out their opinion without any constraints of being in a family. It is found therefore that marital status, age and education have their influence on their perspectives.

Among the senior citizens, more than half of the respondents agreed with the statement, while among the younger section only 22.5% agreed fully. One third of all age categories are found in agreement or somewhat agreement.

Analysis according to the levels of education shows that percentage of disagreement increased with the increase in the level of education. The results are the outcomes of interplay among them. It also indicates that traditional social thinking takes time to change.

Further analysis was done to know if there is any influence of occupation of respondents on their perspectives with regard to the above statement. The results show that both fish vending women's group and the section of unemployed women agree or somewhat agree with the statement, indicating occupational status was not able to alter the social constructs in any serious manner.

Fig.4.15 Age-wise distribution of responses to the statement "Wife should obey husband in all matters in the family"

Fig.4.16 Educational status-wise distribution of responses to the statement "Wife should obey husband in all matters in the family"
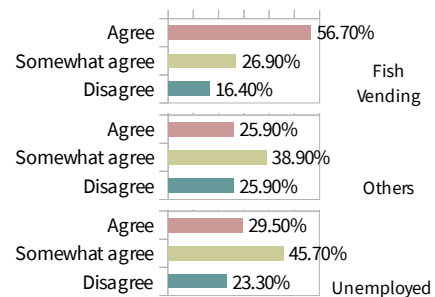
Fig.4.17 Occupational status-wise distribution of responses to the statement "Wife should obey husband in all matters in the family"

Financial Responsibility

"Men are more responsible in financial matters in the family" is another social construct. It is found that a substantial section of respondents (40.8%) do not agree with the social norm and say that women also have responsibility for financial matters in the family. Percentage of disagreement goes up with increase in education.
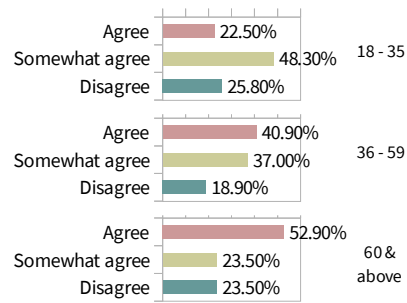

Fig.4.18 Distribution of responses to the statement "Men are financially responsible for the family"

Agree	33.70%	0 - 7
Somewhat agree	32.70%	
Disagree	33.70%	
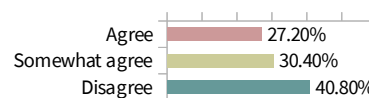
Fig.4.19 Educational status-wise distribution of responses to the statement "Men are financial responsible for the family"

Agree	24.70%	8 - 10
Somewhat agree	31.20%	
Disagree	39.80%	

Agree	19.60%	+2 & above
Somewhat agree	25.00%	
Disagree	55.40%	
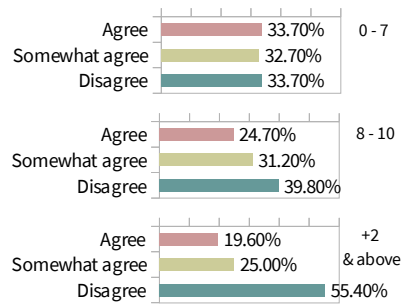
Responsibility of Domestic Work

Traditionally, among the project population, women do all domestic chores like cooking, washing, cleaning, child rearing, animal husbandry, etc. However, the present survey shows that many women (41.6%) now disagree with this situation and try to say that men should share such domestic responsibilities. According to their level of education, this percentage of disagreement goes up in this regard, too.

Agree	23.20%
Somewhat agree	34.00%
Disagree	41.60%

Fig.4.20 Distribution of responses to the statement "It is the responsibility of women to do all domestic work"

Agree	32.70%	0 - 7
Somewhat agree	37.60%	
Disagree	29.70%	

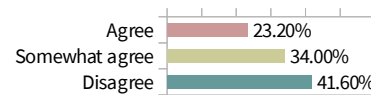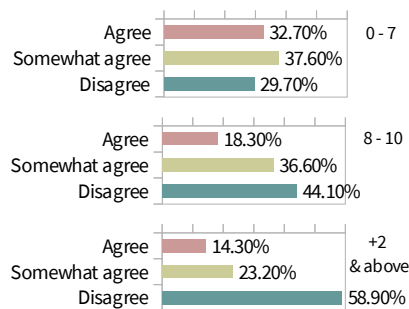Fig.4.21 Educational status-wise distribution of responses to the statement "It is the responsibility of women to do all domestic work"

Agree	18.30%	8 - 10
Somewhat agree	36.60%	
Disagree	44.10%	

Agree	14.30%	+2 & above
Somewhat agree	23.20%	
Disagree	58.90%	

Child Rearing

Child rearing has traditionally been seen as the primary responsibility of mothers. It is interestingly noted that majority of women (53.6%) now say that it should not be so. Men should also be held responsible for children's upbringing.

Agree	14.00%
Somewhat agree	30.80%
Disagree	53.60%
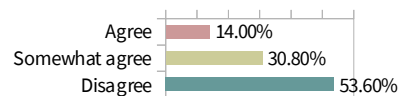
Fig.4.22 Distribution of responses to the statement "It is the responsibility of women to bring up children in the family"

Girls' Education

'Boys should be given more education than girls'. Most of the people thought in this line in the past. However, the survey shows, thanks to the social interventions of the project together with other factors of influence, that 85.6% disagreed with this statement and situation. According to them, girls should be educated as well. They do not find

Agree	6.00%
Somewhat agree	7.60%
Disagree	85.60%

Fig.4.23 Distribution of responses to the statement "Boys should be given more education than girls"

any reason for discrimination. More women express their voice stronger in this regard.
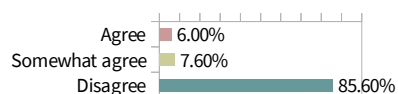
Employment Outside

In the past, women from project villages were generally restricted from going outside for job. There were social unwritten precepts against women going outside the village or district or state or country even for employment purposes. We find strong reactions from women to these restrictions. A vast majority (85.2%) expressed their opinion against this traditional social position irrespective of the levels of education.
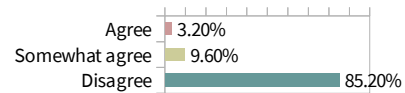

Fig.4.24 Distribution of responses to the statement "Girls / Women should not go for employment"

Women's Dressing

There has been an explicit discrimination against women in the matter of dressing- 'Women should not wear any dress as they wish'; while a man's dressing has not been an issue for the society, dressing of women has become an issue. This also is a traditional social norm against gender equality.
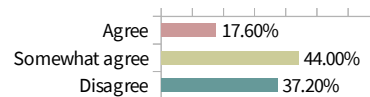

Fig.4.25 Distribution of responses to the statement "Women should not wear any dress as they wish"

Responses gathered from the survey shows that 37.2% of the respondents have come up to take a different position. They want to dress as they like and would not listen to what the society prescribes in this regard. However, most of the responses were found controlled by the position of *via media*. These responses show that women need to respect the social norms while wearing dress. In the further analysis according to age, the younger ones argue for more freedom in dressing.
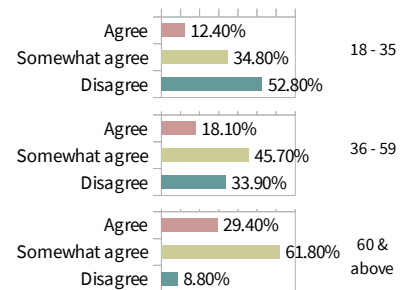
Fig.4.26 Age-wise distribution of responses to the statement "Women should not wear any dress as they wish"

Mobility Restrictions

Society has always been very cautious in the issue of mobility permissible for women during night. While travelling to places for the purposes of employment or businesses, women are scared to go alone or family does not allow women to travel alone.

Fig.4.27 Distribution of responses to the statement "Women should not go alone outside at night"

While there is social caution in this respect, much of the restrictions are part of the discrimination against women. 'Women should not go alone outside at night'. To the question asked to know how women in the project area look at this issue, the largest section (48.4%) disagreed with the statement.

Further analysis according to age shows that the younger women wanted more freedom in this regard and disagreed with the statement given.

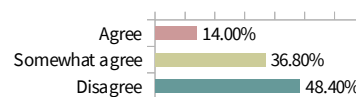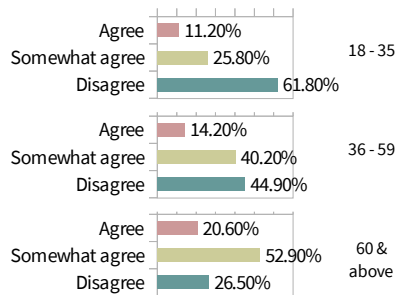Fig.4.28 Age-wise distribution of responses to the statement "Women should not go alone outside at night"

Women's Social Life

Social life of women has always been a point of discussion in the context of gender equality. The social position is largely that women need not have a social life outside the family. A good majority of respondents (70.4%) disagreed with the position and wanted more freedom for social life.
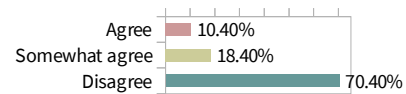

Fig.4.29 Distribution of responses to the statement "Women need not have a social life outside the family"

It can be found that most of the discriminating social restrictions against women with regard to several issues are now challenged by them. It is to be noted again that the gradual change visible among women started from the bottom level.

The evaluation again wanted to know women's perspectives and attitude towards certain sensitive issues which determine women's position in the society such as dowry, domestic violence, atrocities against women in public places, decision making on abortion and child abuse.

Perspectives on Dowry System

Dowry system being an age old method used to dominate and intimidate women in several communities in India, including those in the project areas. Responses were gathered on the issue from three different dimensions. Firstly, one of the statements summarized an existing thinking in the society that the dowry system has to be allowed to exist merely because it is an age old system. At the end of the project, majority (69.6%) of the respondent women did not agree with this thinking. They argued that dowry system should be abolished.
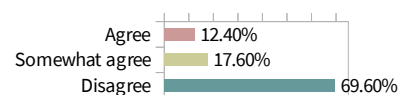
Fig.4.30 Distribution of responses to the statement "Dowry system is an AGE OLD SOCIAL SYSTEM, so it may be continued"

However, the response also called one's attention to the fact that one third of the respondents still think differently from the above and argues that dowry system may continue because it is an age old system.

At the same time, the attitude of the majority in this case may be noted in the background of a very limited awareness within the community a few years back about the gender issues involved in the dowry system.

Secondly, another social norm states that dowry system is considered as a necessary support system for the newly wedded couple to start a life, and so it may be continued. Among the respondents to this statement, majority (54.4%) does not fully agree with this statement and argue that dowry system should be abolished. The given justification is not a sufficient reason

Agree 12.80%
Somewhat agree 32.40%
Disagree 54.40%

Fig.4.31 Distribution of responses to the statement "Dowry system is a necessary support system FOR THE COUPLE to start a life, so it may be continued"

for them to continue a system which negatively affects women's self-respect and social status.

Taken in as a cumulative response, this volume of response which marks a huge change from the traditional social thinking indicates a positive change in favour of women's gender related causes, while there remains much to act upon in the communities to address the attitude of those 46.6%, who think otherwise.

Agree 22.50%
Somewhat agree 48.30%   18 - 35
Disagree 25.80%

Agree 40.90%
Somewhat agree 37.00%   36 - 59
Disagree 18.90%

Agree 52.90%
Somewhat agree 23.50%   60 & above
Disagree 23.50%

An analysis of the age-wise distribution of responses shows that while the majority of the female senior citizens (52.9%) do not find the statement problematic, almost one fourth of the young ones (22.5%) and half of the middle aged women (40.9%) also feel that it may be continued for the given reason. A gradual change is seen among all age categories against a bottom-line of zero point support for abolition of dowry system some years back.

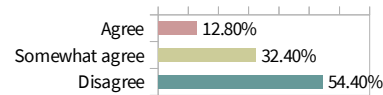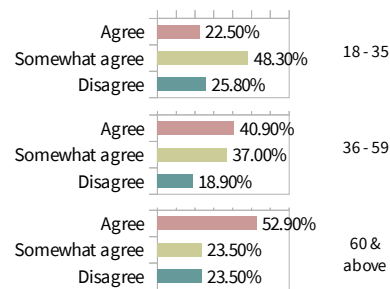Fig.4.32 Age-wise distribution of responses to the statement "Dowry system is a necessary support system FOR THE COUPLE to start a life, so it may be continued"

A third social statement is that dowry is a means to meet the financial liabilities of the groom's family and so it may be continued. It is a direct statement against gender equality placed before the women. Interestingly, a vast majority (74.8%) responded that they disagreed fully to this statement and showed a visible positive attitude towards gender equality.

Agree 2.40%
Somewhat agree 22.80%
Disagree 74.80%

Fig.4.33 Distribution of responses to the statement "Dowry system is a means to meet the financial liabilities of the groom's FAMILY, so it may be continued"

Age-wise distribution also shows the same trend of findings. All age groups think similarly in this case and argue against dowry.

Fig.4.34 Age-wise distribution of responses to the statement "Dowry system is a means to meet the financial liabilities of the groom's FAMILY, so it may be continued "

Agree 1.10%
Somewhat agree 19.10%   18 - 35
Disagree 79.80%

Agree 3.90%
Somewhat agree 21.30%   36 - 59
Disagree 74.80%

Agree 0.00%
Somewhat agree 38.20%   60 & above
Disagree 61.80%

Many families in the current society use the dowry system as an instrument to show their pomp and show and as a symbol of family status. It is very often a fact that huge amount of money, gold, land and other assets are offered to the groom's family to exhibit the strength of the female party's financial status and thereby their social status. When asked, a good majority of women (70.4%) responded that they stand for the abolition of dowry system even if it allows exhibiting one's family status.
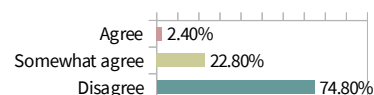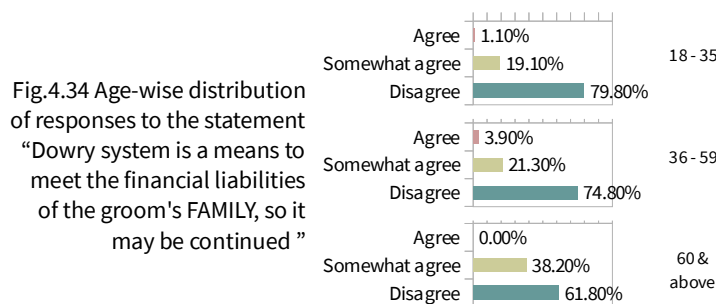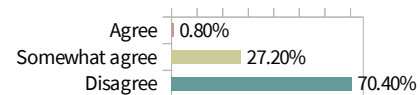

Fig.4.35 Distribution of responses to the statement "Dowry system It is a symbol of family status, so it may be continued"

There is, of course, a different set of thought pattern asserting that dowry is an anti-women practice and should be abolished. Towards this pro-women statement, a good majority of the respondents (63.2%) agree fully and stand against dowry system.
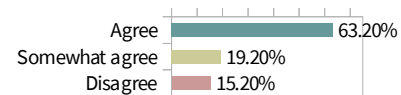

Fig.4.36 Distribution of responses to the statement "Dowry system is an anti-women practice and should be abolished"

It can be noted from the analysis of the above socially and culturally crafted statements that majority of women think in favour of gender equality against strong social arguments for dowry system which marked male domination and gender inequality in connection with an intimidating system.

While there may be many factors and players which must have influenced the change of attitude, it can be safely said that the project played its pivotal role to make this gradual change in favour of women' equal status with men in the society.

Perspectives and Awareness on Domestic Violence

Domestic violence is one of the major intimidating factors through which women are denied their right to live a peaceful family life. The project in question has done a series of awareness and training programs to inform the target population what domestic violence is and how to address it. The evaluation researchers have placed a number of questions / issues to gather information on whether women gained proper knowledge and how their knowledge, awareness and attitude have helped them to act in times of need.

Very often, in the project locations, women become victims of husbands' violence especially at night and when the husbands are drunk. These women in general are culturally influenced to think that if their husbands do anything, even if it is physical, psychological or sexual violence, they are supposed to suffer. This cultural injustice against women has knowingly or unknowingly has a religious backing also. Suffering has been exalted as a means for salvation, even if it is unjustly imposed. Our discussion needs to be placed against this background of culture and religious faith.

Out of the seven options categorized to organize the responses, the first three that the victims would not do anything but accept the violence as normal, or they would stay away from situations leading to domestic violence or would consider it as their own mistake, indicated submission to and acceptance of gender violence, as a social norm. The next four categories indicated a change in attitude from the existing norms.

Women were asked during the interviews how they would respond if their husbands hurt them physically, psychologically or sexually. One in two women (51.6%) responded that she would tell her husband that it was wrong. 18.4% of them would even make complaints against their husbands to the Police/ Church / NGO / Women Commission, etc. It is observed in this context that Gender Platform in-built in the project processes would not attract much attention in times of need. Only a meagre 3.6% would think of Gender Platform, if they wanted to make complaints of domestic violence.

Fig.4.37 Distribution of responses to the statement "If your husband hurts you physically, psychologically or sexually, how will you respond "

A connected question enquired about their position before the commencement of the project in their locality. It was found that a fewer women (31.2%) would tell their husbands that domestic violence was a wrong action. It is found that before the commencement of the project, 21.6% of respondent women would not do anything against domestic violence faced by them from their husbands, while only 6.4% of them hold that position at the end of the project. More women feel that they should break their silence at the face of violence. This definitely marks a favourable change towards gender approaches among women and towards action, if required.

It is also noted that more women came forward at the end of the project to tell their husbands that domestic violence was wrong and should be stopped.

Age-wise analysis shows that a larger part of the the younger ones, obviously, were found bolder than the seniors to tell their husbands to stop violence towards women. The younger and more middle aged women rather than the seniors would also approach available platforms for making complaints in times of domestic violence such as Police / Church / WC / NGOs, etc.
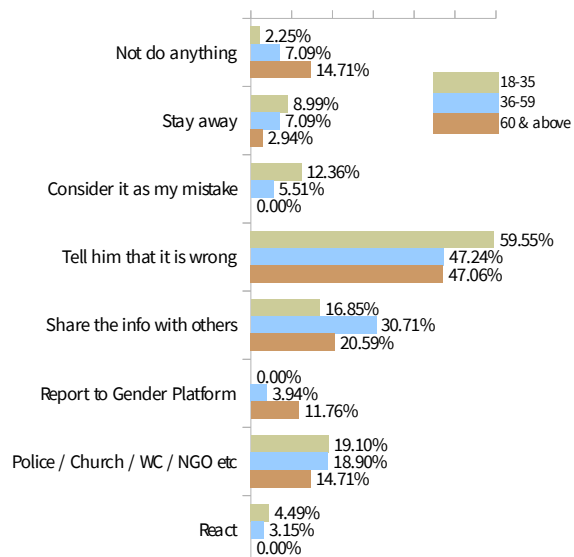
Fig.4.38 Age-wise distribution of responses to the statement "If your husband hurts you physically, psychologically or sexually, how will you respond "

Further analysis was done to capture the influence on education on the issue. Although most of the respondents consistently opted to tell their husbands that domestic violence was wrong and or would make complaints to the formal platforms available, education definitely had an influence.

This can be seen from the figures as 57.14% and 21.43% of the highest educated category would tell the husband that it was wrong or approach available platforms respectively as opposed to 46.53% and 17.82% of the lowest educated category.
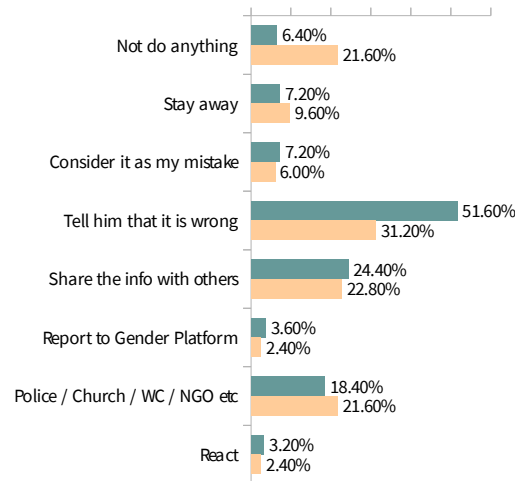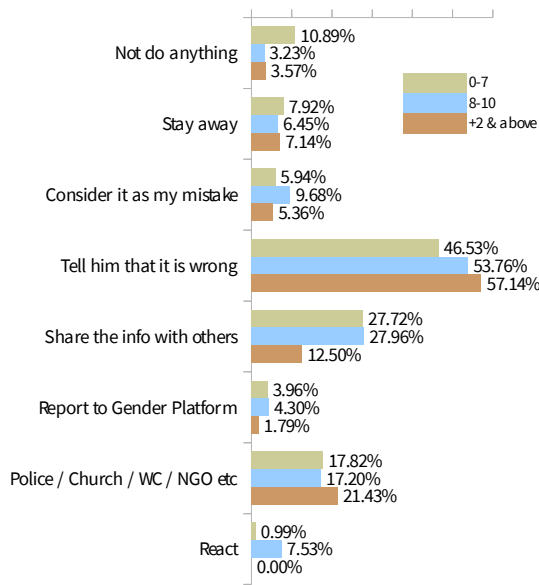

Fig.4.39 Educational status-wise distribution of responses to the statement "If your husband hurts you physically, psychologically or sexually, how will you respond "

Making complaints against Domestic Violence

Knowledge and attitude of the women at the end of the project were gauged through enquiring whom they would approach if they wanted to make a complaint. In line with the traditional and religious approach, majority (58.4%) informed that they would complaint to their relatives first. The second largest section (30%) would even make complaints to the police. A substantial percentage will surely approach the Women's Commission for making complaints.
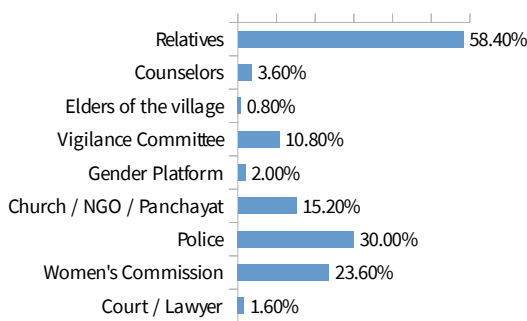
Fig.4.40 Distribution of responses to the statement "IF you WANT TO MAKE a complaint against your husband / anyone else at home against DOMESTIC VIOLENCE, whom do you approach for support?"

In the age-wise analysis, it was found that 61.76% of the seniors would complaint to the relatives. However a relatively larger proportion of juniors would approach Church / NGO/ Panchayat (21.35%), Police (34.83%) and Women's Commission (39.33%) as compared to the seniors. It shows that the need for change in this regard was more felt among the young generations. A balancing trend is visible in this interplay of traditional and modern attitudes.

The survey also found that only a very insignificant number of women dared to make a complaint so far against sexual atrocities of anyone, indicating the resilience of families existing in the project area.

Fig.4.41 Age-wise distribution of responses to the statement "IF you WANT TO MAKE a complaint against your husband / anyone else at home against DOMESTIC VIOLENCE, whom do you approach for support?"

Awareness of Domestic Violence

In continuation of the earlier section, a short discussion was inserted on the level of awareness among women about domestic violence. Though domestic violence is frequently reported from the locations, majority of women do not take them seriously and so it continues. There has been a false understanding among them that wife is a commodity possessed by the husband and that he can do anything with her with or without any reason.

In the context of training programs and expected increase in knowledge and skills, a few testing cases in connection with domestic violence were presented for feedback. The results are revealing.

Psychological violence

A situation of psychological violence was presented with a question as "A husband scolds his wife. The wife gets hurt. Can this be seen as domestic violence?". The finding shows that a larger majority of women (65.6%) do not know that psychological abuse with a view to hurt wife by the husband is domestic violence. A regional analysis did not show much difference in responses.

Fig.4.42 Distribution of responses to the question "A husband scolds his wife. The wife gets hurt. Can this be seen as domestic violence?"

Physical violence

A situation of physical violence was presented with a question as "A wife does not obey her husband. The husband slaps her on her cheek. Can this be seen as
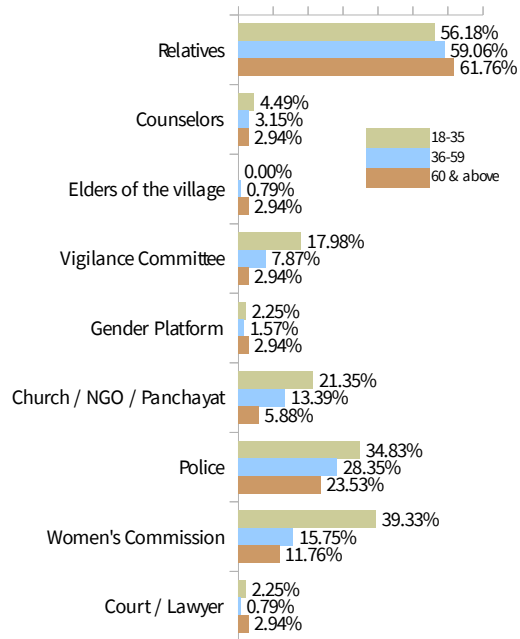

Fig.4.43 Distribution of responses to the question "A wife does not obey her husband. The husband slaps her on her cheek. Can this be seen as domestic violence?"

domestic violence?'. A larger percentage of respondent women wrongly answered this question indicating that the definitions did not go well with the trainees. Regional variations are negligible.

Sexual Domestic Violence

A situation of sexual violence in the context of family was presented for interview as "A husband forces his wife to have sexual intercourse with him against her will. Can this be seen as sexual violence?". Majority of the women (60.8%) said that this is not domestic violence, with little regional variations.
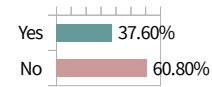
Fig.4.44 Distribution of responses to the question "A husband forces his wife to have sexual intercourse with him against her will. Can this be seen as sexual violence?"

Another family situation prevalent in the project area is presented for response as "A mother-in-law uses foul words against the daughter-in-law. The daughter-in-law feels hurt. Can this be seen as domestic violence?". The majority (59.6%) answered negatively indicating that they do not know that humiliating words from another family member was also domestic violence. There were no regional variations found in the analysis.
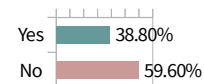
Fig.4.45 Distribution of responses to the question "A mother-in-law uses foul words against the daughter-in-law. The daughter-in-law feels hurt. Can this be seen as domestic violence?"

Trafficking in women

Trafficking in women on the guise of employment, movie acting, better business, etc. is another major tool for atrocities and violence against women belittling their decency and self-respect. A question was added to know if the women were aware of the legal nuances of trafficking as "A woman is given a visa for a job in a Company as a sales person in a foreign country. But after reaching there she is forced to go for domestic work instead. Can this be seen as legal?". Majority of them (72.8%) said that it was illegal, indicating that women are aware of the legal position of trafficking in women. However, a regional analysis shows that among the women who were not aware of the legality of trafficking in such situations a larger proportion was from Anjengo (76%).

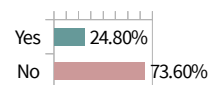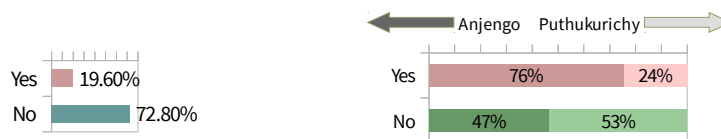Fig.4.46 Distribution of responses to the question "A woman is given a visa for a job in a COMPANY as a sales person in a foreign country. But after reaching there she is forced to go for domestic work instead. Can this be seen as LEGAL?". The regional variations in the distribution is given on the right.

Abuse in the bus

An often-repeated embarrassing situation women face inside public buses has attracted the attention of authorities and general public time and again. Perverted men try to abuse women travelling alone. Usually, afraid of public attention and further embarrassment, the victims keep quiet. In order to understand how women from project areas would face such situations in future after the end of the project,

this very situation was presented for their comments.

The survey findings show that many of them who would have kept quiet two years ago (13.20%) in the same situation have decided to do something against it. Similarly, the percentage of women who would shout and attract the attention of others has increased from 44.4% before the commencement of the project to 60.40% at the end of the project. It is observed that the percentage of women who would complain to the Police (10.4%), who would slap at the abuser (20.4%), who would politely tell the abuser to stop (16%) two years ago has increased more or less to 12.8%, 30.8% and 21.2% respectively at the end of the project, marking a positive change towards personal empowerment in terms of asserting women's rights to resist.

Further analysis of the same data set in terms of educational status of women shows that education does not have much influence in this regard.

Fig.4.47 Distribution of responses to the statement "If you are physically touched with a sexual intention by a man inside a bus how will you respond?"

Fig.4.48 Education-wise distribution of responses to the statement "If you are physically touched with a sexual intention by a man inside a bus how will you respond?"

Abuse in the market

The same instances happen in the market places also, where all types of people, men and women, frequently visit for various purposes. This is another social situation in which women are abused or disturbed by men with evil intentions. The data shows the same results as the above regarding the experiences in the market. The change factor according to time from the beginning of the project and after the end of the project is also the same for the bus and market experiences. The fact that bus is a more closed situation and the market a much more public place does not make big difference among women.

Fig.4.49 Distribution of responses to the statement "If you are physically touched with a sexual intention or abused by a man in the fish market. What will you do?"

A deeper analysis according to the occupational status of the women respondents shows that fish vending women are more likely to shout and attract the attention of others in the market (71.64%) as compared to unemployed housewives (57.36%) who frequent the market for purchasing provisions, vegetables, fish, etc. It is also observed that ordinary housewives are more likely to

Fig.4.50 Occupation-wise distribution of responses to the statement "If you are physically touched with a sexual intention or abused by a man in the fish market. What will you do?"

stand up and slap at the abusers (31%) or complain to authorities (23.26%) as compared to the other occupational categories, in a similar situation. An interesting finding here is that none would keep quiet or do nothing.

Response to Compulsive Abortion

There are several issues where in a family context the husbands take a stubborn position and the wives are compelled to obey, even though the issue is also important to wives as women. Very often women's rights and human rights are violated in these circumstances. Abortion is one among the serious matters where women are not free to take a position, even though women rather than men are more affected by abortion physically and psychologically.

To understand how women respondents would see such a situation, the interview included this issue, too. It is observed that a good majority of women (74%) would resist in such situation with an ostensible increase from two years ago (66.8%). There are women who will try to convince the husband that abortion is not

Fig.4.51 Distribution of responses to the statement "If your husband compels you for abortion against your will, how will you respond now?"

legally and religiously acceptable to them (20.40%) with an apparent increase from two years ago (12.8%), marking signs of increasing assertiveness among women.
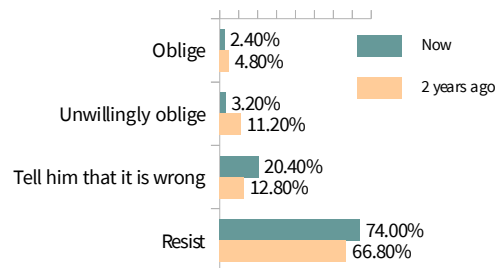
An analysis based on marital status reveal that married women are more likely to resist the compulsion from the husbands in the matter of abortion as compared to the other categories of women.
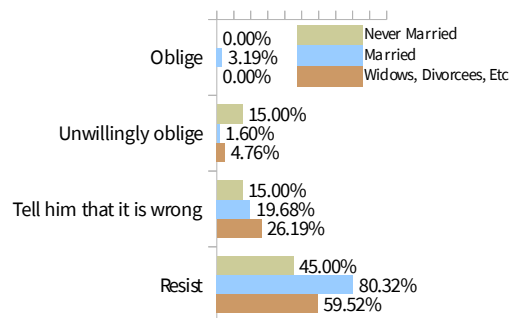
Fig.4.52 Marital status-wise distribution of responses to the statement "If your husband compels you for abortion against your will, how will you respond now?"

Reasons for resistance

The reasons stated for the resistance have important implications in terms of women's awareness, voice and assertiveness. A large majority of women respondents (83.24%) would resist if abortion is imposed by the husbands, mainly because they believe that they have total

Fig.4.53 Distribution of responses to the follow-up question "If you will resist, what is the reason?"

right over their body in the matter of an issue like abortion. For some others, abortion is legally not allowed (31.89%) or it is against their religion (12.97%) and so they would resist.

Response to Child Abuse

The project frame includes child rights and child abuse as part of its thematic areas. Therefore, in order to gauge the responses of women towards child abuse, a question was added in the interview. If they come to know that a child (their own or one from the locality) was abused sexually, vast majority of the respondents (88%) would rightly make complaints to the Kerala State Commission for the Protection of Child Rights (KSCPCR), Child Welfare Committee (CWC), NGO, Police station, etc., showing an increase in percentage from 64.8% before the commencement of the project. Change of attitude in favour

Fig.4.54 Distribution of responses to the statement "If you come to know that your child / a child in your locality is abused, what will you do now?"

of child rights is visible after the end of the project. However, it is observed that very few would approach Gender Platform, indicating weak functioning of the platform.

4.2.1.2 Environment Protection

Environment protection was the next important issue taken up by the project. Waste management was the focus throughout the project. This section examines the responses of women on this aspect.

Training in waste management and zero plastic

The project expected that 350 women trained in waste management acquired tools to maintain a cleaner environment and 90% were involved in the "Zero Plastic" campaign to improve the cleanliness of the coastal communities at the end of the project.

Major inputs consisted of 2 days training for staff, one day training for women in 7 batches of 50 women (350 women) through the methods of documentary watching,

discussions, etc. on environment with very special focus on plastic waste. We have primary and secondary evidences from FGDs, GDs, group interactions and from review of certain posters and stickers to learn that SHG women were provided continuous training and exposure to the zero plastic campaign initiated by the project. Weekly SHG meetings were the platform for training and further discussions. An orientation program in 7 batches was conducted for women on the use and maintenance of kitchen gardens (biological gardens) and composting, planting of fruit trees and biogas plants.

Many of them are found aware of the menace of plastic in their environment and health. They deliberately reduce the use of plastic at the domestic level and in the common avenues. Many of them were involved in the door-to-door campaign, stickers distribution and in organizing common programs. However, many of the SHG women in Anjengo region shared that there was no facilities for collection of used plastic waste, which was the responsibility of the Panchayats. While there is a collection centre accessible to the people of Puthukurichy region, there is none in Anjengo Region.

Domestic Plastic waste

Until recently plastic waste was mostly burned in public or open places to dispose them off because there were no alternatives available to the people. Awareness level was also very low regarding plastic waste. Recently, a collection center sponsored by the Trivandrum City Corporation started functioning at a location accessible by the people of Puthukurichy region. No such center was available until now for the people of Anjengo region. Responses reflect this reality in a major way.

Analysis of data shows that one in two respondents (50%) burn their domestic plastic waste in their premises or in the open with a small decrease in the percentage from two years ago (59.6%). One in three respondents (27.6%) throw away plastic waste, mainly into the Lake or Sea, causing much harm to the living beings there

Fig.4.55 Distribution of responses to the statement "How do you handle your DOMESTIC PLASTIC WASTE?"

and affecting the livelihood of fishermen, though with a decrease in occurrence as compared to two years ago (40%).
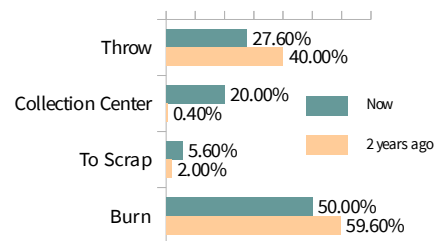
It is important to note the findings from regional analysis. It was found that a vast majority (98%) of those who sent their domestic plastic waste into the collection center was in Puthukurichy region, while only 2% of them are in Anjengo region, mainly because there is no facility in Anjengo. Obviously, 97% of the respondents who throw away their plastic waste into the Sea or Lake are in Anjengo region.
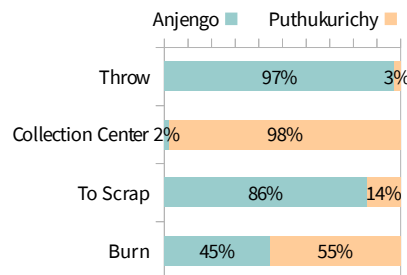
Fig.4.56 Regional variations in the distribution of responses to the statement "How do you handle your DOMESTIC PLASTIC WASTE?"

But, 55% of people who burn their plastics was in Puthukurichy region even when they have a Collection center. Among those who dispose of their plastic waste as scrap, 86% were in Anjengo region.

The analysis clearly shows that presence of a collection center for plastic waste makes a lot of difference, while there are miles to go for proper waste management in the project location.

Domestic Organic waste

There are mainly three ways in which the people in the project area disposed of their organic waste: 1) throwing away into the Sea or Lake or both, 2) some manner of composting by using kitchen waste as manure for their plants and 3) using for biogas plants. Just more than a simple majority (56.4%) takes the second option with a slight increase from two years ago (50.8%), while 40.8% of respondents chose the first option of throwing into the water bodies with a slight decrease

Fig.4.57 Distribution of responses to the statement "How do you handle your DOMESTIC ORGANIC WASTE?"

from two years ago (51.2%). Only a very small percentage (4.4%) uses the waste for biogas plants, as biogas plants are not popular yet.
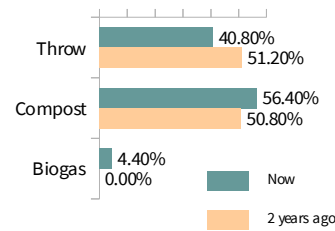
Looking at the regional trends, 79 % of those who throw away their waste into the water bodies are from Anjengo region. Of those who use the waste as manure, more are from Puthukurichy (69%) than from Anjengo. Of those using biogas plants, 82% are in Anjengo region, though the actual numbers are very small. This is because more numbers of biogas plants were received in Anjengo than in Puthukurichy from the project.
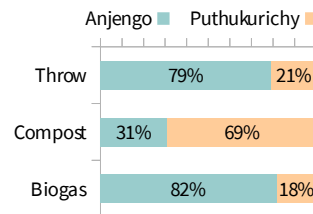
Fig.4.58 Regional variations in the distribution of responses to the statement "How do you handle your DOMESTIC ORGANIC WASTE?"

Opinion on Plastic Ban by Government

Government of Kerala has imposed a ban of single use plastic in the State of Kerala[6]. It was found that a large majority strongly (77.6%) supported the ban, while another 19.6% supported it with some reservations like the concerns of lack of sufficient alternatives, costs of available alternatives and practical side of enforcement.
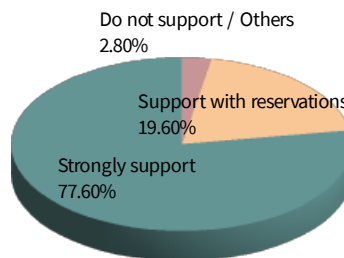
Fig.4.59 Distribution of responses to the statement "The Government of Kerala has banned single use plastics. What is your opinion about it?"

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6   Government of Kerala Notification

Practical Alternatives for Plastic

In a multiple option response, while a vast majority of the respondents (93.2%) suggested cloth materials as alternatives to plastic, 66.8% think paper as alternatives. Very few women suggested wood, metal, fiber, etc. as alternatives.
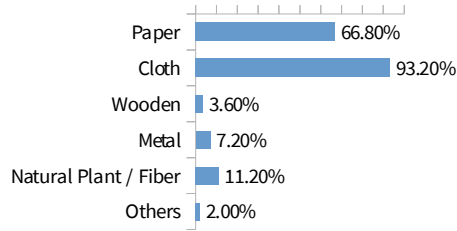
Fig.4.60 Distribution of responses to the question "What do you think is the practical alternative for single use plastics?"

Action by women

To a very direct question what the women respondents had done to manage / reduce plastic waste, the largest section said that they limited the use of plastics at home (55.6%), which mark a huge increase now from two years ago (15%). Another important finding is that from a large 67.6% of respondents who did not do anything to reduce plastic two years ago, their percentage has come down to 26.8%. It is observed that the number of women who reused plastic has increased from 15.6% two years ago to 32.8% after the end of the project.
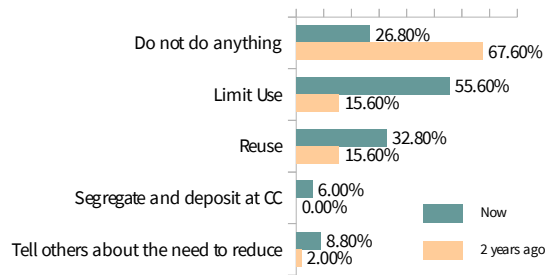
Fig.4.61 Distribution of responses to the statement "What do you do to reduce / properly manage plastic waste?"

However, the picture visible from Anjengo region is bleak in the matter of managing or reducing plastic waste. All the respondents who said that they had not done anything to reduce plastic waste were from Anjengo Region (100%). 68% of those who said that they limited the use are from Puthukurichy. Of those who segregate and deposit at the Collection Centre, 100% are from Puthukurichy.
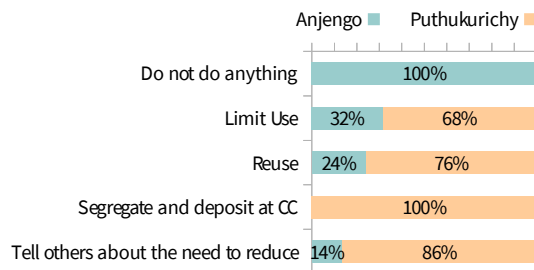
Fig.4.62 Regional variations in the distribution of responses to the statement "What do you do to reduce / properly manage plastic waste?"

4.2.1.3 Knowledge of and Interaction with Other Organizations

The second and third questions referred to in the indicator statement were examined majorly through FGDs, GDs and group interactions. It was found that most of the women participants knew their local bodies (Gram Panchayats) which are specifically responsible for supporting citizens in a women-friendly and environment friendly perspective. They were also aware of Grama Sabhas (GSs) and Working Groups (WGs) which are meant to enable and enhance people's participation. They were aware that GPs were responsible as local governments for designing and implementing projects for women empowerment and environment protection. They

reportedly did not feel constrained to interact with GPs and the elected representatives. Similarly, they said that could relate with TSSS and Sakhi as dependable organizations which can support them.

However, interestingly, a vast majority were not found to be aware of the organizations and networks inbuilt in the project as its stakeholders such as members of Gender Platform and Vigilance Committees at the ward level. There were no evidences to find that there were no effective measures to promote collaboration and networking with other organizations who stood for women empowerment.

A closer look at this point reveals that these supposed to be built-in systems were yet to be functional.

Women in Leadership in Associations and Federations

The project expected that 65 women trained in leadership become active players in Associations and Federations at the end of the project.

While it is true that the Federation concept and functioning need to be rebuilt and rejuvenated in the context of the project, the leadership of SHGs was found moderately strong enough to manage their SHGs and their operations on a weekly basis. As evidenced from the discussions in FGDs and other interactions, coordination, communication, accounting and book keeping functions within SHGs were managed in a satisfactory manner throughout the two regions almost consistently. This was found true for old and new SHGs.

However, it was clear that the women leaders were not effectively trained and motivated in taking initiatives for social action for change. Their leadership, to a great extent, was limited to the above mentioned activities only. SHGs were mainly utilized for financial transactions.

4.2.1.4 Adolescents targeted by the project

The project population rightly included adolescents from the project villages as part of the target population because the social issues discussed and taken up by the project were so relevant to the younger generations. They were expected to be the change agents in future. With this understanding, adolescents – girls and boys – were organized as part of the project interventions for providing the right orientation.

The plan included 60 adolescents, 30 each from Anjengo and Puthukurichy Regions. It was planned to provide the same course on gender as given to the adults: Sensitization and training on gender violence, human trafficking, sexual and reproductive health, child abuse and dowry.

In addition, a self-defense course was planned for the adolescents.

Evaluation team met the adolescents in two groups, one in Anjengo and the other in Puthukurichi region. Together there were 26 adolescents for the interactions. While there were regional features among the children, our findings and observations are

given below:

Most of the children were found reflecting on the issues dealt with in the course such as self-confidence, self-identity, friendship and relationships, leadership skills, communication, gender status, reproductive health, social issues, media and its influence, legal positions, drugs and substance abuse, environment, etc.

In addition to the group interactions facilitated, the evaluation team had served a simple questionnaire to know what kind of understanding the children had acquired from the course on gender issues and environment issues. The questionnaire contained the same gender statements included in the interview schedule used for the adults. Some statements were given and they were asked to respond *extempore*.

Major findings are given below:
- Dowry system is an age old system, so it may be continued: 96.15% of the children present disagreed with the statement and so wanted to abolish dowry system.
- It is a symbol of family status, so it may be continued: 84.62% disagreed with this position and so argued against dowry system.
- 57.69% of children asserted that dowry system is an anti-women practice and should be abolished.
- Men and women are created equal in all matters except physically: 88.46% agreed to the statement.
- Women cannot do all the kinds of work which men do: 26.92% disagreed with the statement.
- Men are psychologically stronger than women: 26.92% disagreed with this and others completely agreed or somewhat agreed.
- Wife should obey husband in all matters in the family: 46.15% disagreed. Others agreed or somewhat agreed.
- Men are financially responsible for the family: 61.54% agreed completely with 15.38% disagreeing.
- It is the responsibility of women to do all domestic work: 23.08% disagreed
- It is the responsibility of women to bring up children in the family: 34.62% disagreed with this.
- Boys should be given more education than girls: 76.92% disagreed with it.
- Girls / Women should not go for employment: 80.77% disagreed.
- Women should not wear any dress as they wish: 57.69 disagreed with this.
- Women should not go alone outside at night: 30.77% disagreed with this.
- Women need not have a social life outside the family: 73.08% disagreed.
- Child abuse: when they come to know anything regarding a child abuse case, 88.46% of children would report to institutional network like Child line with an increase from 53.85% two years ago, while 73.08% would report to their parents and 53.85% would share the information with others.

The above responses give a mixed picture of change in gender approaches. The adolescents seem to follow the same trend as adults in most of the cases. They are already influenced by the social set up and cultural attitudes. However, there is a sign of gradual change among the adolescents also in the matter of attitude and perspectives towards gender approaches.

Other achievements:
- A good majority was able to articulate without inhibitions what they wanted to say
- Many exhibited leadership skills in words and activities
- Most of them felt enthusiastic and interested to continue the course
- Self-defense course was taken more enthusiastically with the support of the Police Department
- Adolescents' groups were involved in the development and enactment of the street plays on gender issues.

However, there were challenging issues with regard to their formation and training as those listed below:

- Parents were reportedly not very enthusiastic to send their children for the formation classes
- The attendance of children was not consistent. Many attended the programs as and when they liked. This prevented a uniform orientation on all related topics.
- The children were of the age group of 10-15 years old, for whom all the topics dealt with were too early to grasp in full.
- There was no fixed team for training and orientation from the beginning till the end.
- It was also observed that there was no regular follow up of the program, which was necessary to sustain the spirit and strength of the adolescent program.

4.2.1.5 Effectiveness of surveillance committees

The project expected that 75% of women who attended surveillance committees expressed their satisfaction with the attention received and saw that their problem was resolved.

It is understood that surveillance committees are envisaged as monitoring platform to review the functioning of vigilance committees. They are envisaged to be constituted of representatives of the vigilance committees at the ward level.

However, there is no evidence received for the existence and functioning of either Vigilance Committees or Surveillance Committees. It is reported that Vigilance Committees have been during the course of the project in Puthukurichy region.

4.2.2 Collective Empowerment Indicators

As SHGs and their Federations are the primary and key stakeholders of the project, collective empowerment which is one of the major objectives has a reference to them. It was observed during the course of evaluation that Federation concept and practice were weak among the women respondents who belonged to old SHGs. The members of new SHGs initiated during the project period got involved more vibrantly in the project processes than the members of the old SHGs.

In the context of the project under evaluation, indicators of collective empowerment include:
- Regular weekly meetings
- Strong thrift and credit operations
- Correct and regular book keeping and accounting
- Number and nature of programs organized by SHGs / Federations
- Number of women members who participate in programs/ campaigns
- Number of IGPs initiated by SHGs
- Sustainability of the IGPs

The project expected that at the end of the implementation, 556 leaders of the Associations and Federations have strengthened their empowerment process and 375 women have organized creating new Associations.

SHG members and leaders were provided training and awareness programs to enable them to understand and analyze gender issues and environment issues and they also had opportunities to participate in demonstrations and campaigns claiming their rights.

Collective empowerment of SHG women was assessed by way of the following measures: membership retention in SHGs, participation in savings and thrift and credit operations, participation in training programs, involvement in IGP initiatives, participation in campaigns and involvement in local social issues.

It is also found that during the project period, 28 new SHGs were formed against the targeted 25 SHGs. Interactions with many groups revealed that the new SHGs have been founded on strong base with fundamental activities such as weekly meetings and participation in savings and thrift and credit operations. All of them have been registered with concerned GPs, too. However, the new SHGs have not initiated IGPs or ventured into social issues. Most of the old SHGs were not meaningfully involved in the project processes. Many of the old SHGs have now become dysfunctional, too.

4.2.2.1 Internal Micro-credits and access and control of financial resources

The own savings of the 182 groups of women and the concession of internal microcredits continues, with access and total control by women.

Examination of the functioning of savings and thrift and credit operations through several interactions and records verification shows that almost all the functional SHGs have strong base with the said functions, with well-knit proceedings and annual audits and monitoring. The basic strength of the SHGs has been partly, but

substantially, contributed by the concerned GPs and Kudumbasree system.

4.2.2.2 Programs initiated by SHGs

The first point of discussion was to understand the number and nature of programs initiated by SHGs of the respondent women. Majority of the women (64%) said that no programs were initiated by their SHGs. This shows a limited strength of the collective action.

Of those who said no programs were initiated by their SHGs (160), 60% belonged to Anjengo region. Of those who said that programs were initiated by their SHGs, 63% belonged to Puthukurichi region.
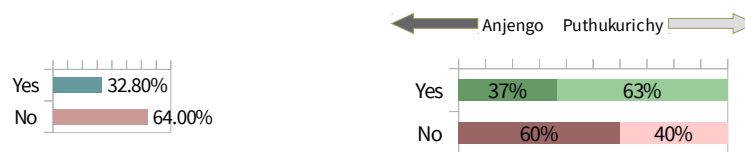
Fig.4.63 Distribution of responses to the question "Have YOU INITIATED any programmes during the last 2 years THROUGH YOUR SHG / Federation?". The regional variations in the distribution is given on the right.

4.2.2.3 Participation in training and awareness programs

One of the effective signs of collective empowerment of women is their larger participation in project activities. The most important and key interventions in the project include the following:

- Training in Personality Development with focus on leadership skills
- Training in Domestic Violence
- Training and awareness building in Sexual Abuse
- Training and awareness building in Child Sexual Abuse
- Training and awareness building in Atrocities against women
- Training and awareness building in Harassment against women in workplace
- Training and awareness building in Waste Management
- Training and awareness building in Energy Conservation
- Training and awareness building in Organic Farming
- Training and awareness building in Planting Fruit Trees

For analyzing, the given responses were categorized into three topics such as personality development (i), gender mainstreaming (ii-vi)) and environment protection (vii-x). In a multiple mode of responses, 68.80% of women claimed that they had participated in programs related to gender mainstreaming, while a smaller section, more than a majority (55.2%) reported that they had participated in programs related to environment. One of three women from among the sample respondents (38.4%) had
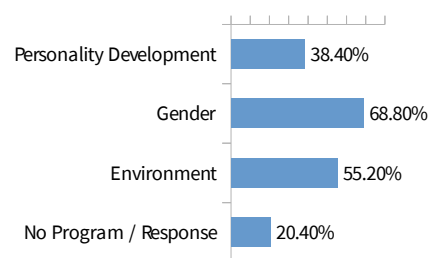
Fig.4.64 Distribution of responses to the question "In the LAST TWO YEARS, what are the major AWARENESS / TRAINING programs participated by members representing your SHG"

opportunity and interest to participate in personality training programs including leadership trainings. Participation here is an activity resulted from the project processes.

In an age-wise analysis, the results show the same trend of preference and interest among women. Largest sections of all three age groups went for programs on gender, the second largest sections on environment protection and the smallest sections among the three age categories were interested on personality development programs.

There is a strong indication that the target population of women was very much concerned with gender issues, even as environment and personality received substantial attention. This is considered as a sign of positive attitude among the target women.
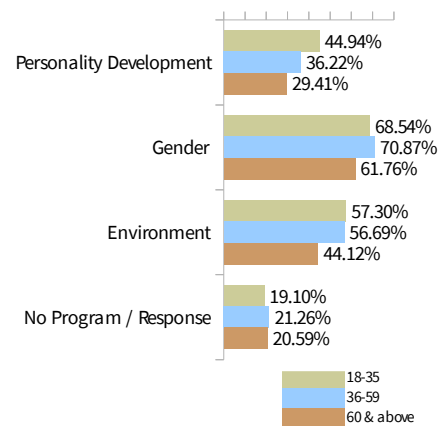
Fig.4.65 Age-wise distribution of responses to the question "In the LAST TWO YEARS, what are the major AWARENESS / TRAINING programs participated by members representing your SHG"

4.2.2.4 Campaigns and collective interventions for gender equality and environment protection

Street plays

36 performances of the 3 theatre groups were formed to sensitize communities on gender violence, human trafficking, sexual and reproductive health, child abuse and dowry with a scope of at least 3,600 people.

The interventions included formation of 3 theatre groups who performed more than 36 plays in streets involving youth on gender violence. It was found that the proposed groups were trained and they enacted street plays at more than 36 venues during the project period.

Those who had opportunities to watch these plays assess them as useful and interesting and they received the intended message.

As street plays were one of the major activity components to influence the public, respondents' opinion is very important. Street plays were developed and enacted to sensitize the communities on gender equality. A large majority of respondents (71.2%) rated them as very useful, while 11.6% found them as somewhat useful.
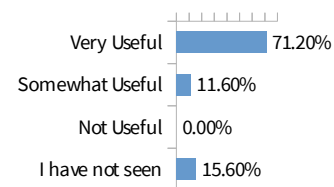
Fig.4.66 Distribution of responses to the question "What is your opinion about the street plays on gender equity, sexual violence, dowry, etc?"

Participation in Campaigns

Participation of women representing their SHGs in collective programs and campaigns is a very important indicator of collective empowerment.

The expected results of the project included that 350 women would be trained in waste management and they would acquire tools to maintain a cleaner environment and 90% would be involved in the "Zero Plastic" campaign to improve the cleanliness of the coastal communities at the end of the project.

Women in SHGs and their leaders were expected to give leadership to maintain cleaner environment. A campaign labeled as "Zero Plastic Campaign" was to be initiated to improve the cleanliness of the villages and communities along the coast of Anjengo and Puthukurichy. Preparation of pamphlets, stickers, posters and distribution through door-to-door visits and interactions were planned in the project.

Such collective interventions were part of the project as given below:

a. Demonstrations in favour of rights of women
b. Human Chain
c. Competitions on Rights of Women
d. Honouring Women
e. Door-to-door campaign on environmental awareness
f. Zero Plastic Campaign
g. Setting up of kitchen gardens
h. Energy Conservation Program (including Biogas plants)
i. Planting of Fruit Trees
j. Distribution of pamphlets
k. Submission of Memorandum
l. Posters
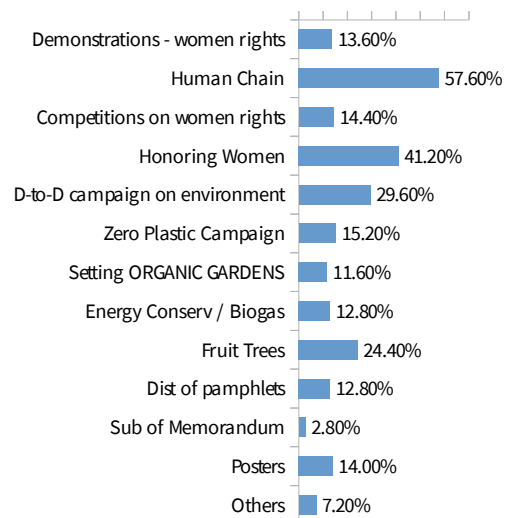
Fig.4.67 Distribution of responses to the question "What are the collective programs in which your SHG has PARTICIPATED?"

A simple analysis of interest and involvement among women shows that the largest section (57.60%) participated in human chain organized as part of the project in favour of women empowerment and gender equality. Functions conducted to honour women (41.2%), door-to-door campaign for environment protection (29.6%) were some of the other interventions which attracted more women. Methods and topics were considered important in this analysis.

Market improvement

The project interventions included activities and campaigns meant for fish market improvements. One of the important activities was the submission of memorandum claiming installation or improvement of certain facilities in the fish market where some of the protect target women work as fish venders. The information gathered from FGDs with fish vending women shows that FVW got involved in the submission of the memorandum to the local body authorities demanding the following:

- Reduction in Monthly rent
- Publicly exhibiting the details of market rent immediately after auction
- Change of shift time
- Comfortable seating
- Clean drinking water
- Hygienic / Mosquito-free surroundings
- Clean Toilets
- Waste disposal points
- Drainage system
- Safety
- Formation of Market Improvement Committee

Of the above, it was also found from the FGDs that the following were reportedly achieved:
- Clean drinking water made available
- Hygienic / Mosquito-free surroundings ensured
- Clean Toilets constructed or maintained
- Shift time changed

Involvement in Local Issues

Involvement of SHGs in local social issues is considered as one of the important indicators of collective empowerment. This is the type of actions envisaged as the impact of the project. It is found that 23.6% of respondents reported that their SHG got involved in environment protection issues in their locality, while 17.6% got involved in issues raised in Grama Sabhas. Labour / employment (10%) and health (8%) issues also received attention.

Issues related to gender and women empowerment were also taken up by the women.

Fig.4.68 Distribution of responses to the question "In what local issues have your SHG/Federation been involved?"

4.2.2.5 Personal Gains from Collective processes

As mentioned elsewhere in this report, the expected outputs are knowledge and awareness and skills on gender issues, environment issues and issues related to LSGIs. It is conceived that it is most likely that those who have the right knowledge, awareness and skills will change their attitude in favour of gender equality, environment protection and local democracy. In addition, the project has provided instruments and tools to practice their knowledge and skills.

Among their multiple responses, the more than a simple majority of women (55.6%) acknowledged that they got more knowledge on gender issues, environment issues and local democracy. Further,

Fig.4.69 Distribution of responses to the question "What are the PERSONAL RESULTS from your involvement in this Women Empowerment PROJECT?"

44% of the respondents changed their attitude towards these issues in favour of gender equality and environment protection and participatory democracy. The findings show that 10% of the women participants got into action in one way or the other. These results are to be seen in the background of the social cultural milieu in which they have been living and the time span of the project (a mere two years). Action is the ultimate result (impact) which will take time to get strengthened.

Those who received sanitary latrines as a measure of safety for women, biogas plants for organic waste management, kitchen gardens for waste management and food production, composting for waste management, etc. duly acknowledged the support and reported that they were very useful for the purposes they were meant. FGDs and group interactions conducted by the evaluation team validated these points.

4.2.2.6 Collective Gains

As the project ultimately targeted on the empowerment of the communities in which women and men live and work, community results and awareness about those results among the participants are very important.

A study of the planned project keeps one informed that it expected some concrete results in different levels. Some of the very important results visualized at output, outcome and impact levels are listed below with the percentage of women asserting:

Womens Rights recognized	37.20%
Women Issues received more attention	25.20%
Dom Violence reduced	10.80%
Atrocities against W & C reduced	17.60%
Dowry related violence reduced	4.40%
Women are motivated by honoring	21.20%
Unity / Team work built up	25.60%
More women came to the forefront	29.20%
General awareness W & Env inc	28.40%
Plastic Waste reduced / Recycled	38.40%
Village cleaner	14.00%
Household food production increased	14.40%
Cleaner Wells	1.20%
Others	0.80%

Fig.4.70 Distribution of responses to the question "What are the COLLECTIVE OUTCOMES of the above project involvements on the SOCIETY?"

i.   Women's Rights recognized by the society to a greater extend (37.20%)
ii.   Women's Issues received more attention from the society / authorities (25.2%)
iii. Domestic Violence reduced (10.8%)
iv.   Atrocities against women and children reduced (17.6%)
v.   Violence related to dowry reduced (4.4%)
vi.   Women are motivated by honoring local women (21.2%)
vii. Unity / Team work among women built up (25.6%)
viii. More women at the forefront than before (29.20%)
ix.   General awareness on women and environment increased in the village (28.4%)
x.   Plastic Waste reduced / sorted for recycling (38.4%)
xi.   Villages cleaner (14%)
xii. Household food production increased (14.4%)
xiii. Cleaner Wells (1.2%)

While the above list is not exhaustive, it includes very important areas of focus in the project. The responses are based on women's interest, motivation, knowledge, skills, attitude and involvement.

Sanitary Latrines and Safety

It was expected that 100% women who have been equipped with latrines claim to feel more secure. Support for construction of sanitary latrines was placed as one of the measures for empowering women collectively and for providing them safety from stray dogs and some disoriented men when women without toilets at home used to go to public places for defecation at night. 250 sanitary latrines were planned. Financial support was provided to the beneficiaries selected based on some criteria. They were given orientation about the program and handholding during construction.

As this is a concrete measure, women feel highly relieved from the insecurity and inconvenience they had been facing for years. This measure not only provided safety but also secured them and the community from several diseases. Improvement of health and hygiene was one of the other major benefits from this component. Interactions with some beneficiaries have confirmed these aspects.

Organic gardens / Kitchen gardens and Composting

The project wanted 150 women receiving training and tools for setting up organic gardens have organic food in their homes at the end of the project.

After the orientation program in waste management and methods to process waste, those who attended the orientation with interest and sustained that interest after the training were further screened. Only those who expressed their willingness to join the program and were ready to provide the stipulated local financial contribution were selected as beneficiaries of the program. The major inputs in addition to training and orientation were the grow bags, seeds and seedlings and organic manure. The field staff provided handholding in support.

While some women were successful in growing and maintaining their small gardens in their household premises, many could not continue with the units due to lack of necessary follow up.

However, the women are in general interested to continue the activity in more favourable circumstances by their own initiatives. Many of them produced vegetables from the gardens and used them for their food and donated some to their neighbors.

Bio-digesters were provided towards the end of the project but could not start functioning.

Rather than collective initiatives, these are found to be individual activities.

Biogas

One of he expected results of the project was that 40 SHG women from the communities of Anjengo and Puthukurichy have a source of energy for cleaner and safer cooking and keep the environment of surrounding areas free of organic waste at the end of the project.

Biogas plants were installed inside the household premises of the selected

beneficiaries. These were selected from those who attended orientation program on waste management and training in operation and maintenance of biogas plants. Beneficiaries supplemented with a small financial contribution to the subsidy provided by the project. The biogas plants were designed and installed on a contract with a firm dealing in biogas plants.

On direct observation and interaction with the beneficiaries, it was learned that the component of biogas plants was very useful in disposing organic waste and saving some money by way of gas used for cooking. Other benefits included saving of time, enhanced convenience for women, improvement of health, etc.

However, it was also noted that in some cases the repair and maintenance of the plants remain a big challenge for continuous use. A service or maintenance contract with the supplier could have solved the issue.

Planting of Trees

The result expected included 80% of women's associations sensitized to the environment through the planting of organic fruit trees.

All SHGs and their members were given orientation and awareness building support on environment with special focus on planting of fruit trees. It was envisaged to plant 3000 fruit trees in the two regions with the support of the SHGs and their leaders and members.

On observation, discussion with many stakeholders, it is learned that a major percentage of seedlings could not be planted due to the lack of interest from the side of the communities and their leaders and ineffective monitoring and organization at the grass root level. There was some gap in the planning and organization of this action.

4.2.2.7 Networking – Gender Platform

It was envisaged that networking would be strengthened through the collaboration and provision of tools to the 12 organizations in the gender platform.

A network of NGOs was planned to be strengthened during the project period. 12 local NGOs were proposed to be the members of the network, namely Gender Platform. From the interactions with various groups, staff, women leaders, it was found that such a network was yet to be strengthened.

Strength of a network can be ensured by the provision of opportunities for its members to get involved and engaged in the project activities and decision-making. The weak shape of the network shows that some of these aspects were missing in this regard.

Representatives of the Gender Platform were expected to participate in at least 2 International Forums making alliances with at least 2 International movements.

Since Gender Platform was not functioning as expected, representatives of the implementing organizations participated in two International Conventions, namely, World Social Forum conducted in Brazil in 2018 and the CREA Reconference in Nepal in 2019.

While the delegates who participated in the programs benefitted by way of personal empowerment in gender issues and transgender issues, there is not much indication or signs of any follow up with the connected international alliances.

4.2.3 Economic Empowerment Indicators

It was expected that 80% of women who receive training in activities of self-employment, accounting, marketing and income generation perceive an improvement in its economy through the implementation of these income generating activities at the end of the project.

Major investment consisted of entrepreneurship development training followed by provision of production machineries and accessories for 5 types of income generation programs: (1) Paper and cloth bags making unit (5 units for 110 women), (2) value added fish products units (3 units for 25 women), (3) catering service (2 units for 25 women), (4) poultry (20 units for 20 families) and (5) dress making (145 units for 145 families).

4.2.3.1 Financial decision-making

Economic empowerment of women implies freedom to make decisions on financial resources – either of their own or of the family. 69.2% of the respondents reported that they had complete freedom over their earnings or income from any of the economic activities they do, while 17% said that they had some freedom. It is noted that only 3.6% had no freedom. This shows that women enjoy a very good financial freedom in their families.

A good majority of them always or sometimes consult their husbands or inform their husbands while spending their money. It is likely that this consultation does not limit their freedom, rather cements their family ties.

No Freedom | 3.60%
Some | 17.60%
Complete | 69.20%

Fig.4.71 Distribution of responses to the question "In the context of your earnings in your SHG and income from other economic activities, if any, how much of freedom do you have over your money?"

Never | 5.60%
Sometimes | 20.00%
Always | 55.20%
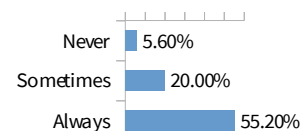
Fig.4.72 Distribution of responses to the question "Do you CONSULT your husband on spending your own earnings?"

Purpose of Loans

All the SHGs have an internal loan facility open to their members only. The rules and conditions of such thrift and credit operations are crafted by their members, of course, with the support of TSSS or GPs. The purpose of taking a loan from the SHG varies according to the loanee. They take loans for personal (28.48%) or family purposes (41.82%). Some of them take loans for repayment of existing loans, while some others take loans for some small business activity. It is learned that fish vending women who are members of FVWF take loan

from the forum for the similar purposes.

Fig.4.73 Distribution of responses to the question "Have you taken a LOAN from your SHG?"

Yes 66.00%
No 31.20%

Fig.4.74 Distribution of responses to the follow-up question "If yes, did you consult your husband before taking the loan?"

Yes 87.27%
No 7.88%
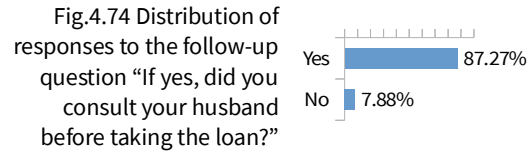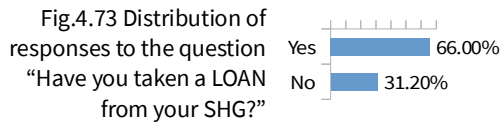
It is found that 66% have taken loan from their SHG/ FVWF once or more times, of course, as reported, with or without consulting their husbands. It is noted that a vast majority of those who took loans from SHGs (87.27%) consulted their husbands (Q 92).

Personal needs 28.48%
Repay personal loans 19.39%
Purchase gold 0.61%
Husband's personal needs 0.61%
Repay loans by husband 0.61%
Children's education 28.48%
Children's marriage 4.85%
Medical/ health needs 20.00%
Other family needs 41.82%
For improving IGP 5.45%
Others 12.12%
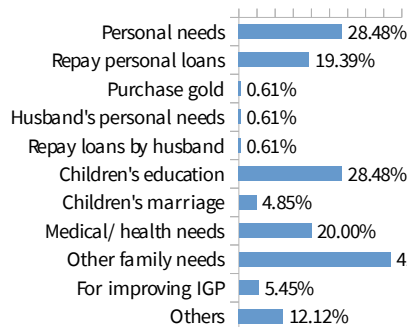
Fig.4.75 Distribution of responses to the follow-up question "If yes, what is the purpose for which you have taken the loan?"

Repayment of loans

Though women take loans from SHGs on their responsibility, the repayment is generally made from family income (73.94%). One fourth of the respondents said that they repaid the loans from their own savings or from other loans. This may be the practical reason why they keep consulting their husbands while taking loans. As reported above, most of the loans are for family needs.

Family Income 73.94%
Savings 25.45%
Other Loans 9.70%
Others 1.21%
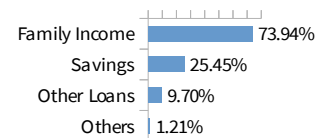
Fig.4.76 Distribution of responses to the question "If you have taken a loan, how do you repay the loan?"

Size of respondents with IGPs

It is learned from the analysis of the field survey that 20% of the respondents are engaged in income generating programs (IGPs) facilitated by the project. Group interactions conducted with the beneficiaries and staff separately revealed that the beneficiaries of the IGPs were selected based on their interest, initiative and commitment in addition to past experience in any business.

Yes 20.00%
No 71.20%
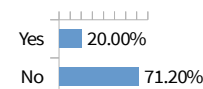
Fig.4.77 Distribution of responses to the question "Are you self employed as part of the "FIGHT" project? (IGP)"

Interestingly, the findings show that those who had some employment other than fish vending where more likely to come forward to take up project IGPs as compared to the other occupational categories. As fish vending is viable employment, not many among them opted IGPs offered by the project. 18.6% (24/129) of the unemployed category got

Fish Vending
Others
Unemployed

Yes
10.45%
35.19%
18.60%

No
85.07%
51.85%
72.09%
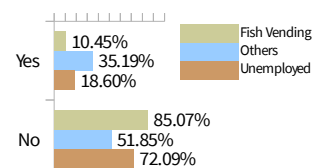
Fig.4.78 Occupation-wise distribution of responses to the question "Are you self employed as part of the "FIGHT" project? (IGP)"

engaged in project IGPs as they wanted a supplementary income. This group mostly comprise of the housewives who do not go for other jobs, may be because already they are protected by their husbands.

Utilization of income by women

Women in India generally mean women in family. For most of them, family is the priority. For the women in this project this statement has much more meaning because of the religious and cultural influences. In most of the above responses, family, culture and religion has had high influence. This is also true in the matter of utilization of income. Largest section (44%) marked family needs as one of the priority areas, followed, of course, by personal needs (28%).

Fig.4.79 Distribution of responses to the follow-up question "If you get an income, how do you utilize the income?"

Investment in IGP (18%) and children's education (10%) come next in priority.

This is, in fact, the reason why women want an income and join in self-employment. 74% of them informed that they had joined the IGPs in order to support family (74%) and or to meet personal needs (22%) (Q 99). Obviously, the family members support them in their IGPs (Q 100). A vast majority asserted that they were confident to succeed in the ventures initiated. It is too early now to check and validate this statement as most of the project IGPs are in the very infant stage.
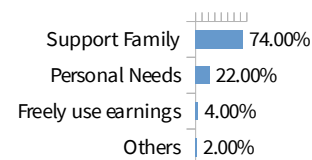
Fig.4.80 Distribution of responses to the follow-up question "If SELF EMPLOYED in an IGP, why did you opt for it?"

4.2.3.2 Income Generating Programs (IGPs)

The Fight project has opened up opportunities for the women in SHGs to start IGPs for income generation by providing EDP and skill training suitable to five types of microenterprises approved. They are Paper and Cloth bag making units (5 Units involving 110 women), Value added fish products units (3 units involving 25 women), Catering Units (2 units with auto-rikshaws involving 25 women), Poultry farming units (20 units involving 20 women) and Dress making units (145 units involving 145 women).

At the outset, 450 women were provided an orientation in microenterprises in general and five approved categories in particular at various locations in several batches. After the orientation, separate skill training programs were conducted for each type of microenterprise for those women who came forward complying with the conditions. The conditions included participation in the skill training programs and willingness to contribute stipulated amount of money as local contribution. Those who received skill training and continued to show interest were again screened to ensure that they would be able to run the economic units as planned. It was after receiving local contributions from the participants that final selection was completed.

As TSSS had long years of experience working with IGPs of women, this time the implementing organizations had taken enough caution in the matter of selection of women for IGPs. Selection of participants in IGPs was done based on the following criteria:

- Participation in orientation on microenterprises management
- Participation in skill training
- Willingness to give local contribution
- Ability to use the skills learned from training
- Proper interest and positive attitude
- Past experience

The process of implementation of IGPs started well in advance with identification of participants and their training. However, at the time of final evaluation, all these microenterprises were found newly initiated with necessary infrastructure, machines, tools and equipments provided together with some raw materials.

The evaluation team visited most of the IGPs and interacted with the participant women. The information gathered from them is organized below under each IGP or Category.

Paper Bag and Cloth Bag Making Units

Five units of Paper Bag and Cloth Bag Making Units were approved for 110 women in two regions with provision of stitching machines with their accessories and raw materials for initial work. They are conceived as an environment and women-friendly economic activity with simple technology easy to learn. However, there are only three such units initiated in Puthukurichy region involving 10-12 women. These three units were provided all the sanctioned provisions. At the time of evaluation visit, all the three units were found just starting their work. The evaluation team visited two of three units.

Sneha, St. Andrews

Three married middle-aged women from two SHGs who had earlier experience of doing microenterprises in their SHGs were the participants of the IGP with a leader identified by them. After three days of skill training in paper and cloth bag making, they received machines and raw materials. Though the Unit is conceived as one, all the three members informed that they would do their manufacturing works at home to adapt to their household responsibilities. Purchase, marketing and sales would be done as a team or as per convenience. The Unit was inaugurated and a sign board was placed in front of the residence of the leader of the Unit.

They exhibited high level of confidence and enthusiasm at this stage. However, they are yet to make their production and marketing plans and start canvasing orders. As the unit is yet to come into the full swing of operations, it is not possible to make an assessment at this stage.

Ever Green, Shanthipuram

This was the second such Unit the team visited during the evaluation process. Four women including two young girls and two middle-aged women decided to run this unit. This Unit was also found at the same stage. The only difference was that the three women participants would sit together at a place for the activities of the Unit. They also received training, machines and raw materials and just started making cloth bags. Sales have not yet begun as there were no orders. They have made a tentative plan for production and sales. The women in this unit belong to a SHG which has been running a petty shop successfully for the past several years and they expressed confidence and unity.

In Anjengo, three units were proposed and planned. Initial trainings were provided and participants were identified. However, none of Units continued due to reasons shared by the participants of one of the Units.

Varnam, Anjengo

In order to understand the reasons of failure, the evaluation team visited a Paper and Cloth bag making Unit in Anjengo where none of the three units initiated could take off. There were 3 women associated with the Unit. Based on the discussions and observations, it is likely that the challenges which prevented the Unit to take off are the following:
1. There was a trust loss between the women and the project implementing system
2. There was no consistency in communication from above, given through the field staff
3. There was not enough training for this group
4. Their test marketing failed and so they got demotivated.

It can be noted that there is a scope for revival of this Unit, if suitable steps are taken systematically and involving the women without any bias.

Value-Added Fish Products

Two Value added fish processing, packing and marketing units were initiated, as proposed in the project, one each in the two Regions.

Ruchi, Mampally, Anjengo

Three women from three SHGs were associated with Ruchi. They received training and all required support for starting the Unit. The individuals appeared to be self-confident. In fact, they started functioning in a very small scale.

However, their scale of production was found to be too small that they cannot make any profit. The items initially planned were not meant for daily consumption, but special items like pickles, which people do not but every day and many locals may not at all use pickles with their food. Moreover, they felt the lack of availability of fish even for the small scale of production.

In order to address these issues, the project managers rightly proposed to integrate the Unit with catering activities which is feasible if managed well. The plan was to

open a "Thattukada" - wayside eatery to be operated between 4pm and 9pm. The women were planning to run the unit at the time of visit.

Samudra, Marianadu, Puthukurichy

Samudra was the second Value Added Fish Products Unit initiated by the project in Marianad in Puthukurichy region. Three women from 3 SHGs were the owners of the Unit. They received training and all supports required for starting the Unit. Though the planning had been done well in advance, they had not fully started the Unit with regular activities.

As the stand alone fish processing Unit was found to be unviable, this unit also decided to take up orders for catering services. If the plan is implemented with joint activities of fish processing and catering, there is a likelihood of success, depending on other aspects.

Catering Services Units

Three Units of catering services were initiated by the project, in two Regions, against the proposed two Units. The evaluation team visited three units and interacted with the owners.

Winners, Pallithura, Puthukurichy

Three women who participated in training programs and provided local contribution were selected for this Unit. The members were found enthusiastic and seemed to have a plan of action to run the Unit. They have registrations with GP and one of them have a license of drive an auto-rikshaw. They started running the Unit with small orders from local people and institutions including Church organizations. If their enthusiasm is sustained with sufficient handholding, this Unit has better prospects of success.

Seven Starts, Arayathuriuthy, Anjengo

Three women were involved in this Unit, which is located at a favourable place provided by the GP within the GP compound. This is a full-fledged running Unit making reasonable sales and profit regularly. They work as team under the team leader who manages the functioning. This Unit was being supported by the GP under other schemes. However, with the provision of the Auto-rikshaw from the Fight project, the Unit has reportedly entered into the sustainable phase.

However, the ownership of the Unit by the three women seemed to be limited by more investment by one of the members.

Marian, Anjengo in Anjengo Region

Four women received training in catering and hygiene. They had some prior experience in catering by taking and executing small orders. They seemed to have plan of functioning. However, this Unit also did not function regularly in full swing.

Poultry Units

Twenty families were provided with support to start small poultry units as a family venture. Eggs would be the products. Feed and hygiene are the regular investments. Women can also take up other economic activities together with this one and household work. A cage each was given ready-made to all the selected women. They were yet to start functioning at the time of visit.

Dress making Units

145 Home-based Dress making Units were initiated with the provision of a sewing machine to each of them. At the time of visit, some of them seemed to start making dress in a small scale for their own use to get experience, while some had not started doing anything with the machine. Some mechanical complaints were reported and they were getting repaired.

Regarding the IGP Units mentioned above, it was too early to make any assessment of the financial viability and sustainability. From the interactions with the participants, it was found that there were gaps in their business plans and in the know-how of accounting and book keeping.

The success of the Units will depend on several aspects including the points below:

- How they are able to organize team work and individual and family work without mutual conflicts
- What volume they produce and sell regularly
- How they market their products at the right price
- How they keep their daily accounts systematically
- How they take internal decisions regarding everything
- How they plan and share their time and responsibilities
- How their husbands and family members cooperate with them
- How they share the profit and loss
- How they plan sustainability of the unit
- How they resolve their problems

As they have not started the function in full swing, it is not good to make an assessment at this stage. Sales at the right price may become the most challenging issue for these units.

4.2.4 Political Empowerment

As mentioned elsewhere in this report, the 73rd and 74th Constitutional Amendments made by Indian Parliament in 1993 brought Indian democracy to the grassroots. With this, the concept of village republic has come into being. Ordinary men and women got several additional opportunities as their rights to participate in local governance.

In Kerala, local democracy is stronger than in other parts of the country and women have equal representation in PRIs as men with 50% reservation in the decision making committees. However, there are some areas where women in Panchayats do not enjoy the given rights. The resources of the Panchayats are not equally or justly

distributed. Participation is not always good.

The fight project took as one of its objectives the empowerment of women to participate in local governance both as voters and members of Panchayat Committees. The project tried to strengthen the gender approaches among the Panchayat members first and then women leaders and staff of the project so that the target communities are sensitized through SHG women. Training and workshops and investigation of the existing approach were proposed to achieve this goal.

At the end of the project, it was expected that at least 20 women are trained and say they have improved and increased their participation in local governments (Panchayats).

Both as project inputs and part of implementation processes, two work teams were envisaged to be constituted for undertaking three tasks in connection with the functioning of Gram Panchayats. Two of the three steps envisaged in the project for making a framework for assessment of gender approaches were entrusted with Team 1. These tasks are indicated as (1) Develop relevant indicators to monitor and evaluate the gender sensitivity and balance of the approaches and programs in development and governance of the LSGIs and other local government agencies and (2) Evaluate the gender approach / current gender mainstreaming in the LSGIs (Local Self-Governments/ Panchayats and Corporations). The third step – (3) 'Share the results of the assessments with the Panchayats related, and other government agencies, and women's groups' was envisaged as the task of Team 2.

Work Team 1:

Sl.No.	Designation	Numbers
1	Representatives of federations	26
2	Social workers of the 2 regions	23
3	Project coordinator	1
4	Manager of Sakhi	1
5	Special representatives – 2 each of 2 regions	2
	Total	**53**

Work team 2:

Sl.No.	Designation	Numbers
1	Community Development Supervisors	2
2	Supervisors of Development Area	2
3	Representatives of Police Stations	2
4	Sakhi Representative	1
5	Project Coordinator	1
6	Social Workers	23
7	Leaders of Federations	13
8	SHG Coordinator	1
	Total	**45**

In order to make an assessment of the impact of this component, the evaluation team had interacted with staff including the top management, some of the elected representatives, women leaders, etc. The following observations may be relevant in this context:

- Gender approaches indicators could not be developed by the Team which may be due to the issues involved which are very technical and ambiguous.

- The Work Teams do not seem to be properly constituted and oriented to undertake the task entrusted with them.
- It seems that the tasks are beyond the capabilities of the team members, even if teams were engaged.

The next set of inputs is three training programs for three groups.

Training 1: Train women's groups to ensure approaches to gender in programs of the local community (by the agencies and institutions of local government, Panchayats and Corporation) - leadership topics and approaches to gender in programs of the GPs/LSGIs.

Training 2: Conduct training for elected representatives and key staff of the LSGIs to adopt the gender approach in its development programs and governance - awareness to adopt a balanced gender approach and how to mainstream gender into other types of projects.

Training 3: Train and support women's groups to monitor and evaluate the gender focus in development and government of the Panchayats and other local government agencies in the project area - monitor and evaluate gender perspective in programs of LSGIs and Government: techniques and methods, collection and analysis of questionnaire, disseminate the findings in SHGs and printing the report.

The final inputs related to political empowerment consist of activities to bring out two documents. They are (1) A document containing already identified best practices in order to share them with a view to improve the control of resources by women at the village, the family and the community and (2) Final evaluation of the programs of gender and its evolution in the LSGIs with recommendations.

4.2.4.1 Participation in Grama Sabha Meetings

Evaluation team made an attempt to understand the level of participation of women in Grama Sabha meetings as a sign of their involvement in local governance. Of the total respondents, 59.20% participated sometimes in GS meetings, while 28.8% of them participated always.

Always 28.80%
Sometimes 59.20%
Never 12.00%
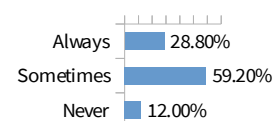
Fig.4.81 Distribution of responses to the question "Do you participate in Grama Sabha Meetings?"

More Women in Puthukurichy Region always participated in Grama Sabha meetings (53%) than those in Anjengo region.

Anjengo Puthukurichy

Always 47% 53%
Sometimes 54% 46%
Never 53% 47%
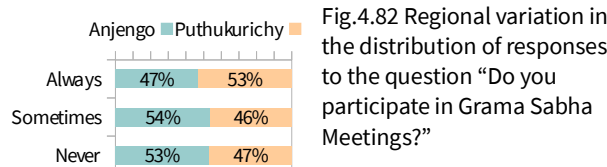
Fig.4.82 Regional variation in the distribution of responses to the question "Do you participate in Grama Sabha Meetings?"

Further analysis based on the level of education of the respondents revealed that more educated category keep away from the GS meetings. Only 14.29% of the more

educated category (Plus two and above) reported that they always participated in the GS meetings, while 25% never participated.

Fig.4.83 Educational status-wise distribution of responses to the question "Do you participate in Grama Sabha Meetings?"

	0-7	8-10	+2 & above
Always	31.68%	34.41%	14.29%
Sometimes	65.35%	51.61%	60.71%
Never	2.97%	13.98%	25.00%
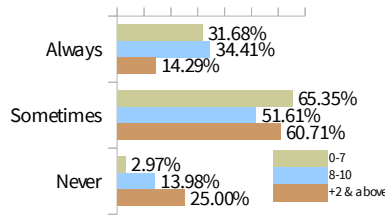
Of those who participated in GSs at least once, many women, though not the majority, remember the topics of discussions in such meetings. The topics which larger sections remember are environment and waste management (48.64%), agriculture and animal husbandry (42.73%), employment and income generation (36.82%), education (35%), fisheries (34.55%), health and sanitation (23.64%). It looks like those GS meetings rarely discuss gender related issues and women empowerment programs. Waste management and environment issues attracted attention of more women.

Women's Rights	17.27%
Domestic Violence	5.00%
Atrocities against women	20.91%
Violence related to Dowry	3.64%
Child abuse	0.91%
Environment and Waste Management	43.64%
Cleaner Wells	10.45%
Energy Conservation	5.91%
Health and sanitation related issues	23.64%
Employment / Income related issues	36.82%
Fishing related	34.55%
Agriculture / Animal Husbandry	42.73%
Education	35.00%
Migration	1.82%
Others	3.18%

Fig.4.84 Distribution of responses to the question "If participated, do you remember any discussions / decisions on issues related to Women and Environment in your Grama Sabha during the last 2 years?"

It was observed that a small percentage of women who participated in GSs opened up and got involved in discussions (10.45%), though a larger section (61.36%) get involved once in a while. Regional analysis shows that of those who always participate in discussions, majority was from Puthukurichi region (65%).
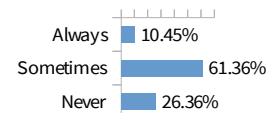
Always	10.45%
Sometimes	61.36%
Never	26.36%

Fig.4.85 Distribution of responses to the question "Have you intervened / spoken in any of the discussions in the Grama Sabha?"

	Anjengo	Puthukurichy
Always	35%	65%
Sometimes	58%	42%
Never	45%	55%
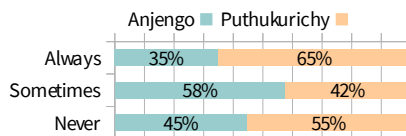
Fig.4.86 Regional variation in the distribution of responses to the question "Have you intervened / spoken in any of the discussions in the Grama Sabha?"

Reason for non-participation in discussions

Analysis of the reasons for non-participation reveal that 39.66% did not get involved in discussions in GS meetings because they were afraid to speak, while others said that they did not get a chance to speak (31.03%) and that they were not interested (12.07%).

A smaller section said that they were not listened to (8.6%) and that men were dominating and so they were intimidated (3.45%).

Fig.4.87 Distribution of responses to the question "What are the reasons if you never spoke / intervened in any of the Grama Sabha discussions?"

Regional analysis reveals that more women in Anjengo were not interested to speak in GS meetings (71%); women who were afraid to speak were more from Puthukurichi region. Domination of men is found to be equal level in both the regions.

In a further analysis, the more educated category very more likely to reason that they did not get a chance, or they were afraid and they were not interested and sensed men's domination, which prevented them from participating in discussions. In an age wise analysis, it was found that younger women were more likely to reason that they did not get a chance to speak in GS meetings, or were afraid to speak or were not interested.
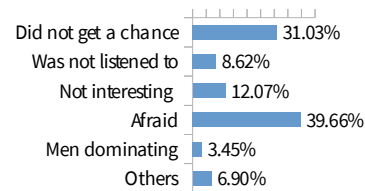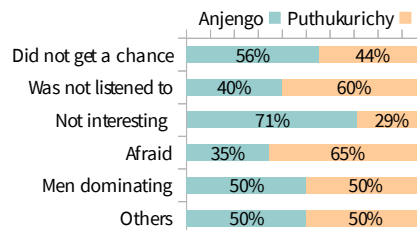
Fig.4.88 Regional variations in the distribution of responses to the question "What are the reasons if you never spoke / intervened in any of the Grama Sabha discussions?"
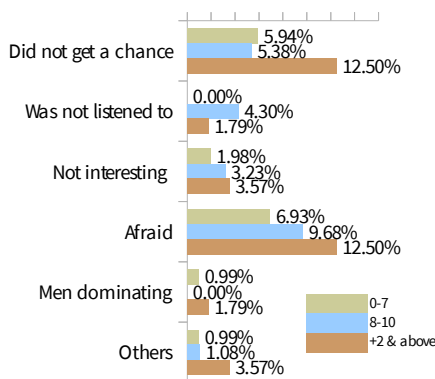
Fig.4.89 Educational status-wise distribution of responses to the question "What are the reasons if you never spoke / intervened in any of the Grama Sabha discussions?"
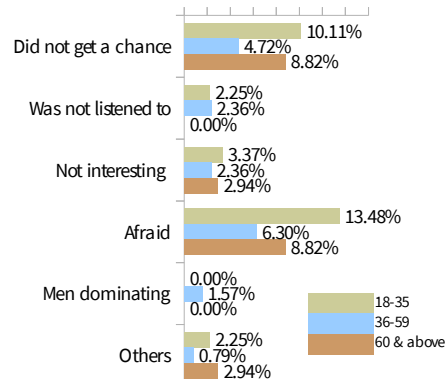
Fig.4.90 Age-wise distribution of responses to the question "What are the reasons if you never spoke / intervened in any of the Grama Sabha discussions?"

4.2.4.2 Projects with a gender approach by the GP

One of the important indicators of political empowerment of women was their ability to identify projects with gender approaches. The respondent women in fact identified the following projects as women-friendly without much struggle.

- Improvement of market conditions
- Housing for widows / single mothers / destitute women, etc.
- Income generating programs for women
- Educational Scholarship for girls
- Seminars / Training on women's issues
- Gender Resource Center
- Strengthening Vigilance Committee (Jagratha Samity)

- Celebrations in connection with International Women's Day
- Sanitary Latrines

Educational scholarships to girl students attracted the most attention (38.4%), followed by housing (32%), Jagratha Samity (Vigilance Committee) (30%), IGPs (29.60%), etc.
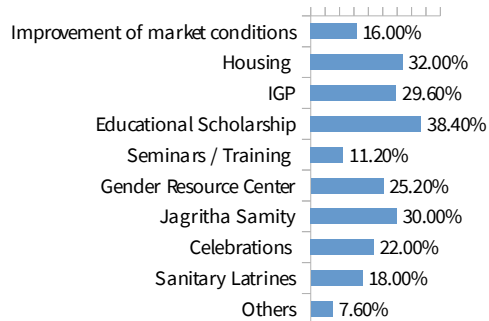
Fig.4.91 Distribution of responses to the question "Are you aware of any projects implemented by your panchayat with a gender approach in the last 2 years?"

This chapter has presented in detail the analysis of the data collected through qualitative and quantitative methods from the important stakeholders in line with the indicators provided for this evaluation. The results from this analysis are discussed in the next chapter.

CHAPTER 5
RESULTS OF EVALUATION

Based on the analysis done in Chapter 4 and referring to the qualitative data collected, the results of evaluation of the intervention are organized here under each of the four sub-objectives and with reference to the indicators proposed for evaluation. A number of different parameters have been employed to make an assessment of results in various levels. Accordingly, the measurement criteria also change.

5.1 Personal Empowerment

The existing gender status, environment status and local democracy in the target communities in the project villages were considered anti-women in the eco-feminist perspective which the project adopted. This was the rationale for addressing gender inequality by the project. Therefore, those women SHG members and leaders who challenged the traditional attitude to gender status, environment status and status of local democracy (status quo) carry a positive or desired change of attitude in the context of the project. The bench mark or baseline for this assessment may safely be taken as 0-10% of women who might have challenged traditional anti-women approaches in the existing patriarchal society prior to the project, influenced by other factors and players. If more than 10% of women categorically disagreed with a traditionally accepted position, it was assessed that positive desired change has been visible to that extent. The extent of this change can be marked in three ranges: Big desired change (if 60% or more of respondents challenged the status quo), moderate desired change (if 40% to less than 60% of respondents challenged the status quo) and small desired change (if less than 40% of respondents challenged the status quo). The results listed below may be viewed in this light.

Personal Empowerment on Gender Issues

Vast majority of the respondents (92.4%) challenged the status quo that men and women are not equal in all matters excluding physical features, marking a big desired change.

A considerable portion of the respondents (42%) disagreed with the statement that women could not do all the kinds of work which men do, marking a moderate desired change. This is an assertion that women can do all the works which men do.

Comparatively a smaller section (37.2%) challenged the common notion that men were psychologically stronger than women, indicating a small change of attitude in favour of gender equality.

A small section of women (14%) challenged the statement that men were sexually superior to women, marking a small change.

A small section (22%) questioned the statement that wife should obey husband in all matters in the family, marking a small change.

A sizeable 40.8% disagreed with the status quo and asserted that women as well as

men were financially responsible for the family, marking a moderate change.

A good number of respondents (41.6%) disagreed with the traditional position that it was the responsibility of women to do all domestic work, indicating a moderate change.

A sizeable 53.6% disagreed with the statement that it was the responsibility of women to bring up children in the family, pointing to a moderate change in favour of gender equality.

A vast majority (85.6%) of women stood for girls' education questioning the traditional position that boys should be given more education than girls, indicating a big change in the desired direction.

A vast majority (85.2%) of respondents challenged the statement that women and girls should not go for employment, marking a big change in attitude and perspectives.

A small section (37.2%) questioned the social thinking that women should not wear any dress as they like. This result marks a small change of attitude in this regard.

A substantial section (48.4%) of respondents disagreed with the status quo position that women should not go alone outside at night, pointing to a moderate change.

A good majority (70.4%) of respondent women asserted against the position that women need not have a social life outside the family, marking a big change in the desired direction.

Of the above parameters, a big change happened with regard to gender equality at birth, education, employment and social life.

In matters like equal ability to work, equal financial responsibility in the family, equal responsibility to do domestic work, equal responsibility for child rearing, and equal right for going out at night there is a moderate change.

Parameters with regard to which a small change was noted were equal psychological strength, equal sexual strength, obligation to obey husbands and freedom in dressing.

To sum up the above section which deals directly with the change of attitude in favour of gender equality, the results show that for all the above discussed parameters of gender issues, there is a clear positive change visible among the target women. Except for four of these, the change visible is moderate or big. This indicates that a vast majority of the members and leaders of SHGs and FVWF in the project villages have started thinking differently from the traditional social attitude against gender equality. They take a position for women to be free from the status quo subjugation.

Social Issues against Women

Further inquiries were done regarding women's attitude and perspectives on a number of socially sensitive issues prevalent in the target communities. Six such issues were taken for responses: dowry, domestic violence, atrocities against women in public places, abortion, child abuse and trafficking in women. All of them brought out potential action from the part of respondent women, even while pointing to the knowledge and attitude of the respondents.

Dowry

Dowry is a very strong social system used for dominating and intimidating women. In varying intensity, it is followed in all the project villages, doing a lot of harm for the brides' families financially. There were several justifications prevalent in the social fabric, which cements the continuity of the system. Some of these justifications were placed for response from target women.

The result showed that 69.6% of the respondents disagreed with the continuation of dowry system merely because it is an age-old system. The result indicates a big change of attitude in favour of women in the society.

A sizeable 54.4% did not want to continue with the system because they did not consider dowry as a necessary support system for the couple to start a life, pointing to a moderate change of attitude and perspective about this issue.

A large section (74.8%) disagreed to consider dowry as a means to meet the financial liabilities of the groom's family and stood against dowry system, marking a big change in perspective.

Similarly, 70.4% of respondents disagreed to continue the system in order to promote family status. This indicates a big change.

A good majority (63.2%) wanted to abolish dowry system because they considered it as an anti-women practice, indicating a big support in favour of gender equality.

The project partners and stakeholders can be happy about the results regarding women's attitude and perspectives on dowry system. Responses to four out of five parameters ndicated a big change of attitude in favour of gender equality, while the response to one set took a moderate position, regarding this issue.

Domestic violence

Domestic violence is a permanently prevalent issue which women face in families in the project area. Very often violence against women by their husbands has been considered normal in the target communities. Many women take it as their duty to suffer. Many husbands think that it is their right to harm their wives. Even though there are very strong laws to deal with domestic violence, the victims very rarely use them to protect their life and dignity. Even in this context, the project results show that simple majority of women (51.6%) reported that they would tell their husbands that

violence at home was wrong. This is a sign of moderate change in favour of women empowerment.

The results show that change started happening in the attitude and consequent action against one of the serious social issues and in favour of women.

However about two third of the respondents were found unable to relate possible incidents of domestic violence to its definition. Most of them might have thought that if there is a reason, the husbands or anyone in the family could do violence in a domestic parlance. There is strong cultural and traditional mental block in this regard, which seems to be very difficult to break, giving the partners opportunity to intensify their work in this issue.

Trafficking in women

With regard to a presented case of trafficking in women, most of the respondents (72.8%) were aware of the legal implications. This is a sign of moderate change in awareness in favour of women empowerment.

Atrocities against women in public places

The results of the analysis reveal that a good majority of the respondents would sharply react to atrocities against them in public places like within a market or a bus. This marks a big change of attitude in favour of asserting women's rights.

Compulsive Abortion

A vast majority of women respondents (74%) would resist the compulsive proposal for aborting the conceived child pointing to a big change in the attitude among women.

Child Abuse

In the matter of child abuse, it is found that a high level of awareness has happened among women and so a big majority (88%) would make complaints to Women's Commission, Child line, Police Station, NGOs, etc. marking a big change in attitude.

As evidenced in detail by the analysis of the responses on the parameters on gender equality and as stated above as results on individual parameters, it is found that at the end of two years of project implementation, more than 80% of people who have received training on gender violence and other related issues manifest changes in attitude towards these issues.

However, the results of interactions held through FGDs and GDs indicate that while some of those who have received training in gender violence were found to be aware of the structures like GSs, Working Groups and Vigilance Committees (Jagratha Samithies) functioning as part of the GPs, there is no evidence to show that they had opportunities to know and interact with other Organizations and specialized networks dealing with gender issues. The internal network of Gender Platform was not formed

and activated during the period.

The findings of FGDs and other interactions held with staff members, women leaders and leaders of SHGs reveal that the staff members and women who were active and engaged with the project processes have worked in a more participatory and effective way. But the range of results was found far from the expected mark due to very high turnover of staff members and consequent inconsistency in participation in training programs and involvement.

More than 65 women trained in leadership and related skills and topics were found to be the active part of the SHGs. However, these leaders do not actually represent Federations as planned. As mentioned earlier, the Federal structure is weak. To be noted here is another related finding that all the 182 SHGs have not been involved in the project. While the newly formed SHGs (25) and their members and leaders have been more involved in the project, the leaders and members of the old SHGs (157) were passively involved.

The result shows that approximately 30% of target people (2509), that is, 750 people were sensitized by the door-to-door campaign on environment against the expected 60%.

Available evidences indicate that the planned 500 women had received specific courses on gender violence, trafficking in women, sexual and reproductive health, child abuse and consequences of the dowry and that 60% know and recognize their rights as women and the roads (ways) to claim them. However, it was found that the 500 women have not attended all the sessions but in one or more sessions. Consistent participation was absent due to lack of interest from the part of women, mismatch between participants' timing and organizers timing, repetitive nature of topics, lack of effectiveness of methods used in the sessions and due to low motivation to attend. Due to this inconsistency in participation the depth of their understanding of their rights is a concern.

Similarly, while 150 girls were planned as participants of the same course, a fewer adolescents participated in the course. They were also not regular and consistent.

The information available with us shows that 3 theatre groups were formed and more than 36 performances were enacted at more than 36 venues. It was also reported that more than 100 persons watched these street plays on an average. Therefore, it can be safely stated that more than 3600 people got sensitized on gender violence, human trafficking, sexual and reproductive health, child abuse and dowry. Additional subjects of importance were covered in the street plays like alcohol consumption and drug abuse.

It was found that Surveillance Committees were not properly constituted and made functional and so the expected result in this regard could not be achieved.

5.2 Collective Empowerment

Empowered SHGs

An examination of the basics of SHGs revealed that both old and new SHGs were fairly strong enough to continue their regular weekly meetings, thrift and credit operations, regular book keeping and accounting. However, while some of the old SHGs experimented with IGPs, new SHGs were yet to attempt IGPs. Neither old SHGs nor new SHGs were found to have conducted any programs of their own for social change, while many of their members participated in programs organized as part of the project.

Level of participation in programs and campaigns

In a multiple mode of responses, 68.80% of women claimed that they had participated in programs related to gender mainstreaming, while a smaller section, more than a majority (55.2%) reported that they had participated in programs related to environment. One of three women from among the sample respondents (38.4%) had opportunity and interest to participate in personality training programs including leadership trainings. This shows a big change of attitude towards gender equality and moderate change with respect to environment and a small change on personality development.

A large majority of respondents (71.2%) rated the street plays as very good, while some others found them as somewhat good. Those who had opportunities to watch street plays assess them as useful and interesting and they received the intended message. This indicates a big change of involvement in gender programs.

The evidences show that vast majority of the women leaders of new SHGs were empowered in the matters of gender equality and environment protection. Their empowerment was seen in terms of their awareness, skills, attitude and actions in favour of gender equality and environment protection. However, the leaders of the old SHGs were mostly confined to the basic functions of SHGs rather than to the transformation functions.

Internal Microcredits

The findings of FGDs and verification of records and observations show that majority of the SHGs including old and new ones operate internal microcredits, with access and high level of control by women.

Market Improvement

FGDs with FVW and the quantitative survey found that many of the claims made by the memorandum submitted by fish vending women for the improvement of market were achieved to a great extent by their efforts. Out of 11 specified demands, 4 were allowed in some of the markets to a certain extent.

Networking and Advocacy

Networking was not strengthened and Gender Platform was not formed and so collaboration has not happened as expected. While the representatives of the partner organizations participated in two international conferences, the results of such participation have not yet been visible.

Environment Protection

Out of more than 350 women trained in waste management, 194 women acquired tools like organic kitchen gardens (150 units), equal number of bio-digesters and biogas plants (44 units) to maintain a cleaner environment. Organic gardens helped them to process their domestic organic waste and to produce vegetables for their own use in many cases. Bio-digesters for composting organic waste were just distributed at the time of evaluation and it was not possible to make an assessment of their use by the people. Biogas plants were found very useful and helped women to save money and dispose of their organic waste. However, it was found that planting of fruit trees was a failed component due to negligence from the part of the community leaders and implementing partners in the matter of planning and organization.

However, unexpectedly only a very small percentage of women claimed to have participated against the target of 90% in the "Zero Plastic" campaign to improve the cleanliness of the coastal communities at the end of the project.

Safety of women

It was found and endorsed by the beneficiaries that 100% women who have been equipped with latrines felt more secure and healthy.

5.3 Economic Empowerment

325 women were identified for five types of IGPs in various phases. They were provided orientation and skill training in respective trades. Those who expressed further interest and motivation were again screened for the IGPs. They were provided all fixed capital and infrastructure and working capital support after ensuring their own contribution. However, the expected result of income generation has not yet taken place at the time of evaluation. While the process was planned and initiated well in advance, the final installations took place just before the evaluation. It was observed that there was a lack of planning among many IGP groups and individuals. Account keeping may turn as a challenge for the women entrepreneurs in general. Marketing may also be a problem for them. One has to wait for the results.

In the matter of financial freedom of women, a substantial majority (69.2%) claimed that they had complete freedom in decision making on their own money, though many of them (55.2%) always consulted their husbands. This marks a big change in women's economic empowerment.

The delay in the implementation of economic activities and units resulted in the demotivation of many of the SHGs and their members, leading to lack of participation

in other programs in the subsequent periods.

It was also noted that there was some communication gap in planning and implementation of economic projects. Piecemeal communication very often left the participants confused and disinterested.

As the participation in skill training programs was inconsistent, the result was lukewarm approach in the matter of capabilities acquired. In some cases, skill training was inappropriate.

In some cases, the provision of machines and equipments like poultry cages, biogas plants, sewing machines, etc. were planned and implemented without required seriousness. For example, for the purchase of equipment and machines, the agreements with suppliers and contractors were not properly made and problems were faced while implementing.

Involvement of the beneficiaries in implementing was very good in some aspects like purchase of some materials and equipments for their respective IGPs, but poor in some other aspects like decision making in the processes.

5.4 Political empowerment

Most of the women who received training in gender equality in local governance and administration have improved their participation in Grama Sabha meetings, though not consistently. Mere participation itself is considered a sign of power. It was found that more than 80% of trained women participated in GP meetings but not regularly. However, the number of women who intervened in discussions has been found to be very small.

The results of FGDs held with elected representatives indicated that they have yet to understand the need for training in gender mainstreaming and environment protection. While many of them were aware of the issues, it is not sure that they were able and willing to plan gender sensitive projects for women empowerment and gender mainstreaming.

Results show that majority of women were able to identify gender sensitive projects implemented by the GPs. However, many of them may not be able to track the implementation and progress.

As the involvement of the planned work teams was very weak in understanding technical measures of assessment of the gender approaches in the GP projects, by the women and their leadership, the desired results could not be achieved with regard to awareness of the real possibilities of changes from government structures through the sharing of good practices and greater motivation and confidence to carry out political advocacy actions at the end of the project. Therefore, there is no clear evidence to show that the project was able to influence the GPs and their planning processes. There is no evidence to show that the project had documented good practices as planned.

Work teams could not complete their task of studying the on-going processes and

train or coach the women leaders and members and the community about development of indicators for gender approaches in the projects by the GPs for the communities.

There was a lack of clarity in the identification of members of the work teams and their tasks. The work teams were not regular and interested to involve in the proposed processes of development of indicators to identify gender approaches in projects.

The positive results identified by the evaluation team on the four areas of empowerment discussed above may be considered not merely as the results of the project activities but as the cumulative results of many community factors and processes.

5.5 Management and Organization

As explained in Chapter 3, the results of the project have a direct and proximate causal link with project management. Social development projects have a circular or cyclical process. Management implies and involves efficient deployment, employment and utilization of resources in view of achievement of results.

As identified in the above sections, there are several desired results achieved at the end of the project and several gaps in the desired results. It is clear that the management can take credit for the good things and be held responsible for the gaps.

Though the project strategy implies that all positive, important stakeholders from managers and coordinators to the staff, participants and beneficiaries of programs and projects are involved in the management decisions, there have been serious gaps in this regard and the consequent gaps in desired results.

The documents available with us show that the Fight project under evaluation has been managed by a Consortium. The members of the Consortium are TSSS, Sakhi and Calcutta Ondoan. At least four out of 10 objectives of the evaluation prescribe that the project management needs to be assessed as part of final evaluation. These prescriptions refer to Objective No.4 (Plan and design of the project), No.5 (Utilization of Resources), No.6 and 9 (Management effectiveness and capacity of the agents – Members of partner Consortium). Though there are indicators developed for assessing the programmatic effectiveness and results based on the LFA plan, it is also necessary to look at the management aspects of the project cycle because the achievement of results does not only depend on the inputs and resources, but also on how they are managed. Therefore, in this chapter, various important aspects of project cycle management are discussed to understand how they have influenced the results.

5.5.1 Planning

Planning is a management process, concerned with defining goals of the project and determining the missions and resources to achieve those goals. There are primary and secondary evidences to show that the planning team had taken serious efforts to

attend to several processes and requirements for planning the proposal such as situation analysis, problem analysis, objectives analysis, activity planning, resources planning, time planning, risk analysis, stakeholder analysis, gaps analysis. The proposal was planned using secondary data available with the partners, websites, etc. and primary data collected from discussions with TSSS and Sakhi teams, field visits in the project locations, workshops involving project partners and stakeholders[1].

5.5.2 Coherence and Degree of Compliance

The evaluation team understands that the coherence and compliance mentioned in the Objectives refer to certain aspects in the planning of the project proposal. It is also understood that the proposal was planned using the Logical Framework Analysis as a tool.

An examination of the project proposal documents show that they are technically coherent and comply with most of the processes required while planning a development project proposal except in a few aspects. The cause-effect relations of activities and outputs, objectives and outcome and goal and impact were logically designed in the LFA. Potential risks were analysed and included in the framework. Indicators were developed, though not completely, with a list of Means of Verification (Verification Sources in the LFA). All these contributed to the good design of the proposal.

However, the following observations need to be stated for future planning:
- The materials used for situation analysis were gathered from State level, National level and International level secondary sources referring to the three thematic areas (gender equality, environment protection and strength of grassroots democracy). There is an important omission of a quantitative baseline survey in the project locations and findings based on which the project should have been designed. A strong project using LFA requires baseline quantitative study before and / or as part of the planning. This should have provided enough strength to measure the results of the project at the end of the project.
- The design of the target population (members and leaders of 157 old SHGs and 25 new SHGs) is very clearly spelt out so that the designed activities and processes could be targeted to them. However, their relationship at the time of commencement of the project with the partner organizations was not properly assessed. While activities were planned for all the old and new SHGs, it was finally seen that most of the theme-based activities could not reach out to the old SHGs which are larger in number and stronger in basics. Though old SHGs were founded, supported and collaborated by TSSS years ago through several past projects, they are currently relating more with GPs than with TSSS. The influence of TSSS on the old SHGs became lower gradually due to several reasons. This created a reachability gap for awareness programs, training programs and campaigns. This became an issue in the target group planning for separate activities.

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1   This is clear from the mere facts and figures given with references in the proposal and LFA.

5.5.3 Scope and coverage of the objectives

It is observed that the geographical scope was decided practically taking into consideration of the size of regions and number of villages. They are reachable and familiar to both the local partners. They are accessible by road and their distance is comfortably convenient. The target population size of both the regions, that is, approximately, 2509 members of SHGs and members of FVWF and some adolescents is also fair practically looking at the planned resources. Objectives looked SMART.

However, in this regard, a point of caution needed to be taken while planning the ultimate result. The target communities were immensely large and deal with complex socio-economic and political influences. The impact level assessment captures a huge gap/distance between impact among the direct target groups and the indirect target groups. The small size of the direct groups and individuals cannot be expected to reach out and influence the communities within a short time of project period.

Though the project plan rightly included men in the target group, the project miserably failed to reach out to them effectively.

5.5.4 Quality of the design and execution

In spite of a few gaps in design, already mentioned in the above section, which has definitely affected the execution, the partners have invested hugely on execution of the project by way of time and efforts, implementation of activities including recruitment of staff, purchase of project assets, periodical review meetings and reports, field monitoring, etc. There are sufficient evidences from secondary and primary sources to show that the implementing organizations were serious, committed and concerned.

However, there have been certain points noted while doing this evaluation keeping in mind the results perspective. Quality of execution in view of achievement of objectives in a planned setting depends very much not only on structures and infrastructure but also on the capability and competence of the persons responsible for actually carrying out and monitoring the processes and activities in the field. While the field staff worked very hard, it remains to be debated about their effectiveness and competence.

5.5.5 Utilization of Resources

Evaluation objective No. 5 requires a look at the utilization of resources for the achievement of results. The project provided required resources for the implementation such as human resources (payment of remuneration and travel for required number of staff members which included 53 persons), mechanical or material resources (vehicles, computers, machines and equipment) and financial resources for programs, administration, maintenance, etc.

Considering the strengths and opportunities available with the implementing Organizations (existing strong social and physical infrastructure accessible to TSSS and Sakhi) and the project resources available and the envisaged campaign mode of

the project, the delay in implementing most of the IGPs and some of environment protection tools and lack of regular and consistent participation of direct target population in the awareness and training programs indicate substantial gap in the utilization of project resources and time available.

5.5.6 Analysis of the products, effects and impact and the view points of the executing agencies and the subject population (Objective No.6)

The products, effects and impact at the end of the project which emerged from a set of actions / interventions / processes included awareness, skills, change of attitude and actions initiated by the target groups as well as participation in campaigns and demonstrations, utilization of environment protection tools, utilization of machineries and equipments for IGPs, field mobilizations and motivations, reviews, monitoring, evaluations and revisions.

While the immediate products (outputs) of project activities are knowledge and awareness generation, skill development and motivation in connection with gender equality, environment protection and local democracy, the outcomes are changes in attitude and approaches and readiness to act. Continuing in actions by the persons and groups who participated in the project activities and processes are the ultimate impacts – organising and participating in collective actions, demonstrations, campaigns, etc. even after the end of the project. When these actions continue beyond the project period, the community impact becomes sustainable.

The products, effects and impact to the implementing agencies[2] are multiple and intertwined.

- Involvement, engagements and participation of the Agencies and their personnel in the project management added to the internal strength and visibility of the agencies.
- Experience and expertise gained from the project are of large support to them in future projects.
- The Agencies got opportunity to contribute substantially to social development processes together with a marginalized community like fishers.
- Their reachability and competence increased in terms of thematic interventions and extension potentials.
- While the local partners got exceptional space to work with an international partner, the latter used the space to work with local grassroots level organizations which exhibit commitment and consistency.

From the point of view of the agencies

Considering their investments in terms of time, resources, commitment, hard work, they naturally expected more than what is achieved at the end of the project. At the same time, as long time players with the development of the target communities, they are aware of the challenges and constraints which prevented full achievement of the objectives, as desired.

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2   These may be considered as cumulative, as it is not possible to distinguish between the products, effects and impact of separate interventions.

The evaluation team, while recognizing the challenges and constraints, some of which the agencies could have addressed in a better manner, finds the available achievements of the project something great in the available circumstances.

From the point of view of the subject population

When the subject population sees the products, effects and impact, mixed responses are found. A vast majority feels that the project was instrumental in the generation of knowledge, awareness, skills and motivation. However, some of them feel that these are not the most necessary expectations from the project. They expected loans and grants for economic advancement and support for IGPs / self- employment ventures rather than awareness and training programs on the thematic areas.

But, the evaluation team feels that there needs to be a paradigm shift in the perspectives and thinking of the subject population which fails to understand the difference between charity and development. They have not yet understood fully the development perspectives of the project and the elements of sustainability.

A development project implemented by NGOs can only provide models. The Governments need to take up and replicate the successful models, as it has happened in Kerala in many instances like SHGs, Matsyafed[3] and Kudumbasree[4]. They were originally initiated by NGOs and Civil Society Organizations nationally and internationally.

5.5.7 Directing

Directing involves instructing, guiding, supervising, motivating and leadership. In this project, the managerial functions of directing are actually vested with Project Manager who is the Director of TSSS and a Priest in the Archdiocese of Trivandrum. The Manager supervises and oversees all activities and processes in the office and in the field. He personally attends the periodic project staff meetings, which are meant for review and planning. Appropriate suggestions and corrections are provided after discussions on reports. He also visits the field and programs randomly to understand the project processes in person. All staff members are free to meet him to discuss any issues related to the project management. Though the Manager was later replaced by another, there is no substantial difference in roles and styles between them. They skilfully managed the dynamics of the other partners and staff.

However, obviously, Manager's attention is divided among other responsibilities as the Director of TSSS, which has multiple programs and projects. This multiple engagement of the Manager has slightly affected the Fight project management.

5.5.8 Staffing

Staffing is an operation of recruiting the employees by evaluating their skills, knowledge and then offering them specific job roles accordingly. The **Fight** project envisaged recruitment of 53 staff members to support implementation in the two regions. They consist of Manager (1), General Coordinator (1), Gender Coordinator

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3   See www.matsyafed.in
4   See www.kudumbasreemission.org

(1), Environment Coordinator (1), IGP Coordinator (1), SHG Coordinator (1), Regional Assistants (2), Social Workers (4), Community Organizers (2) and Women Leaders (26). Job responsibilities were designed as part of the proposal. They belong to two local partners: 23 of TSSS (19 women and 4 men), 26 leaders of 13 federations and 4 women of Sakhi.

Upon verification and discussions, it is understood that the above mentioned personnel were posted and placed by TSSS-Sakhi. Some of them were accommodated in the larger system of human resources of TSSS, giving and taking their services to related programs. This mode of staffing had its problems in terms of utilization and effectiveness of the staff for the current project and at the same time contributed much to the strength of the overall process.

A team of regional staff comprising of Regional Assistant, Social Worker, Community Organizer and Women leaders was deployed in each region. While Regional Assistant was responsible for monitoring the other staff members in the Region in all matters regarding the project interventions and processes, the other members of the regional staff have some ambiguity about their roles. It was reported that all the regional staff below Regional Assistant were to do all types of work in the field. This creates issues of accountability, responsibility and communication, though not always. Remuneration issues also create some kind of gap in motivation levels.

The Staff members were trained in all thematic areas at various levels and they received Training of Trainers (ToT) in the beginning of the project. Those who received ToT were expected to train and motivate the SHG women and their leaders. 26 women leaders who were considered part of the staff also received ToT.

At the end of the project, FGDs and other interactions with the Regional staff showed that they were stronger in thematic areas of the project interventions. They are convinced that women deserve as their rights equality with men in all avenues of service and life. They are also deeply aware of the environmental concerns of waste management and the relevance of tools for waste management.

However, it is noted that their power and capability for dissemination of knowledge, skills and attitude are yet to improve from their present levels. This mainly refers to the methods used to converse with the SHG women, setting of ambience for training and awareness building, selection of time for the same and passion for their work.

Their knowledge and skills acquired through their effective participation are expected to reflect in the effectiveness and participation of SHG women in SHGs and Federations. It was found from the group interactions that majority of SHG members and leaders participate in the weekly meetings and thrift and savings operations in the SHGs. However, they were not so successful in ensuring members' consistent participation in training programs.

It is found that while the staff and leaders, together with GP support system, could ensure active participation of the SHG members in weekly meetings and thrift and credit operations.

It is now assumed that the staff and leaders need to be more skilled in facilitation,

presentation and training in thematic areas generating interest and motivation for social transformation. It is however still a herculean task when the targeted women are particularly interested in financial and material benefits rather than social and political empowerment.

While the members of regional staff were found to be strong in their understanding of the project objectives, expected results and challenges, their level of influence among the SHG members and communities as well as GPs is found to be limited in the regional context.

Effectiveness of regional staff has a causal relationship to their experience and educational background and trainability and their remuneration package.

5.5.9 Coordinating Factors

Co-ordination is the unification, integration and synchronization of the efforts of group members so as to provide unity of action in the pursuit of common goals. The project prescribes separate Coordinators for various areas of intervention such as gender, environment, SHG management and IGPs. They are expected to involve in implementation planning, organisation of programs, review meetings, problem solving, supervision, and communications with their team members, reporting and documentation of the activities under their section.

It is found that the Gender Coordinator passionately gets involved in all processes and activities taking place from time to time. The SHG Coordinator is in the grip of what happens in the field with regard to SHGs and their Federations. However, though responsible and aware of the project processes, the SHG Coordinator is not very closely involved in them, as she has other responsibilities of coordination of SHGs.

The General Coordinator is fully involved in the project activities and processes. She is one of the two persons who have been involved from the stage of planning of the project till date, the other being the Gender Coordinator and is found to be committed, capable and professional. The results visible in the field in the area of environment (waste management) show that Environment Coordinator seems to have done her job fairly well.

However, there is visible gap in coordination of activities under IGP management and local democracy. The absence of a Coordinator for LSGI related activities is apparent and resulted in weak achievement of results in this area.

5.5.10 Inclusive Community Coordination

The project aiming at social transformation with regard to very relevant and critical issues required an inclusive and more transparent coordination of all important stakeholders in all possible areas of planning and execution. In the project context, the following stakeholders who carried potential influence in the local villages were not effectively included in the processes such as Parish Priests and Parish Committees and like-minded CSOs and NGOs. This was not at all a risk factor, given the situation that Parish Priests and Committees are part of the Archdiocese which is

the foundation for TSSS. In the local project villages, nothing is possible in many cases without the cooperation of the Parishes, especially when the project is implemented by an Archdiocesan organization. Though some of them took a passive stand, none of the Parish Priests effectively got involved in the processes.

Though there is a risk of domination of these parties over the women and ordinary staff members, the issues could be managed with diplomatic strategies involving the Archdiocese. If they were also involved positively, the strength of the project processes would have been multiple and the results would have been better than the present.

This is also true about involving NGOs and CSOs through the Gender Platform, which did not take place.

5.5.11 Documentation

Documentation refers to the processes used to track, store and manage documents. Systematic and meaningful, SMART documentation of project processes is a very important aspect in project management, especially for monitoring, reporting and communication functions.

Regularity and clarity in these matters make lot of difference in quality. Though it is learned that reports are generated regularly and in detail, there is not much evidence to show that documentation was done well in accordance with the scope for further analysis and use.

5.5.12 Monitoring and Reporting

Monitoring is the regular observation and recording of activities taking place in a project or programme. It is a process of routinely gathering information on all aspects of the project. Reporting enables the gathered information to be used in making decisions for improving project performance.

As monitoring is one of the keys to effective and timely implementation of the project activities, the partners have ensured systems for field monitoring by frequent visits by Regional Assistants, Sector Coordinators and Managers. Additionally, there is a system of regular written and oral reporting in meetings facilitated by Coordinators / and Managers. Timely instructions and suggestions are provided in these meetings. Follow up action is being taken in general.

However, there is gap in quality monitoring which affected the achievement of results. This will affect the future sustainability of the results achieved.

Project reporting is set and inbuilt in the project management facilitated by the Donor systems. The Partners follow the prescribed methods and time.

5.5.13 Delegation and Decentralization

The top management delegated many of the responsibilities of execution to the hierarchy of staff members, in many of the cases. The General Coordinator was an

individual to take up all burdens of implementation, with a team of staff which had limitations of understanding and analysis. No sub-committees functioned in between to advice and balance the decision making and processes. While delegation was given for actions, the same was not true for decision-making.

5.5.14 Communication and Consultation

Effective communication is the key to success of the project. Consultations with the Consortium partners are equally important for successful management. It was noted that there have been serious gaps in both areas. There were communication gaps from top to the bottom and from bottom to the top. This affected the smooth implementation of programs with the heart and spirit of participants. More seriously, the consultations between partners were not done always even in serious matters of implementation. This lack of synergy among the project partners resulted in low results in many of the cases.

5.5.15 Evaluation

Rigorous analysis of completed or on-going activities that determine or support management accountability, effectiveness, and efficiency is understood as evaluation.

As proposed in the project, periodic internal and external evaluations were conducted, some formally and some non-formally. Accordingly, an external evaluation was conducted at the close of the first year and reports were submitted with findings and recommendations.

This document is the report of the final evaluation conducted according to the ToR provided by the Donor agencies.

To conclude this chapter, the results of the evaluation process show that objectives of the project were achieved to that extent in which resources were managed. Changes have certainly happened in a fast changing scenario towards gender equality and environment. The next chapter tries to conclude the evaluation process with general assessment statements.

CHAPTER 6
CONCLUSIONS OF EVALUATION

Having completed the process of evaluation and having identified the level of achievement of objectives, it is time to sum up with a few concluding remarks. Conclusions flow from the cumulative results. This is an assertion of the statements made in earlier chapters in terms of the evaluation criteria of relevance, effectiveness, efficiency, impact and sustainability. This chapter has also attended to the sub-criteria for evaluation proposed by the partners of the consortium[1].

6.1 Evaluation Criteria

6.1.1 Relevance

The project has rightly identified the real important issues in the society and set relevant SMART objectives for achievement. The themes were appropriate and had direct link with people's lives.

People's first and direct priority is economic empowerment, followed by environment protection, local governance and women and child development. Collective consciousness about sustainability was found weak among the coastal communities, who traditionally depended on the sea for livelihood. The project is a catalyst to change the people's understanding of development and sustainability.

Going by the international understanding of vulnerability, the coastal population especially women and children are critically vulnerable in several aspects. The project has rightly chosen this target groups for addressing their issues. Therefore, it meets the vulnerability criteria.

It was noted that the subject population had indirectly participated in the design and decision making during the preparation of the project and in making a consensus on definitions of the problems. The leaders and members of the SHGs and FVWF and some other community leaders were consulted for the purpose.

The priorities of the target population have not changed since the commencement of the project. The most important priority of the people remains to be economic development. The development priorities of the recipient country and the area of development or the Basque Cooperation have not changed, but remain to be followed up in their respective areas.
As already mentioned in this report, the coverage was very coherent and practical.

While the intervention was highly appropriate in the context of the project population, the methodology used for implementation requires a change from class room orientations and training programs to a mode of campaigns involving the communities as a whole.

The project targeted on exclusively women and their empowerment with an extended interest on adolescents. Men were not reached out, the involvement of men is very important for change making in the communities.

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1   See the TOR

As this project was designed with an eco-feminist perspective, gender issues had taken the focus when identifying, formulating, planning and executing the intervention. As already mentioned in this report, the thematic areas are directly linked to SDGs and are globally relevant and contribute towards the achievement of Agenda 2030.

While the entire project frame doesn't seem to be specifically oriented towards adolescents, the programs for adolescents were rightly a major input during the course of implementation.

6.1.2 Effectiveness

The results related to personal, collective and economic empowerment were presented more clearly than the results related to political environment. It was not possible to achieve all the expected results because of the gaps already pointed out in this report. While assessing the achievement of results, it is inevitable to understand the current socio-cultural-political and economic context of the target population. It is unrealistic to expect full achievement of results in a social transformation project.

It was found that some of the activities produced unplanned positive results. For example, the construction and use of sanitary latrines were included in the project to ensure safety for women going out for basic needs, but it also resulted in individual, familial and community sanitation and health.

To a certain extent, all the planned activities were implemented. But, some of them were not successful. For example, formation of vigilance committees, surveillance committees and gender platform and planting of fruit trees did not take place during the first phase of the project. Moreover, it was noted that some of the activity components could not be carried out as per planned schedule. These gaps may be attributed to the gaps in planning and monitoring and coordination.

A campaign mode of implementation would have been more effective to achieve the objectives and produce the results.

The subject population sees that the results have been achieved to some extent and not fully; to certain areas and not in all the areas.

A gap was observed in the coordination among the implementing agents in many areas during the project processes. As this was an important aspect in project management, more steps could have been taken to ensure synergy among them, such as very specific role clarity and continuous consultations at all levels.

The subject population number was not fully reached by the interventions. Those reached were mainly leaders and members of the new SHGs. In fact, there were no difficulties for the target people to access the activities. Many did not have the interest and motivation to take full benefits of the project. As there were a number of criteria fixed for final selection of beneficiaries, and as these criteria were seriously looked into, many of the initial participants dropped out because they did not pursue.

For example, those women who did not participate in the training programs lost their eligibility for the respective services. While the vulnerability levels are more or less the same among the target groups, and all the target women were members and leaders of the SHGs, the lack of access could not be attributed to the different levels of vulnerability. The entire project activities were targeted to women; there was no discrimination for access to its benefits.

Activities for strengthening local capacities were well planned. The gender mainstreaming in the project was an area which many other players do not give proper focus. The activities related to environment have been a continuation of many other Organizations. The elected representatives were exposed to several capacity building programs conducted by the State Government through the Kerala Institute of Local Administration (KILA).

Though the project had a wonderful opportunity to extend their collaboration with other NGOs and CSOs in the areas, no effective steps were taken in this regard. If done, it would have broadened the scope of the project.

6.1.3 Efficiency

Evaluation team gathered the idea that the planned resources and estimated costs were sufficient for the efficient implementation of the project. The resources were proportional to the planned results. For the achievement of results obtained, the planned budgets were optimum. The implementing organization in fact used the freedom to manage the resources as per actual need.

Risks were found considered during the planning stage. But, the major challenge observed was inconsistency of participation in training and awareness building programs. This aspect was not foreseen as important. There were some gaps in the documentation process with suppliers of supporting installations.

6.1.4 Impact

The impact of the two year project activities found at the time of evaluation was not fully visible mainly because it is too early to assess the long term results of activities carried out in view of social transformation. Some of the activities for economic empowerment were just started in principle. However, if the project is considered as a continuum, there is a visible impact – a change - in the perspectives on the women and society on the issues addressed by the project. The institutional capacity of the local partners has increased substantially with this project.

It was found and already observed that changes have definitely happened in the knowledge, skills, attitude and actions of the target women to a considerable extent due to the interventions in gender mainstreaming, environment protection and local democracy in varying levels.

6.1.5 Sustainability

Sustainability of the desired impact appears to be a challenge. It will depend on the continued efforts and follow up. The project is extended and the second phase is

being planned. It would not be fair to assume the end results at this stage. What have been observed and articulated in this report refers to the achievements so far. Considering the mode of operations, cautions need to be taken to ensure sustainability after the end of the project.

Though local institutions like GPs cooperated with the project to some extend, their cooperation was limited to participation in official functions as dignitaries. They were not able and interested to contribute towards sustainability. It is unlikely that the local institutions will support the project before or after its implementation.

The implementation and coordination mechanism took note of the local culture and traditions and carried out most of the activities. However, it does not seem to have acted for any measures for sustainability. At this phase, the current approach may not be sufficient for ensuring sustainability. Advocacy efforts were initiated in some areas, they were found fragmented and piecemeal.

6.2 Evaluation Sub-criteria

6.2.1 Coverage

The coverage of the project was ideal in terms of geographical area, inhabitants, problems, linkages of partners, availability of support systems, etc.

6.2.2 Appropriateness on the part of executing organizations

As mentioned earlier in this report, the partner organizations benefited much in terms of learning and experience, visibility and continuity.

6.2.3 Viability

The comprehensive understanding of the projects gives an impression that it is viable to a great extent environmentally, financially and socially. Only in the case of grass roots democracy, the linkages with the Panchayats were not sufficient for successful implementation of a project of this type.

6.2.4 Adequacy

As explained in the report, there were some gaps in monitoring mechanisms, processes and structures, management and coordination put in place for the execution. This has negatively affected the overall achievement of the project.

6.2.5 Internal Coherence

As a plan, the project was coherently planned at a greater extent. However, there were a few gaps in this regard.

6.2.6 Complementarity, Harmonization and Alignment

The project was planned and executed absolutely in tune with the strategies and policies of Indian Government, Kerala Government and concerned local governments

as well as with the policies of the donor and many other international organizations. As the issues taken up by the project were not only local but also national and global, there were no conflicts in this regard.

6.2.7 Coordination

Coordination had not much problems with the framework and form of the project, but had some issues with implementation of activities, which have sometimes become mechanical and routine.

6.2.8 Evaluability

In fact, evaluability was very much affected by the absence of a baseline survey done before the commencement of the project.

6.2.9 Replicability

The project is replicable to a great extent in a similar situation after attending to the gaps committed in the implementation and strategy of management.

6.2.10 Connectivity

The project readily connects the activities with the long term solutions of existing and problems with regard to gender equality, environment protection and local democracy. All the activities are relevant in this regard.

6.2.11 Participation, Involvement and Satisfaction

At the end of the evaluation, it was found that the level of participation, involvement and satisfaction were fragmented from the beginning to the end. Inconsistency from the part of the beneficiaries, lack of synergy and proper communication within the local partners, lack of effective communication between target groups and management, lack of involvement of the important local players, etc. made a negative impact on the satisfaction level of many actors. The target groups were found not really interested and committed at the end mainly due to small coverage in economic activities.

6.2.12 Evaluation Questions

Evaluation questions were framed with reference to the objectives of the project and given indicators of evaluation, which covered most of the questions raised. Since the methodology included quantitative and qualitative methods and study of secondary sources, the tools covered all concerns in the questions.

The above statements are made as general affirmations based on the results of the project already detailed.

CHAPTER 7
RECOMMENDATIONS

Having done the analysis of the data, identified the results and drawn relevant conclusions in the foregoing chapters, this part of the report suggests some very important recommendations for the next phase of the project management in view of effectiveness and sustainability of the results of the project.

Towards a campaign mode
1. In order to strengthen the positive results found in empowering women individually and collectively during the first phase, the second phase of the project may intensify the campaign mode, reducing or even dropping class room formal training sessions. For the proposed campaign mode to be effective, successful and sustainable, the following suggestions may be considered:

Inclusive Coordination
2. The field coordination may be restructured with more inclusive approach. The project village leaders (Parish Priests and Parish Committees) and elected representatives wherever possible, shall be deliberately involved in all aspects and processes taking place in the field.

Federated SHGs
3. Old and new SHGs may be federated and involved in the campaign processes more actively with more responsibilities. A paradigm shift is required to be made in their thinking in favour of social transformation rather than mere financial concerns.
4. Linkages between SHG Federations (to be built up) and CDS leaders may be rejuvenated to extend women's reach and approach in the three focus areas.

Networking
5. For the campaign to be sustainable the network of gender platform may be taken seriously and all like-minded cooperating actors may be invited to involve in the project specifying a role for the network. The local players like elected representatives at the Ward level, members of the CDS / ADS, representatives of the formal and non-formal cooperatives, youth clubs, women's organizations, libraries, NGOs, even representatives of the political parties at the village level and even selected pious organizations, etc. are potential members of the village level network.
6. The scope of the platform may be extended to include issues of environment and grassroots democracy, with a change of name.

Advisory Committees at the Regional Levels
7. Internally Advisory Committees may be formed at the regional level involving the educated and experienced seniors in the village for guiding the process even after the end of the project. At the regional levels, these committees may be formed with external supporters including Police Officers, Media personnel and other Government and Non-Government Officers. There is nothing wrong to have people in other communities in the Regional Committees. In fact, it may be a mixed group.

Village Development Forum

8. Once the campaign mode is intensified, a Village Development Forum (VDF) may be promoted in each project village in the place of network and advisory committees to continue the processes and sustain the results even after the end of the project. VDF may remain as an independent people's platform for village watch and development.

Staff Quality

9. Keeping in mind the need for a campaign mode, it is recommended that the staff at all levels need to cultivate a different set of skills to deal directly with the people – mobilization of people, mature dealings, cautious and planned communications, committed to the cause and passionate. They have to work in a very flexible frame according to the needs of the field and its issues. Staff training in the second phase may be on people skills and mobilisation skills. They may be given appropriate freedom at all levels for working in such a context. Role clarity may be ensured among them. A revised system to ensure accountability shall be made.

10. Since staff quality is very important for the success of a campaign project, their selection, on-going training and motivation and incentives matter. Though salary is not the most important factor in this context, it is also very critical in the modern scenario. It may not be always possible to get passionate social workers.

Synergy among the Consortium Partners

11. The project implementing partners of the Consortium may not give any space for open disagreement and mutual accusations emerging from internal conflicts. While TSSS being a purely faith-based and balanced Organization and Sakhi being a secular feminist Organization have been working with very different ideologies and strategies especially in the matter of gender equality and related matters, it is important to come to some points of agreement to work with the same communities in the same locations. But, it is not difficult for them to avoid conflicts in all aspects of management - mutual consultations, regular communications on all aspects, consensus in problem solving, etc. Both the Organizations have to take ownership of the processes and belong to a common understanding in the matter of implementation of the project.

12. There shall be regular formal meetings of the Consortium members to monitor the progress of the project in terms of people's participation, while other regular routine review and planning meetings may be continued.

Reporting and Documentation

13. The documentation process needs to be modernised using advanced technology and scope of multiple purposes and size. The documents may be made in such a manner that it is feasible for further analysis and use in future. The major partner, TSSS, having full-fledged infrastructure and physical facilities, may think of such documentation system, if required, with external professional support. This is good in view of better forms of reporting and monitoring. Qualitative and quantitative reports are equally important and recommended. Documentation system may be tuned to function also as a Management Information System.

14. Case studies of best practices, innovative actions and processes, all public

campaigns and their results may be regularly recorded as documentaries.

Accounting

15. The process of accounting needs to be revised to invest responsibilities at all levels starting from those who are directly responsible for spending money.

Capacity Building

16. As already mentioned in this chapter, class room sessions were found less effective and interesting for the participants and not really required for a campaign mode of operations. What is required are open discussions, brainstorming sessions, consultations, conversations, exposure visits, interviews, other innovative types of interactions, etc. Rallies, exhibitions, street plays, public functions with artistic performances, folk songs, walkathons, marathons, etc. are further recommended in the place of class room trainings. However, caution may be applied in selecting staff and resource persons with multiple skills and higher people skills for out-of-the-class formation. Ordinary resource persons with subject knowledge alone may not be sufficient in the new context.

Vigilance Committees and Surveillance Committees

17. As it was found that the success of activities to strengthen these two entities may depend on the support of GPs on which the project has only weak influence, an alternative strategy may be introduced in the second phase. Instead of forming and strengthening ward level VCs, which was a failure mode, the campaign for gender equality may include focus on submitting applications or complaints more frequently to VCs and following up the same more intensely so that the GPs are alerted to revive the VCs.

18. The concept of Surveillance Committees may not work well because ward level VCs are not formed and may not be formed in future. Since more practical Committees are now proposed to take the campaign forward, this may be dropped.

Towards Open Defecation Free (ODF) Regions

19. As it is found that support for construction of sanitary latrines was a useful program in the project, the next phase may aim at ODF project regions.

Towards Plastic Free Regions

20. As the campaign for 'zero plastic' was found effective in the first phase, the same may be continued in the second phase, as the results show that there are miles to go to achieve the objective in full.

Biogas Plants

21. Support for installing household biogas plants was found useful to the target groups, the number of deserving households may be extended in the next phase. However, while doing so, a better agreement with the supplier including clauses for regular timely maintenance and repair of the plants without delay may be made.

Organic Kitchen Gardens and Compost Units

22. As the strategy for waste management and good food production, the component of Organic Kitchen Gardens and Compost Units was found good, they may be promoted to cover the entire households of SHG members on a

campaign mode. Competitions and incentives may be introduced for promotion at various levels. The beneficiaries may be linked with GP level Agriculture Offices.

Planting of Fruit Trees

23. Though the component of planting fruit trees was a failure in the first phase, the component need not be dropped in the second phase. Instead, better planning may be done in the context of the campaign mode of the project proposed here.

Market Improvement

24. As the market improvement is not fully done, the campaign may be continued. But, all other stakeholders of the project may also be involved in the activities, instead of only fish vending women following it up.

Social Issues

25. As the indicator of empowerment is the power of the women or the communities to take up social issues and following up for addressing it in a just way, women and communities may be supported and motivated for the same, providing them back support by TSSS and Sakhi to deal with resistance and attacks against such campaigns. Drug / alcohol abuse, atrocities against women and children, human trafficking, domestic violence, environment pollution, corruption in GPs, Govt. Schemes and Parishes, dowry deaths, luxurious marriages and feasts, etc. are happening in the project villages. They may be taken up according to the level and extent of practicality.

Economic Empowerment

Full Time Coordinator and Assistant coordinator for IGPs

26. The project may have full time Coordinator for IGP management facilitation for the entire economic components. A person with a graduation in any subject and at least 5 years of experience in doing microenterprises and minimum three years of experience in NGOs may be preferred. But, a person with a passion for microenterprise management facilitation may be a better choice. No daily time limit for him/her and required freedom to plan and change the plan may be given with total accountability and responsibility with phased targets or milestones. Such a person shall be reporting periodically to the Project Manager. This position requires a different set of skills from social workers.

    The IGP coordinator may have an assistant coordinator with responsibilities for making forward and backward linkages, which may include market development and linkages, bank linkages, suppliers linkages, quality checking, etc.

Aptitude and attitude Tests

27. Considering the lessons learned by TSSS in the past, selection of beneficiaries for IGPs may be based on aptitude and attitude tests as they are very critical for success and sustainability of the economic units.

Business Plans

28. Before approving an IGP, their business plan may be studied. The

beneficiaries selected for IGPs may be given close real support to make such plans or a number of viable business plans can be made and presented for their preference. The enterprise shall be identified in view of profit making in addition to other concerns like being women-friendly and environment-friendly. IGPs may be considered as business models and not as social development models. For example, paper bag making and cloth bag making units are excellent alternatives for plastics and shall be promoted as alternatives, not as income generating units. The reason is that such units are not financially viable at small scale.

29. Women who may have prior experience of doing business may be supported to revive or strengthen them after a scrutiny of reasons for success of failure. Misuse of resources may be prevented by identifying the right persons for business.

Regular Handholding

30. For the IGPs to succeed, regular handholding by the IGP Coordinators may be ensured for the first two years with regard to all aspects, instead of class room sessions.

Alternative Strategies

31. Activities for economic empowerment may not be limited to IGPs / self-employment, but may be extended to financial literacy and inclusion programs by which better financial management and thereby judicious spending may be promoted to avoid unplanned spending. Household auditing of daily spending in a few households may reveal facts and figures for a better financial plan which may regulate spending and increase financial discipline in the families. Family budgeting is another area for sensitization.

Immediate intervention in already initiated IGPs

32. Already initiated IGPs such as Catering Units and Value-added Fish Processing Units-cum-Catering Units, Dress making units and Poultry rearing units may be closely followed up without more delay for providing handholding support to them. As most of the given Units are idle at the moment, a speedy action in this regard may save them from total failure and loss of immense resources.

Political Empowerment

33. Campaign mode may include the theme of strengthening grass roots democracy at the at the GP levels with a view for enhanced regular participation in GS meetings, increased membership in Working Committees, approaching GP level Vigilance Committees (Jagratha Samithies) more frequently for making complaints, frequent visits to the GP offices for getting in touch with new information, making use of Ombudsman for Grievance Redressal, etc. The process may start from the bottom at the village level among the voters rather than from top with technical exercises. Participant women may be promoted and motivated to speak out in the meetings through providing timely information. IEC materials may be prepared for this component also for household distribution. New developments in PRIs may be included in the materials.

34. A Coordinator for local democracy may be appointed for facilitating the processes. A graduate or Post Graduate person in social sciences with 3

years of experience in NGOs working with GPs in Kerala may be a better choice for this position.

35. At least six months before the PRI elections in the State, the campaign for political empowerment may be intensified targeting the right kind of women to get interested in the elections, irrespective of political parties. A list of women who volunteer to associate with the campaign may be supported with sufficient information and formation in relevant areas.