

Endline Study Sakcham - III Project

Endline Evaluation Report

Submitted by
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Endline Evaluation of Sakcham - III Project



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List of Abbreviations

CBS	Central Bureau of Statistics
CBSW	Community Based Social Worker
CFUG	Community Forest User Group
DAC	Development Assessment Committee
DDC	District Development Committee
DPAC	District Project Advisory Committee
ER	Expected Result
FGD	Focus Groups Discussion
GBV	Gender based Violence
GDP	Gross Domestic Product
GESI	Gender Equality and Social Inclusion
HFOMC	Health Facility Operation and Management Committee
HH	Household
IDI	In-Depth Interview
KII	Key Informant Interviews
LPC	Local Peace Committees
MOF	Ministry of Finance
MOPR	Ministry of Peace and Reconstruction
NAP	National Action Plan
NEAT	Nepal Evaluation and Assessment Team
NFOWRC	National Forum for Women Right Concern
OECD	Organization for Economic Cooperation and Development
PEC	Popular Education Centre
PNGO	Partner Non Governmental Organization
PSCG	Psychosocial Coordination Group
PSSC	Psychosocial Support Committees
PSU	Primary Sampling Unit
PVSE	Poor Vulnerable and Socially Excluded People
SEA	Sexual Exploitation and Abuse
SMC	School Management Committee
TOC	Theory of Change
TOR	Terms of Reference
UNSCR	United Nations Security Council Resolution
VDC	Village Development Committee
VPAC	Village Project Advisory Committee

Acknowledgements

'Sakcham - III' is a continuation of efforts and initiatives to contribute to empowerment of women through structural arrangements and institutional mechanisms. Since the country is in the phase of political and socio-economic transformation, an initiation such as Sakcham - III offers wide range of learning for the planners and implementers in Nepal. Nepal Evaluation and Assessment Team (NEAT) would like to thank CARE Nepal for entrusting us with the opportunity to conduct Endline Evaluation Study for Sakcham - III.

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We would also like to thank NEAT colleagues especially Mr. Vikas Acharya, Senior Researcher, and Ms. Jyoti Jha, Finance Officer and the entire data entry and management team for their support in data processing and logistics arrangements.

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Executive Summary

Context

Sakcham III is a women rights focused project which was implemented as continuation to two earlier similar interventions of CARE in the Churia region. This phase of the project anticipated in building up and to conclusively wrap up activities undertaken by SAKCHAM I and II projects. The project was funded by Austrian Development Agency (ADA) and CARE Austria, and is part of the multi-country framework program. The project anticipated to provide direct benefits to poor, vulnerable and socially excluded women, and indirect benefits to the men, children and civil society organizations and also government agencies. Based on figures shared by the project, the intervention anticipated to reach about a total of 10,660 beneficiaries (9,160 women and 1,500 men). The goal of project was to contribute towards gender equality for equitable and just society. The main objective of the project was to empower women; enabling them politically, socially, culturally and economically to exercise and enjoy their rights. The project had six expected result areas (or domains of change):

- ER 1. Women have equitable access and control over productive assets to ensure their livelihood security.
- ER 2. Policy advocacy for meaningful representation and participation of women at all levels.
- ER 3. Transforming key socio-cultural norms, relations and attitudes of women and men, girls and boys for gender equality.
- ER 4. Learning and Impact Measurement to leverage impact on women's empowerment.
- ER 5. Institutionalization of achievements related to structure and relations.
- ER 6. Mainstreaming gender and social inclusion in CARE Nepal

An end-line study was conducted as a part of the project monitoring and evaluation strategies and framework of CARE Nepal to review its projects before, during and after post implementation phase. Nepal Evaluation and Assessment Team (NEAT), an agency specialized in monitoring and evaluation conducted the end-line study for CARE Nepal during November - December, 2015.

Study objectives

The end-line study was expected to bring out the indicator based achievements, impacts, gaps identified, key lessons learnt as well as the challenges faced by the projects. The specific objectives of the end-line study were to:

- Assess the relevance of the project and its interventions in the national and local context
- Examine the project results in the three different result areas of Sakcham
- Assess the overall coverage of the project in terms of whether the project managed adequately include and benefit its core target group, and involve key stakeholders
- Evaluate the value for money being specific to cost and range of outputs/outcomes
- Document innovations and learning (what worked well and what did not work? why?)
- Assess the sustainability of project results

Methodology and limitations

The study adopted quasi-experimental evaluation design. The evaluation study involved quantitative as well as qualitative data collection. Within quasi experimental design, a total of 1,790 (850 females and 340 male for project area and 400 females and 200 male for non-project area) respondents were surveyed in three districts (Chitwan, Makwanpur and Kapilbastu) using KAP survey. The respondents in the 'intervention group' involved those who

lived in the wards where the project was implemented. In addition, Focus Group Discussions were conducted with the females, males and interviews were conducted with the individual beneficiaries and local stakeholders. The study was conducted in a short period of time and with limited resources. Further, it was affected by acute fuel shortage, and some of the study sites included areas directly affected by earthquake.

Key Findings

ER 1: Women have equitable access and control over productive assets to ensure their livelihood security

The result area can be considered highly relevant considering that women had limited access and control over vital resources such as land, house, family income, and other family as well as community level resources. As compared to baseline (20 percent of households¹) in intervention sites with ownership on land, the proportion has increased and reached to 78 percent. Among them, around 68 percent also have house constructed on their own land though there was no significant difference between the project and non-project VDCs in terms of female's land ownership. There were only around 26 percent female respondents in intervention (compared to 24% in non-project area) who reported to have land in their ownership. Women have now developed confidence to raise their claims for ancestral property now. Women also highlighted the contribution of the project to secure basic registration documents like citizenship and marriage certificate. Most of the women have also been able to get the new source of income through revolving fund and has been particularly beneficial for poor, vulnerable and social excluded groups like single women, *dalits* and daily wage earners. Women have also been financially independent and confident. The project has also contributed to promote saving practices among women. Encouragingly, around 97 percent female respondents (compared to 79% in non-project areas) reported that they or their family members save some amount on regular basis. The project contributed to increase the land ownership among poor and marginalized community, and also to create new income source and increase overall income for women. However, there is not much change in terms of women's access to resources such as land. Encouragingly, women in project areas had better access to family level decisions especially in utilizing the resources. The women's access to public resources has also increased compared to the baseline.

ER 2. Policy advocacy for meaningful representation and participation of women at all levels

The result area can be considered relevant given that the level and extent of participation of women was low during the start of the project. The project interventions were more at the district and national level, and not directly leading to women's participation at all levels. However, the platforms developed and capacity building activities targeting these platforms were relevant to raise the policy advocacy areas. There were limited activities to influence the national policy but effective to ensure policy implementation at the VDC and district level. The project conducted orientation on National Action Plan (NAP) formulated on UNSCR 1325 & 1820 at the district and village level. The districts further developed its plan of action to promote women's participation, and ensure their rights. The village level peace committees were also strengthened, and made inclusive. While it has improved compared to baseline, the beneficiaries in intervention group still had had limited access to local committees which hold resources such as Community Forest User Groups (CFUG) and Health Facility Operation and Management Committee (HFOMC). Around 95 percent women in intervention group (project implemented areas) reported to have attended meetings of women's group and REFLECT group. The participation

¹ Based on Annual Report, 2014.

in groups have given an information platforms for local women especially REFLECT center, which had made women aware as well as raised their capacity to raise issues as they have become knowledgeable and informed. Around 81 percent in project area as compared to 77 percent in non-project areas reported to have actively participated in discussion. Likewise in aggregate 75 percent women casted their vote in last election and majority (56%) voted on their own. Similarly the perception towards women leaders in project implemented area have also improved, 74 percent agreed that women have capability to make their own decision about their problems. Women leaders have also felt that they have become more capable and confident in raising agendas. In terms of decision making, the role of women was slightly better in project area, whereas 50 percent of the participant have a mutual decision. In intervention groups, there was slightly more engagement of women in taking family planning related decisions. Women have also now become more comfortable to take services of health facility and VDC, also have been able to claim for budget and utilize for community benefit. Women have found themselves to have more courage and capacity to present themselves in public and share their opinion.

ER 3. Transforming key socio-cultural norms, relations and attitudes of women and men, girls and boys for gender equality

The result area itself is very relevant considering the prevalence of gender stereotypes, discriminations, and differences. The project has contributed to build self esteem among women in project areas. Likewise, women also get importance in their problems and are capable enough to find solutions to their problems. They consider themselves to be able to find solutions to their problems on their own: around 73 percent female from project area (as compared to 29% during baseline and 63% in non-project area) reported that they can find options to solve their problems on their own. Women, now, participate in local groups and have also become independent. They have become aware and it has made them stronger in family decision making roles. There has been impressive improvement in the way husband treat their wives as well. Compared to baseline and also compared to the non-project areas, the men in project areas were more positive about changing gender roles and removal of stereotypes. Women in the project implemented areas are better in terms of identifying GBV, more than 80 percent could identify the types of GBV. There has also been increase in awareness amongst men in the project implemented VDC. Around 80 percent considered GBV as unacceptable while 75 percent also reported it will be considered unacceptable by their husband and their family. The project enabled women to identify GBV and report it for solution. As a result, there has been some form of reduction in prevalence of gender based violence. While there were larger proportion of women respondents in project areas who reported to have faced violence, the proportion has highly reduced as compared to the baseline. Women those who were silent to GBV are now breaking the culture of silence and raising their voice against GBV. These changes in attitudes and behavior are the result of the approach of the project and confidence shown by the beneficiaries.

ER 4. Learning and Impact Measurement to leverage impact on women's empowerment

The documentation of the practices can be considered highly relevant considering that the project employed various strategies. Sakcham - III is a continuation of its former projects, and already have good knowledge base on strategies leading to women empowerment. Sakcham has managed to set up arrangements to carefully document the evidences relating to project and its interventions. The project conducted baseline, mid-term and endline evaluations to generate the learning from its implementation. In addition, the project also conducted various research studies to document evidences. At the time of endline study, the project has well maintained database of its baseline figures, and the data from previous studies. The records about the implementation areas including number of beneficiaries and their details were also

clearly available. However, the existence of operational researches, innovations, and evidence based planning of activities was found to be limited.

ER 5. Institutionalization of achievements related to structure and relations.

The project has been able to form cooperatives combining saving and credit groups in the community or link the saving and credit group to cooperatives and has been able to link 391 REFLECT circle (saving credit groups) to cooperatives. The project also has enabled formation of local committees on psycho-social support to provide direct support and services to women in need of such support. Altogether nine such support systems have been established in the project area. It has also contributed to develop and adopt Women Empowerment Plan at the district and village level (plans available in 2 districts and 2 VDCs). The village and district level networks on women rights were capacitated to claim for adequate allocations for women in VDC and district level budgets. Moreover, the government agencies were also encouraged to make the allocations of budget gender responsive. Women's agency has been developed and capacitated as most of the women in the community are already member of women's group, cooperatives, ward citizen forum etc. Women consider such groups and networks to be trustworthy, and are preferred to report cases of gender based violence.

ER 6. Mainstreaming gender and social inclusion in CARE Nepal

CARE operates at the national level. The changes in the strategies and approaches of its interventions could benefit much larger population. The mainstream gender and social inclusion approaches in CARE should be considered relevant for replication and expansion purpose. The specific achievements were: (i) oriented CARE staffs on psychosocial approach and gender and social inclusion Code of Conduct to CARE staff with support from human resource section, (ii) started to develop Gender Equality and Social Inclusion (GESI) induction package, (iii) established and operated of SEA (Sexual Exploitation and Abuse) reporting and investigating mechanism within CARE, and (iv) decided to develop mission level men engagement strategy and incorporate it in other CARE Nepal projects.

Sustainability

The project has contributed to set up new income source for women and have made them economically independent, and have also made them aware and well informed. As indicated in the end-line figures, majority of the households are saving on regular basis, and have been able to finance through saving and invest further to expand their income. Revolving fund is also available to support for new income ventures. In addition, the project has created and strengthened structures that lasts longer. The small local saving and credit groups have been converted and linked to sustainable structure of cooperatives that are likely to continue providing saving and credit services to women. However, there are also few components that may not survive without additional back and some more time for maturity. The discussions within REFLECT group could thin down and may not exist in the long run in absence of facilitators while the REFLECT linked saving and credit group is likely to continue. The psycho-social committee formed at VDC will have challenges to be functional and continue to provide service till they are not backed up by policy arrangements and provisions of the government.

Lessons learned

The discussions and trainings contributed to promote awareness among people about rights and change in gender roles. For the period of three years, the project targets were simply overestimated. The targets are achievable but it will take more time for the project to fully achieve these. Moreover, the anticipated target was also beyond the reach of available limited resources. As a result, most of the performance indicators were only partially achieved while there were clearly significant improvements compared to the baseline. The gender and women

linked initiatives could benefit more if all sections of the society including men and youths are adequately engaged. In earlier days, men were not supportive so it was difficult for women to step out of house and participate in meetings. Realizing this, men were involved in project activities during the final months of the project. The project officials find the activities to engage men to be very effective and believe that these should have been started earlier. Revolving fund of NRs. 15,000 was highly useful and led to various positive unintended outcomes. The revolving fund was utilized for small but effective initiatives.

Conclusion

On the whole, the initiative was relevant and partially effective to meet key implementation and performance targets. The project did exceptionally well to target the most deprived community of the project implemented locations. As a result, there is immense progress in the project indicators during endline in comparison to baseline figures while there was not much difference between project and non-project areas. The project managed to lead to changes in the project areas and have greatly changed the gender linked perception and attitude among women as well as men. The family ownership on land has improved along with increase in family income (particularly for women), and improvement in saving practices. The participation of women in community level decision making process has improved with changed perception on women's leadership among women as well as men. Although gender roles have not changed much, there is some degree of change in perception towards gender roles among women and men along with enhanced understanding about gender based violence, and increased reporting of violence cases. On the whole, there are changes in the project implemented communities that have enabled them to come from very low status to a level comparable to non-project areas. The project implemented areas were better than non-project areas right from the beginning. However, there is still a lot needs to be done to transform changed attitude to change in the behaviors and practices.

Recommendations

Based on the findings and the overall assessment, following are the suggested way forward:

- **Continue the project with changed priorities and approaches (focus on performance indicators with low level of achievements).** There is a need to extend project for some period (3-5 years).
- **Bring improvements in implementation arrangements such as (i)** implementation of the initiative targeting the expected result areas and targets set for performance indicators, (ii) allocation of resources in line with the scope of the intervention and its complexity, (iii) strengthen field monitoring and back up support to the partner non-governmental organizations , and (iv) technical support arrangements in place for some complex and sensitive issues such as psycho-social counselling.
- **Innovations and operational research.** The evaluation team recommends Sakcham to have more innovative components in place with proper arrangements to evaluate the effectiveness and impact at the micro-level possibly through a built-in operational research component.
- **The following areas could be core future priorities among others:**
 - Behaviour change communications for change in gender roles
 - Policy advocacy from bottom to up
 - Support mechanisms to reduce barriers to GBV solution

1. Introduction

1.1 Background

Nepal is currently undergoing political and socio-economic transformation. The political transition that started with the establishment of people's democracy 25 years ago is yet to reach to the consolidation stage. One of the biggest achievements has been peaceful transformation of internal conflict followed by promulgation of Constitution of Nepal in September, 2015 after seven years of the first constituent assembly election in 2008. While the new constitution was welcomed by majority of Nepalese population, it also resulted into mass protest and unrest especially in southern region of the country. As a result, the country is currently going through acute shortage of essential supplies for more than three months. The massive earthquake in April 2015 leading to thousands of casualties and destruction of infrastructure followed by the promulgation of long-awaited constitution and acute shortage of supply has brought the country to one of the challenges period of its history.

The poverty incidence has decreased over the years. There has been increase in per capita income, and reduction in number of people living below the poverty line. The per capita GDP of a Nepali has reached Rs. 69,919.00 or US\$ 703.00 as of FY 2013/14 (MOF, 2014)². According to the findings of Nepal Living Standards Survey - III (2011) the population living below poverty line based on consumption quintile is around 25 percent (compared to 31 percent in 2003/4) (CBS, 2011). The wider incidence of poverty is attributable to a high rate of unemployment. According to Nepal Labor Force Survey, 2011, around 80 percent of the population is economically active, and around 22 percent of the economically active population is unemployed (CBS, 2011). Women occupy majority of the unemployed population. According to the reports, women however contributed 51 percent% of labour force in 2013³. Besides, household chores are not considered to have any economic value that leaves work of women value less. Due to dearth of employment in the country, foreign migration is increasing. Around two million population is currently absent from the country, and most of the migrants are believed to have engaged in income generating activities (CBS, 2011). As per the Nepal Living Standards Survey 2010/11, 56 percent families in Nepal have received remittance income in one year.

As a result of recent earthquake and ongoing unrest and economic blockade, the economic activities have slowed down, and the national economy is likely to suffer further in future. According to the government report, earthquake and its effect has led an estimated one million people below poverty line.⁴ The estimated loss due to earthquake is as much as \$10 billion and cost of rebuilding is \$5bn, according to US Geological Survey. Tourism industry, one of the highest sources of national income has been badly affected by the earthquake and, now by the blockade in borders.

While stagnant economic progress and staggering political transformation has been features of Nepal, the results in social sector progress have left some space for encouragement. Nepal is regarded as a country which made rapid progress in school enrolment rates, literacy rates, and

² 1USD = 99.50 NPR

³ International Labour Organization, using World Bank population estimates.

⁴ <http://www.firstpost.com/world/one-million-people-fall-below-poverty-line-in-nepal-after-earthquake-2295416.html>

maternal and child health outcome indicators. The social sector indicators related to primary education, health and nutrition, and other economic status related outcomes are weaker for women. Although overall situation has improved from the very poor condition the country had few decades earlier, the country was unable to meet most of its Millennium Development Goals, and its current status of socio-economic development is also well below the requirements/standards set at the international level. The socio-political agendas and issues have transformed over the years, and improvements are visible in many cases especially in terms of education and health outcomes while still a lot remains to be done for human development.

Nepali society is governed by patriarchal norms that limit women's opportunities for self-determination and empowerment. True especially for rural areas, discrimination against women is present in the household, at the work place, and other public sphere. Some forms of discrimination also exist in legal documents pertaining to land ownership, citizenship acquirement. Women's access to financial and natural resources is also a challenge. Women's unpaid care work which constitutes an important contribution to the economy is not recognized. It is estimated that if women's unpaid work were assigned a monetary value it would constitute between 10 percent and 39 percent of GDP⁵. Women provide various unpaid care/service in their homes and in communities from preparing food to taking care of children, the ill and the elderly. In addition, because of such care work, women/girls also need to compromise with their basic rights to an education, healthcare, decent work and leisure time. This perpetuates gender inequality, reinforces gender norms and keeps women and girls in higher degree of poverty. Women and girls are also at the high risk of violence.

Women face violence at home and also in public areas. It starts before they are born while the cycle continues throughout their life in different spectrum. In a society where women are treated not more than a second-class citizen, various discriminatory laws, poor social and economic empowerment among women, and limited supporting mechanisms/arrangements put women into further risk of violence. In absence of proper arrangements and willingness to implement available legal provisions, women are devoid of their rights even when the legal provisions are equal.

CARE has been working in Nepal since 1978 with its initial focus on addressing the basic needs of the poor and vulnerable communities through infrastructure development, agriculture extension activities and natural resource management. Since 2000, CARE Nepal has been working in partnership with local NGOs, networks, federations and community groups to address the underlying causes of poverty, conflict and vulnerability through promotion of gender and social inclusion, a rights-based approach and social mobilization. CARE Nepal has been implementing Sakcham III project for the period of 2013-2015 to contribute to its institutional Women Empowerment program framework with specific interventions in three districts: Kapilvastu, Chitwan and Makwanpur.

1.2 Context

Sakcham III is continuation to two earlier similar interventions of CARE in ***the target districts***. This phase of the project anticipated building upon and to conclusively wrap up the activities undertaken by Sakcham I and Sakcham II projects. As a result, the prime focus of the project

⁵<http://www.oecd.org/dac/gender-development/47565971.pdf>

has been creating a mechanism to safely handover the responsibilities to local government authorities and partner organizations after the completion. A brief description of transition from Sakcham I to Sakcham III is presented below⁶:

	Sakcham-I	Sakcham-II	Sakcham-III
Period	3 Years	3 Years	3 Years
Amount	Euro 879,526	Euros 800.600	Euros 847.333
Scope(coverage)	Chitwan, Makwanpur, Mahottari and Sarlahi (four districts)- 25 VDCs <ul style="list-style-type: none"> Natural resource management (NRM) Sexual gender based violence (SGBV) Psychosocial support livelihood improvement program, Peace building process, men campaigners Village and district project advisory committee 	Makwanpur, Chitwan, Kapilbastu districts (three districts)- 35 VDCs <ul style="list-style-type: none"> women networks, psychosocial support, livelihood improvement program, Peace building process, men campaigners VDC and district level project advisory committees (VPAC/DPAC) 	Chitwan, Kapilbastu, Makwanpur (three districts)- 45 VDCs) <ul style="list-style-type: none"> women networks, psychosocial support, livelihood improvement program, Peace building process, men campaigners VDC and district level project advisory committees (VPAC/DPAC)
Number of direct Beneficiary	Poor, vulnerable and socially excluded (PVSE) women comprised of dalits (24 %), Janajatis (67 %) and rest were higher caste/others.	4,466 Women poor, vulnerable and socially excluded (PVSE) women	9,160 women poor, vulnerable and socially excluded (PVSE) women 1,500 men
Objectives	<ul style="list-style-type: none"> To strengthen women's capacities to protect and claim their basic rights by inclusive management of natural resources for improved livelihoods, enhanced psychosocial wellbeing and increased participation in peace building processes 	<ul style="list-style-type: none"> To ensure gender responsive policies and their implementation through women's participation in local and national peace processes; To enhance women's psychosocial wellbeing and influence over decisions affecting their lives at household and community levels through changes in patriarchal system, structures and mindset of society. To improve economic condition of women through increased capacities and increased access to public resources and control over private resources and income. 	<ul style="list-style-type: none"> To empower women; enabling them politically, socially, culturally and economically to exercise and enjoy their rights
Features(any innovative component)	Psychosocial support for SGBV cases	Psychosocial support for GBV cases Men campaigners for gender equality	Helpful Men (Sahayogi Purus) Best couple Cooperation with Cooperatives

⁶ Based on information provided by CARE Nepal Project Team.

Sakcham - III worked with already existing community groups such as Popular Education Centers (PEC), Local Peace Committees (LPC) and others. The project anticipated to provide direct benefits to poor, vulnerable and socially excluded women, and indirect benefits to the men, children and civil society organizations and also government agencies. Based on figures shared by the project, the intervention anticipated to reach about a total of 10,660 beneficiaries (9160 women and 1500 men).

As per the terms of reference (ToR), the goal of project is to contribute towards gender equality for equitable and just society. The main objective of the project was to empower women; enabling them politically, socially, culturally and economically to exercise and enjoy their rights.

The project had six expected result areas (or domains of change):

- ER 1. Women have equitable access and control over productive assets to ensure their livelihood security.
- ER 2. Policy advocacy for meaningful representation and participation of women at all levels.
- ER 3. Transforming key socio-cultural norms, relations and attitudes of women and men, girls and boys for gender equality.
- ER 4. Learning and Impact Measurement to leverage impact on women's empowerment.
- ER 5. Institutionalization of achievements related to structure and relations.
- ER 6. Mainstreaming gender and social inclusion in CARE Nepal

Since the project already completed its anticipated period of implementation for 3 years, CARE Nepal commissioned an end-line study. The end-line study was part of the project monitoring and evaluation strategies and framework of CARE Nepal to review its projects before, during and after post implementation phase. As outlined in TOR, the end line survey was anticipated to track the project outcome and impact level achievements with the special focus on the changes as of baseline status of the target population from project area. Nepal Evaluation and Assessment Team (NEAT), an agency specialized in monitoring and evaluation conducted the end-line study for CARE Nepal.

1.3 Study Objectives

The end-line study expected to bring out the indicator based achievements, impacts, gaps identified, key lessons learnt as well as the challenges faced by the projects. End line survey also anticipated to generate evidences especially on REFLECT approaches carried by the project as well the contribution of poor vulnerable and socially excluded (PVSE) women empowerment and peace building process.

The specific objectives of the end-line study were to:

- Assess the relevance of the project and its interventions in the national and local context
- Examine the project results in the three different result areas of Sakcham
- Assess the overall coverage of the project in terms of whether the project managed adequately include and benefit its core target group, and involve key stakeholders
- Evaluate the value for money being specific to cost and range of outputs/outcomes
- Document innovations and learning (what worked well and what did not work? why?)
- Assess the sustainability of project results

2. Methodology

2.1 Study Design

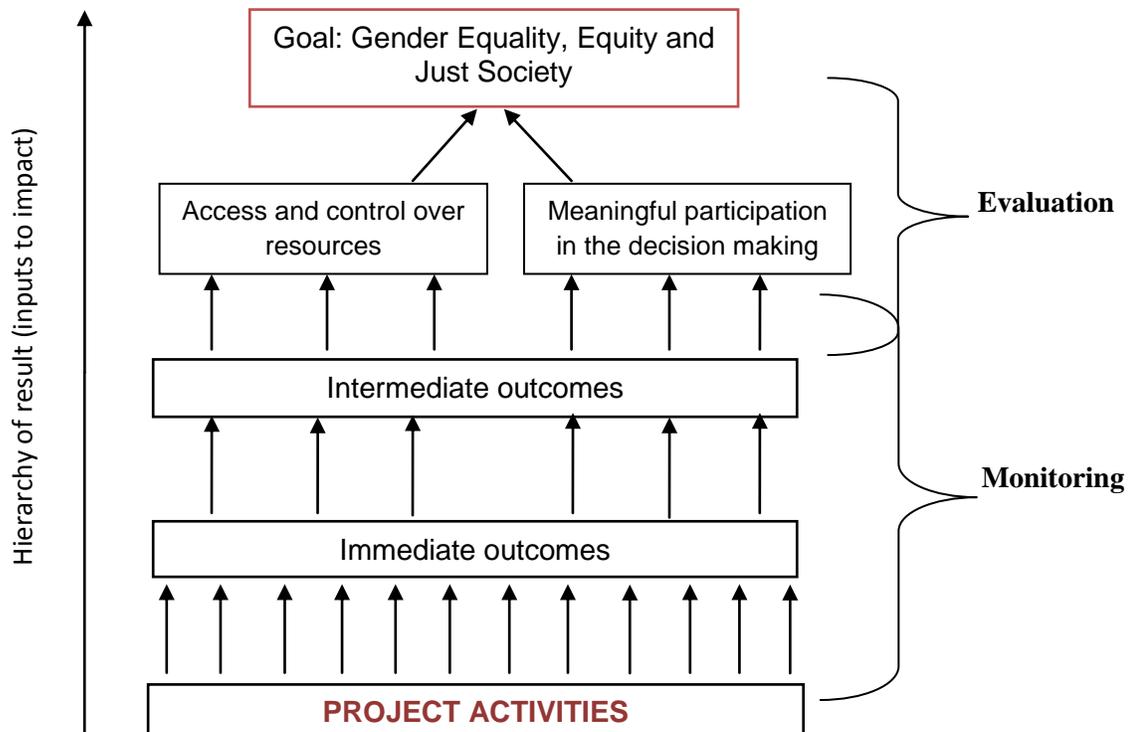
The study design involved standard sequence starting with the theory of change. The sequence involves the following procedure.



Started with the Theory of Change (TOC)

The TOC shows a causal pathway from 'here to there' by specifying what is needed for goals to be achieved.⁷ The TOC approach outlines causal pathways between inputs and eventual results. Results can be further disaggregated into **outputs** (tangible and intended products or consequences of an activity), **outcomes** (the results of those products and consequences), and eventually to **impacts** (medium to long-term effects produced by a project or program). TOC explains the project design in a simpler form and enables identification of outcome and impact points that enables better understanding about project's outcomes and results.

Chart – 1: Pathways Described by the Theory of Change



⁷ <http://www.theoryofchange.org/about/what-is-theory-of-change/>

Identified the project indicators (outcome and mandatory indicators)

The TOR indicates towards availability of results document with clear indicators (measured and updated during baseline and end-line). The indicators were identified based on the theory of change, and are mandatory for data collection.

Identified source of information and methods

The project indicators will lead to information sources, and then selection of suitable methods considering its validity, reliability, and use in the past. NEAT will also consider assessing the data quality aspects while selecting the methods. CARE is expected to already have worked out indicators, their source of information, and sampling requirements which will be acknowledged and revised if necessary based on the discussion.

Setting up a design in place

With the nature of the project and in line with the study requirements as per the ToR NEAT proposes to have two different approaches to conduct the end-line study of the Sakcham project as follows:

- Quasi-Experimental Design
- DAC Evaluation

2.1.1 Quasi-Experimental Design

Realizing the need to have sound evaluation design that enables some degree of attribution of impacts on project interventions, the evaluation study adopted some portion of randomized evaluation design. As the project locations are selected prior to the baseline, randomized evaluation designs will be replaced with quasi experimental designs. The main purpose of quasi experimental design is to allow calculation of double differences to measure the actual impact of the project.

What is quasi experimental design?

It is an experimental design that does not meet all requirements necessary for experimental design which requires controlling influences of extraneous variables. It is an evaluation design in which not all study parameters are determined randomly. For example, it is suitable for projects where individuals/areas where the intervention is to be implemented are selected purposively (without any form of random assignment). The quasi experimental designs allow measurement of project impact by calculating double differences. Double difference refers to the difference between status of project implemented and non-implemented areas before and after the implementation of a project.

In quasi experimental design, there are two different comparison groups which are not necessarily equivalent:

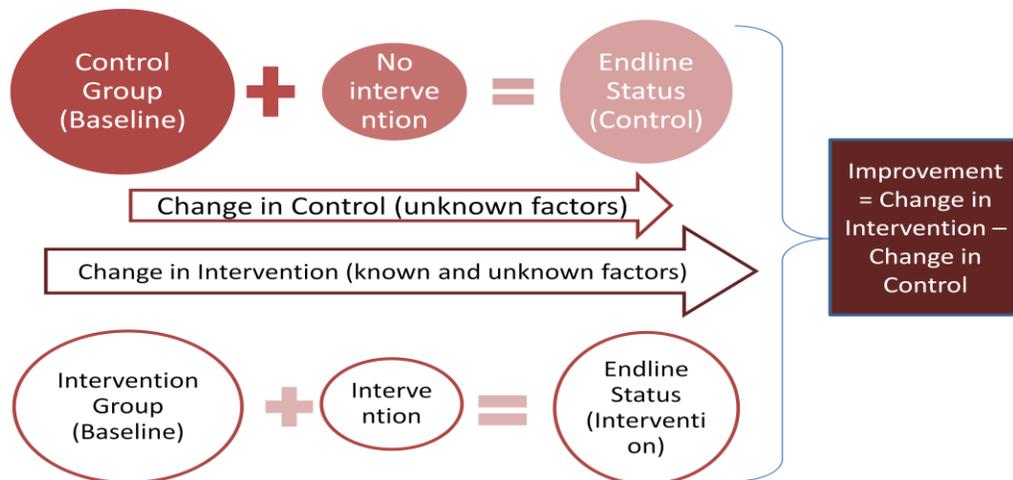
- **Intervention group**

Intervention group, also known as 'intervention group' or 'project area', refers to an area or population who will be directly intervened by a project. For this study, the women/respondents living in the wards where the project was implemented were considered within the intervention group. This includes women and men who lived in the wards and settlements selected for Sakcham-III implementation including men and women who participated or did not participate in activities organized by Sakcham III. It also includes women who lived in the project area but did not participate in the REFLECT activities..

- Non-Intervention (Control) group**
 Non-intervention group or 'control group', refers to an area or population who did not receive direct and indirect benefit from the project intervention. Such groups were selected only for comparison purpose. For this endline study, individuals/household living in a ward which did not receive any support from the project was considered 'non-project area'.

The chart below provides graphical illustration of how quasi-experimental design will work.

Chart – 2: Quasi Experimental Design (Double Differences)



2.1.2 DAC Evaluation Approach

The evaluation study also adopted Development Assessment Committee (DAC) approach to criteria based evaluation⁸. It is the five-criteria (relevance, efficiency, effectiveness, impact and sustainability) based approach initiated and promoted by the Development Assessment Committee (DAC) at the Organization for Economic Cooperation and Development (OECD). End-line study based on this approach involved four out of five criteria:

Relevance: *How far the project objectives were consistent with the needs of target groups? How the interventions matched the context of implementing agencies, local community and nation as a whole? How relevant the project interventions were in addressing the objectives?*

Efficiency: *How resources were utilized in terms of cost and time? Was implementation smooth and implemented in connected sequence?*

Effectiveness: *How effective the project was addressing the root causes of the problem. How effective the project was in taking the interventions to objectives..*

The impacts: *What were the effects and changes brought by the project in the lives of target group? Look at both intended or unintended and positive or negative changes. Assess the*

⁸ The guidelines provided by Austrian Development Agency (ADA) for Evaluations clearly suggests use of DAC criteria for evaluations

quantitative and qualitative achievements of the actions against project goal, objectives, results, outcomes and impacts.

Sustainability: Which measures were put in place to ensure that the project achievements, results and interventions will be sustained after the phase over of the project particularly in project areas? What is the level of coordination and linkages with government line agencies?

2.2 Study Scope

The end-line study covered all three project implemented districts: Kapilbastu, Chitwan, and Makwanpur.

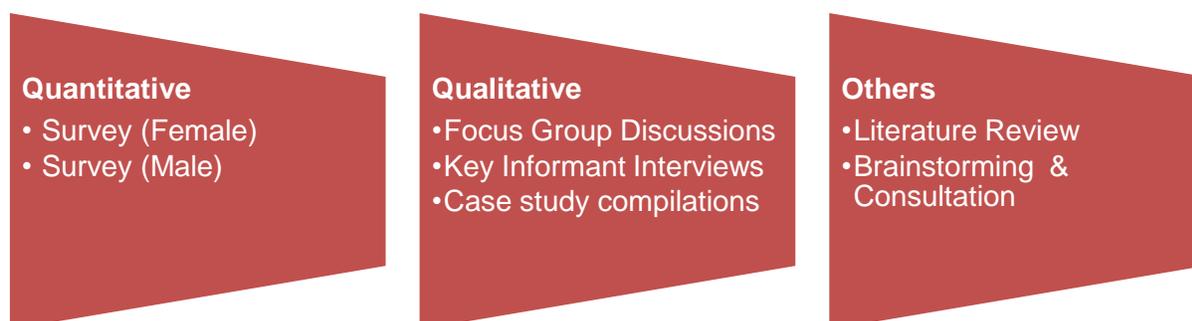
Map 1: Sakcham III sample districts



2.3 Methodology

This section summarizes methods and tools used in the process evaluation. The end-line study depended largely on quantitative survey and was backed up by qualitative study methods for further supplementation of information and data triangulation.

Chart 3. Summary of study methods



2.3.1 Quantitative Methods

Method 1: Survey (with men and women)

Household survey was conducted with the **men** as well as **women** beneficiaries and non-beneficiaries of the project districts to collect quantitative information. The sample size calculations were done considering ward as a zone of influence. There were separate tools used for male and female survey.

Design	Experimental Design
Sample size	1790 (850 females and 340 male from project area and 400 females and 200 male from non-project area)
Zone of Influence	Ward was considered as zone of influence. The project implemented wards as well as non-project wards were already sampled through stratified random sampling depending on the different nature of interventions in ward. The non-project wards were also sampled out of the wards with no-intervention in the project VDC.
Sampling distribution	Non-project area: 3 district * 10 Wards * 20/ward for female and 20/ward for male respondent Project area: 3 district * 34 wards * 25/ward for female and 10/ward for male respondent
Sample frame	The sample frame was prepared at the field level. The sample frame of wards, clusters and households were prepared, and sampling process will be applied. The sample frame depended on the availability of the database. The sample frame for intervention wards were taken from the list of group members available with individual group. For non-project wards, all available HHs in its primary sampling unit (PSU) were included in sample frame.
Sampling procedure	<p>The sampling design was cluster based random sampling. The wards and clusters were identified randomly. From within clusters, the households were selected using systematic random sampling. The following were the strategies:</p> <ol style="list-style-type: none"> 1. The respondents for project areas were sampled through two different processes: (a) 60% from among the REFLECT participants (using the list of members available with CARE), and (b) 40% from among the total women in ward through systematic random sampling (it may have included women who are already members of REFLECT center). 2. The selection of all respondents in non-project wards and 40% of the project wards were done through systematic random sampling. Here were the procedures used to adopt the systematic random sampling: <ul style="list-style-type: none"> • Identify the clusters in selected wards • Identify the number of households in the ward • Make a local map of households (settlement pattern of households) and give unique number to each ward • Divide the population size (N) by sample size (n), and calculate $(N/n - 1)$ • Select the first household and leave $(N/n-1)$ households before taking the next one • If someone one did not agree to take part in the study or is already covered, take the immediate next, but continue the previous sequence to select another household 3. The sampling did not involve weighting based on disaggregation by criteria such as caste. It is expected that random sampling will enable the sample to be representative of distribution in population.

2.3.2 Qualitative Methods

Method - 2: Focus Group Discussions

Focus groups discussion (FGD) was conducted to collect in-depth information from homogenous groups. FGD enabled the research to delve into the meaning of information derived through quantitative tools. FGDs were conducted based on specific checklists supplemented by few participatory tools. The participants were selected in consultation with PNGOs ensuring that it involves respondents from different socio-economic background. FGDs were conducted with the following:

Table 1. FGD details

Group	Total number of FGDs/Interviews	Frequency per district
Women (involving the women who participated in the REFLECT circle)	6	2 per district
Men (mixed group including the spouses of women who are member of REFLECT and who are not)	3	1 per district
Individual beneficiary (able to develop leadership abilities or bring meaningful changes, to be identified in consultation with PNGOs)	6	2 per district

Method - 3: In-Depth Interviews

In addition to the direct beneficiaries of the project, the project implementers have also generated useful knowledge and experience during the course of implementation. Hence, in-depth interviews were also conducted with the project implementers at the PNGO and CARE regional office. The in-depth interviews were conducted with:

- Project coordinator/project officials at the partners (minimum 3 interviews)
- Project Coordinator and key project officers at CARE regional office (min. 2 interviews)

Method - 4: Key Informant Interview (KII) with stakeholders at district/ VDC level

The indirect target groups and duty bearers at district level and VDC level were included in the key informant interviews. The respondents for KII were identified in discussion with the project team during the field level data collection. The key informants at the district level included:

- DDC or relevant government official at the district level (2 interviews)
- VDC secretary (2 interview per district - 6 in total)
- District or village level forum for women rights concern (1 interview)
- Village peace committee/network representatives (1 interview)
- Cooperative
- Community based Social Worker (CBSW) (2 interviews per district - 6 in total)

The central or regional level individuals for interview included:

- Relevant officials from central office of CARE (1 interview)
- Representative from national forum for women rights concern (1 interview)
- Any other relevant individuals and agency (1 interview)

2.3.3 Additional methods

Method - 5: Review of documents

Since the project have had long history with lots of knowledge and information already known and documented, the review of available literature was deemed essential. The documents for review included:

- Project proposal and project design related documents
- Baseline, Midline and End-line study reports
- M&E Framework
- PNGO progress reports
- Outcome study reports
- Compiled progress reports
- CARE Nepal policy documents
- National legal and policy documents
- Any other available reports/notes

2.4 Data Quality Assurance

NEAT has its own standard procedures and practices to ensure quality of the data.

Quality Assurance Strategies

Based on experiences of NEAT in designing and implementing monitoring systems, the data collection instrument had to go through pre-testing and critical assessments of its technicality and applicability. The revisions following the pre-testing helped in ensuring that the research tools were adequately and efficiently used. The researchers abide by ethical principles, and were strictly following the standard procedure.

Induction Courses, Training & Supervision

The quality assurance in terms of skilled human resource at work is ensured through induction courses, trainings and supervisions. The field teams were identified from the specific districts and were trained and supervised by the central researchers. There were series of review and capacity building workshops to keep team updated about the requirements, and also motivated to perform.

NEAT made sure that the interviews with female are done by female researchers, and with male are done with male researchers. The survey team included a total of 3 male and 6 female researchers supervised by two female and one male supervisor.

The following was the sequence of capacity building along with data collection activities:

Chart 4. Study procedure



A brief description of end-line study procedure is attached in Annex 4.

Human Subject Research Ethics

Throughout implementation of the activities within research framework, human subject research ethics was kept in high priority. The whole study team was oriented on human subject research ethics. The researchers were instructed to strictly follow the ethical requirements. The following were the key strategies:

- Began interviews, surveys and FGDs only after taking **consent** from individuals. The research team began implementing our tools only after making the participants understand about the research issues and taking their consent.
- **Ensure anonymity and confidentiality.** The research activities ensured research participants that their views will be used only for research work and will not be disseminated haphazardly within the larger population. All the data acquired were destroyed after their use has been deemed complete. The photographs and videos were not taken.

2.5 Study Limitations

Design. The quasi-experimental design was adjusted particularly because the projects sites were not randomly selected. Since the project areas were already identified and finalized, there was no room for complete randomization in selecting project and non-project sites. The quasi-experimental design was adjusted, and the sample size was calculated without estimating the exact effect size. However, while selecting sites for evaluation studies, intervention as well as non-project locations and respondents were chosen randomly. The main purpose of this design is to have some indication to attribute the changes to project interventions but not to understand and estimate the casual relationships between the variables.

Comparison between control and treatment sites. The main limitation pertaining to the comparison and attribution is the existing difference between 'project area', and 'non-project area'. Since the project intervention areas were selected to ensure the coverage of the most poor and vulnerable communities, the identified non-project areas had better status compared the project areas. It can be evident from the fact that the literacy rate, income levels, and many other socio-economic criteria were significantly better for non-project areas than the project area. During the design of the endline study, the evaluation team had very limited options in mapping and identifying the non-project areas comparable to the 'project area' The zone of influence, i.e. ward was small, and the non-intervention sites were taken from within the same VDC. The crossovers and spillovers of the project effects to non-project area could be possible especially because the sites are near and geographically connected. Hence, the evaluation team understands the limitations of the design to be explained and used as a complete quasi-experimental evaluation design.

Comparison to the baseline data. Although one of the mandate of the study TOR was to allow comparison between the endline and baseline data, in many occasions, they are not perfectly comparables. Baseline study mostly used proxy indicators to measure the value of key performance indicators, and the phrasing of the questions and its mode were also slightly different particularly in addressing questions involving rating scales.

Time, resource and ground level issues. The study was conducted in a short period of time and with limited resources. The field study was delayed for more than 3 months due to acute fuel shortages and protests and agitations particularly in Kapilvastu district. During the data collection, the team had to wait for days to manage their travel to the field. Due to limitations in field travel, the number of interviews and qualitative discussions were slightly reduced.

3. Key Study Findings

This section presents the study findings by different result areas of the project followed by consolidated assessment at the end.

3.1 *Expected Result 1: Women have equitable access and control over productive assets to ensure their livelihood security.*

Key Interventions

- Develop and implement activities that enable rural women’s active and effective engagement in the value chain as producers, entrepreneurs, suppliers, workers and consumers in local and markets by promoting capacity development skill, entrepreneurship and business creation and development training
- Ensure that the option of joint titles is provided during land reform processes and when land records are being updated
- Support advocacy initiative to demand measure to require the consent of each spouse for the sale of land, or its use as collateral.
- Establish information centres to update women on technologies, market and credits

Relevance

The result area can be considered highly relevant considering that women had limited access and control over vital resources such as land, house, family income, and other family as well as community level resources. Although the activities were connected well to the result areas, they did not focus adequately on behavior change. At the field level, the implementation centered largely on information dissemination.

Effectiveness: Achievements & Issues/Challenges

Family managed to receive basic entitlements. The project contributed directly to enhance access of families to land. There are more families during end-line who have managed to have land registered in their name. While during baseline, there were only 20 percent of households⁹ in project areas with ownership on land, the proportion has increased and reached to 78 percent. Among them, around 68 percent also have house constructed on their own land. The changes were particularly due to the advocacy at the community level which led to registration of land among landless communities.

Table 2. land ownership

	Does your household have land of its own?		Is your house constructed in the land of your/your family ownership?	
	Yes	No	Yes	No
Project area	78.1%	21.9%	67.3%	32.7%
Non-project area	84.4%	15.6%	82.0%	18.0%

The improvement in land entitlements for family did not ensure improvement in land ownership among women. Only around a quarter of women reported to have ownership over land. There was no significant difference between the project and non-project areas in terms of female's land ownership. There were only around 26 percent female respondents in project area (compared to 24% in non-project area) who reported to have land in their ownership.

⁹ Based on Annual Report, 2014.

However, there are some changes compared to the baseline. Before the project, properties were not kept in the name of women. Now, the ancestral properties are also registered in the name of women. Women have become confident to raise their claims on ancestral property. They also managed to have land ownership in their name since they have become better informed about it. The ownership was also encouraged by the government provision that allows 50 percent discount on tax for women during land registration. While buying land, it costs ten thousand rupees for woman while it is twenty thousand for men. Having an access to property (land), women feel secure and satisfied with it. In the opinion of project officials, the campaign on joint land ownership could have been more effective and acceptable at the community level than promotion of female land ownership.

Women claim their rights and voice out their rights for property. Now husband and wife divide the property. Talking about changes in joint land ownership, earlier men only had the land ownership but now both have equal property rights. (FGD with women, Chitwan)

Earlier, ancestral properties were only in the name of in-laws or male members of the family. No, females are also given right to property. They also get share in ancestral property. There have been changes. Mostly new bought lands are in the name of women. (FGD with women, Kapilvastu)

Newly bought properties are in the name of the women. It is due to there is some discount on tax and also for the reason that women will also feel secure. Mostly the properties are in joint name of both husband and wife. (FGD with men, Makwanpur)

In qualitative discussions, women highlighted the contribution of the project to secure basic registration documents such as citizenship and marriage certificate. The project encouraged families to obtain birth registration certificate, citizenship certificate and other essential documents. After understanding these registrations as their core entitlements, many women in the project areas have managed to obtain these certifications. Encouragingly, *dalit* households have started to have birth registration for children.

Those who are eligible to have citizenship certificate, they have it and those who are not eligible, they don't have it. A person should reach 16 years of age to receive citizenship. Yes women in our community have it. (FGD with women, Chitwan)

Since the start of the Sakcham project, there has been a huge change. Earlier, no one had their citizenship certificate. Husbands used to ask us why we need citizenship or marriage certificate. Now after legal age, we have citizenship certificate and once we get married, we have marriage certificate. Earlier, husband used to marry more than one and don't allow to get marriage certificate. It is not so now. We also register birth of our children. (FGD with women, Kapilvastu)

Earlier, only men used to have citizenship certificate. So, women were deprived of property rights. Now, they have citizenship certificate and also have property in their name. (FGD with women from DAG community, Makwanpur)

Households mostly women from the most vulnerable group have managed to get new source of income. There is significant different in the proportion of women who have their own income source in the project and non-project areas. More women in project intervention VDCs had their income, and larger proportion believed that they started or strengthened it during last 3 years. The new income source was possible through revolving fund. The financial support to generate new income source has been particularly beneficial for PVSE groups such as single women, *dalits*, and daily wage earners.

Table 3. Income source among women

	Do you have your own source of income?		Were you able to start new business or upgrade old business during last 3 years?			
	Yes	No	Yes, I have started new business	No, but I have been able to earn more from old business	There is no change in 3 years	Other ...
Project	26.2%	73.8%	11.2%	32.8%	48.1%	7.9%
Non-project area	16.1%	83.9%	8.5%	25.4%	49.2%	16.9%

During qualitative discussions, the beneficiaries highlighted the contribution of the project to women financially independent and confident. While earlier the women used to be confined to their house and household chores, the skills training and opportunities to start small business have led to women's engagement in income generating activities. Even though women are moving out of their house for group meeting and also have new source of income, they are still mostly involved in agriculture and cattle rearing, which is basically in their home comfort.

We feel confident now and we have become financially independent as we can have our own income. We do not have to depend on husband for money. (FGD with beneficiary women, Chitwan)

I have invested Rs. 1000 to operate Dalmot business and have earned profit up to 4000 per month. Although I have not been able to expand the business, it is running smoothly at community level. (Interview with individual beneficiary, Makwanpur)

I raise and sell livestock. The earning from selling of livestock is minimum 5-6 thousand per month. (FGD with women, Kapilvastu)

Skills that provided livelihood and also challenged gender stereotypes

Somiya Chaudary, 37 years, lives in Chitwan with her husband, one son and three daughters. Her family depended on daily wage for survival. After she became member of Srijana women discussion centre (Reflect Centre) supported by SAKCHAM project, she started to feel the change. She participated in the two month long bicycle repairing training funded by Sakcham. At the beginning, she was discouraged due to gender stereotype in the community. The community people believed bicycle repairing training **is not suitable for woman since only man can do such works**". However, that did not stop Somiya from completing her training.



After the completion of the training, the project also provided her some basic tools which enabled her to start bicycle repairing center in her house. Now, Somiya is able to earn Nrs. 6,000 to 7,000 (Six to seven thousand) per month. Somiya also makes some saving on a regular basis (Rs. 260 in various saving groups). The amount has been great support to her family in arranging basic necessities including education for her children. In addition, she got appreciation from the community for her skills and performance. She managed to challenge the existing gender stereotype, and proved that women can also repair bicycles. She feels confident and considers being independent as one of her achievements.



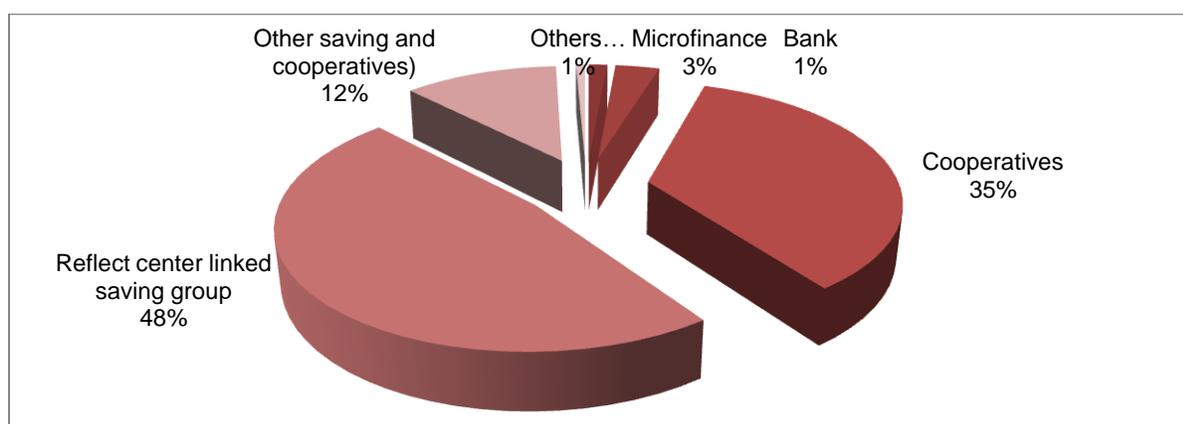
Improved saving related behaviors. The project has also contributed to promote saving practices among women. Encouragingly, around 97 percent female respondents (compared to 79% in non-project areas) reported that they or their family members save some amount on regular basis. The saving was possible through local saving and credit groups and cooperatives. More women in non-project area were member of either saving and credit group or cooperatives (90% in project area compared to 49% for non-project area).

Table 4. Saving practices

	Does your family save money on regular basis?		Are you a member of local saving/credit group or cooperatives?			
	Yes	No	Both (Saving group/cooperative)	Member in saving and credit group	Member of cooperatives	None
Project area	97.0%	3.0%	41.0%	35.7%	13.6%	9.8%
Non-project area	78.7%	21.3%	13.9%	14.9%	19.9%	51.4%

The saving practice was mostly induced through local level saving group linked with REFLECT. For the household in project implemented areas, the more preferred option for saving was REFLECT center linked saving group (90% compared to 45% in non-intervention). Many saved in multiple agencies but mostly in cooperatives and local saving and credit group. During qualitative discussions, it was noted that women were saving their earning from vegetable farming or other activities in 2-3 groups and co-operatives. Women mostly preferred local saving and credit group as it was easy to deposit, and also easier to take loan. The proportion who saved in bank was very low (only around 3% for intervention).

Chart 5. Institutions/Locations to save



In project areas, the households mostly saved in local women group or saving group. It indicates towards the instrumental role project initiated saving groups played in promoting saving among poorest communities. The saving locations were slightly different for non-project areas. There were more households in non-project areas who saved in micro-finance, and cooperatives. These agencies are slightly larger and more structured agencies with limited access to the poorest group.

Table 5. If you save, where do you save?

	Bank	Microfinance	Cooperatives	Women group/saving group (REFLECT)	Other saving and cooperatives	Others ...
Project area	2.7%	6.3%	66.4%	89.7%	22.0%	1.3%
Non-project area	2.1%	19.1%	74.5%	44.7%	27.7%	2.1%

*Percentages and totals are based on respondents.

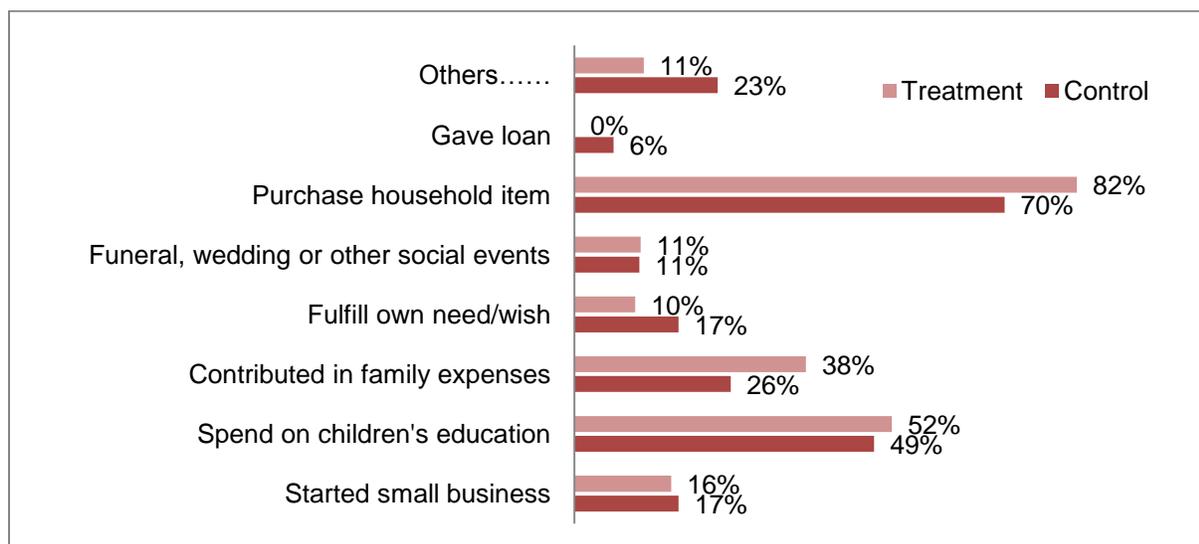
The qualitative discussions highlight increase in size of the amount being saved. Previously women used to only save Rupees 5-10 in the local group, but now since they have their own income, they are saving more.

Before we use to save only 10-20 rupee because we could not afford now we save up to 100 per month. (FGD with women, Kapilvastu)

Use of saving

The main use of saving was to purchase household needs, meet family expenses, and contribute to children's education. The people in non-project area were slightly better off than project area given that they also utilized their saving to give loans. It indicates towards the fact that the non-project areas were better in terms of income and credits than project areas, and the people in project areas are in need to use income more for running costs than investment.

Chart 6. Use of savings



* Percentages and totals are based on respondents.

Improved control in family level decision making especially for family resources

In terms of resources on decision, women were rarely the core decision makers. However, the proportion was slightly higher for project area compared to non-project area, and it was also higher than baseline figures (around 4-5%)¹⁰. On the whole around 58 percent respondents

¹⁰ Although baseline did not particularly ask questions about decision making for various items, The women who reported to be sole decision maker on these decisions was in between 4-5%.

reported that family has taken decision based on their suggestions at least most of the times. In general, there was not much difference between non-project and project area.

Table 6. Have family taken decision during last 3 years based on your decision?

	Yes always	Most of the times	In some of them	None
Project area	41.7%	16.3%	35.3%	6.7%
Non-project area	44.6%	15.0%	33.8%	6.5%

The women had more access to decision on their own regarding agriculture products and livestock. Encouragingly, more than a third of women (36%) could take decision about their income. There were slightly more number of women in project areas who took household decision. When added together the proportion of women taking decision and having final say in the decision in case of joint decisions, the proportion is higher for project areas compared to non-project areas.

Table 7. Decisions about various aspects

Decision areas	Sites	Who takes decision?			If both, who takes the final decision?	
		Women	Men	Both	Women	Men
Buying and selling land and property	Non-project	6.6	24.8	68.7	12.8	87.2
	Project	9.8	25.3	64.9	17.8	82.2
Agriculture products	Non-project	8.8	23.5	67.7	23.5	76.5
	Project	12.7	24.0	63.3	29.6	70.4
Selling household items	Non-project	9.2	26.7	64.1	27.1	72.9
	Project	15.2	24.4	60.4	36.5	63.5
Buying/selling livestock	Non-project	9.5	26.1	64.4	22.9	77.1
	Project	14.2	24.3	61.5	34.3	65.7
Use of income made by women	Non-project	33.7	28.0	38.4	32.3	67.7
	Project	35.7	26.6	37.6	41.3	58.7

The qualitative discussions concur with the quantitative findings. Although women were earning, they were utilizing the money mostly in discussion with their husband. The expenditure pattern indicated their tendency to spend their income and savings to meet family needs. Only some women who were confident enough have been able to control their money, both earning and spending on their own.

Women are allowed to handle money. However, expenses are made based on consultation with husbands. (Interview with individual beneficiary women, Chitwan)

Women spend money in sending their children to school, for saving and also use money for household expenses. (FGD with men, Chitwan)

Assessment of output indicators¹¹

The project managed to fully achieve targets for two indicators while three other indicators were partially achieved. The performance was low for the indicator related to women and men informed about women's property rights. While the target for women beneficiary was 4,466, the achievement was only 53 percent by November, 2015. In another case, the targets related to participants in advocacy activities organized to ensure women right on land were also not

¹¹ It is to be noted that output indicators were identified by the project teams, and are not the indicators mandatory to track and monitor. The details are included in the annex.

fulfilled. The target related to number of information center established and supported was also not achieved: only one established till November, 2015 compared to three in target. The targets for two other indicators were overachieved. The women receiving support through revolving fund was three times more than the actual target, and the number of women who received skills training was more than five times of the target.

Impacts

The project contributed to increase the land ownership among poor and marginalized community, and also to create new income source and increase overall income for women. However, there is not much change in terms of women's access to resources such as land. Encouragingly, women in project areas had better access to family level decisions especially in utilizing the resources, i.e. they had improved control over family resources. The women's access to public resources has also increased compared to the baseline.

Table 9. Performance in key performance indicators (ER1)

Indicators	Baseline	Target	Endline		Remarks
			Project	Non-project	
1. Proportion of women and men reporting women having access and control over productive assets	11.7%	Women: 50% Men: 50%	26%	24%	Not achieved
2. Proportion of women reporting access to services and public resources	70.1%	85%	89%	85%	Achieved
3. Proportion of women reporting resilience to socio-economic shocks (who felt they managed to face shocks satisfactorily)	3.3%	50%	66%	6%	Achieved

3.2 Expected Result 2. Policy advocacy for meaningful representation and participation of women at all levels.

Key Interventions

- Strengthen District Coordination Committee's (DCC) capacity on UNSCR 1325 & 1820 and its follow up progress
- Strengthen the capacity of community women's group leaders to be the focal persons on NAP pillar progress (example- relief and promotion)
- Mobilization of women group/women organizations as a "watch dog group" for monitoring policy implementation including NAP.
- Support in preparing NAP implementation monitoring report to be shared nationally and internationally and strengthen monitoring/accountability system at district level
- Support on local, districts, regional and national levels advocacy issues.

Relevance

The result area can be considered relevant given that the level and extent of participation of women was low. The interventions were more at the district and national level, and not directly leading to women's participation at all levels. However, the platforms developed and capacity building activities targeting these platforms were relevant to raise the policy advocacy areas.

From sustenance livelihood to claiming rights and share in the public resources

The Chepang community in Manahari, Makwanpur district used to survive by collecting and selling items from the jungle. The women were confined within the household chores and taking care of and bringing up to the children. They were confined in their house and didn't know the anything about happening around in the community. After implementation of Sakcham, Pariwartan women's group was formed, and it changed many things for the women in Chepang community.

The group discussed about range of issues such as importance of citizenship, hygiene, education of children, family planning and even of agriculture, rights of women, servicing provided by VDC and so on. After realizing the need for citizenship certificate, they discussed in the family and obtain the certificate. Now, they are able to write our names and are confident that they can introduce themselves, keep the surrounding clean, and send their children to school. The girls are also sent to school. The husbands have also started to support in household chores and allow their wives to attend women group's meeting. After knowing about the VDC budget allocation and their right to demand its allocation based on public demand, the women in the community also raised voices to obtain resources from the VDC. With initiation of the group, they obtained Rs.50,000 from VDC to construct local road and Rs.10,000 to start revolving fund. They give credit to Sakcham and their unity and network for all the achievements.

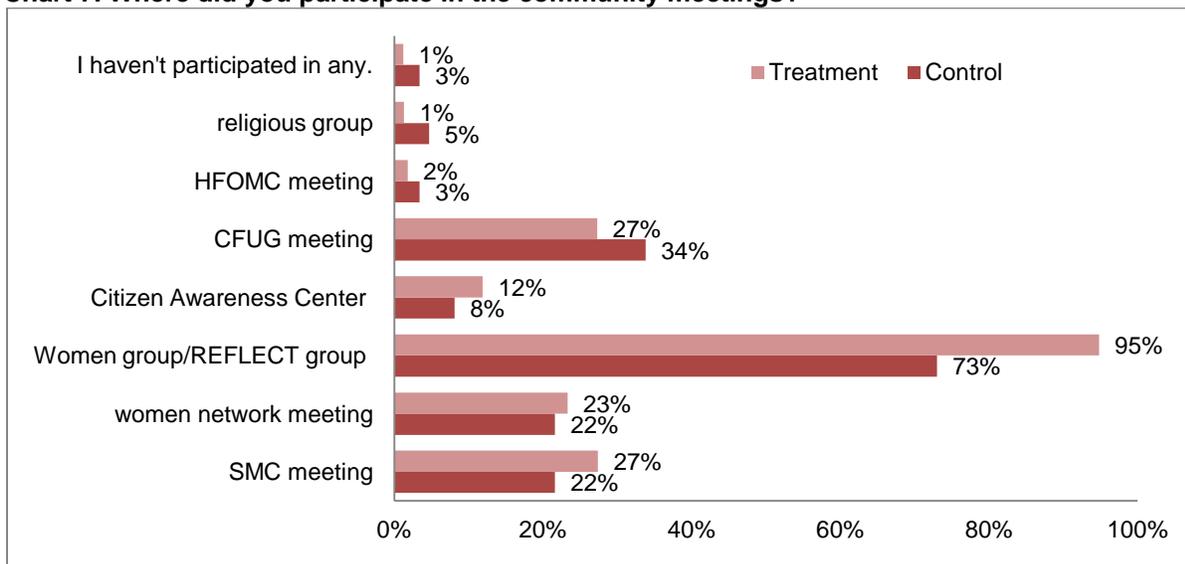
Effectiveness: Achievements & Issues/Challenges

There were limited activities to influence the national policy but effective to ensure policy implementation at the VDC and district level. The project conducted orientation on National Action Plan (NAP) formulated on UNSCR 1325 & 1820 at the district and village level. The districts further developed its plan of action to promote women's participation, and ensure their rights. The village level peace committees were also strengthened, and made inclusive.

Improved participation in community level meetings. The extent of participation was slightly wider for intervention group with still limited access compared to control in resource centers such as Community Forest User Groups (CFUG) and Health Facility Operation and Management Committee (HFOMC). Majority of women respondents (95%) in project area reported to have attended meetings of women's group and

REFLECT group followed by Community Forest User Group (CFUG) and School Management Committee (SMC) meeting.

Chart 7. Where did you participate in the community meetings?



*Percentages and totals are based on respondents.

The participation in groups and community level meetings had various benefits for women. One of the information platforms for local women was REFLECT circle. The REFLECT circle meetings have not only made the women aware but has also raised their capacity to raise issues as they have been more informed and knowledgeable. It has also contributed to mobility of women outside house. As reported during qualitative discussions, the engagement in women group has allowed women to step outside their house and communicate with other women.

I did not have information about these things (certifications) before but after joining the group I was formed. Now, I can freely express my opinion. I am engaged in convincing women to register birth of their children. Women have been aware about citizenship and marriage certificate as well. (Interview with individual women beneficiary, Kapilvastu)

Participation in different groups will help to learn more, hear about new things. This has made women active. The involvement in community level groups has also become way to step out of house otherwise family member will usually not allow to move out of house. (FGD with women's group, Makwanpur)

The project also had some effect on the quality of participation. Encouragingly, four out of five respondents who participated in the community level meetings in project area noted that their participation was active. There were more proportion of respondents in project area (81% compared to 77% in non-project area) who reported to have actively participated in the discussion. The men respondents, however, differed with the women respondents. For around 60 percent men respondents in intervention (compared to 58% in control), the women participants in community level meetings were mostly silent.

Decision about casting vote. In aggregate, around 75 percent female respondent in project implementation sites casted vote during last election, and among then majority (56%) casted vote on their own. However, there were slightly more proportion of women who voted, and voted based on their own choice.

Chart 8. Voting related decisions

	Did you vote during last election?		If Yes, did you caste vote based on your choice?			
	Yes	No	Own decision	Advised by husband	Advised by other family members	Others
Project	75.2%	24.8%	55.8%	33.5%	10.2%	.4%
Non-project	81.3%	18.7%	61.4%	28.4%	10.2%	.0%

Women have become positive about women in leadership. The perception towards female leader has certainly improved in the project implemented locations. There were more female respondents in project areas who believed that the women in decision making level are actually capable. They also had positive attitude towards the female leaders in terms of their nature and leadership abilities.

Table 10. Perception about women in leadership

Statements		Agree	Neutral	Disagree	I don't know
Women in decision making level can make their own decision about their problems.	Non-project	65.8%	16.9%	12.7%	4.7%
	Project	74.1%	10.7%	14.1%	1.1%
Women in decision making level can get the problems of women addressed	Non-Project	61.0%	21.1%	11.9%	6.0%
	Project	69.9%	17.9%	10.7%	1.5%

Statements		Agree	Neutral	Disagree	I don't know
I have seen women in power being arrogant because of the position.	Non-project	12.9%	22.4%	59.2%	5.5%
	Project	13.0%	24.8%	60.8%	1.4%
The women in leadership have not been able to demonstrate good leadership abilities.	Non-project	20.8%	20.5%	51.8%	7.0%
	Project	20.2%	26.6%	52.0%	1.2%

The leadership skill has improved among women leaders. In the opinion of female respondents during qualitative discussions, they are performing well in their leadership positions. The women leaders find them have become more capable and confident in raising the women's agenda. There have been changes in women's position but they have not been able to reach in higher positions. Their capacity to raise women related issues have improved. There is also change in the stereotype related to leadership and decision making. Earlier, women were not called by men in meetings but now women call men in their meeting. This change has resulted due to improvement in awareness level of women.

I have been chairperson of MAM and district women network where I have been advocating for rights of women. Prior to this project, I was shy and used to be scared that I may speak something wrong. But now, I travel around and I am confident enough to share information with other women about their rights. (Interview with individual beneficiary, Makwanpur)

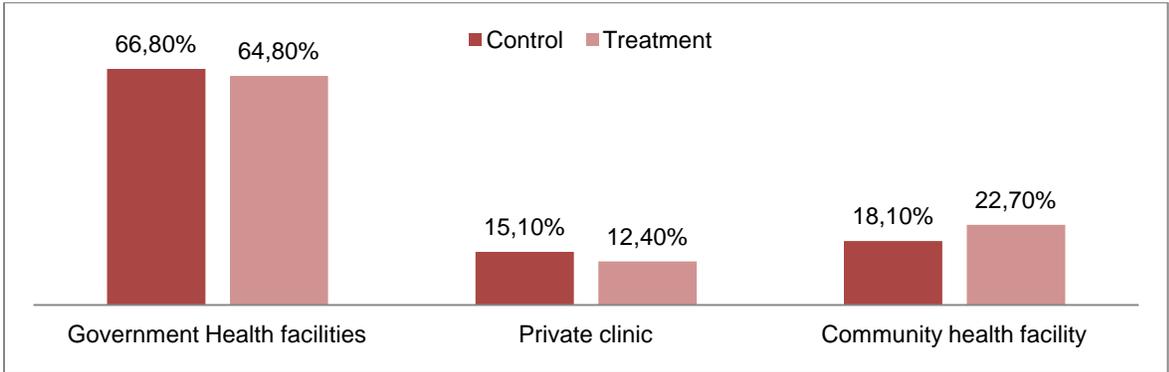
Women have become aware. We know about many things like rights and about GBV now. We also get into the meetings where men are involved. Our opinions are also valued now. (Interview with individual beneficiary, Kapilvastu)

Interestingly, some men were positive towards women leaders while others were skeptic about it. In project areas, around 76 percent men reported that they have seen women leaders getting engaged in advocacy activities (rallies and events) while only 40 percent (compared to 36% in non-project area) believed that women leaders are capable to raise agendas and take it forward. There were more men respondents in intervention (51%) than non-project area (37%) who believed women leaders have demonstrated good leadership skills. Sizable proportion of men respondents were neutral about the response related to female leadership.

Access to basic services

Health facility. The majority of respondents (88% for project area and 85% for non-project area) considered government health facility and community health facility as a preferred agency to take health services. It indicates towards improved access to public health facilities.

Chart 8. Which one is the health institution that you often visit?



Institutional delivery. The institutional delivery has improved. In project area, less than half women respondents reported to have gone for institutional delivery while half of them delivered at home. Interestingly, being better off in socio-economic and financial status, there were more women who selected private hospitals for institutional delivery in non-project areas (11% in non-project area compared to 2% in project).

Table 11. Where did the delivery take place (last child that was born during last three years)?

	Home	Community based private clinic	Community government health facility	Private hospital	Government Hospital	Others
Project	54.9%	3.8%	7.5%	2.0%	30.0%	1.7%
Non-project	26.6%	1.8%	11.9%	11.0%	46.8%	1.8%

In terms of decision making, the engagement of women in decision making was slightly better for women in project areas. In project area, majority (50%) took decision based on mutual understanding of both while less than 10 percent reported men to be the key decision maker. Interestingly, there were slightly more proportion of women in non-project area who took sole decision about the place to take delivery services. In case of both deciding based on mutual discussions, male had final say in the decisions. However, the female proportion who share decision making role was also as high as 38 percent for project area.

Table 12. Who takes decision in your family about the place to take delivery services?

	Women/wife	Men/husband	Both (mutual understanding)	Others	I haven't been pregnant
Project	23.3%	9.4%	49.9%	10.5%	6.9%
Non-project	28.1%	11.7%	45.3%	6.2%	8.7%

Immunization. For immunization, around 89 percent respondents in project areas (88% for non-project area) reported that they immunized their children. Almost all had heard about immunization. There was not much difference between project and non-project sites. The proportion was comparable to the national coverage of immunization.

Family Planning. More than half of the respondents in project area reported that they are using or have used permanent family planning. However, the female respondents in non-project area were slightly ahead in terms of family planning practice (60% in non-project area compared to 53% in project area). In project areas, there were more women who took initiations to use family planning. There were slightly more women engaged in taking decisions about family planning in project compared to non-project areas.

Table 13. Family Planning Practices

	If Yes, who uses or used the family planning methods?			Who takes decision about use of family planning methods?			
	Women	Men	Both	Wife	Husband	Both	Others
Project	75.9%	22.5%	1.6%	22.3%	12.0%	65.3%	.4%
Non-project	67.8%	29.2%	3.0%	20.6%	20.6%	58.8%	.0%

During qualitative discussions, the project's contribution to enable women to have more access to public resources was also reported. Women were more comfortable to take services from the local service centers such as health facility and VDC office. Women are more capable to claim for budget in their demand from VDC, and also utilize it for community benefit. They are also

now involved in the VDC level various local agencies like ward citizen forum, integrated planning agencies.

We also know now that we need to go and get the health services. It is important for us. Earlier, we only visited health post during some health emergencies. (FGD with women, Kapilvastu)

Among 22 members in ward citizen forum, 11 are women. Chairperson position is taken by women in chosen by the community. As a result, we have been able to raise our voice for the budget to women and other developmental priorities of the community. (Interview with WCF, Makwanpur)

Before the project, we were taken by our husband or our husband used to go on their own for the work in VDC. Now, we have become confident and can go alone to VDC office for registration of land or take other women to make their citizenship etc. (Interview women beneficiary, Kapilvastu)

Women are now also member of ward citizen forum. We know about and also contribute to road, its construction, how to make it, and what is the budget, etc. (interview with WCF, Makwanpur).

Assessment of output indicators

Out of eight output indicators for the second result area, four were fully achieved, one was largely achieved, and remaining three targets were partially achieved. The target was not achieved by large margin for two indicators: number of women and men well informed on national and international instruments, and number of women leaders capacitate to advocate on women's rights. For the second indicator related to information among men and women, the targets related to number of women were partially met (66% for women, and 3% for men) while the achievement on target related to men was pretty low. **Impacts**

The project directly contributed to raise awareness among district and village level agencies and stakeholders about UNSCR 1325 & 1820. As a result, the agencies are sensitized to create space and opportunities for women. Among women respondents, around 81 percent report that their participation in the decision making level is meaningful (compared to 77% for non-project areas). In qualitative discussions, women find themselves to have more courage and capacity to present themselves in public and share their opinion.

Table 15. Assessment of key performance indicators (ER 2)

Indicators	Baseline	Target	Endline		Remarks
	2013	2015	Projectn	Non-project	
4. % women reporting improved responsiveness of institutions towards women	88	95	81	77	Partially Achieved
5. % of women and men reporting on women meaningful participation in decision making (at HH and community)	Women: 83 Men: N/A	Women: 90 Men: 75	Women: 81 Men: 26	Women: 77 Men: 22	Partially Achieved

3.3 **Expected Result 3. Transforming key socio-cultural norms, relations and attitudes of women and men, girls and boys for gender equality.**

Key Interventions

- Orient village leaders (GBV, human rights, key socio-cultural norms) on key social issue and their negative and positive impact on family and community
- Advocate to mainstream the prevention of GBV and support to survivors of GBV into local planning process
- Support campaigns to declare “Domestic Violence Free” VDCs
- Capacity Building of community based social workers (CBSW), institutionalize them at community level and train them
- Organize meetings/workshop/seminar with faith healers; priest and Imams to strengthen / institutionalize working relationship to alter patriarchy values, norms and system
- Establish psychosocial coordination group (PSCG) at centre level for referral system and advocacy; develop psychosocial approach and Code of Conduct for CARE and partners; develop guidelines and protocols for CBSW;
- Emergency support (disaster, fire, flood etc)
- Organize training/ refresher/workshop with Men Campaigners to institutionalize their campaigns from grass roots to national levels
- Organize “Role Model” felicitate activities by involving stakeholders.
- Organize workshops, meetings and campaigns to mark 16 Days of activism and International Women’s Day (Against caste discrimination, International Peace day, mother’s day, father’s day, world mental health day, International Labour’s day)
- Strengthened REFLECT Centres and link with broader social movements and alliances:
- Mobilize media to showcase success stories and issue for policy influence

Relevance

The project focused largely on the third expected result area related to transformation of socio-cultural norms, relationships and attitude. The result area itself is very relevant considering the prevalence of gender stereotypes, discriminations, and differences.

Effectiveness (Achievements and Issues/Challenges)

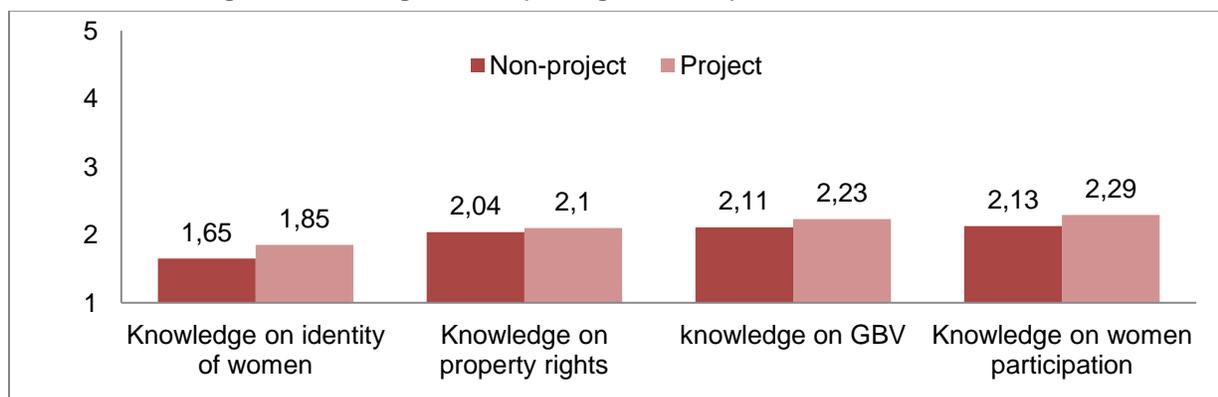
Information and awareness. One in two respondents received training on women's rights, and large majority of them received through Sakcham-III. Around 45 percent of respondents in project areas reported to have received some form of training on women's rights, and for around 77 percent of them, the training was provided during last three years.

Table 16. Training on women's rights

	Have you taken any training on women's rights?		If yes, did you get any training during last 3 years?	
	Yes	No	Yes	No
Project	45.1%	54.9%	76.6%	23.4%
Non-project	17.7%	82.3%	58.6%	41.4%

Although still low in the rating scale of 5, the knowledge level of women in project areas was slightly better than that of non-project for knowledge on various aspects related to women's rights.

Chart 9. Knowledge level among women (Rating scale 1-5)



Enhanced self esteem and the feeling of self-dependence. The project has contributed to build self esteem among majority of women in the project implemented areas (compared to non-project areas). More than 4 in 5 women in project sites believed that they get importance in their family and community. Similarly, more than 73 percent women also believed they can identify their problems and are also capable enough to find solutions to their problems. There is also impressive improvement compared to the baseline figures taken during 2012. The biggest improvement from baseline was in findings solutions to the problems. Around 73 percent female respondents from project area (compared to 29% during baseline and 63% in non-project) reported that they can find options to solve their problems on their own.

Table 17. Status on self-esteem

Statement		Agree	Neutral	Disagree	I don't know
I get importance in my home and community.	Non-project	78.3%	15.2%	4.5%	2.0%
	Project	84.1%	13.3%	2.4%	.2%
	Baseline	66.9%	27.0%	6.1%	
I put others interest before mine.	Non-project	50.1%	24.6%	24.1%	1.3%
	Project	61.9%	21.8%	16.2%	.1%
	Baseline	34.9%	39.4%	25.6%	
I can identify my problem even during most difficult situation.	Non-project	67.6%		26.2%	6.2%
	Project	73.6%		21.8%	4.6%
	Baseline	57.4%		37.4%	7.8%
I can find options to solve my problems on my own.	Non-project	62.8%		27.7%	9.5%
	Project	72.7%		22.0%	5.3%
	Baseline	29.4%		56.4%	13.9%

Women in past were confined in the four walls of home but now their mobility has improved. They go outside home, and participate in the discussions in local groups. They have also been able to become independent. Women have become aware and that has made them stronger in the family in terms of decision making roles. They have developed ability to speak out for their rights. They now have their own agency and networks through which their voices re raised to higher level.

We were just doing household work before, now we are earning money. We have our income. Our views are also heard. We can also contribute for the household income. (FGD with women, Kapilvastu)

When women are in any trouble, we have rescued them. We have worked for children also. (Interview with individual member of women's group, Chitwan)

Since I have been active in both women rights network at the villahe and district, we have taken many GBV cases to the police station. Few of the cases have also been addressed. The victim women have returned back to their home and now are living with their in-laws. (Interview with individual women beneficiary, Makwanpur)

Improved respect and communication pattern between husband and wife. There is an impressive improvement in the way husband treat their wives, and also in the way wives keep track of husband's behaviors towards them. It is encouraging that women in project areas were slightly better off or similar to non-project areas in terms of relationship with their husbands.

Table 18. Response of women on behavior of their husband

		Yes often	Yes, sometimes	Never	I don't know
Does your husband feel jealous or angry if you speak with some other male?	Non-project	2.4%	14.2%	82.8%	.5%
	Project	3.1%	10.8%	85.3%	.8%
	Baseline	20.8%		68.5%	10.5%
Does your husband scold you for not working properly?	Non-project	.8%	19.5%	79.4%	.3%
	Project	2.0%	18.7%	78.5%	.7%
	Baseline	18.6%		71.9%	9.5%
Does your husband stop you from talking with your friends and relatives?	Non-project	.5%	6.3%	93.0%	.3%
	Project	1.2%	3.7%	94.6%	.5%
	Baseline	13.6%		76.8%	9.7%
Does your husband become suspicious when you go out?	Non-project	.5%	7.0%	91.7%	.8%
	Project	1.7%	6.9%	91.1%	.2%
	Baseline	13.7%		71.5%	14.1%
Does your husband scold you in front of others?	Non-project	1.0%	16.4%	82.6%	
	Project	2.0%	15.5%	82.5%	
	Baseline	2.4%	36.1%	61.5%	
Does your husband take your suggestions on household chores?	Non-project	65.0%	30.8%	4.2%	
	Project	66.7%	26.7%	6.6%	
	Baseline	47.1%	45.8%	7.1%	

There were some changes in the perception of men in project areas about aspects related to gender roles. Compared to baseline and also compared to the non-project areas, the men in project areas were more positive about changing gender roles and removal of stereotypes. For example: the proportion of men who supported ancestral property rights for women increased from 67 percent during baseline to 94 percent during end-line.

Table 19. Men's perception on gender roles

		Agree	Neutral	Disagree
The main roles of women are household chores such as cleaning clothes, child care, facing water, and cooking food.	Non-project	34.4%	5.4%	60.2%
	Project	27.4%	7.5%	65.1%
	Baseline	15.3%	19.3%	63.1%
Women should not be given freedom similar to men.	Non-project	11.3%	3.8%	84.9%
	Project	5.9%	4.4%	89.7%

		Agree	Neutral	Disagree
	Baseline	3.7%	16.6%	79.1%
Women should not have rights to ancestral property like that of men	Non-project	2.7%	3.8%	93.5%
	Project	2.5%	3.1%	94.4%
	Baseline	5.9%	25.7%	67.4%
Women have rights to take decision about giving birth to how many children and when.	Non-project	46.8%	16.1%	37.1%
	Project	47.2%	12.7%	3.3.1 40.1%
	Baseline	42.2%	33.7%	3.3.2 22.5%
	Project	47.2%	12.7%	3.3.1 40.1%
There should be a common agreement on who should be using the family planning tool.	Non-project	77.4%	20.4%	2.2%
	Project	85.3%	13.1%	1.6%
	Baseline	57.2%	32.1%	10.2%

Model Couple: Changed Gender Roles

Ramraj Dube is an inhabitant of Kapilvastu. Sakcham project changed his image in the community. After attending few meetings of Radhika Dalit Women Group, Mr. Dube was encouraged to initiate gender equality practice at least in his own house. He started to support his wife for preparing food and other household works which was not welcomed in his community which tagged him *Mehara* (hand packed husband). The social mobilizer from Sakcham supported him and enrolled him into various other women rights related trainings and activities in the community. As a result some men in the village decided to form a VDC level men support group and declared Mr. Dube as their chairperson. He mobilized support groups and tried to expand the campaign by explaining his neighbors about the sex and gender, and encouraging them to adopt gender friendly behaviors. As a result 10 other neighbors joined his hands and started to support their wives in household chores. The husband and wife communication also improved. In 2012, Radhika Dalit Women Group felicitated Mr. Dube and his wife as model couple. The couple continues to encourage community people to change their perceptions about gender roles.



The qualitative discussions also indicate that men are positive to let women participate in the spheres outside house. Men have developed the concept that if women are informed that it is good for the family.

Men help in household work if women have to go out in work. Men have changed a lot comparing to previous years. Women also ask their son to help and he is ready to help in household works. Even father-in-law reminds to go the work leaving household work. (Interview with individual beneficiary, Chitwan)

Improved understanding about GBV. The women respondents in project implemented areas were better in terms of identifying GBV. Encouragingly more than 80 percent respondents could easily identify key types of GBVs while there were slightly more proportion of women who did not know about the violence in non-project areas.

Table 20. Understanding about GBV

Do you consider it as a GBV?		Yes	No	Don't know
Physical violence	Non-project	87.6%	3.5%	8.9%
	Project	91.2%	3.1%	5.7%
Sexual assault	Non-project	82.9%	5.9%	11.1%
	Project	88.9%	2.4%	8.7%
Scolding/abusing	Non-project	69.1%	19.6%	11.4%
	Project	74.0%	20.1%	5.9%
Mental torture	Non-project	78.5%	5.9%	15.6%
	Project	83.7%	4.0%	12.3%
Forceful marriage	Non-project	85.6%	3.0%	11.4%
	Project	92.4%	2.3%	5.3%
Social discrimination	Non-project	84.3%	3.7%	12.0%
	Project	92.4%	2.1%	5.5%
Polygamy	Non-project	83.5%	4.7%	11.7%
	Project	92.8%	2.4%	4.8%

The project also contributed to increase the awareness among men in the project community. The proportion of men who could recognize the gender based violence was higher for project area compared to non-project areas. Around 86 percent men identified physical violence as GBV in project area (compared to 67% in non-project area), 85 percent identified sexual violence as GBV (66% for non-project area), 76 percent considered mental torture as GBV (62% for non-project area), and 91 percent identified polygamy as GBV (76% for non-project area). Interestingly, the difference between non-project and project area was higher among men compared to women. It indicates towards the fact that the engagement of men in project activities contributed to enhanced level of awareness among men on GBV.

Change in attitude towards GBV. For majority of female respondents, GBV was unacceptable. Around 80 percent women respondents considered GBV to be unacceptable while around 75 percent also reported that it will be also considered unacceptable by their husband and their families. To be noted, the proportion was comparable or slightly higher for non-project areas.

Facing incidences of GBV& their reporting

The project enabled women to identify GBV and report it for solution. As a result, there has been some form of reduction in prevalence of gender based violence¹². While there were larger proportion of women respondents in project areas who reported to have faced violence, the proportion has highly reduced as compared to the baseline. For example: the women reported to have faced physical violence during last three years have decreased to eight percent in 2015 from 20 percent during 2012.

Table 21. Did you face any of these violences?

Violence nature		Yes	No
Physical violence	Non-project	2.5%	97.5%
	Project	8.1%	91.9%
	Baseline	19.6%	80.4%

¹² NEAT understands that there are various complications in measuring actual rates of GBV. The increase in awareness could in turn result into increase in reporting of violence while the prevalence of violence might have decreased.

Violence nature		Yes	No
Sexual assault	Non-project	.5%	99.5%
	Project	2.4%	97.6%
Scolding/abuse	Non-project	4.7%	95.3%
	Project	6.5%	93.5%
	Baseline	27.1%	72.9%
Mental torture	Non-project	2.5%	97.5%
	Project	3.7%	96.3%
	Baseline	56.6%	43.4%
Other forms of violence	Non-project	2.5%	97.5%
	Project	3.7%	96.3%

Compared to non-project areas, there were larger proportions of female who reported about the violence in project areas. While there were still many who did not register complaints, around 27 percent female respondents who faced GBV registered complaints (compared to four percent reporting for non-project areas). This is one of the remarkable achievements as the project particularly intended to increase the reporting of GBV.

Table 22. Did you register complaint against GBV?

	register on all types of violence	I have registered on physical violence	I have registered complain on big issues, which is not mention here	I haven't registered a complain
Non-project	4.3%	.0%	.0%	95.7%
Project	8.6%	17.1%	1.0%	73.3%

The qualitative discussions indicated that it is obvious for the violence case and reporting to increase in project area. Women earlier did not recognize the violence and also there were no structures to support her. Women those who were silent to GBV are now breaking the culture of silence and raising their voice against GBV. These changes in attitudes and behavior are the result of the approach of the project and confidence shown by the beneficiaries.

Violence cases are still increasing, before they were hidden but now they are exposed so cases are frequently reported. Women are receiving justice. (Interview with individual women beneficiary, Makwanpur)

Talking about gender violence, those women who are aware about it try to stop the violence. But those women who cannot do it, they share their things in the meeting. In villages, there are different forms of violence such as beating wife after drinking alcohol, dominating women when they give birth to daughter, etc. It has decreased as compared to before. (IDI with individual beneficiary, Chitwan)

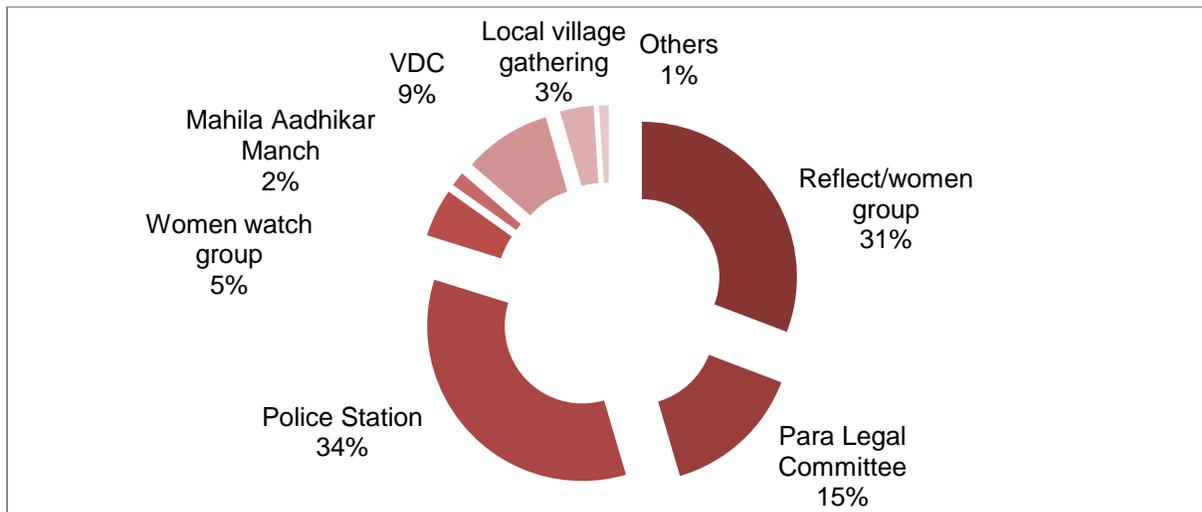
There were various reasons for the respondents to not submit complaints against the case of violence. First, the victims face risk of reporting the violence, and again getting back to the same family and same relations. It is a big risk to take for the women to go against their family. Moreover, they also fear about possible negative consequences of it in their future. They also do not have adequate financial resources and other forms of security to go ahead. There is also uncertainty about whether their cases would be resolved. The culprits are sometime politically protected. In some cases, the victims also lack necessary certifications, and documentations to initiate the legal procedures.

If the cases reach to the police then of course there are some problems. They will have problem to go anywhere and talk with each others for two to three months. But after some time, people will understand and they will be accepted. (FGD with women, chitwan)

Many don't even complain as they have to stay in the same house, with their husband and in-laws. Most of them consider the situation. (FGD with women, Kapilvastu)

It was also supported by the fact that many respondents were aware about the places to report and submit complaints. In project area, around 85 percent respondents (compared to 78% for non-project) were aware about the place to complain about GBV. For respondents in intervention area, the most used reporting agencies were REFLECT, and police station.

Chart 10. Agencies to report violence



For those who submitted complaints, a quarter respondents (25%) were processed immediately while half of them (52%) had to go through simple inquiry. Others received unnecessary inquiry (4%), and some were rather suggested to remain safe (9%). In terms of punishment, majority were provided with verbal punishment (67%) followed by monetary compensation (22%). The responsiveness of the mechanisms was average: actions were initiated in only one out of two complaints reported. On the whole more than two in three respondents who reported about the violence were satisfied with the reporting and punishment process.

Availability of psychosocial support center but limited awareness and use

Nearly a quarter of female respondents (24%) were aware that there is a psychosocial support center in their community. The proportion was higher than non-project areas (10%). They were convinced that there are trained human resources in the center. Around 97 percent respondents in project area who knew about the support center reported that there were trained professionals.

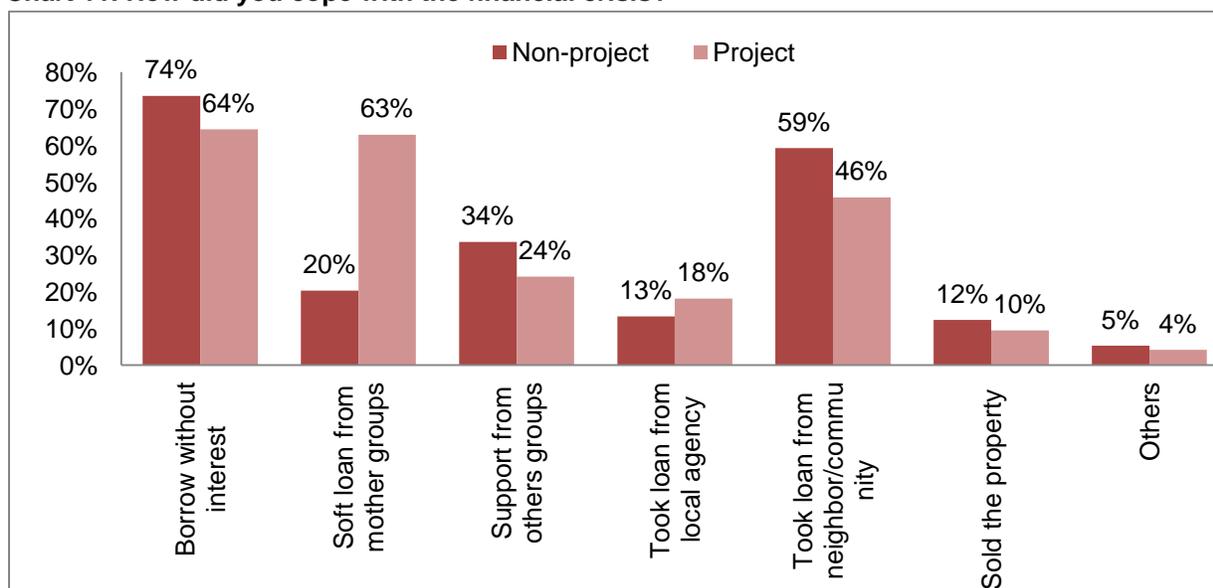
Coping with disaster and crisis

There were around 11 percent female respondents in project areas (compared to 13% in non-project area) who reported that they lost something due to disaster. Among those who lost something, around 66 percent in project area reported that they did average or good in coping with the crisis compared to 60 percent in non-project areas. In the opinion of around 50 percent respondents from project area, their involvement in REFLECT center contributed to their

improved capacity to cope with the disaster. It particularly enabled them to receive more support from the community. Around 59 percent respondents reported that they received at least some degree of support from the community.

The financial risks have also highly reduced for families. Around 70 percent households in project area (comparable to same proportion in non-project area) reported that they did not face any financial crisis. Around six percent faced intense crisis (compared to 3% in non-project and 23 percent faced mild crisis (compared to 26% in non-project). In project implemented VDCs, the local mother's group offered key assistance to families in financial crisis different than non-project area.

Chart 11. How did you cope with the financial crisis?



* Percentages and totals are based on respondents.

Assessment of Output Indicators

Out of total 11 output indicators, five indicators were fully achieved while six other indicators were only partially achieved. The only indicator that missed target by huge margin was number of family and group provided who received psycho-social education through CBSW as part of project intervention. While the target was close to 5,000, the achievement was only around 1,000. For the indicators where the project managed to meet output targets, the deliverables were beyond the target range of the output.

Impacts

There are some clearly visible impacts. The project has directly contributed to improve the self-esteem among women, and also has contributed to changes in attitude and practices related to GBV. There is increase in number of women who can identify and report GBV cases. However, there were still number of challenges. The changes in terms of gender roles (household related roles of women, and role division between men and women) were not many. For GBV, the support structures were not adequately trustworthy and women had number of risks to report about the incidence. While the psycho-social support was available at the community level, many women were still not aware about it and very few utilized the service.

In terms of performance indicators, while the achievement was encouraging compared to the baseline, only one out of three performance targets were met. The percentage of men and women with change in attitude towards GBV improved for men from 43 percent to 75 percent and the percentage of men who reported changes in gender norms and roles improved from 43 percent to 65 percent. In both cases, the improvement was not sufficient to meet target. The project met performance target related to self-esteem where around 84 percent women found themselves to have enhanced level of self-esteem compared to 47 percent during baseline. The performance indicator table indicates changes in the figures compared to the baseline

Table 24. Status of performance Indicators (ER 3)

Indicator	Baseline	Target	Endline		Remarks
	2012	2015	Project	Non-project	
6. % of women and men reporting changes in attitudes towards GBV	Women: 90 Men 43	Women:95 Men: 80	Women: 80 Men: 75	Women: 83 Men: 79	Not Achieved
7. % of men and women reporting changes in gender roles and norms.	Women: N/A Men: 43.	Women:80 Men: 80	Men: 65	Men: 60	Not Achieved
8. % of women reporting improved self esteem.	47	80	84	75	Achieved
9. % of women reporting enhanced social connectedness	68	85	73	46	Not achieved

3.4 Expected Result 4. Learning and Impact Measurement to leverage impact on women’s empowerment

Key Interventions

- Action research on hypothesis and assumption validation
- Assess out comes/impact of CARE Nepal initiatives to women empowerment.
- Include “Most significant change” as a methodology for M&E
- Documentation of best practices, learning’s and dissemination
- Review and reflection of the project
- Mid- term evaluation
- Final evaluation
- Programme monitoring by implementing partners’ executive committee members
- Capacity building of implementing partners

Relevance

The documentation of the practices can be considered highly relevant considering that the project employed various strategies. Sakcham - III is a continuation of its former projects, and already have good knowledge base on strategies leading to women empowerment.

Effectiveness: Key Achievements & Issues/Challenges

Sakcham has managed to set up arrangements to carefully document the evidences relating to project and its interventions. The project conducted baseline, mid-term and end-line evaluations to generate the learning from its implementation. In addition, the project also conducted various research studies to document evidences. For example: there were initial assessments

conducted at the district level on the awareness and take up status of UNSCRs 1325 & 1820 before planning and implementing activities about it.

The delay in the endline study also affected the plans for documentation and sharing of learning. Originally it was scheduled for April or May. Based upon that, a series of learning products were going to be developed based on the endline study. The research findings is planned to be disseminated in the project areas. The earthquake not only had direct effect on the project activities but also on the endline study.

Out of total eight output indicators, the targets were achieved for two indicators, partially achieved for another two indicators, and not achieved for two other indicators. There was no information available to assess the current progress for two initial indicators.

At the time of end-line study, the project has well maintained database of its baseline figures, and the data from previous studies. The records about the implementation areas including number of beneficiaries and their details were also clearly available. CARE Austria supported project to set some research objectives to generate learning through baseline and end-line study figures. However, the existence of operational researches, innovations, and evidence based planning of activities was found to be limited. The result area was expected to support the project, and thus, there was no key performance indicator to assess project impacts.

3.5 Expected Result 5. Institutionalization of achievements related to structure and relations.

Key Interventions

- Cooperatives establishment and management
- Strengthen VDC, District networks and NFOWRC
- Establishment of psychosocial support committees (PSSC) for women empowerment in collaboration with Nepal government at VDC level, capacity building of committees, establishment of emergency fund (basket fund); advocacy for inclusion of PSS interventions/CBSWs in DDC/VDC budgets;
- Support to develop VDC & DDC women Empowerment Strategic plan and advocate for its implementation including gender budgeting

Relevance

The rationale behind selection of this particular result area was to ensure that the project efforts are sustained and owned by the system. Considering that the project efforts and created structures could get lost after end of the project, inclusion of it as a result area can be considered relevant.

Effectiveness: Key Achievements & Issues/Challenges

The following were the key achievements:

- **The project has been able to form cooperatives combining saving and credit groups in the community or link the saving and credit group to cooperatives.** The cooperatives are bit more systematic and independent agencies that provide saving and credit services to its members at the community level. In aggregate, the project has been able to link 391 REFLECT circle (saving credit groups) to cooperatives.

- **Psycho-social support mechanisms are integrated within the VDC structure.** The project enabled formation of local committees on psycho-social support to provide direct support and services to women in need of such support. Altogether nine such support systems have been established in the project area.
- The project contributed to develop and adopt Women Empowerment Plan at the district and village level. There is a district level empowerment plan available in 2 districts, and village level empowerment plan available in two VDCs.
- **Improved gender budgeting.** The village and district level networks on women rights were capacitated to claim for adequate allocations for women in VDC and district level budgets. Moreover, the agencies were also encouraged to make the allocations of budget gender responsive. The project managed to conduct gender audit in one out of three districts.
- **Women's agency has been developed and capacitated.** The project managed to create as well as strengthen some available structures (women watch group, VDC, peace committees) that cater to women's rights related agendas. For example: most of the women in the community are already member of women's group, cooperatives, ward citizen forum etc. Women consider such groups and networks to be trustworthy, and are preferred to report cases of gender based violence.
- **There are also some issues and challenges.** The psycho-social support unit within VDCs are not adequately functional, and not many women are aware about its availability and nature of support. After end of the project, the regular availability and roles of community based social worker may not be possible without project support. There is no information available on how far the district level women empowerment plan is in use. The community level women were mostly unaware about the plan and its implications in their lives.

Assessment of output indicators

Out of six output indicators, only one related to community psycho-social support system (Committees) was fully achieved. Two other indicators were partially achieved and two others were nearly achieved. The project could not conduct any gender budget audit at the VDC level, and could only manage one out of three at the district level.

Impacts

Although there were no performance indicators in place to assess the performance on the fifth result area, the project activities have contributed to institutionalize mechanisms and practices to support empowerment of women. The institutionalization of existing arrangements is likely to contribute to make the project effects sustainable. The cooperatives will continue to provide saving and credit services to local women which could be instrumental to fund initiatives to generate new source of income or to support increase in the income from current source. Similarly, the DDC and VDC are likely to utilize women empowerment plan to identify priorities for women during allocation of their budget as they will be required to fulfill the mandatory provisions related to gender responsive budgeting.

3.6 Expected Result 6. Mainstreaming gender and social inclusion in CARE Nepal

Key Interventions

- Orientation on psychosocial approach, gender and social inclusion and Code of Conduct to CARE staff
- Develop Gender Equality and Social Inclusion (GESI) induction package
- Institutionalize Accountability Mechanisms by establishing and operationalising GESI Mainstreaming Committee
- Development of Gender Equality and Social Inclusion mainstreaming Tools, Checklists, Guidelines, GESI Scoreboard etc
- Establish/operationalize SEA (Sexual Exploitation and Abuse) reporting and investigating mechanism
- Strengthen women forums from national to regional levels
- Conduct GESI organizational gap analysis and operationalize gender analysis framework
- Develop Mission level Men engagement strategy and incorporate in CARE other projects

Relevance

CARE operates at the national level. The changes in the strategies and approaches of its interventions could benefit much larger population. In this context, the expected result area to mainstream gender and social inclusion approaches in CARE could be considered relevant for replication and expansion purpose.

Effectiveness: Key Achievements & Issues/Challenges

The project shared its unique practice and experiences related to psycho-social support and men's engagement for gender equality with CARE Nepal's other projects. The sharings were mostly done at the project manager level during Top Manager's meeting. As a result, other CARE Nepal projects such as Hariyo Ban, SABAL also initiated the efforts to engage men in their project interventions. CARE Nepal also plans to develop Gender Equality and Social Inclusion (GESI) induction package, and develop engagement strategy for men during upcoming three months period.

The specific achievements were:

- Oriented CARE staffs on psychosocial approach and gender and social inclusion Code of Conduct to CARE staff with support from human resource section.
- Started to develop Gender Equality and Social Inclusion (GESI) induction package and will complete within next month in upcoming month.
- Established and in operation of SEA (Sexual Exploitation and Abuse) reporting and investigating mechanism
- Decided to develop mission level men engagement strategy and incorporate it in other CARE Nepal projects

Assessment of output indicators

Out of nine project indicators, the targets for four output indicators were completely achieved, two were partially achieved, two were not achieved, and there was no updated information available for one output indicator. Some of the planned activities within the sixth result areas are currently under implementation and some activities were partially implemented. Hence, it will take some time for the initiations to have multiplier effects.

3.7 Overall assessment

This sub-section presents assessment of objectives, relevance, efficiency and effectiveness.

3.7.1 Assessment of Objectives

Horizontal logic

The objectives are well connected with one result area is well linked with other. The fourth, fifth, and sixth result areas were more related to inputs that contribute to other result areas. However, there was inadequate balance between the objectives in terms of density of activities and resources. There were more activities for ER3 compared to other expected results. The idea to separate research and GESI component was useful to get extra attention to the issue, and contributed to acquire some project resources for these cross-cutting priorities.

Vertical Logic

Most of the result areas are linked with the goals. However, some result areas i.e. ER 4, 5 and 6 were only indirectly related to the goal. For all result areas, the activities were mostly relevant and appropriate. In case of ER 2 related to participation, the activities were more focused on advocacy and capacity building of the supply system than enriching the demand side to be able to demand and utilize the opportunities.

3.7.2 Relevance

On the whole, the project can be considered highly relevant. First three result areas were directly linked to women's rights. The access to income and resources (family and community level), participation at the decision making level with improved access to services, and change in gender roles are surely the priorities for the project. The last three result areas add value addition to the first three core result areas.

3.7.3 Efficiency

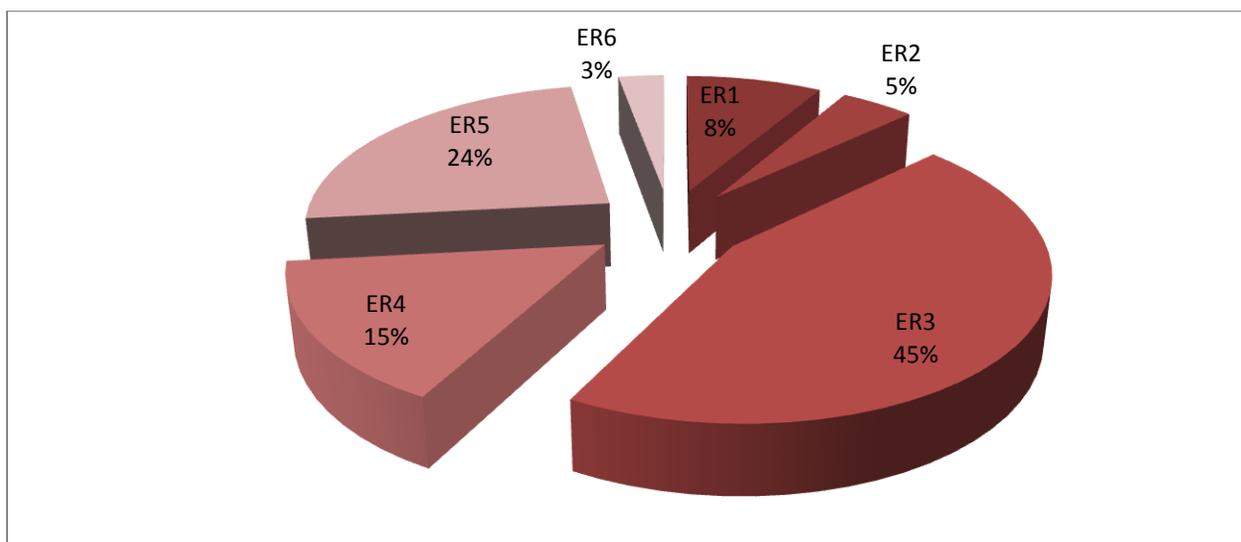
The project can be considered efficient. In the opinion of project officials, the project attempted to achieve various outcomes with limited resources.

The budget allocations were made by objectives. This particular approach enabled project to have specific target while allocating its resources. The share of management expenses was on lower side since the project had few number of staff in the regional office of CARE and with PNGOs. The budget differed widely for different objectives.

Budget efficiency

The rate of utilization of budget was mostly good. Although it remained more than 90 percent for the total budget, it was slightly different for different result areas. The burn rate was above 90 percent for four expected result areas (ER 1, 2, 3, 5), around 75 percent for ER4, and only 34 percent for ER 6. In fact, there was more expenditure compared to allocations for some headings. Similar to the distribution of activities by result areas, the budget distribution was also imbalanced by result areas. Out of total budget, 45 percent was used for expected result area 3 and 24 percent for result area 5. The first, second and sixth result area only received 16 percent budget of the total allocations altogether.

Chart 12. Distribution of budget by Expected Results



Timeliness

During later period, the project implementation suffered slightly in terms of time implications. The project had to go through time extensions due to delays in implementation of activities. Some of the activities (considered within output targets) were not achieved by end of the project.

Effects of earthquake

Although the direct effects of earthquake on the target group was mainly on one project district- Makawanpur, the project implementation also suffered. The project team had to leave the mainstream implementation of the project and get engaged in relief and psycho-social support for around a month. As a result, the project team was unable to carry out its planned programs at the field level which. Field staffs of respective VDCs facilitated some activities which are limited to the community level. Due to security reasons following earthquake fuel shortages and security reasons, the field level activities were also discontinued. It was almost impossible to organize events with engagement of stakeholders. As a result, various planned activities have not been implemented and the project looking for additional extension of three months to complete pending activities.

3.7.4 Overall assessment of performance

Objective: To empower women; enabling them politically, socially, culturally and economically to exercise and enjoy their rights

The project has managed to empower women, and also enable them to exercise and enjoy their rights especially in terms of political and economic perspective. The women in project implemented areas were better or comparable to non-project areas given that CARE managed to select and run project in the most deprived areas. The targets, however, were set in a very ambitious manner. As a result, the project managed to achieve six out of 17 performance indicators while the results for project area were better compared to baseline for most of the indicators, and also better compared to non-project area.

Table 28. Status of performance indicators (overall)

Indicators	Baseline	Target	Endline		Remarks
			Intervention	Non-intervention	
10. % of women and men having changed attitudes towards women in position of leadership	Women: 51 Men: 50	Women: 70 Men: 65	Women:74 Men: 51	Women:66 Men: 37	Achieved
11. % of women participated in elections - as candidates and voters	Not applicable	100	75	81	Not Achieved
12. % of women and men reporting on women meaningful participation in decision making (at HH and community)	Women: 83 Men: N/A	Women: 90 Men: 75	Women: 81 Men: 26	Women:77 Men: 22	Not Achieved
13. % of women reporting improved self esteem.	47	70	84	75	Achieved
14. % of women reporting enhance social connectedness	68	85	73	46	Not achieved
15. % of women reporting able to make decision on their sexual and reproductive health rights	77	85	89	79	Achieved
16. Proportion of women reporting access to services and public resources.	70.1%	85%	89%	85%	Achieved
17. % of women reported their non-intervention over their properties and earning	11.72%	50%	26%	24%	Not Achieved

In addition to the effect of the project on direct beneficiaries, the project had direct contribution on the PNGOs.

Capacity building (agency and officials). As per CARE Nepal’s partnership policy, SAKCHAM helped to develop the capacity of its implementing partners. The project has provided trainings to the PNGO staff and board members. The CARE team also reviewed their policies, trained and supervised them for better financial management practices, and supported to develop or revise their organizational policy documents. Partnership capacity assessment was conducted during start of the third phase to determine activities essential to enhance capacity of the partners. The implementing partners were also able to scale up their knowledge and information base through review and reflection, meeting, trainings and other events organized within the project.

Documentation. By end of the project, all three implementing partners developed their strategic plan with support provided by the project. The organisations have also formed four different committees: organisation internal management, capacity development, procurement, and monitoring and evaluation.

Improvement in governance practices. The project partners have formulated or revised different policies and have established structures governance, and internal control. The participation in human resource (staff) and executive board have become more inclusive. . The partners managed to conduct social audits during all three years of the project implementation with participation of various stakeholders. Social audits were to encourage transparency and accountability mechanisms among NGOs towards their beneficiaries, stakeholders, supporting agencies and donors.

Established GESI theme. The partners have managed to establish theme of GESI. All the three implementing partners also reviewed their existing GESI policy and monitoring and evaluation policy and they have also developed accountability policy in this time period. They have revised monitoring and evaluation policy, developed code of conduct, revised procurement policy. They have started to conduct internal audit where there is involvement of organization treasure and also started to evaluate performance of each staff before renew their contract. Organization also organized capacity building to executive members on gender equality and social inclusion and initiated documentation.

Sustainability. Partners are recognized in the districts and identified for organization working for disadvantage groups, for social inclusion, gender equality in close collaboration with related agencies. This increases chances for the partner to increase their access to available resources. However, they are still highly dependent on the CARE support for their operation.

3.7.5 Sustainability

The nature of project interventions (awareness raising and capacity building, and contribution to create and strengthen structures) enhances the chances for the project impacts to remain sustainable for some time. Moreover, the project dedicated one expected result area entirely to create sustainable structure.

The project has largely contributed to promote awareness and build capacity among local women and men to fulfill women's rights. There is also some remarkable change in the perception and attitude among women and men which could sustain the effects of the project for the long run. The women's participation in the decision making and especially their participation in leadership roles are likely to continue as they are backed up by formal government provisions. However, in absence of regular push and technical support, the motivation and momentum may not be the same.

The project has contributed to set up new income source for women and have made them economically independent. As indicated in the end-line figures, majority of the households are saving on regular basis. The households can finance for small priorities and risks through saving and invest further to expand their income. Moreover, there is a revolving fund available to support new income ventures for more number of women.

The project has created and strengthened structures that lasts longer. The small local saving and credit groups have been converted and linked to sustainable structure of cooperatives that are likely to continue providing saving and credit services to women. There is a revolving fund available and will continue to be available in future managed by local saving and credit groups. The women empowerment plan available at the district and village level could have implications

on the planning and budgeting procedure of DDC and VDC. The mechanisms developed and institutionalized at CARE Nepal is likely to continue further since they are institutionalized within the organizational structure.

There are also few things that may not survive without additional back up and some more time for maturity. The discussions within REFLECT group could thin down and may not exist in the long run in absence of facilitators while the REFLECT linked saving and credit group is likely to continue. The psycho-social committee formed at VDC will have challenges to be functional and continue to provide service till they are not backed up by policy arrangements and provisions of the government.

4. Conclusion and Recommendations

4.1 Lessons Learned

There were various lessons learned from the project implementation. Some key lessons are presented below:

- For the period of three years, the project targets were simply overestimated. The targets are achievable but it will take more time for the project to fully achieve these. For example, the women in the community were made aware about UNSCR1325 and 1820, issues of women, safety and peace from grass root level. As a result, the violence cases were reported and solved. The GBV incidences are in decline. However, the allocated time frame for the project was not sufficient enough to achieve target of 'violence free VDC'.
- In earlier days, men were not supportive so it was difficult for women to step out of house and participate in meetings. Realizing this, men involvement in project activities were prioritized during the final years of the project. Joint meetings were held between women network and men support committee once every three months where men were informed of women's problem and support in finding solutions. It contributed to change in attitude of men towards gender roles, and also some degree of change in their behaviours. The project officials find the activities to engage men to be very effective and believe that these should have been started earlier.
- Revolving fund of NRs. 15,000 was highly useful and led to various positive unintended outcomes. The revolving fund was utilized for small but effective initiatives. With little investment of Rs. 5000, women started small businesses such as vegetable farming, pig farming, fresh house, and shops which were useful to generate income within a short period of time.
- The gender and women linked initiatives could benefit more if all sections of the society including men and youths are adequately engaged. During Sakcham-III implementation, the male role models contributed immensely to change gender roles related perception among men and women in the community. It also contributed to positive change cycle within the community.
- The project anticipated achieving a lot with limited resources. As a result, most of the performance indicators were only partially achieved while there were clearly significant improvements compared to the baseline figures for the same community. The project of this nature will require more resources, more technical resources available for the implementing partners (for components such as psycho-social counseling), and adequate number of staff with technical capacity to deliver.

4.2 Conclusion

On the whole, the initiative was relevant and partially effective to meet key implementation and performance targets. The project did exceptionally well to target the most deprived community

of the project implemented locations. As a result, there is immense progress in the project indicators during end-line in comparison to baseline figures while there was not much difference between intervention and non-project area.

The project managed to lead to changes in the project intervention areas and have greatly changed the gender linked perception and attitude among women as well as men. The family ownership on land has improved along with increase in family income (particularly for women), and improvement in saving practices. The participation of women in community level decision making process has improved with changed perception on women's leadership among women as well as men. Although gender roles have not changed much, there is some degree of change in perception towards gender roles among women and men along with enhanced understanding about gender based violence, and increased reporting of violence cases. The psycho-social support arrangements are available at the community level but would require further strengthening to benefit large number of women.

On the whole, there are changes in the project implemented communities that have enabled them to come from very low status to a level comparable to non-project areas. However, there is still a lot needs to be done to transform changed attitude to change in the behaviors and practices.

4.3 Recommendations

NEAT and the end-line study team suggests the project team to go through the findings, have consultations and brainstorming, and come up with the way forward on their own. However, as part of the mandatory requirements, the end-line study team recommends the following:

Agency	Specific recommendations
CARE Nepal	<ul style="list-style-type: none"> • Continue the project with changed priorities and approaches. Women and communities have been brought to average level (comparable to the non-project area) but there is still a lot that needs to be done. There is a need for the initiative to target performance indicators with low value. Given more time, the project could achieve pending targets. • Improvements in implementation arrangements: (i) implementation of the initiative targeting the expected result areas and targets set for performance indicators; (ii) allocation of adequate resources to ensure that all objectives and agendas get adequate priority; (iii) strengthen field monitoring and back up support to the PNGOs; and (iv) technical support arrangements in place for some complex and sensitive issues such as psycho-social counseling. • Strengthen documentation of evidence through improved operational research. The project had some innovation components which could not be properly evaluated for effectiveness and impact at the end-line. The evaluation team recommends Sakcham to have more innovative components in place with proper arrangements to

Agency	Specific recommendations
	<p>evaluate the effectiveness and impact at the micro-level possibly through a built-in operational research component. The operational research should be planned, of good quality, and needs to be clearly linked with the activities further.</p>
CARE Austria	<ul style="list-style-type: none"> • Provide more intensive technical support to plan innovation component and operational research • Engage in building capacity of CARE and PNGO human resource
PNGOs	<ul style="list-style-type: none"> • Explore options for additional donors and other source of funds to ensure that the agendas are taken forward with sustainable presence and existence of PNGOs • Continue supporting women's groups and cooperatives for their regular operation

In addition to the agency specific recommendations, the following areas could be future priorities among others:

- **Demand as well as supply side interventions**
 The change in attitude towards gender roles would require more efforts directed to change in behaviours among women and men in actual practice. It will also require some efforts to reduce unpaid care work among women such as hours taken to fetch water, hours taken to take care of children etc.
- **Policy advocacy from bottom to up**
 During the Sakcham - III implementation, the focus was on policy advocacy and communications from top to bottom, particularly in orienting people about the provisions in UNSCR 1325 & 1820. During the upcoming period, it would be also good to conduct policy advocacy based on learning and experiences at the bottom. The existing women rights related structures including NFWORC could be useful for such advocacy.
- **Support mechanisms to reduce barriers to GBV solution**
 In addition to improvement in awareness level and attitude towards GBV, there is also a need to create support mechanisms to allow women to have better access to justice. There is a need for efforts to make police, court, and other referral agency better in terms of response. The community level reporting agency needs to have system in place to ensure confidentiality and anonymity of the responses. In addition, there is a need to create mechanisms to financially support women to go through the legal process.

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Annex 1. Brief Terms of Reference

Background:

Project-SAKCHAM III is implementing different programme to contribute to CARE Nepal's (CN) institutional Women Empowerment program framework with specific interventions in three districts, Kapilvastu, Chitwan and Makwanpur. The project has been working with already existing community groups such as Popular Education Centers (PEC), Local Peace Committees (LPC) and others. The project works directly benefit poor, vulnerable and socially excluded women in these districts and indirectly benefit the men, children and civil society organizations and also government agencies. The programme intervention reach about a total of 10,660 beneficiaries (9160 women and 1500 men) through new and the existing groups and other groups.

This phase of Project is to build upon and to conclusively wrap up the activities undertaken by SAKCHAM I and II projects. It is focusing on consolidating the efforts and achievements made by the previous project based on the learning so far. Right from the project start up, has been working to create a mechanism to safely handover the responsibilities to local government authorities after the completion.

The goal of project is to contribute towards gender equality for equitable and just society

The main objective of the project is: To empower women; enabling them politically, socially, culturally and economically to exercise and enjoy their rights .

The programmes has six expected result areas (or domains of change):

ER 1. Women have equitable access and control over productive assets to ensure their livelihood security.

ER 2. Policy advocacy for meaningful representation and participation of women at all levels.

ER 3. Transforming key socio-cultural norms, relations and attitudes of women and men, girls and boys for gender equality.

ER 4. Learning and Impact Measurement to leverage impact on women's empowerment.

ER 5. Institutionalization of achievements related to structure and relations.

ER 6. Mainstreaming gender and social inclusion in CARE Nepal

Program Coverage

Districts	VDCs	# of Women Groups
Chitwan Partner: Kalika Community Women development centre (KCWDC)	Madi Municipality (former Ayodyapuri, Kalyanpur, Baughauda and Gardi VDCs), Narayani Municipality (former Gunjanagar and Meghauri VDC), Chitranan Municipality (former Shukranagar), Bharatpur sub-metropolitan city (former Patiyani VDC), Dibyanagar VDC	141
Makwanpur Partner: Rural women service centre (RWSC)	Hetauda municipality (former harnamadi, Hatiya, Chiriyamai, Padampokhari VDCs), Raigau, Pharbari, Diyal, Chhatiwan Handikhola, Manahari, Shikharpur, Manthali (Total 8 VDCs)	136
Kapilbastu Partner: Dalit social development centre (DSDC)	Labani, Nandanagar, Banskhor, Hathihawa, Bijuwa, Baluhawa, Dohani, Shihokhor, Somdiha, Maharajganj, Sisawa, Hardauni, Rangapur, Bahadurganj, Shiwanagar, Ganeshpur, Bhagwanpur, Khurhuriya, Basantapur, Harnampur, Bhalbari and Kapilvastu Municipality 9 also former Gotihawa VDC) (Total 22 VDCs and 1 Municipality)	118
Total	(30 VDCs and 6 Municipality)	395

Rationale of end line survey

CARE Nepal has its own project monitoring and evaluation strategies and framework to review its projects before, during and after post implementation phase. End line survey is one of the integral parts of CARE's project monitoring and evaluation strategy. SAKCHAM III has already completed around two years of project implementation period. There were various review, assessment carried out during the implementation phase such as mid-term review, six months programme review and reflection meetings. VDC and district level advisory committee meetings are in regular practices that has been regularly providing strategic programmatic inputs. SAKCHAM III monitoring plan has been formulated in line with project logical framework and implemented to track the records and information as per plan in project information management system (PIMS). This end line survey will track the project outcome and impact level achievements so far with the special focus on the changes as of baseline status of the target population from project area. This survey is expected to bring out the indicator based achievements, impacts, gaps identified, key lessons learnt as well as the challenges faced by the projects. End line survey will be backed up with evidences especially on reflect approaches carried by the project as well the contribution of PVSE women empowerment and peace building process. Main assessment and information will focus on what contributed in terms of empowerment, enhancement in agency, structure and relation level. This end line survey is planned in 2nd quarter of last year of project in order to generate relevant data for analysis along the program's learning questions and for analysis for future planning of the implementers.

Objective of the end-line survey:

The primary purpose of the end-line survey is to measure the changes in the outcome and impact level indicators after implementation of the project. The data generated by the end-line should allow the implementers to do further analysis later in time. It should capture individual characteristics of interviewees (which the consultant and CARE team will agree upon before endline implementation is started) in order to allow the organization to track individual interviewees for future learning.¹³

The major specific objectives of the end line survey are as following:

- To understand the impact of the project on the beneficiaries (change in their lives) by generating information against established baseline indicators, and project learning questions¹⁴ from CARE Nepal Women Empowerment perspectives.
- Gather relevant information of non project areas to enable project team to compare information to obtain evidence/information on differential impact brought by the project intervention.
- Understand the past, present and future relevance of the project.
- Understand the potential for sustaining the project supported initiatives, groups and cooperatives post phase out of the project.
- Develop the evidences of changes in the form of case studies on impact of project intervention.

Methodology:

The consultant/s will work together for whole end line survey process including questionnaire and tools development, information collection, analysis and report preparation. CARE Nepal and SAKCHAM III project team will be responsible for coordination with partner organizations, stakeholders and communities, joint meeting and provide feedback on reports for finalization. The consultant in consultation (via e-mail or phone/skype calls) with CARE Nepal team and CARE Austria technical advisor team will design, develop and adjust survey tools and techniques/methodologies, sample size to be used in the survey, analysis and preparation of the report. The methodology and tools should be consistent with baseline survey. Thus, s/he will be responsible to develop entire process; selection of enumerators, selection of appropriate methodologies, data compilation and analysis and sharing of the draft and

¹³ End line tools should be reviewed and adjusted to improve data quality, to provide inputs for the project learning questions (refer annex 1) as well as to most accurately assess the progress made against the indicators that have been agreed in the project document.

¹⁴ A detailed FDG will be conducted outside the scope of this ToR by the project team, with project beneficiaries to get in depth information on the learning questions. The objective is to supplement the HH survey findings on learning questions and to triangulate the findings as well,

preparation of final report in consultation with CARE Nepal /Austria including CARE Austria Data Analyst. Before the final report consultant/firm must be incorporate comments, suggestion of CARE Austria, Care Nepal and project team. (Refer Annex 2 for further details on consultations in developing the study methodology)

Reporting

The end-line report should not limit only on the baseline and mid-line values of SAKCHAM III but also generate some values that align with CARE women empowerment framework. The report should generate base line and end line values. Similarly, the report should give the target and achieved value against the log frame. Before the final report debriefing of the initial findings to CARE Austria, CARE Nepal and SAKCHAM III team including representative partner organizations.

Team composition and responsibilities

The End line study team will be led by consultant with team developed from Consultant/firm. The team will includes consultant, survey coordinator, enumerators, data entry person. The project team and consultant will be in close communication with the CARE Austria technical advisor team (prime contact: Elizabeth.brezovich@care.at) and also with Gender and Social Inclusion Coordinator, Ms Indu Pant and Knowledge Management Specialist, Ms Binisha Ranjitkar for their technical support in whole process. The type of engagement will range from strategic support to active involvement in the process.

Study team

Lead Consultant: For the full responsibility of survey, lead consultant will be responsible from very beginning to final report preparation stage. To assist lead consultant, he/she can be assisted from survey coordinator hence members in the end-line survey will be 1 Lead consultant and 1 Survey Coordinator and enumerators as require for three districts. The lead consultant will be solely responsible to form survey team but he/she should be responsible towards gender sensitive.

Major Tasks:

- Conduct HH level survey in project implemented areas (with both project beneficiaries and non beneficiaries) to compare against established baseline indicators/ benchmarks and project learning questions.
- Conduct focus group discussion in non- project VDCs to enable comparative impact analysis
- Gather information against established benchmark indicators
- Documentation best practices of lesson learned and change stories

The tasks are divided into three stages, pre design phase, post design-study phase, analysis-reporting phase.

Pre design phase:

- Briefing by CARE and review of related documents
- SAKCHAM III Program document, CARE Nepal's Strategic Plan, CARE Nepal Impact measurement Strategy, CARE Nepal Women Empowerment program framework, ADA guidelines for program evaluations, Baseline Study Report, Mid-term Review report, CARE Austria holistic women's empowerment model, other relevant documents
- Communication with CARE Nepal project team and CARE Austria technical advisor (Elizabeth Brezovich) for finalization of methodology, sampling and field level planning
- collection of information
- Visit field by consultant (three districts)
- Develop frame of analysis which includes checklist/questionnaire preparation, administrative overview sheet, sampling, sample size, tools identification, methodology finalization based on project documents, Baseline report, WE framework of CARE Nepal, Logical framework, mid-term review

Post design phase

- Deliver training to the enumerators who are responsible for data collection.
- Compilation, analysis of field level information

- Consultation and communication with technical advisor team (CARE Austria), project team (CARE Nepal Bharatpur office, RWSC, DSDC, KCWDC) and senior management team (CARE Nepal Kathmandu office)
- Analysis-reporting phase
- Data coding
- Data analysis – in consultation with CARE Team
- Presentation of Key findings of survey with CARE team for sharing and feedback
- Draft report preparation based on reporting format including case study on success/ failure of project
- Final report submission within deadline

Defined Major Deliverables:

- Proposed methodology and detailed timeline.
- Tools to be used by core team
- Compilation of coded data collected by team
- Final Report as per the agreed format

Time Frame (Duration):

This survey will start on 2nd week of August 2015 and will be completed with final report is by last week of Oct 2015. The proposed schedule and workdays planned for the survey team is as follows:

SN	Activities	Person Involvement ¹⁵	Proposed Date ¹⁶	No of Days
1	Briefing by CARE and Desk Review of project document and preparation of end line survey tools /questionnaire, interview and FGD guides including Nepali	LC SC	2nd week of August 2015	5
2	Finalization of methodologies / tools , indicators	LC, SC	4 th week of August 2015	2
3	Interaction/Orientation to to Survey team/project team	LC , SC		3
4	Central and district level Consultation	LC SC		5
	HHs survey conduction and focus group discussion, institutional survey at VDCs and district	E, SC		11
	HHs questionnaires collection, data quality checking, editing and coding	SC		3
	Data			4
5	Data Compilation, entry, processing, analysis and draft report preparation	LC		10
6	Draft report sharing and debriefing	LC	2nd week of Sept 2015	-
		SC		
7	Feedback collection and Report finalization and presentation	LC	3rd week of Sept 2015	
8	Final report	LC and team	last week of Oct 2015	

¹⁵ Lead consultant-LC, Survey Coordinator –SC, Enumerators-E

¹⁶ The detailed timeline for the activity will be submitted by the consultant based on the methodology finalization.

The schedule in terms of the number of days of involvement is assumed to be fixed. The deadline for report submission will remain the same. The consultant is expected to strictly follow the time-line. Any changes to make shall require prior approval of project.

Role and Responsibility:

CARE Nepal/ Project Team

The project will mainly responsible for TOR preparation, Consultant hiring, consultation, communication with CARE Austria, CARE senior members, partner organization and consultant. At the field level, staff from partner organizations, Community based social worker, focal persons and others will assist to survey team when needed.

- Provide required reference materials to consultant and brief the consultant (CARE Austria and CARE Nepal).
- Coordinate for meetings, orientation with project partners and survey team.
- Involve in feedbacks in checklist and draft report.
- Project team will accompany the end line survey team as per required and available
- Coordinate for final sharing of the end line survey report with the team (CARE Austria, CARE Nepal)
- Provide comments/suggestions to the consultant timely.
- Provide budget to consultant or firm as per agreement
- Arrange transportation, lodging to consultant and team

Consultant

- Submit proposal with detail activity and timeline plan, detail budget including team member's fees.
- From study team (1 Lead consultant and Survey Coordinator and enumerator)
- Collect all the reference materials required and design survey methodology in consultation with CARE Nepal and CARE Austria team.
- Prepare checklist for HHs survey and focus group's discussions separately and consult with the project team, GESI and KMS. Project team in draft questionnaires incorporate all the comments and finalize the checklist.
- Print the HHs survey questionnaires and FGDs checklists at required amount
- Ensure quality of data and check filled questionnaires at field level
- Conduct focus group discussions at local and VDC level with different stakeholders
- Code filled questionnaires if required and prepare the data entry format and enter data
- Analyze the data and generate different tables as per need
- Prepare draft report and present among project team and collect feedbacks at draft report through project team
- Incorporate all the comments/suggestions it feed backed at draft report and submit the final version of study report electronically as well as in three hard copies.
- Share the findings with team, CARE, and other relevant stakeholders
- Submit the final report and all related documents and evidence to CARE Nepal within the consultancy period
- Use CARE standard forms for travel and filed visit and submit accordingly.

Coordination and communication

Bandana Khand, Project Manager will be the prime responsible/contact person for coordinating the whole process, including communication. The project team Mr Gupta Bahadur KC, Social mobilization, monitoring, learning specialist and Ms Bebi Shah, Psychosocial Officer will involve from planning to report preparation process as per requirement. Consultant will also work closely with Ms Indu Pant Ghimire, Gender and Social Inclusion Coordinator, Ms Binisha Ranjitkar, Knowledge Management Specialist of CARE Nepal. CARE Austria, gender advisor, Elizabeth Brezovich.

Annex 2. Socio-economic background of study participants

Caste/Ethnicity

Castes other than Janjati (47%) are in majority in intervention as well as non-project VDCs followed by Madhesi dalit (25%). Likewise Pahadi dalit (10%) and Pahadi/Brahmin Chhetri (9%) are the other respondents along with Muslim(3%) and other caste groups (5%).

	Madhesi dalit	Pahadi dalit	Madhesi Brahmin/chhetri	Pahadi Brahmin/Chhetri	Muslim	Janjati	Other
Project	25.0%	10.0%	.5%	9.0%	3.5%	47.4%	4.7%
Non-project	11.7%	3.2%	2.7%	32.2%	11.5%	35.4%	3.2%

Religion

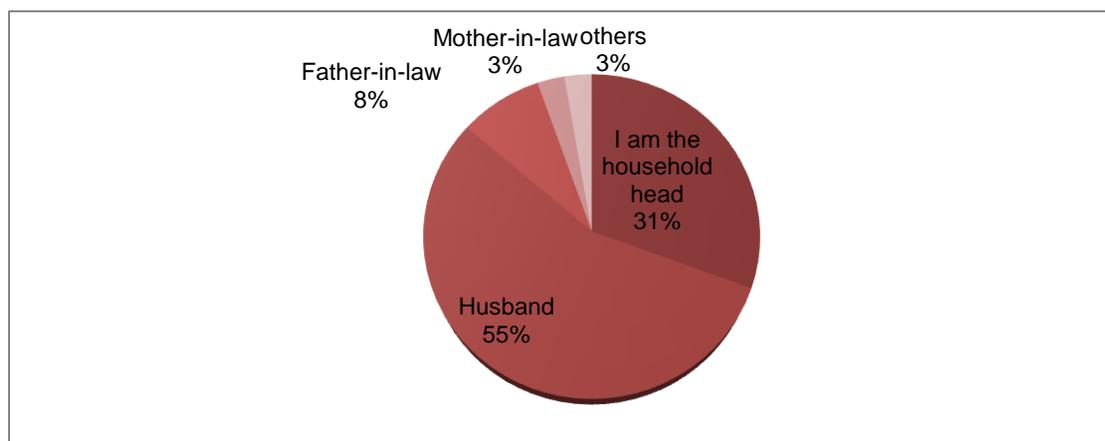
The respondents were mainly Hindus 74.1%, followed by Buddhists 17.1%. Islam (5.8%) and Christianity (2.8%) were other religions followed by respondents.

Family Type

The frequency of the respondent living together in Nuclear and Joint family is similar in both non-project and project area. The number of joint families (55%) is higher than nuclear family (45%).

Household Head

There were sizable proportion of household head as females in both non-project and non-project area. The frequency of women being household head was less as compared to male. Husband (55%) dominated the position of household head followed by women (31%). Likewise, Father-in-law (8%) and mother-in-law (3%) were also found to be household head.



Marital Status

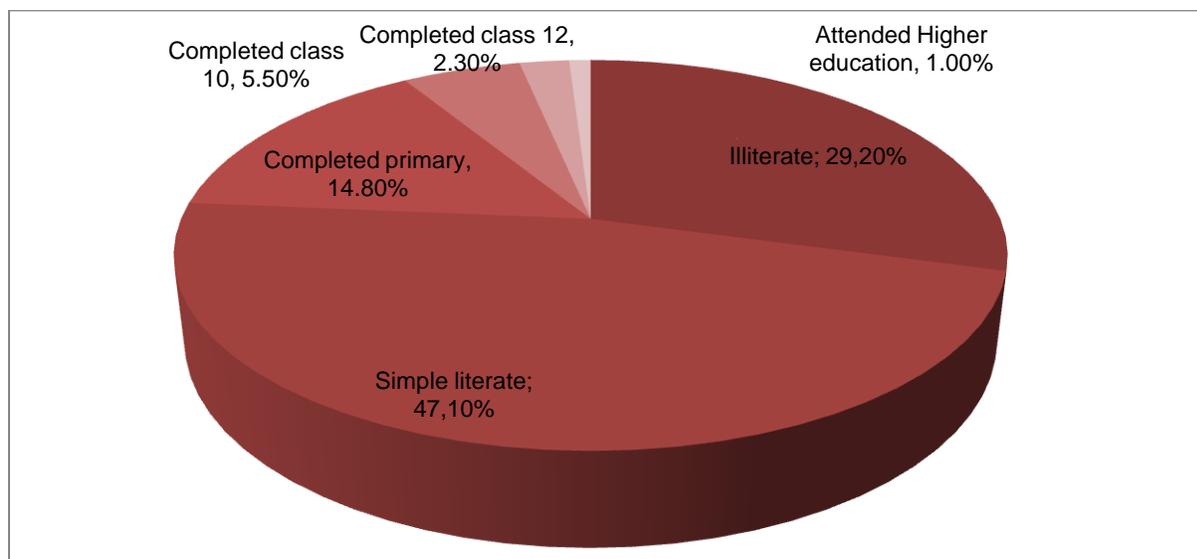
Majority of respondents were married (93%) followed by widow (4.9%). The age groups of 15-18 years were the most frequent age that the respondents got married in both non-project and project areas.

	Married	Never married/ Single	Divorced	Widow
Project	93.1%	1.2%	.8%	4.9%
Non-project	94.5%	2.0%	.5%	3.0%

Citizenship and Marriage Certificate

Most of the respondents of both project and non-project area have acquired their citizenship certificate as well as marriage certificate. About 91 percent of both project and non-project area have their citizenship certificate and 84 percent of the respondents have their marriage certificate.

Education: Majority of respondents are simple literate (47%) while 29% of them are illiterate. Similarly, 15% of the respondents completed their primary education and the respondents completing class 10 were 5%. Both male and female percentage is quite similar in every category except the higher education level which is dominated by men by 15%.



A table below presents detailed distribution by education levels:

Type of Respondent	Non-project		Project	
	Female (%)	Male (%)	Female (%)	Male (%)
	%	%	%	%
Illiterate	28	24	72	76
Simple literate	26	27	74	73
Completed primary level of education	25	27	75	73
Completed their school education level	39	38	61	62
Completed Grade 12	48	47	52	53
Studied/completed higher education	68	59	32	47

Income: The study suggests men to be ahead when it comes to earning income. Around 33 percent respondent mentioned that at least one women from their house is involved in income generating activities, which is still less as compared to men 64 percent respondents mentioned at least one men is involved in income generating activities. On average, 14 percent respondents mentioned that they earn Rs1000- Rs 1500.

Primary Income source: Farming (68%) is the major primary income source of the family in both project area and non-project areas which is followed by foreign employment/ migration (9%). Likewise, daily wage labor (8%) and livestock (7%) are other sources of income.

	Agriculture (farming)	agriculture (livestock)	Non-agriculture business or industry	Monthly income job	pension	daily wage labour	foreign employment/ migration	others....
Project	67.9%	7.1%	3.2%	3.8%	.3%	8.1%	9.1%	.4%
Non-project	60.4%	10.1%	7.9%	6.7%	.2%	5.9%	8.4%	.2%

Secondary and tertiary income source:

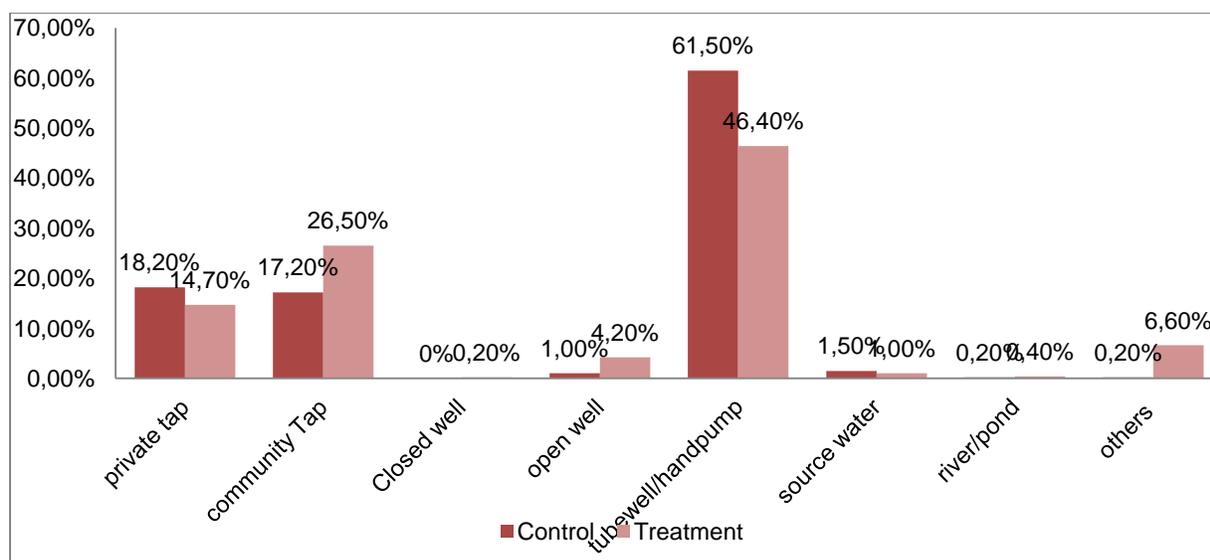
Livestock (29%) is the major secondary income source which is followed by daily wage labor (21%). Foreign employment / migration (20%) falls in third position as secondary income source of people. It is followed by farming (17%) and monthly income (7%) which differs from non-project group (11%).

Like secondary income, livestock (40%) and daily wage labour (20%) are major tertiary income source. Business or industry and foreign employment is the tertiary income source of 13 percent of people which is followed by farming (6%).

		Agriculture (farming)	agriculture (livestock)	Non-agriculture business or industry	Monthly income job	pension	daily wage labour	foreign employment/migration	others
Secondary Source	Non-project	18.8%	19.7%	9.1%	11.8%	2.1%	17.6%	18.8%	2.1%
	Project	16.7%	29.4%	4.0%	6.8%	0.5%	20.6%	19.6%	2.3%
Tertiary Source	Non-project	6.1%	50.9%	15.8%	5.3%	0.9%	8.8%	10.5%	1.8%
	Project	5.7%	40.5%	13.2%	4.3%	0.6%	20.1%	13.2%	2.3%

Closed Latrine: Majority of people in intervention areas have covered toilet (63%) in their houses.

Sources of drinking water: Tubewell and handpump (46%) are the major source of drinking water which is followed by community tap (26%) and private tap (15%).



Annex 3. Output Indicators

ER 1

Output Indicators	Target (Endline)	Achievement (November, 2015)	Remarks
1. # of women and men informed about women property rights.	Women: 4466 Men: 4000	Women: 2306 Men: 576	Partially Achieved
2. # of women supported for entrepreneurship/business initiative through revolving fund.	150	464	Fully Achieved
3. # of women provided skills based and entrepreneurship training.	150	692	Fully Achieved
4. # of advocacy activities organized to ensure women right on land	6	5	Largely Achieved
5. # of information centre established and supported to subscribe for publications on technologies and daily commodity price list display mechanism	3	1	Partially Achieved

ER 2

Output Indicators	Target (Endline)	Achievement (November, 2015)	Remarks
1. # of quality decisions influenced/made by women leader	45	105	Fully Achieved
2. # of women and men well informed on national and international instruments.	Women : 4466 Men : 4000	Women: 2530 Men: 116	Partially Achieved
3. # of issues related to gender equality and women empowerment advocated	93	93	Fully Achieved
4. # of events (workshops, training and policy dialogues) completed for the implementation and monitoring for the NAP implementation (UNSCR 1325 and 1820)	9	10	Fully Achieved
5. # of NAP activities implemented and successful steps identified and shared at district and national level in coordination with NAP DCC and MOPR	3	3	Fully Achieved
6. # of monitoring events conducted by “NAP implementation watch dog group” comprising women groups	6	5	Largely Achieved
7. # of districts prepared an alternative monitoring report for the UN Secretary General as a part of the Anniversary of the UNSCR 1325.	3	2	Partially Achieved
8. of women leaders capacitated to advocate for women rights and bridge the gap in constitution, government policy and practice in peace, security and development including UNSCR	550	68	Partially Achieved

ER3

Output Indicator	Target (Endline)	Achievement (November, 2015)	Remarks
1. # of women, men, girls and boys involved in local and national level hearing on transformation of key socio cultural norms, relation and attitudes.	300	Women: 215 Men: 11	Partially Achieved
2. # of village leaders (women and men) sensitized on key social issues (GBV, human rights violence and discriminatory socio-cultural norms) and their impacts on family and communities	500	Women: 1320 Men: 671	Fully Achieved
3. # of men and women role model identified and mobilized for transformation of socio culture norms, relation and attitudes.	Women: 90 Men: 90	Women: 203 Men: 224	Fully Achieved
4. # of family and group provided psycho-education by trained CBSW on PSS.	Family: 4,466 Group: 395	HHs: 1,004	Partially Achieved
5. # of woman received psychosocial supports by CBSW trained on PSS or by Community Psychosocial Committee	Women: 150 CBSW: 35	27 (Women: 26 Men: 1)	Partially Achieved
6. # of functioning coordination group and referral system	6	9	Fully Achieved
7. # of Faith Healers, Priest and Imam sensitized to transform patriarchy values, norms and systems	90	92 (Women: 7 Men: 85)	Fully Achieved
8. # of VDCs declared "Domestic Violence Free" VDCs	3	2	Partially Achieved
9. # of men campaigner trained and mobilized for men engagement to empower women	35	35	Fully Achieved
10. # of success stories and issues showcased through mobilizing media for policy influence	78	70 (9 stories published in local media and 51 MSC story prepared)	Partially Achieved
11. # of family provided emergency supports (disaster, fire, flood etc)	200	245	Fully Achieved

ER4

Output Indicators	Target (Endline)	Achievement (November, 2015)	Remarks
1. # of hypothesis and assumption (e.g. how psychosocial programming contribute to WE) of WE framework tested and validated, respectively	3	N/A	Information not available

Output Indicators	Target (Endline)	Achievement (November, 2015)	Remarks
2. Reference value of women empowerment indicators established and shared			Information not available
3. Best practice and learning from CARE Nepal's Projects relevant to women empowerment documented and disseminated.	Yes, done	Yes, published leaflet on engagement of men including the experiences and achievements of SAKCHAM. The outcomes were also shared during EMB global learning project in 2nd global symposium of men engagement in New Delhi, India.	Partially achieved (clear documentation and dissemination is not available)
4. Synthesis of case stories/events on women empowerment published.	Available	Not available but MSC stories shared to CARE Austria for synthesis	Partially achieved
5. Prepared activities implementation guidelines, indicator matrix, M&E plan and periodic work plan	Yes	Yes	Achieved
6. Completed inception review, outcome monitoring, midterm review and final evaluation.	Yes	Yes	Achieved
7. # of implementing partners' executive members and staff trained on M&E and social audit.	84	43	Not Achieved
8. # of implementing partners organized social audit.	6	3	Not Achieved

ER5

Output Indicators	Target (Endline)	Achievement (November, 2015)	Remarks
1. # of PECs linked to VDC and district level women networks/alliances	395	391	Nearly Achieved
2. # of saving and credit groups converted to / linked with cooperatives	395	384	Nearly Achieved
3. # of Community psychosocial support system (committees) institutionalized by VDC for women empowerment	6	9	Fully Achieved
4. # of VDC/DDC women empowerment strategic plan developed and adapted	District Level: 3 VDC Level: 3	District Level : 2 VDC level: 2	Partially Achieved
5. # of VDC/DDC conducted gender budget audit	District: 3 VDCs : 3	District: 1 VDCs: 0	Partially Achieved
6. # VDCs/DDCs included GBV prevention activities and support provision for GBV survivor in their plans	Districts: 3 VDCs : 3	District: 1 VDCs: 2	Partially Achieved

ER6

Output Indicators	Target (Endline)	Achievement (November, 2015)	Remarks
1. Staff oriented/refreshed on Gender and Social Inclusion and SEA policy	35	63	Achieved
2. Institutionalized Accountability Mechanisms by establishing a GESI Mainstreaming Committee	Yes	Yes	Achieved (Organization accountability position paper available, and oriented staff of CARE and partners)
3. Development of GESIM Tools, Checklists, Guidelines, GESI Scoreboard etc	Yes	Yes, to some extent	Partially achieved (3 VDC level women net works piloted community score board)
4. Established / operationalized SEA reporting and investigating mechanism	Yes	Yes, to some extent	Partially achieved (Investigating committee formed at central level)
5. Finalized Staff GESI induction package	Yes	Yes	Achieved (Package developed and rolled out)
6. Number of women and men staff participated in retreat / manhood / womanhood celebration organized by women forum of CARE Nepal	50	N/A	
7. GESI organizational gap analysis conducted	Yes	YEs	Achieved
8. Established baby care centre in CARE Nepal Offices	Yes	Yes	Achieved
9. CARE Nepal men engagement strategy developed and adapted	Yes	No	The TOR is developed, and the drafting process is underway

Annex 4. Baseline vs. Endline Comparison

Expected results	Indicators	Baseline Results Ethiopia	Baseline Results Uganda	Baseline Results Nepal	Endline Results Nepal
ER 1 – Women have equitable access and control over production assets to ensure their livelihood security					
	1.1. Proportion of women and men reporting women having access and control over productive assets	<p>Assets that traditionally have been controlled by men (i.e. land, large livestock) – more women (<i>land 69.7%, livestock 66.7%</i>) than men (<i>land 49.7%, livestock 60.4%</i>) perceive joint ownership BUT more men (<i>land 86.5 %, livestock 86.1%</i>) than women (<i>land 77.4%, livestock 79.3%</i>) report joint decision-making.</p> <p>Assets that traditionally have been controlled by women (i.e. small livestock) – more men (<i>65.2%</i>) than women (<i>36.4%</i>) perceive joint ownership BUT more women (<i>85.7%</i>) than men (<i>66.7%</i>) report joint decision-making.</p> <p>At household level, women have various degrees of input on decisions. A number of patterns are visible.</p>	<p>53% of women reported independent or joint control over assets of household. This means that 47% of women do not have ownership over assets such as land, house/dwelling units, transport means, tools (hoes, panga, slashers, wheelbarrow, etc). The majority (60.2%) of women reported to jointly own land with someone else, particularly their spouses. Only 1% of the women reported that they could utilize the land without seeking permission. 64% jointly owned the dwelling unit in which they lived in. However in Amuru district, 40% of women reported that they need the permission of someone in case they needed to sell off the house/dwelling unit that is independently owned (owned alone). 46,5% of women reported to jointly own livestock, of which the majority (87.8%) requires someone else's permission to sell livestock jointly owned.</p>	<p>Percentage of share on land: Registered land: 82,85% owned by men, 17,15% owned by women Other land: 82,72% owned by men; 17,28% owned by women</p> <p>Control over sources of income: Control over female earning: 25,1% women, 17,6% men, 56,6% both Control over parents property: 8,8% women, 27% men, 63,4% both Belonging residency: 8,8% women, 61% men, 20,2% both Decision on sale and purchase of property: 4,3% women, 26,7% men, 68,2% both Sale and borrow of agriculture production: 11,2% women, 20,5% men, 67,4% both Sale and borrow of poultry production: 11%</p>	<p>Families with ownership on land: 78% where 68% have constructed on their own land.</p> <p>Land ownership: 26% women have land in their own name</p>

Expected results	Indicators	Baseline Results Ethiopia	Baseline Results Uganda	Baseline Results Nepal	Endline Results Nepal
		<p>In agriculture, the degree of decision-making power drops from 75.8% on food crop cultivation to 66.7% on cash crop cultivation. The decision-making on the use of income is mainly in the domain of men. Women only participate between 35.1% on sales of livestock to 58.9% on sales of milk, eggs, or honey.</p> <p>Male headed households report up to three times higher average income than female headed households.</p>		<p>women, 18,9% men, 69,3% both Sale and borrow of livestock 9,4% women, 22,9% men, 66,9% both</p> <p>Control over productive assets: 12,7% women, 27% men, 57,5% Both</p>	
	1.2. Proportion of women reporting access to services and public resources	<p>Women reported good availability of and access to agricultural extension services and health extension services but much less availability of and access to micro-finance services and common property land.</p>	<p>Only 42,8% of women reported to have knowledge of any program that gives loans.</p> <p>26% of women reported to not know about the existence of SRH related services.</p>	<p>Women's access to public resources: public tap: 61,6% public pond: 14,1% public land: 6,9% public forest: 39,7% public fund: 7,2% other public sources: 0,5%</p> <p>Overall 70,1% report easy access to public resources</p>	<p>Percent of women having access to services and public resources: 89% in intervention areas and 85% in control areas</p>
	1.3 : % of		49% of women reported that	3,3% able to cope easily	66% of women are

Expected results	Indicators	Baseline Results Ethiopia	Baseline Results Uganda	Baseline Results Nepal	Endline Results Nepal
	women with capacity to cope with economy shocks		they could not deal with the shock immediately, in Kitgum even 69% (one district in Acholiland, bordering South Sudan).	with economic shocks	capable to cope with economic shocks
ER 2 - Transforming key socio-cultural norms, relations, attitudes of women, men, girls and boys for gender equality					
	2.1.Women and men reporting changes in attitudes towards GBV	The results reveal that it is acceptable for a husband to beat his wife. However, the degree of acceptance depends on the situation and sex. Interestingly, men have lower rates of acceptance than women. For example, 42.4% of women agree that it's acceptable for a husband to beat his wife if she goes somewhere without his approval. 32.9% of men agree.	A significant proportion of women and men expressed attitudes that potentially predispose women to GBV. 39% of women and 38% of men agree that it is acceptable for a husband to beat his wife. 25% of woman and 24% of men disagree that a wife can refuse to have sex with her husband.	GBV by husbands of program area: Jealous/angry/dominate: 13,8% yes, 85,9% no Humiliate/threaten/beat: 2,2% yes, 64,7% no Other physical violence: 13,7% yes, 79,5% no	Percent of women who identify types of GBV: 80% women Women who believe GBV considered unacceptable by husband and family: 75% women 85% of women were aware about place to complain about GVB. Percent of men who identify GVB as 86% - physical violence 85% - sexual violence 76% - mental torture 91% - polygamy 75% of men has changed attitude towards GVB

Expected results	Indicators	Baseline Results Ethiopia	Baseline Results Uganda	Baseline Results Nepal	Endline Results Nepal
					65% of men reported changes in gender norms and improved roles
	2.2.% of men and women reporting changes in gender roles and norms	This specific indicator isn't measured but captured by other indicators.	Despite the fact that the majority (over 80%) of men "agreed/strongly agreed" with almost all positive statements relating to women's civic rights and participation on public sphere and decision making in the community, 45% of women agreed with the statement that "a married woman should obtain her husband's permission in order to vote" and 72% agreed with the notion that "when going to most public places, a woman should obtain the permission of her husband or the head of the household". Further 12% of women think it is not proper for a woman to disagree with a husband's political opinion. 44% disagreed/strongly disagreed that rape can take place between a man and a woman who are married.	Men% on: "Women's main role is to work within house:" 15,5% agree "men's main work is to provide protection to family members and earn from outside": 37,4% agree "women should not be given right to go outside home, take higher education, go for job,...": 3,7% agree "women should not be provided right in hereditary and earned property like men" 5,9% agree "decision on when and no of children is the right of women": 42,2% agree "husband and wife should decide about the family planning": 57,2% Proportion of men who stated positive attitude towards equal gender roles and norms: 43,3%	90% of men disagree that women should not be given freedom similar to men. 95% of men disagree on denial of women's right to ancestral property like men 85% of men believe on mutual agreement on adopting family planning tool.

Expected results	Indicators	Baseline Results Ethiopia	Baseline Results Uganda	Baseline Results Nepal	Endline Results Nepal
	2.3.Women reporting enhanced self-esteem and confidence	The results indicate that women have relatively high levels of self-esteem and confidence. For example, 93.9% “agreed” or “strongly agreed” that they can take action to improve their life when they determine that it’s necessary. The one area in which women reported a lack of confidence is in influencing community-level decisions.	The results reveal that 81,2% “are able to do things as well as most other people” and 53,7% stated that they have much to be proud of. 48,5% wish to have more respect for themselves while 36,5% often made decisions on the basis of pleasing others rather than themselves. 27,8% agree to be “anxious and fearful most of the time” and 25,5% feel mistreated and taken advantage of at times. 24,9% “feel useless at times”.	Proportion of women reporting increased self esteem: “Not proud of being a women”: 55,7% disagree “No importance at home”: 66,9% disagree “Nothing to contribute as a women”: 47,4% disagree “being dominated by others”: 44,8% disagree “suppressing own wishes, working to please others”: 25,6% disagree Overall: 46,7% of the women from the program area disagree that women should not have self esteem	Proportion of women reporting increased self esteem: 73% of women believed they can identify problems and solve them. 84% of women get importance in home and community 84% of women found enhanced level of self - esteem
	2.4.% women reporting improved social connectedness	Women participate on average in 2 or 3 groups. The membership ranges from a high of around 70% in traditional self-help groups and religious groups to a low of 3.4 % in trade,	84% of the women stated that they have a good social network in the community. 18,4% of women “agreed” or “strongly agreed” that they “feel lonely, isolated in their community”. 14% feel that they do not have sufficient access to the market to buy and sell things. Only a	68,17% (2012) (compared to 45,7% in 2010) of the women in the program area feel socially well connected	73% of women feel socially connected

Expected results	Indicators	Baseline Results Ethiopia	Baseline Results Uganda	Baseline Results Nepal	Endline Results Nepal
		<p>business or cooperative groups.</p> <p>30.3% of the women reported that they don't have at least one good friend with whom to discuss problems.</p>	<p>small proportion of women reported membership in farmer's associations/cooperatives (29%), self-help groups (26%), village health committees and water user- committees (14%), school community/ education management committees (11%), parish development committee (13%).</p>		
	2.5.Proportion of women reporting control over decisions affecting their lives	This specific indicator isn't measured but captured by other indicators.	<p>The majority of women hold positive attitudes towards decision affecting their lives. 95,2% of women agreed that a couple should decide together on the number of children, 96,5% agreed that a couple should decide together on the type of contraception they want to use. Nonetheless, 46,3% of women and 55,2% of men agree they have to seek permission of their husband before they start ART. 52,5% of men agreed that women can seek help of trained medical personnel on their own. 19,5% of men stated that women should have sex with her spouse regardless his HIV status.</p>	Decision on use of reproductive health facilities 8.2% wife, 4.3% husband, 76.6% both, 4,3% other member	Decision by women on use of reproductive health facilities: 88.6%
ER 3: Meaningful representation and participation of women at all levels					
	3.1.% of women and men reporting	At household level, about 3/4 of the women influence	Particularly married women report that decision making on household level is dominated	28,7% of men and women report meaningful participation	Percent of women with meaningful participation at

Expected results	Indicators	Baseline Results Ethiopia	Baseline Results Uganda	Baseline Results Nepal	Endline Results Nepal
	<p>women’s meaningful participation in decision making across HH, community and national levels</p>	<p>decisions on which children to send to school. In agriculture, women have hardly a say (39.4%) in non-farm business operation activities.</p> <p>31,4% of women and 29,2% of men agreed that “women do not know enough about community issues to be able to make good decisions”. More men (84,6%) than women (77,6%) agreed to the statement that “women are good leaders and should be given more opportunities to lead community decision-making processes”.</p> <p>In meetings on community level, women characterized their comfort on a scale from 1 ("not at all comfortable") to 4 ("very comfortable speaking"). The comfort score on “speaking in public on infrastructure” received the highest of 3.49, followed by</p>	<p>by spouses (38%-46%). A smaller proportion of women reported decision making jointly with their husbands (33%-39%). Only a minority of women reported making independent decision regarding work (27%), children’s schooling (17%), action to take when a child is sick (21%), and how a child should be disciplined (18%). Women who are not married (i.e. never married, divorced, separated, or widowed) were more likely to participate in decision- making than currently married women (79%-84%).</p> <p>The majority of women stated that they do not hold leadership positions in the decision making bodies in which they reported membership. Proportion of women providing leadership roles: Farmer’s association (26%), women self help groups (33,6%), land committees (19%), health unit management committee (15%). 43% of the women reported meaningful participation in decision-making bodies at community level.</p>	<p>of women in public sphere <i>Proportion of men and women reporting competency of women who are in decision making positions: Women 50,9% positive 49,9% positive</i> Proportion of women reporting meaningful participation at community level: 30,13%</p> <p>Percentage of women reporting meaningful participation in decision making at household level: 83,4%</p>	<p>community level: 95%</p> <p>Proportion of men reporting good leadership skills of women: 51%</p> <p>Percent of women reporting meaningful participation at household level: 58%</p>

Expected results	Indicators	Baseline Results Ethiopia	Baseline Results Uganda	Baseline Results Nepal	Endline Results Nepal
		<p>“speaking in public on gender issues” of 3.46 and “speaking in public on misbehaviour of officials” of 3.44. Women described their participation on a scale from 1 (“I always say what I think”) to 4 (“I’m there mainly to listen”): The participation score for female respondents who are members of a Savings and Credit Association received 2.73 and for female respondents who are members of a Women’s Association 2.35.</p>			
	<p>3.2. Women reporting improved responsiveness of institutions towards women</p>	<p>Women report various degrees of satisfaction with government services. On a scale from 1 (good service) to 4 (rarely interact), Health Extension Workers receive a score of 1.57, Kebele Administration of 1.72, Development Agents of 1.82, Woreda Administration of 1.84, Women and Children’s Affairs of 2.24 and Cooperative</p>	<p>83% of women who had previously used SRH related services reported satisfaction with the availability and quality of the services.</p>	<p>Percentage of women’s belief in fair treatment from institutions: 88.5%</p>	

Expected results	Indicators	Baseline Results Ethiopia	Baseline Results Uganda	Baseline Results Nepal	Endline Results Nepal
		<p>Agents of 2.68. Banks and micro-finance institutions receive the lowest score of 3.15.</p> <p>For those institutions responsible for addressing GBV, the justice systems receives the highest score of 1.44, followed by traditional leaders 1.48 and the police 1.72.</p>			

Annex 5. Field study team members

Enumerators' Name	District	Contact Number	Remarks
1. Yam Kumar Waiba (M)	Makwanpur	9845489503	
2. Pratikchya Khadka (F)	Makwanpur	9675721076, 9819203095	
3. Sunita Pakhrin (F)	Makwanpur	9845076839, 9807150736	
4. Gopal Giri (M)	Kapilvastu	9847195299	
5. Pabitra B.K. (F)	Kapilvastu	9847134294	
6. Gayatri Aryal (F)	Kapilvastu	9800771947	
7. Sharmila Acharya (F)	Chitwan	9845150355	
8. Sarita Kumal (F)	Chitwan	9804257150	
9. Pradip Kandel (M)	Chitwan	9847240367	
10. Pragya Regmi (F)	Kapilbastu(DSDC)	9857051567	
11. Ganga Bhandari (F)	Chitwan(KCWDC)	9811864595	
12. Poshare Bhandari (M)	Makwanpur(RWSC)	9845057283	

Annex 6. Process Report

6.1 Activities

Task – 1: Sign Agreement with Care Nepal

The study started officially after signing the agreement. After being informed by CARE about the selection, NEAT completed the agreement procedure with CARE.

Task – 2: Deploy study team

After the agreement process, NEAT deployed all key staff and researchers for the endline study in line with the study proposal.

Task – 3: Review of Literature

NEAT reviewed all available project documents including the project proposal, M&E framework, baseline and other reports, and other relevant publications. The review contributed to orient the team about the project.

Task – 4: Initial consultation meetings

Consultation meetings were initially with CARE regional office, CARE Nepal and CARE Austria to bring clarity about the study scope, and roles and responsibilities of NEAT. The meeting enriched the understanding of the study team about the program and contributed to be specific on scope of the work and in developing the detailed work plan for further works.

Task – 5: Drafted and submitted inception report

Following the preliminary literature review and consultation, NEAT prepared and submitted inception report with revised methodology and work plan.

Task – 6: Training and orientation of surveyors

Field surveyors had been trained on overall data collection process approach, project background, study tools, scope of work, study activities, research ethics, and roles and responsibilities. **NEAT organized the training in Chitwan and pre-testing activities has been held in Patiyeni VDC, which was 15 k.m. far from the Chitwan (Narayanghat).**

Task – 7: Pre-testing of tools

The pre testing of the tools was done in Patiyani VDC of Chitwan during November 21-22, 2015. The Care officials supported in arranging the field visits. The pre-testing team was divided into three teams each with individual supervisor and around 7-8 surveyors. The pre-testing activities were conducted for around two hour

Objectives

- The objective was to give the central team an opportunity to identify shortcomings in administration of the tool.
- To give surveyors some field experience before moving to piloting phase.
- To observe researchers' technique and skills for further feedback

Key Activities

- *Survey questionnaire*

Procedure

- *The research team conducted pre testing of tool in Patiyani, Chitwan.*

- *Except tools were administered in pre testing.*
- *The central research team observed administration of each and every tool*
- *The research team from Care interacted with study participants and the researchers*

Lessons learned and feedback from the participants

- *Researchers get a near to reality opportunity of administering tools.*

Following the pre testing, a session of review was held on presence of Care team in Patiyani, Chitwan. Researchers' concerns were addressed there and research supervisors /observers gave feedback to researchers on their techniques.

Task – 8: Finalization of tools

Following the pre-testing and based on the feedback during the training sessions, the tools have been reviewed, revised and edited before finalizing them.

Task – 9: Administration of tools and data collection

The tools have been administered in the selected areas following the pre-testing and finalization for qualitative and quantitative data collection. The data collection has been carried out by field researchers supervised by field supervisors. The field work began on November 23, 2015. NEAT mobilized three teams for quantitative and 2 teams for qualitative to three districts.

Task- 10: Data collection in all districts (3 districts)

The data collections of all three districts were completed and our enumerators completed their work. The three districts included: Chitwan Makwanpur and Kapilbastu.

Task- 11: Development of database and data entry

After the completion of data collection from all districts, data entry procedure started. Data entry was conducted in a database system. The database system was piloted and correct for its smooth operation. Immediately after the finalization of system, data entry persons were oriented by NEAT and the data entry process begun.

Task – 12: Data Analysis

NEAT has entered the quantitative data in statistical software. The qualitative data has been compiled based on field notes and transcripts. Both forms of data has been analyzed and triangulated. The data was also forwarded to CARE Austria in the cleaned version for further data analysis.

Task – 13: Submitted the draft end line report and collected feedback from CARE

The data analysis was followed by drafting of the endline report incorporating the study findings. The draft report was submitted on February 18, 2016.

6.2 Actual Timeline

The study schedule is revised considering the initial delays and barriers in collecting field level data in the project districts due to ongoing political tensions. The table below presents the revised work plan:

Activities	To be completed by
<i>Completed activities</i>	
1. Signed agreement with Care Nepal	September 24, 2015
2. Initial orientation about the project through literature review	September 10, 2015
3. Initial consultation meeting with care and brainstorming	September 10, 2015
4. Prepared and submitted Inception report with final study design	October 5, 2015
5. Prepare and submit draft tools	October 8, 2015
6. Organize orientation for the data collection team (2 days)	November 21-22, 2015
7. Pre-testing of tools	November 22, 2015
8. Revised and finalized tools	November 23, 2015
9. Data collection activities	November 26, 2015 - January 5, 2016
10. Data entry	January 7-22 016
11. Commence data analysis	January 28, 2016
12. Submit draft end-line study report	February 18, 2016
13. Receive feedback and revise the report	March 25, 2016
14. Submit final report	March 26, 2016
<i>Upcoming activities</i>	
15. Present the key study findings (if necessary)

Annex 7. Study tools

7.1 Household Survey Questionnaire to be administered with Female respondent

(This survey should be done with women of 20-50 years old, who are selected on the basis of sampling of the household which will be done through lucky dip. Fill in the blanks and please tick inside the box. The numbers should be written in English)

District code	<input type="text"/>	Supervisor	<input type="text"/>	Surveyor	<input type="text"/>	Type	<input type="text"/>	S.No.	<input type="text"/>
Date (In English):	<input type="text"/>	(Day/Month/Year)							

Section 1: Socio-Economic Information

1. Address (current):

District:	<input type="text"/>	VDC:	<input type="text"/>
Ward No:	<input type="text"/>	Village/Tole:	<input type="text"/>

2. Age of the respondent:

3. Caste/Ethnicity:

- Madheshi Indigenous Nationality Pahadi Indigenous Nationality Madheshi Dalits
 Pahadi Dalits Madheshi Bahun/Chhetris Pahadi Bahun/Chhetris
 Muslims Others

4. Religion: Hindu Buddhist Muslim Christian Others:

5. Type of Family: Nuclear Joint

6. Household Head: Women Men

7. What is your relationship with the household head?

- I am household head My husband My father in law
 My mother in law My father/mother Others (specify):

8. Do you have Citizenship? Yes No

9. What is your marital status?

- Married Never married/single Divorced/single Widow

9.1 If **married**, what was your age when you married (to your current husband)?

9.2 If married, do you have marriage certificate? Yes No

10. What is your education level?

- Illiterate Simple Literate Primary education (Till class 5)
 Class 10 completed Class 12 completed Higher Education

11. Total Number of Family (Staying in same house and having one kitchen):

Male Female

12. Education level of the members of the family(write in the table below)

	Less than 5 years	Illiterate	Simple literate	Completed primary education	Completed class 10	Completed class 12	Higher education
Female							
Male							

13. How many members of the family earn income? Male Female

14. What are the three main source of income in the family? (Rank by writing 1, 2 and 3 in order)

- Agriculture (Farming) Agriculture (Livestock) Business/Industry
Monthly wage Job Pension Daily wage Labour
Foreign employment/Remittance Others (specify):

15. What is the average monthly income of the family? Rs.

16. How many children are there in the family who are in school going age (5-14 years)?

16.1 How many of them go to school?

17. What is the drinking water source at your home?

- Private tap (water pipe) Community Tap (water pipe) Close Well
Open well Tubewell/Handpump Source water
River/pond Others.....

18. Do you have closed latrine at home? Yes No

Section 2: Information about Ownership and Income

19. Does your household own land? Yes No

(If No, go to Q. No. 21)

19.1 If you have land, please give us the information about who owns how much land?

	Is there land title certificate (Yes/No)	Area of the land (1)	Land area owned by Men (2)	Land area owned by Women (3)	Land area jointly owned by women and men (4)
House construct site					
Agriculture land					
Other land					
Total area of the land					

Note: The total number of 4, 5 and 6 should be equal to the number given in Box 3. Please specify the unit of the land clearly in Kathha, Dhur, Ropani etc

19.2 Do you have land registered in your name? Yes No

19.3 Does your household own a house? Yes No

(If No, go to Q. NO. 20)

19.3.1 If Yes, how many houses are owned by your family?

How many of the houses are registered in the name of women?

20. Do you have any income source of your own? Yes No

(If No, go to Q.No. 21)

20.1 If Yes, Have you been able to start any new income generating employment or business or have been able to earn more from the old business, in 3 years?

- Yes, I have started new project No, but have increment in income from old source
 There has been no change in 3 years Others(mention).....

20.2 Is the earned income enough to sustain your livelihood?

- Yes, fully Yes, to some extent No

20.3 Does your family save money on regular basis? Yes No

20.3.1 If Yes, do you also save regularly? Yes No

(If No, go to Q. No. 21)

20.3.1 If Yes, where do you save your money?

- Bank Microfinance Cooperatives Reflect circle linked saving group
 Other saving and credit group Other (specify):

20.3.2 If you do, how much do you save in a month in average? Rs.

20.3.3 How did you use your saved income in last year?

- Start small Business Finance education for children
 Contribute to family income Fulfill own wish/needs
 Funeral, weddings and other family festival Lend it to other person
 Purchasing livestock Others (please specify):.....

21. Are you a member of a saving and credit group and cooperatives?

- Member of both Member of saving group Member of cooperatives
 Member of none

Section 3: Participation and Collaboration

22. Have you participated or been member of the REFLECT center? Yes No

22.1 If yes, since how long have you been a member (in months)?

22.2 How often do you participate?

- Every time when there is a meeting Most of the times
 Few times Have not participated recently

23. Do you participate in meetings that are conducted in the community?
 Yes, always Yes, sometimes No, not much Invited but I didn't go
(If No, go to Q. No. 24)

23.1 If **Yes**, in which meetings, have you participated or taken part in the discussion?
 School Management Committee Advocacy group Advocacy classes
 Women's group Ward citizen forum
 Community Forest User Group, HFOMC
 Religious Institutions Management Committee None

23.2 If **Yes**, how many meetings and discussions did you attend during last month?

23.3 How was your participation in the last meeting?
 I participate but didn't speak I had active participation

24. Do men from your family participate in the events (meetings, trainings and discussions) focused for women?
 Many participate Few participate Do not participate

25. What is your role in making decision of the family (especially in economic decisions)?
 They hear my opinion in all aspects They hear my opinion in few aspects
 They don't take my opinion

26. Are there key family decisions taken in the last three years as you have suggested?
 Yes, all Yes, many Yes, some None

27. Who takes the decisions on purchase and sale of the house and land?
 Women Men Both

27.1 If **both**, who takes the final decision in case of difference in opinion? Women
 Men

28. Who takes the decisions on transactions (sale, exchange) of agricultural produces?
 Women Men Both

28.1 If **both**, who takes the final decision in case of difference in opinion? Women
 Men

29. Who takes the decisions on transactions (sale, sharing of 50% income) of the productions from livestock?
 Women Men Both

29.1 If **both**, who takes the final decision in case of difference in opinion? Women
 Men

30. Who takes the decisions on sale and purchase of livestock?
 Women Men Both
 30.1 If **both**, who takes the final decision in case of difference in opinion? Women
 Men
31. Who takes the decision about utilizing the income made by women in the family?
 Women Men Both
 31.1 If **both**, who takes the final decision in case of difference in opinion? Women Men
32. Did you cast your vote in the last constituent assembly election? Yes No
(If No, go to Q. No. 33)
- 32.1 If yes, did you cast your vote as you wished or in consultation with others?
 I cast as I wished I cast my vote as I was advised by my husband
 I cast my vote as I was advised by my family members
33. What is your view about the women who are at the decision making level?
 33.1 Women at the decision making level raise their issues in meetings, public gatherings, and processions.
 I agree Neutral I don't agree
 33.2 Women who are at the decision making level are capable of getting their issues decided by different meetings.
 I agree Neutral I don't agree
34. What do you think about the women who are in the leadership role in your community?
 34.1 I found that the woman was boasting of her position at her office
 I agree Neutral I don't agree
 34.2 I could not see the woman providing good leadership despite her position of the chief.
 I agree Neutral I don't agree
35. We would like to collect information from you about women's self-esteem
 35.1. I have importance in my society and at my home.
 I agree Neutral I don't agree
 35.2 I please others by ignoring my own wishes.
 I agree Neutral I don't agree
36. Efficacy to produce results according to their own thinking (personal and household level)
 36.1. During difficult situations, I can identify my own problem easily.
 Right wrong I don't know

36.2. It is difficult for me to formulate plans for solutions to the problems.

- Right wrong I don't know

Section 4: Decision Related to Health Services

37. Which one is your preferred health facility?

- Government health facility Private health facility Community health facility

38. Who takes the decision about the place for health check-up or not going for it during pregnancy and by whom? Or, who has taken that decision?

- Women/wife Male/Husband Mutual decision others (specify):.....

38.1 If **Mutual Decision**, who has the final word in case of different opinion?

- Male Female

39. Was there a birth of child in past 3 years in your family? Yes No

(If No, go to Q. No. 40)

39.1 If Yes, for the last child, where did you give birth to the child?

- Home local health private health facility Local public health facility
 Private city hospital Public city hospital Others (specify):

39.2 Did you arrange immunization for your child after birth?

- Yes No I don't know that we have to vaccinate the child.

(If No, go to Q. No. 40)

39.2.1 If Yes, which vaccines have your child received? (check all that apply)

- BCG DPT Polio Measles Others:

40. Have you used or are you using Family Planning device (Temporary/Permanent)

- Yes, permanent family planning Yes, temporary family planning regularly
 Yes, but only in occasion (used to do but not now) No, have not used so far
 I don't know about it Not applicable (unmarried)

(If No, do not know or not applicable, go to Q. No. 41)

40.1 If used at least once, who used the Family Planning devices?

- Mostly Female Mostly Male Both

40.2 Who took the decision of using Family Planning device?

- Women/wife Male/Husband Mutual decision others (specify):

40.3 If "Mutual decision", who has the final word in case of different opinions?"

- Male Female

Section 5: Information on Women Rights and Gender Based Violence

41. Did you get any training related to women rights? Yes No

(If No, go to Q. No. 42)

41.1 If yes, was the training provided during last 3 years? Yes No

42. How much knowledge do you have regarding this subject?

(Rate the knowledge level 1-5. Select 5 for higher level of knowledge and if they know nothing then we can select 1 and likewise we can select 2, 3 or 4 accordingly. Please tick ✓ in the right column)

Rights	1	2	3	4	5
Women rights related to identity					
Women rights related to the access to property					
Rights related to gender based violence and justice on time					
Rights to Participation					

43. In your view are the enlisted incident GBV or not?

Physical violence	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Sexual Violence	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Abuse/Bad MOUTHING	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Mental torture	<input type="checkbox"/> Yes	<input type="checkbox"/> No
No support (especially to earn money etc)	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Social contempt/ disrespect	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Forced marriage	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Polygamy	<input type="checkbox"/> Yes	<input type="checkbox"/> No

44. Is there any reporting agency for GBV in your community?

Yes No I don't know

(If the answer is No or don't know then skip to Q. No. 45)

44.1 If **Yes**, which is the preferred place that you or neighbours go and report about GBV?

- Community women's group Para-legal committee Police station
- Women Watch Group Women rights concern forum
- Village development committee Local village gathering others

45. Have you faced any GBV listed below (during last 3 years)?

	✓ If yes or ✗ if no	By whom
Physical Violence		
Sexual Violence		
Abuse/bad mouting		
Mental torture		
Others:		

(if the answer is No in all GBV, then skip to Q. No. 45.4)

45.1 Have you reported the violence?

- I complain in all kinds of violence Incidence of physical violence
 I only complain for big incidence, not for simple I don't/ haven't

(If they mention that they don't or haven't then skip to 45.5)

45.1.1 **If you have reported**, then where did you report the incidence?

- Community women's group Para-legal committee Police station
 Women Watch Group Women rights concern forum
 Village development committee Local Village Gathering
 Media others.....

45.1.2 What kind of feedback/ reaction have you received?

- Registered immediately and processed Simple Inquiry Unnecessary inquiry
 They don't take report for simple case They suggest to remain safe others:

45.1.3 Did they take any action for registered complaint? Yes No

(If No, then go to Q. 45.3)

45.1.4 If they take any action, what kind of punishment is given to the culprit?

- Verbal warning compensation taken under custody others.....

45.1.5 How satisfied are you with reporting, action and punishment?

- Very satisfied satisfied Neutral Unsatisfied Very Unsatisfied

(Skip to Q. 45.3)

45.2 If you didn't complain why was it? (Multiple answers)

- I don't feel it is necessary I didn't know we can complain
 I didn't know about the process Process is complicated
 Leads to degrade in social prestige family and friends didn't suggest
 Difficult to identify the culprit Others.....

45.3 Have you seen any effect and symptoms of psycho-social problems due to GBV?

- I had the effects I could hardly bear with them.
 Several effects but could bear with them
 Some effects
 No effects at all

(If No effects at all, go to Q. No. 46)

45.3.1 If psychosocial or different condition symptoms were seen, did other members of your family provide support? Yes No

(If No, go to Q. No. 45.4)

45.3.2 If assistance was provided, what kind of assistance was it?

- Discussion at the family level Finding out the reasons of the problem
 Consult with traditional healers Taken to the health post or hospital
 Taking care of the patient by all members equally Others.....

45.4 Did you get any counseling services from outside? Yes No

(If No, go to Q. No. 46)

45.4.1 If Yes, from whom?

- Female Community Social Worker (FCSW) Female Community Health Volunteer
 Women rights concern forum NGO officials Others.....

46. Do you think GBV is unacceptable? Yes No

47. Do your husband and other family members feel GBV is Unacceptable? Yes No

48. Are there any psychosocial counseling centers in your community?

- Yes No I don't know

(If No, go to Q. No. 49)

48.1 If Yes, are they providing services through trained personnel? Yes No

49. Please give us the information you have experienced in the past three years

49.1 How much leisure time does your husband spend with you?

- Often Sometimes Never

49.2 How much does your husband support you in domestic affairs?

- Often Sometimes Never

49.3 Does your husband take advice from you in domestic affairs?

- Often Sometimes Never

Please give your answers about your relationship with your husband.

49.1 Does your husband loose temper or become envious when you talk with other men?

- Yes, often Yes, sometimes No I don't know

49.4 Does your husband scold you by showing that the work you do is not good enough?

- Yes, often Yes, sometimes No I don't know

49.5 Does your husband prohibit you on your talking with other friends or relatives?

- Yes, often Yes, sometimes No I don't know

49.6 Does your husband keep an eye on you with suspicion on where you have gone?

- Yes, often Yes, sometimes No I don't know

49.7 Does your husband scold you in front of others?

- Yes, often Yes, Sometimes Never

49.8 Does your husband get angry and does not speak to you?

- Yes, often Yes, sometimes Never

49.9 Has your husband ever beaten you?

- Yes, often Yes, sometimes Never

Section 6: Women in Crisis Management

50. During last three years, did you or your family face any natural disasters resulting into loss for your family? Yes No

(If No, go to Q. No. 51)

50.1 If yes, how you assess your preparation to respond to the disaster?

- Good Average Weak

50.2 Is being a member of REFLECT center supportive to your ability to prepare and cope with disaster?

- Yes Yes, to some extent No

50.3 Did you receive any support from your community to recover from the disaster?

- Yes, adequate Yes, but inadequate No

51. Did you face any financial crisis all of a sudden in the last three years?

- Yes, I faced very difficult crisis Yes, I faced mild crisis
 Yes, I have faced difficulties during earthquake I did not face

(If No, go to the end)

51.1 If you had faced the crisis, what kind of the crisis was that? (Check all that apply)

- The breadwinner was sick for long and there were no other sources of income
 There were no major sources of income because ill of breadwinner".
 There were no major sources of income because of the death of breadwinner
 Financial crisis because of the sudden death of family head or his missing
 There was no agricultural production
 Livestock destroyed
 Because of trade deficit
 Because of the failure of small enterprise
 House and farming land inundated or washed away by streams, floods
 Others

51.2 What did you do to solve the crisis? (check all that apply)

- Borrowing (without interest) Loan from local group
 Loan from cooperative Loan from the local money lender
 Sale of house, land, livestock, jewellery, and other household items
 Others (specify):

7.2 Household Survey Questionnaire to be administered with Male respondent

(This survey should be done with Male of 20-50 years old, who are selected on the basis of sampling of the household which will be done through lucky dip. Fill in the blanks and please tick inside the box. The numbers should be written in English)

District code	<input type="text"/>	Supervisor Code	<input type="text"/>	Surveyor code	<input type="text"/>	Type	<input type="text"/>	S.No.	<input type="text"/>	<input type="text"/>	<input type="text"/>
Date (In english):	<input type="text"/>	(Month/Day/Year)									

Section 1: Socio-Economic Information

52. District: VDC: Ward No:

Village/Tole :

53. Age of the respondent:

54. Castes/Ethnicity:

- Madheshi Indigenous Nationality Pahadi Indigenous Nationality Madheshi Dalits
 Pahadi Dalits Madheshi Bahun/Chhetris Pahadi Bahun/Chhetris Muslims
 Others

55. Religion: Hindu Buddhist Muslim Christian Others

56. Type of Family: Nuclear Joint

57. Household Head: Women Men

58. What is your relationship with the household head?

- I am household head My wife My father
 My mother My father-in-law/mother-in-law
 Others (specify):

59. Do you have Citizenship? Yes No

60. What is your marital status?

- Married Never married/single Divorced/single Widow

9.1 If **married**, what was your age when you married (to your current wife)?

9.2 If married, do you have marriage certificate? Yes No

61. What is your education level?

- Illiterate Simple Literate Primary education (Till class 5)
 Class 10 completed Class 12 completed Higher Education

62. Total Number of Family (Staying in same house and having one kitchen):

Male Female

63. Education level of the members of the family (write in the table below)

	Small age	Illiterate	Simple literate	Complete d primary education	Complete d class 10.	Complete d class 12	Higher education
Female							
Male							

64. How many members of the family earn income? How many? Male Female

65. What are the three main source of income in the family? (Rank by writing 1, 2 and 3 in order)

- Agriculture (Farming) Agriculture (Livestock) Business/Industry
 Monthly wage Job Pension Daily wage Labour
 Foreign employment/Remittance Others (specify):

66. What is the average monthly income of the family? Rs.

67. How many children are there in the family who are in school going age (5-14 years)?

16.1 How many of them go to school?

68. Does your household own land? Yes No

(If No, go to Q. No. 18)

17.1 If you have land, please give us the information about who owns how much land?

	Is there land title certificate (Yes/No)	Area of the land (1)	Land area owned by Men (2)	Land area owned by Women (3)	Land area jointly owned by women and men (4)
House construct site					
Agriculture land					
Other land					
Total area of the land					

Note: The total number of 4, 5 and 6 should be equal to the number given in Box 3. Please specify the unit of the land clearly in Kathha, Dhur, Ropani etc

69. What drinking water source do you have at your home?

- Private tap (water pipe) Community Tap (water pipe) Close Well

- Open well
- Tubewell/Handpump
- Source water
- River/pond
- Others.....

70. Do you have closed latrine at home? Yes No

71. Did you participate in CARE-Sakcham project activities? Yes No

Section 2: Saving practices

72. Do you save on regular basis? Yes No

(If No, go to Q. No.23)

21.1 If Yes, where do you save?

- Bank
- Microfinance
- Cooperatives
- Reflect led saving group
- Other saving and credit group
- Others (specify):

21.2 If you do, how much do you save in a month in average? Rs.

73. How do you use your saving?

- Start small Business
- Finance education for children
- Contribute to family income
- Fulfill own wish/needs
- Health services and medicines
- House repair due to earthquake
- Funeral, weddings and other family festival
- Loan to other person
- Purchasing livestock
- Purchasing land
- purchasing tools
- Others (please specify):.....

Section 3: Groups and Participation

74. Do you participate in meetings that are conducted in the community? Yes No

75. Have you participated in any of the meetings organized by PNGO (Kalika, RWSC, DSDC)?
 Yes No

(If No, go to Q. No. 26)

24.1 If Yes, in which event you have attended? (Check all that apply)

- Male peer group
- Initiative
- Suggestion Committee
- Psychosocial support center
- Discussion center

76. How frequently such meetings and discussions are held?

- Once in 2 months
- Once in a month
- Twice in a month
- Thrice in a month
- Twice in a week
- Meetings aren't held

77. Can you provide information regarding the participation in Past 3 years? (women empowerment Objective 1)

26.1 Have you participated in the public hearing regarding the issues of community like beating and fighting? Yes No

(If No, go to Q. No. 26.2)

26.1.1 If yes, how was your participation in the meeting?

I participated actively I participated but I didn't speak I didn't participate

26.2 Have you participated in the discussion regarding development of VDC such as drinking water, electricity and making roads? Yes No

(If No, go to Q. No. 26.3)

26.2.1. If yes, how was your participation in the meeting?

I participated actively I participated but I didn't speak I didn't participate

26.3 Have you participated in the VDC Resource distribution meeting? Yes No

(If No, go to Q. No. 27)

26.3.1. If yes, how was your participation in the meeting?

I participated actively I participated but I didn't speak I didn't participate

78. Did you cast your vote in the last election? Yes No

(If No, go to Q. No. 28)

27.1 If yes, Did you cast your vote as you wished or in consultation with others?

I cast as I wished I cast my vote as I was advised by my wife
 I cast my vote as I was advised by my family members

Section 4 : Decision Making

79. Who often takes decisions in your family?

Decision is taken without women There is few involvement of women
 Consultation with women only Equal Participation of men and women
 Women's decision

80. What is your role in making decision of the family (especially in economic decisions)?

They hear my opinion in all aspects They hear my opinion in few aspects
 They don't take my opinion

81. Who makes the decision on household property and income? (Objective 3.1 Women Empowerment Object 5)

30.1 Who earns money in your family?

Women Men Both

30.2 Who makes the decision to spend the money that was earned by women?

Women Men Both

30.3 Who have the right to the ancestral property and household income in your family?

Women Men Both

30.4 In whose ownership is the house?

Women Men Both

30.5 Who takes the decisions on purchase and sale of the house and land?

Women Men Both

30.6 Who takes the decisions on transactions (sale, exchange) of agricultural produces?

Women Men Both

30.7 Who takes the decisions on transactions (sale, sharing of 50% income) of the productions from livestock?

Women Men Both

30.8 Who takes the decisions on sale and purchase of livestock?

Women Men Both

82. What is your perception towards the women? (objective 1.1 and 1.2)

31.1 Have you met any women who are in leadership position?

I have met I have heard I haven't met

31.2 I found the women who attend meetings keep quiet

Agree Neutral Disagree

31.3 I found the women who are in leadership position conduct meetings, rally regarding their issues.

Agree Neutral Disagree

31.4 I found the women who are in the leadership position are capable to pass their issues through meetings.

Agree Neutral Disagree

31.5 I found the women being a boss in office boasting about her position

Agree Neutral Disagree

31.6 I found the women who got the post of leader boasting about her position

Agree Neutral Disagree

31.7 I found women, though she has got leadership role, but haven't been able to lead.

Agree Neutral Disagree

(Note: Here the women who are in leadership level means women who are member of political organization, VDC level or District level committee, member of SMC, Community forest group, HFOMC etc)

83. Please provide us the information about the change in gender roles and perception of men in present context.

32.1 The only role of women is to do household chores(cooking food, bringing water, taking care of children, taking care of sick members etc)

Agree Neutral Disagree

32.2 Women shouldn't be provided with opportunities (going out, getting higher education, have job or work) like men.

Agree Neutral Disagree

32.3 Women shouldn't have right to ancestral property like men.

Agree Neutral Disagree

32.4 Women have right to decide how many children they want and when.

Agree Neutral Disagree

32.5 There should be mutual decision about which FP measures(Temporary or Permanent) and who will use between husband and wife.

Agree Neutral Disagree

84. What is your perception towards women in community

33.1 It is right that husband should be jealous or angry if their wife talks to other men in community.

Agree Neutral Disagree

33.2. It is right to barred the wife from visiting or talking to her friends and relatives.

Agree Neutral Disagree

33.3. It is right if husband to keep an eye of suspicion if wife goes outside.

Agree Neutral Disagree

33.4. It is right to scold their wife in front of everyone.

Agree Neutral Disagree

33.5. It is right of husband to beat his wife.

Agree Neutral Disagree

Section 5: Gender Based Violence

85. Do you have information about the listed women rights?

(Based on the information we can categorize as 1 to 5. If they have more knowledge about it then we can mark on 5 and if they don't have any knowledge then we can mark on 1 and accordingly we can mark 2, 3 or 4. Please tick in the correct box)

Rights	1	2	3	4	5
Women rights related to identity					
Women rights related to the access to property					
Rights related to gender based violence and justice on time					
Rights to Participation					

86. In your view are the enlisted incident GBV or not?

Physical violence	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Sexual Violence	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Abuse/Bad Mouthing	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Mental torture	<input type="checkbox"/> Yes	<input type="checkbox"/> No
No support (especially to earn money etc)	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Social contempt/ disrespect	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Forced marriage	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Polygamy	<input type="checkbox"/> Yes	<input type="checkbox"/> No

87. Have you seen any Gender based violence in this community?

- I have seen frequently (1) Sometimes (2)
 I used to see it in past, not now (3) I haven't seen till now (4)

(If the answer is 4, go to Q. No. 39)

If the (answers are 1, 2 or 3) what kind of violence have/had you seen?

	✓ If yes or ✗ if no
Physical Violence	
Sexual Violence	
Abuse/bad mouthing	
Mental torture	
Others: (specify)	

88. If such GBV happens, then have you seen or heard people reporting about such incidence?

- Yes, most of the time(1) Yes, sometimes(2) No

(If answer is 1 or 2, go to Q. No. 39)

89. If no then what may be the reason for not reporting about the incidence? (Multiple choice)

- It may not be necessary They may not know that they can report
 They may not know about the procedure Procedure may be long and complicated
 There is no such agencies nearby Agencies may not be trustworthy
 They may feel that they may lose self respect Friends and family didn't suggest
 Difficult to identify the culprit Others

90. Do we have GBV reporting agencies in this community?

- Yes No I don't know

(If No, you can end the survey)

39.1 If Yes, then where do people report?

- Community women's group Para-legal committee Police station
 Women Watch Group Women rights forum VDC
 Local Village Gathering Media Others.....

91. Did they take any action for registered complaint? Yes No

40.1 If they take any action, what kind of punishment is given to the culprit?

- Verbal warning compensation taken under custody
 others.....

7.3 Checklists for Focus Group Discussion with female group (beneficiaries)

Note: This is not the question and it should be used as discussion guideline. The objective of discussion is not to complete the question but to identify the answer and continue with the discussion.

Facilitator:

Namaste. My name is, and supporting me in taking notes isWe are from a research agency called NEAT.. We are currently collecting field level information for the end line evaluation of Sakcham project implemented by CARE Nepal.

What is the purpose of this study?

The purpose of the study is that since you benefited directly from the project, we wanted to hear about your experiences related to the project. We will be discussion with you about topics related to women rights, Gender Based violence, and economic empowerment.

How long will your part in this study last?

The discussion will last for an hour.

What are the possible benefits from being in this study?

Research is designed to benefit society by gaining new knowledge. You may not benefit personally from being in this research study.

What are the possible risks or discomforts involved from being in this study?

We do not anticipate any risks or discomfort to you from being in this study. The information you provide will be kept confidential; therefore, you should feel comfortable speaking freely without fear of consequence. However, should you feel uncomfortable for any reason, be reminded that your participation is completely voluntary, and you are free to withdraw your consent, refuse to answer.

How will information about you be protected?

The information given by you will be strictly treated as confidential. All the information will be used only for the study purpose. This study is conducted anonymously. The data will be destroyed once all the data has been collected and analyzed

Will you receive anything for being in this study?

You will not receive anything for taking part in this study, but your participation is much appreciated by the research team.

Will it cost you anything to be in this study?

There will be no costs for being in the study other than your time.

We would like to thank you and welcome everyone who has come to participate. You can provide your opinions without any hesitation. Your opinion plays an important part. No opinions will be right or wrong here. We would like you all to participate in this discussion and provide your honest opinion.

Before starting the discussion, if you have any question then you can ask. Can we start the discussion now?

Resources and income

First of all, I would like to show you a picture (showing a picture of house). Let's assume that this house belongs to one of the house of this community. I would like to know more information about this house.

- How many members are there in the family of this house? Why is the family big or small? Does this affect the life of women in the family?

- Is the family joint or nuclear family? Does this affect the life of women? If yes, then how will it have an effect? How is the position of women in the family? Has it changed in recent years? What are the changes? How those changes occurred?
- Do all the member of the family have their citizenship? Who don't have their citizenship? Why? Do female members of the family have their citizenship? Why? Has there been any change in the practice of making citizenship? If yes, then what kind of changes have you seen?
- Do they have marriage certificate? Is it necessary? What it offers to women?
- Do women have land and other property in their name? If yes, then what kind of property is in their name? if not, why don't they have property in their name?
- Compared to 3-4 years back, how is the situation of women's right to property? Has there been any change in the practice of having women's right to property? If there is change, what kind of changes have you seen? Is it satisfactory for the current time?
- What is the role of women in earning? In general, what are the works that women are involved?
- Have they taken any training? What kind of trainings have they taken? Have such trainings brought any changes in their life? What kind of changes have you seen (social change, economic change)? Do they have non-intervention over their income?
- Being employed or unemployed, being skilled or unskilled, does this have an effect in life of women? How? What have been the changes in the employment scenario during last 3 years?
- Are the women independent financially or not in the family? Why and how? Has there been change in women being independent in past years? If there are, then what are the reasons for them being independent?
- Does she own business? If she has started any business, how did she start it? If no, then why not?
- Do you have saving and credit group in this community? Is people of the community member of the saving and credit group? How did they become the member? What is the advantage? Have you seen the change in the membership procedure and role in past few years? What kind of changes? How did such kind of change happened
- Do you know about the revolving fund? What does revolving fund do? Have people of this community started their business through revolving fund? What is the membership procedure? How do they get money? What are the advantage and disadvantage of revolving fund? Is there any challenge and barriers to get money from revolving fund?
- Can you tell us how is the situation of women in accessing the household income? What types of barriers could occur?
- What do women do when they get free time from household work? Or income generating works? How do they manage their leisure (free) time? What types of work do women do in their free time?

Participation

Now, I would like to tell you a story. All of us love listening to stories right? I will start a story and you all can add details to that story to complete it. In that we can move ahead or backward. We can take the story in whatever direction you want. Remember there is nothing right or wrong in this story. We are only trying to create an interesting story here. Are we ready?

Kamala belongs to this community and living with her family. She is our neighbour.

- Now, tell me in which group is she involved? How did she become the member of the group? Was she a member from few past years? Has she been a member in any new group/committee? How did she become the new member? How did she know about the process?
- What work does that group do? Who appointed that work to them? What role did Kamala play in the group?

- How is the participation of women in such groups and committee of this community? Is the women of the community in the role of leaders? Do they provide their opinions in open manner? Has there been change in women participation in past few years?
- Do they put their opinions openly? If yes, what kind of changes have been there? What is the reason behind such changes?
- Have the women in the position of leadership able to address the issues regarding women? How are they addressing it? How would they address?
- How is the role of women in development works of the VDC? Are they involved in Ward Citizen Forum, Citizen Awareness Centre or Integrated Planning Committee? What is the role of women in such bodies? What are the achievements in recent years? What barriers still exist?
- Is there support from the men of the community in this regards? How do they support? If not, why don't they support?
- How is the situation of women participating in election as a candidate or as a voter? Do they have a decision in voting procedure?
- Do women of the community have a self decision or do they ask their husbands before going to meetings? Have you seen any change regarding the physical mobility? What has brought such in the lives of the women?

Rights

- What have been the changes in the women's awareness related to rights in recent years? How is the situation of women regarding access to information? Where do they information from? What are the sources?
- Have you heard about the REFLECT center? What does it do? Are you member of the REFLECT center? Do you all participate in the meeting? In what activities you are involved?
- Is there any incidence of GBV in this Community? Mostly what kind of GBV can be seen against women? How is the situation of domestic violence in the community compared to 3 years back? What brought the changes?
- Are such incidences being reported? If it is reported then where such incidences do are reported mostly? Are there any mechanism or agencies where incidences are reported in the community? If yes, what kind of work does it do? If not reported, why? Is there any changes in this regards in recent years?
- Are reported cases are addressed fully or not? If it is not fully addressed then what should be done? If it is not fully addressed then what is the reason behind it? What is your opinion in this regards? What influences the process? Has it changed in recent years?
- Is there any psychosocial counseling centre in the community targeting general women and victims of violence cases? If Yes, are they trained or not? What kind of services do they provide? If yes, has these counseling been useful? How?
- How is the situation of women being rehabilitated back in the community after the reporting and solutions? Are there any challenges? What have been the changes in this regards?
- Is there peace committee in the community? When was it formed? What kind of work does it do? Who are the members of this committee? How useful has it been?

Household Level Changes

- What kind of work do men and women do in the community and in their household? Are the work categorized as male based or female based?
- Do male of the family support in household chores? In what kind of household chores do you get support from the male? Have you seen any changes in support from men in household work within 3 years?
- How are family decisions taken? Who has final say? What is the role of women in this process? Has it changes during last 3 years? What are the changes? How?
- Do we have such household in the community which has been a role model i.e. Exemplarily person who have been working for women's right in the community? How many household are there which are considered as the role model in the community? Why are only those households

considered as role model? Are there more role model houses in recent years? How were they added?

Now we will play one game. The name of the game is "what you said is right but....". In this game I will ask you to do something, which will be beneficial to you all. You have to complete the sentence by saying " Yes, but.... For example if I say "if you are feeling ill then you should go to doctor" then you can reply by saying "what you said is right but..... the village don't have doctor or I don't have money to get intervention. Or you can say what you like. Are you ready? Remember that no answers or opinions will be right or wrong here.

- a) In the community groups there should at least be 50% participation of women.
What you said is right but....
- b) Women participants should participate in the community meetings and give their opinions in open manner. They need be heard
What you said is right but....
- c) "We should be member of all the groups and committees of the community."
What you said is right but...."
- d) "Women should be given the leadership position in the forest committee and other committees."
What you said is right but...."
- e) "We should be able to find the solutions for the reported cases of GBV on women"
What you said is right but...."
- f) "Women who face violence need to report for justice "
What you said is right but"
- g) "Women who have faced violence should go for the psychosocial counseling "
What you said is right but...."
- h) "Women should have a role in decision making in their household"
What you said is right but...."

Thank you for all the information that you all have provided. Now we will move ahead in our discussions. Again I would like to remind you all that we are talking about the house which is in this community.

Lastly, if you have any question or if you want to say anything, then you can mention. If there is anything that I left out or if you want to add something, the discussion is open.

7.4 Checklists for discussion with Male Group

Note: This is not the question and it should be used as discussion guideline. The objective of discussion is not to complete the question but to identify the answer and continue with the discussion.

Namaste. My name is and supporting me in taking notes is We are from a research agency called NEAT. We are currently collecting field level information for the end line evaluation of Sakcham project implemented by CARE Nepal.

What is the purpose of this study?

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How will information about you be protected?

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Will you receive anything for being in this study?

You will not receive anything for taking part in this study, but your participation is much appreciated by the research team.

Will it cost you anything to be in this study?

There will be no costs for being in the study other than your time.

We would like to thank you and welcome everyone who has come to participate. You can provide your opinions without any hesitation. Your opinion plays an important part. No opinions will be right or wrong here. We would like you all to participate in this discussion and provide your honest opinion.

Can we start the discussion now?

Resources and income

1. First of all we will discuss about the role of women in access to resources and income in the family and community.

- Do all the women of the community have citizenship card? Who don't have? Why? Has there been any change in getting citizenship as compared to past? If yes, what kind of change have you seen, can you elaborate it?
- Is there land or other property in the ownership of women? If yes, what kinds of property are in women's ownership? If not, why don't they have ownership can you elaborate on this? Has there

been any change in getting ownership by women or in dual ownership in past 3 years? If such change had occurred what are the reason behind such change?

- What is the role of women in family income? Do they have separate source of income? In general, what are the works that women are involved? How much they earn? Is there earning at par male? Why and how? What is the say of women in the finance related decisions of the family? Have there been any changes in last 3 years?
- Being employed or unemployed, being skilled or unskilled, does this have an effect in life of women? How? How is the perception and support of male towards for economic engagement of women? What have been the changes in the employment scenario during last 3 years?

Participation

Now, let us discuss about participation of women in various groups in the community.

- In what types of community groups are women normally involved? Can you tell us about it? How is the participation of women in groups? Has there been any change in the participation of women in past few years? If yes, what kind of changes have you seen? What are the reasons for such change, can you elaborate on this?
- Do they put their opinions openly? If yes, what kinds of changes have been there? What is the reason behind such changes? Have the women in the position of leadership able to address the issues regarding women? How do they address?
- How men perceive and support women in such participation? What are the advantages and disadvantages of such participation?
- How is the role of women in VDC level planning and monitoring? Are they involved in Ward Citizen Forum, Citizen Awareness Centre or Integrated Planning Committee? What is the role of women in such bodies?
- How is the situation of women participating in election as a candidate or as a voter? Do they have a decision in voting procedure? How family influences the voting decisions? Have there been any changes in this regards?
- Do women of the community have a self decision or do they ask their husbands before going to meetings? How it works? Have you seen any change regarding the physical mobility of women outside home? What has brought such in the lives of the women?
- Is there saving and credit in this area? Are women members in that group? What kind of role do they have? Have you seen any change in taking membership and role of women in saving and credit group? What kind of changes have you seen? How did such changes happen?
- Are there any advantages of such group for men? What are the advantages and disadvantages? Do they also have such group?

Rights

- How is the awareness of women on women rights? What about awareness of men on such rights? How much aware the community is as compared to past 3 years? If there are changes, what led to such changes?
- Have you heard about the REFLECT center? What does it do? Are you member of the REFLECT center? Is there any member from your family? Who? Do you receive any information from RELECT? If Yes, what information? How useful it has been for your family?
- Are there any incidences of violence towards women in your community? If there are such incidences, then what types of violence are seen against women?
- Are such incidence reported or not? Why? Where are such incidence reported? How men in the community respond to such incidence? Are there any mechanisms or agencies where incidences are reported in the community? If yes, what kind of work does it do?
- How much of incidences are reported and how much aren't reported? What types of GBV are reported and what kind are not reported? Do such reported cases are addressed or not? Where are such cases addressed? Do men support women in such case? How?

- Is there any psychosocial counseling centre in the community? What kind of services do they provide? Do they also provide support to men? If yes, what?
- Is there peace committee in the community? When was it formed? What kind of work does it do? Who are the members of this committee?

Household Level Changes

- In this community, how are the roles of women in the family? Is there any discrimination between women and men or son and daughter? If yes, then what kind of discrimination have you seen? Has there been any change in past few years? If yes, what kind of changes have you seen? What are the reasons for such changes?
- How is the participation of both male and female regarding the daily household work? How much male members do help the female in their work? Have there been any changes in this regards? If Yes, how? If No, why there are not many changes?
- Do we have such households in the community which have been a role model in the community in terms of women rights and participation? Why are only those households considered as role model? How is the role of men in such households?

Lastly, if you have anything to add or say, then you can go ahead. If I had missed out something also you can give your opinion.

7.5 Guideline for discussion with VDC secretary, WDO, DDC and other governmental agencies

Note: This is not the question and it should be used as discussion guideline. The objective of discussion is not to complete the question but to identify the answer and continue with the discussion.

Namaste. My name is, and supporting me in taking notes isWe are from a research agency called NEAT.. We are currently collecting information for the end line evaluation of Sakcham project implemented by CARE Nepal.

What is the purpose of this study?

We wanted to hear about your experiences related to the project. We will be discussion with you about topics related to women rights, Gender Based violence, and economic empowerment.

How long will your part in this study last?

The discussion will last 45 minutes to an hour.

What are the possible benefits from being in this study?

Research is designed to benefit society by gaining new knowledge. You may not benefit personally from being in this research study.

What are the possible risks or discomforts involved from being in this study?

We do not anticipate any risks or discomfort to you from being in this study. The information you provide will be kept confidential; therefore, you should feel comfortable speaking freely without fear of consequence. However, should you feel uncomfortable for any reason, be reminded that your participation is completely voluntary, and you are free to withdraw your consent, refuse to answer.

How will information about you be protected?

The information given by you will be strictly treated as confidential. All the information will be used only for the study purpose. This study is conducted anonymously. The data will be destroyed once all the data has been collected and analyzed

Will you receive anything for being in this study?

You will not receive anything for taking part in this study, but your participation is much appreciated by the research team.

Will it cost you anything to be in this study?

There will be no costs for being in the study other than your time.

We would like to thank you for taking your time. You can provide your opinions without any hesitation. Your opinion plays an important part. No opinions will be right or wrong here. We would like you all to participate in this discussion and provide your honest opinion.

If you have any question before we start discussion?

Can we start the discussion?

Section 1: General Information about Project

Firstly, let us start with your understanding about the project. How have you come to know about the project?

- In your opinion, what project aims to achieve? How relevant are the goals?
- What activities have they been doing? How do you assess the relevance of the activities in the context of this VDC/district?
- How project fits with overall priorities of the VDC/district? What are the arrangements to coordinate with the project? How is your experience?

Section 2: Entitlements and Income

- How is the situation of birth registration in the VDC? Do all the people have their birth certificate?
- Have all the women residing in this village have citizenship?
- What about their access to basic entitlement and certifications such as citizenship and marriage certificate? Has situation changed compared to last 3 years? How?
- How do you see access of women to property (ancestral or other properties)? Has situation changed compared to last 3 years? How?
- How is the contribution and access of women in family income? What about their access to independent income source? How is the overall situation of income among women in this village/district? Has there been any change in this regards compared to past 3 years? How?

Section 3: Participation

- How do you see the overall situation of participation of women in the village/district level decision making process? Are they taking leaderships? How is the performance of women in the leadership positions? What have been the achievements in recent years? What has not been achieved? What are the barriers and challenges? How has the CARE - Sakcham contributed to this, if any?
- What kind of support do you all provide to the village/district level women network? Do you address the issues raised by the women who are in the leadership role? Are the women of the village aware about women's right?
- How do you see the contribution and support of men in enhancing participation of women in decision making level? Are they positive or neutral or negative? How? Have there been any changes in their attitude and support during last 3 years? How?

Section 4: Rights

- How do you assess the awareness among women about their rights in your village/district? As compared to past three years, how is the level of awareness in women about their rights?
- Have you heard about REFLECT center? What have been their roles? What are the contributions of REFLECT center? Are they still functional?
- How is the situation of prevalence of GBV in the village/district? How is the overall reporting and solution or justice? What are the challenges and barriers? Have there been any changes in this regards in recent years? If yes, what changes? How that occurred?
- What will be your role if the cases come to your level? What support do you provide? Is there any victim/survivor support fund? If yes, when was it started? What is the size of fund? Is it sufficient how? How fund has been utilized?
- Are there any psycho-social support facilities in the village/district for the ones who have been victimized mentally or physically? What services do they provide? How do they work? What is the need of such centers? Do you provide any such support? Do you think it is essential? How? If yes how it will be continued?
- What is the situation of survivor women being able to get rehabilitated back to their home and community? What kind of challenges do you see in it? Do you provide any support in this regards?

Section 5: Changes

- Are there any changes at the VDC level due to the project? What are the changes attributable to the project? Are there any changes related to:
 - Women's participation in village level planning process
 - Household level division of work and mutual cooperation between male and female
 - Women empowerment (Economic Empowerment, Social Empowerment and Self-Esttem, Self Confidence)
 - Women's access to financial resources
- Based on their effect, which activities you consider to be highly effective, and which you consider to be least effective? Why?
- Do you consider the efforts and changes to be sustainable? How? If not, why? How can it be made sustainable?
- What are your suggestions to the project for future?