



Name of Project:	“Samvedana - Impact of intervention program reducing violence against women in sex work in Karnataka”,
Location of evaluation	Karnataka State, India, South Asia
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Date of the final evaluation report:	29 September 2015
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Evaluation commissioned by:	Karnataka Health Promotion Trust (KHPT), Bengaluru, Karnataka, India

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1. List of acronyms and abbreviations

ALF	Alternative Law Forum
BGVS	Bharat Gyan Vigyan Samiti
BoD	Board of Directors
BPL	Below Poverty Line
CBO	Community Based Organization
CfAR	Centre for Advocacy and Research
CJM	Chief Judicial Magistrate
CMT	Crisis Management Team
DLSA	District Legal Services Authority
DSS	Dalit Sangharsh Samiti
DVA	Domestic Violence Act
FSW	Female Sex Worker
HIV	Human Immuno-deficiency Virus
HSS	Hengasara Hakkina Sangha
ITPA	Immoral Traffic Prevention Act, 1956
JMFC	Judicial Magistrate First Class
KHPT	Karnataka Health Promotion Trust
KSTC	Karnataka State Trainers' Collective
KSAPS	Karnataka State AIDS Prevention Society
NACO	National AIDS Control Organisation
NACP	National AIDS Control Programme
NFHS	National Family Health Survey
NG(D)O	Non-government (Development) organization
NLSIU	National Law School of India University
RRF	Resource-Result Format
SE	Social Entitlements
SG	Support Groups
SHG	Self-Help Group
SHRC	State Human Rights Commission
SICHREM	South India Cell for Human Rights Education and Monitoring
SLSA	State Legal Services Authority
SSD	Samatha Sainik Dal
STI	Sexually Transmitted Infection
TI	Targeted Intervention
ToR	Terms of Reference
ToT	Training of Trainers
UNTF	United Nations Trust Fund
VAW	Violence against Women
W&CD	Women and Child Development

2. Executive summary

a. Context and Project

Women in sex work, in Karnataka, as elsewhere, are doubly marginalised as they routinely experience violence in their private and public lives as a manifestation of the stigma and discrimination attached to them as poor, uneducated, “low” caste women, and as “immoral” sex workers. Women in sex work often feel that they have little recourse against violence and rape, based on their socialization and their experiences of powerlessness, wherein the punishment is meted out to the women in sex work rather than the perpetrators of violence who often go scot-free. Laws criminalizing sex work may prevent HIV-positive sex workers from seeking support in cases of sexual violence, for fear of being prosecuted. Even where sex work is not criminalized, the application of administrative law, religious law or executive orders may be used by police officers to stop, search and detain sex workers. This creates conditions in which sex workers face an increased likelihood of violence.

KHPT has developed a multi-layered intervention to address some of the issues on violence targeting secondary stakeholders (Judiciary, police, lawyers, media), and primary stakeholders (FSWs). The project envisages that legal provisions such as ITPA (Immoral Trafficking Prevention Act) be rationally used. Towards this objective, the project has made inroads by advocating with the police department and judiciary. Project Samvedana appears to have been evolved with strategies to address the core causes for the violation of human rights that the sex workers face being subjected to violence on a regular basis.

In order to address violence, the project has established a community-led violence redressal system through CBOs and partner NGOs in several districts of Karnataka. Specific community crisis teams and reporting systems had been put in place for the purpose of attending to and monitoring instances of violence.

b. Evaluation process

The project “*Samvedana - Impact of intervention program reducing violence against women in sex work in Karnataka*” had a 3-year project duration which came to an end by July 2015. This is the final project evaluation for this 3 year project that has been carried out to take stock, distil the learnings, identify drawbacks, if any, and provide a possible way forward.

More specifically the evaluation has looked at 6 key areas revolving around

- Relevance
- Efficiency
- Effectiveness
- Impact/outcomes
- Sustainability and
- Knowledge generation.

The focus of the evaluation has been to distil learnings from practice and experiences over the last 3 years that can showcase the impact/outcome of the programme on the primary stakeholders and examine the programme attributes and indicate ways for improvement in delivery mechanisms to become more effective in project implementation. The evaluation results is expected to be used by the implementing agency – KHPT and the CBOs along with

the primary stakeholders (FSWs) to understand the impact of the project and how it has contributed to their well-being and by exploring the effectiveness of the intervention program, identify ways to improve the program, modify program planning, demonstrate accountability, and justify future funding.

As explained earlier, the purpose of the evaluation has looked into 6 key areas. In order to look into each of these areas/criteria closely, key questions were prepared prior to the field visits for data collection for the evaluation study. The questions from the ToR were further elaborated during the inception stage of the evaluation and an evaluation matrix was developed. The evaluation has strived to elicit the outcomes for these questions during the process.

Methodology: The study has been classified as an external evaluation, but carried out in close collaboration with KHPT and the CBOs in a participatory manner and the process covered the relevant primary and secondary stakeholders. Data has been collected from primary sources through questionnaires, open and semi-structured interviews, field visits, workshops etc. as well as from secondary sources such as annual programme/ activity reports, training module documents, project proposal, RRF document and other internal documents.

The Data collection process was initiated with an initial Desk research of the existing documents pertaining to the project. An inception report was prepared and approved by KHPT. During the various stages of the evaluation a combination of quantitative and qualitative techniques were applied, including interviews, group discussions, one-on-one interviews, analysis of records as well as participatory workshops were conducted. Participatory data generation techniques such as action learning case studies, SWOT-analysis and Appreciative Inquiry- Critical Reflection were used. Four geographic regions, Bijapur & Davangere in the North, Chickballapur and Bangalore Urban in the South of Karnataka state were visited for field data collection.

The evaluation has been carried out by a team of two external national consultants in close collaboration with KHPT and its partners the CBOs. Ms. Sathyasree Goswami from Foresee, New Delhi and Mr. Pradeep Esteves from Context India, Bangalore carried out the evaluation jointly. Both the team members worked closely together as the evaluation team.

c. Findings and analysis

Relevance: The project is relevant to women especially those in sex work as they face multiple layer burden of being stigmatised as women, being poor, being from marginalised class and caste and earning livelihood from sex work. The involvement of the secondary stakeholders (police, judiciary, media) and the strategy to enhance their knowledge on hitherto neglected and often misconstrued concepts on sex work and the effects of violence on them and its consequences to health has been a remarkable attempt. The project it appears has made progress in blunting the edge and empowering the women to understand and build their confidence and self-esteem, which it appears has been done and continues to be relevant. Moreover, the changes that could be seen at the level of the judiciary, media and the police also continues to be relevant, though there may be a need for more follow up on this aspect.

Efficiency: The project has by and large met the output numbers with regard to the primary stakeholders, while lags behind with the secondary stakeholders. It was observed that this

was possible due to the involvement of the community and the CBOs at the various levels of project implementation. It could be possible the difficulty in reaching to the secondary stakeholders (police, judiciary, media) could have multiple reasons, one of them being the low priority for them as well as the red tape involved in getting them involved. However, the inroad to the judicial academy is a major breakthrough which could have a far-reaching sustaining effect for the project in the coming times though not for the project time line.

Effectiveness: The community benefited from the project in understanding that hitherto the stereotyping by society of violence against women in sex work is no longer acceptable and they have the capacity to claim their rights. The members of the judiciary who had taken part in the project were able to understand the situation of the FSWs and hence were akin to being sensitive around the issue. However the police reach had been low thus leading to which they are yet to completely understand the situation of FSWs. Though output numbers are reached for the media, the visibility appears to yet show. The civil society collaboration could have been strengthened much more to build collective strength for the women. The targets and plan for a short 3-year project appear to be ambitious, though to a large extent the outcomes could be observed. It could be concluded that the project has ensured a wide awareness on the issues related to VAW on FSWs as well as with the secondary stakeholders, which has had positive effects generally. However, without a deeper understanding of the root causes these changes may become tools for engagement and not sustain over a longer term.

The key aspect for the success in the view of the evaluation team is the close involvement of the CBOs and the FSWs in the programme implementation. This has led to a sense of pride and ownership that made the issues to be discussed openly and ensures a longer-term sustainability of the programme. The paralegal volunteers selected by the district administration were selected through the CBO; therefore these women would sustain the activity.

Impact/Outcomes: The project has made significant impact in terms of spreading knowledge on VAW, specifically related to FSWs. There has been recognition of the need to better understand the key issues affecting the FSWs especially with the powers that be. The FSWs have been empowered with the knowledge on the factors that affect them. Appointment of FSWs as paralegal volunteers was a positive impact of the project. For a better outcome, there seems to be a need to support the CBOs and the community members to internalise the other aspects of the 15 modules and see how the negative effects of some of the issues could be brought under control.

Sustainability: The strategy of involving the CBOs and their members closely in the implementation of the project could have greater chances of sustaining as the knowledge shared is embedded within the community. Due to the collaboration achieved with the Judicial Academy and them having expressed keenness to incorporate the issues on VAW and FSWs in the curriculum, it would surely ensure a greater and long-term impact. However, the evaluation team is of the opinion that in order to ensure a longer term sustainability of the outcomes of the project, there is a need to follow up and hand hold the various actors for some more time. This support is also required for the CBOs and the FSWs as it was observed that as of now the FSWs have internalised only a few of the topics of the trainings and there is a need to further support them to internalise the rest of the issues while at the same time build in some of the checks and balances (such as secrecy of the will, sending children to hostel etc) as mentioned elsewhere in this document.

Knowledge Generation: Being primarily a Knowledge sharing project, a key learning that surfaces is that knowledge sharing needs to be internalised by the target populations and hence could be said that the project was very ambitious to plan to achieve the same within a short period. Hence the project requires supporting the community and the CBOs for some more time mainly until the internalising process takes place as well as to re-adapt some of the issues based on the results that have come back and some aspects highlighted in this evaluation. Knowledge products should be developed by adapting from local ideas and practices, however although the situation of the women might demand certain facilities it might always not be appropriate. Hence the adaption of the modules is necessary and important before it can be shared with other organisations and locations for implementing. The main work on the modules has been done and also field-tested and hence could be used as a powerful tool to be adapted in other locations/projects. Basically this must be seen as a holistic package that could be adapted.

d. Conclusions and recommendations

From the study of the project both from the documents as well as information gathered at the field visits from the community members it appears the strategies and objectives of the project to be relevant as they did find resonance and the results could be seen. Hence it could be said that the project has been relevant in the current contextual situation.

It is being suggested that the project needs to continue for a further period of 3 to 5 years in order to evolve strategies to internalise this knowledge by both the primary and secondary stakeholders and a continuous follow up may be required for some more time. Further there may also be a need to look into how the CBO's who are required to take the outcomes forward need to be strengthened further as effective institutions. The evaluation team is of the opinion that may be a different strategy needs to be evolved in the next phase for a) reaching all the secondary stakeholders in a more effective manner and b) adapt the training modules that could be easily internalised (community priorities) by the community members and c) methods of training that makes it more interesting may also need to be explored.

Further, the modules needs to be reached out to more stakeholders who are directly or indirectly involved such as the shelter homes etc. Furthermore, the project has reached out to only half of the districts in Karnataka state, the other half is yet to be reached, further, the scope to involve other actors in the other states of the country and elsewhere could also be explored.

There are a few areas that may need further strengthening. First and foremost the community members need to internalise the contents of all the modules and start addressing all forms of violence perpetrated on them, including internal (partner, family etc), and secondly the avenue for economic improvement through the micro-credit or cooperative banking needs to be strengthened. Further the focus on the secondary stakeholders too needs to by and large be strengthened. The project appears to have reached a threshold and achieved what it could have done in the 3-year time span. However, in order to further strengthen some of the aspects as mentioned in this report, the evaluation team is of the opinion that the project needs to continue for a further period of a minimum of 3 to 5 years in order to harvest the real outcomes envisaged for sustaining this project.

3. Context of the project

a. Context of gender violence on Sex workers

Gender-based violence is perhaps the most widespread and socially tolerated of human rights violations stemming from unequal power relations between men and women. Women's exclusion and vulnerability become both cause and consequence of violence against women. In India, the National Family Health Survey (NFHS)-3 data¹ reveals that nearly two in five (37.7%) married women have experienced physical or sexual violence by their husband the experience of which is higher among women in the poorest households (49%), the uneducated (46%), and women married to men who get drunk frequently (60%). In India, one survey showed women lost an average of seven working days after an incident of violence.² In Karnataka, as per NFHS-3 data, over 20% women reported domestic spousal violence. The cycle of domestic violence is repeated within relationships and across generations.

During the past decade, the HIV pandemic has brought increased attention to female sex workers (FSWs) in India and elsewhere. Dire socioeconomic conditions are often noted as a primary reason for women's involvement in sex work.^{3,4} It is likely that such economic conditions also create an urgency that contributes to unprotected sex with clients and associated risk for human immunodeficiency virus (HIV). For example, FSWs often report making more money for sex trades when no condom is used;⁵ it is reasonable to suggest that those facing burdensome economic circumstances may be more likely to engage in such risky sex trades. However, despite the likely pervasiveness of economic hardship among this population and its significant role in initiation into sex work, very little research has specifically investigated the impact of economic insecurity on vulnerability to HIV among FSWs.⁶

In India, 70% of sex workers in a survey reported being beaten by the police and more than 80% had been arrested without evidence. Economic insecurity and debt may contribute to this violence; for example, FSWs who need to obtain funds to pay debts may be more likely to work in riskier contexts that increase their vulnerability to violence. While addressing violence is an important issue by itself, it is also a critical factor for understanding HIV risk among FSWs, as numerous studies have documented the contribution of violence to HIV risk in this population.⁷

Women in sex work, in Karnataka, as elsewhere, are doubly marginalised as they routinely experience violence in their private and public lives as a manifestation of the stigma and discrimination attached to them as poor, uneducated, "low" caste women, and as "immoral" sex workers. These factors exacerbate the vulnerability of women in sex work to gender-based domestic violence as the NFHS-3 data highlights and to violence by state agencies due to the criminalisation and "immoral" status of their occupation. Around 26.4% of sex

¹ <http://www.nfhsindia.org/NFHS-3%20Data/Press%20Briefing%20Kit/Domestic%20Violence.pdf>

² <http://www.unfpa.org/swp/2005/english/ch7/index.htm>

³ UNICEF. Poverty drives Kenyan girls into sex work. [cited 2008]

⁴ United Nations Office for the Coordination of Humanitarian Affairs, Integrated Regional Information Networks. Kenya: drought, poverty forcing young women into risky commercial sex. Nairobi: IRIN; 2006.

⁵ Unprotected intercourse for extra money among commercial sex workers in Kinshasa, Democratic Republic of Congo. *Ntumbanzondo M, Dubrow R, Niccolai LM, Mwandagilirwa K, Merson MHAIDS Care. 2006 Oct; 18(7):777-85.*

⁶ The Context of Economic Insecurity and Its Relation to Violence and Risk Factors for HIV Among Female Sex Workers in Andhra Pradesh, India; Elizabeth Reed, Jhumka Gupta, Monica Biradavolu, Vasavi Devireddy and Kim M Blankenship

⁷ <http://www.who.int/gender/documents/sexworkers.pdf>

workers had reported having been beaten or raped in recent years. The experience of gender-based violence results in, physical, sexual or emotional harm or suffering to women, even economic deprivation that violates their human rights and health impacts development and perpetuates poverty. It suppresses their 'power within' to change the power inequalities that perpetuate violence, thereby inhibiting action against violence.

Many women in sex work consider violence, whether state or domestic as "part of the job" or "normal"; they neither have information about their rights, nor are they in a position to challenge it or seek redress. Women in sex work often feel that they have little recourse against violence and rape, based on their socialization and their experiences of powerlessness, wherein the punishment is meted out to the women in sex work rather than the perpetrators of violence who often go scot-free and are unlikely to be punished for their actions.² As a result, they are often reluctant to report incidents of rape, attempted (or actual) murders, beatings, molestation or sexual assault to the authorities. Even when they do report, their claims are often dismissed.⁸ Due to their marginalisation and lack of knowledge as well as the exclusion of the issue of violence against women in sex work from the agenda of violence against women, they are most affected. Women in sex work have poor access to resources and services available for women in general who experience violence.

As defined by the World Health Organization (WHO), violence is "*The intentional use of physical force or power*", including not only more obvious violent acts but also those that result from a power relationship, in addition to threats and intimidation. Female Sex Workers (FSWs) are frequently marginalized from society due to sex work lacking social or moral approval. In addition to experiencing physical and sexual violence from their intimate partners, they also experience violence from others in their personal and working lives, including clients, pimps, madams and the police. Compared with the general population, HIV/STI prevalence rates are frequently higher among FSW populations and their clients due to multi sexual partner and concurrent sexual partnerships, leading to substantial HIV/STI transmission, particularly when condom use is low. As well as negatively impacting on their mental health and emotional wellbeing. Violence against female sex workers (FSWs) can impede HIV prevention efforts and contravenes their human rights.

Laws and policies, including ones that criminalize sex work, may increase sex workers' vulnerability to violence. For example, forced rescue and rehabilitation raids by the police in the context of anti-trafficking laws may result in sex workers being evicted from their residences onto the streets, where they may be more exposed to violence. Fear of arrest or harassment by the police may force street-based sex workers to move to locations that are less visible or secure, or pressure them into hurried negotiations with clients that may compromise their ability to assess risks to their own safety.⁹

Violence against sex workers is not always defined or perceived as a criminal act. For example, laws may not recognize rape against transgender individuals as a crime, or police normally refuse to register a report of sexual violence made by a sex worker. Sex workers are often reluctant to report violent incidents to the police for fear of police retribution or of being prosecuted for engaging in sex work.

⁸ <http://www.who.int/gender/documents/sexworkers.pdf>

⁹ Ref: "*Addressing violence against sex workers part II*", WHO; http://www.who.int/hiv/pub/sti/sex_worker_implementation/swit_chpt2.pdf; last accessed 27 July 2015 11.00 hours

Laws criminalizing sex work may prevent HIV-positive sex workers from seeking support in cases of sexual violence, for fear of being prosecuted. Even where sex work is not criminalized, the application of administrative law, religious law or executive orders may be used by police officers to stop, search and detain sex workers. This creates conditions in which sex workers face an increased likelihood of violence.

Sex workers may also be made more vulnerable to violence through their working conditions or by compromised access to services. Some may have little control over the conditions of sexual transactions (e.g. fees, clients, types of sexual services) specially if a manager determines these.

Violence or fear of violence may prevent sex workers from accessing harm reduction, HIV prevention, treatment and care, health and other social services as well as services aimed at preventing and responding to violence (e.g. legal, health). Discrimination against sex workers in shelters for those who experience violence may further compromise their safety

Table: Forms of violence faced by sex workers¹⁰

Physical violence:

Being subjected to physical force which can potentially cause death, injury or harm. It includes, but is not limited to: having an object thrown at one, being slapped, pushed, shoved, hit with the fist or with something else that could hurt, being kicked, dragged, beaten up, choked, deliberately burnt, threatened with a weapon or having a weapon used against one (e.g. gun, knife or other weapon). These acts are operationally defined and validated in WHO survey methods on violence against women. Other acts that could be included in a definition of physical violence are: biting, shaking, poking, hair-pulling and physically restraining a person.

Sexual violence: Rape, gang rape (i.e. by more than one person), sexual harassment, being physically forced or psychologically intimidated to engage in sex or subjected to sex acts against one's will (e.g. undesired touching, oral, anal or vaginal penetration with penis or with an object) or that one finds degrading or humiliating.

Emotional or psychological violence: Includes, but is not limited to, being insulted (e.g. called derogatory names) or made to feel bad about oneself; being humiliated or belittled in front of other people; being threatened with loss of custody of one's children; being confined or isolated from family or friends; being threatened with harm to oneself or someone one cares about; repeated shouting, inducing fear through intimidating words or gestures; controlling behaviour; and the destruction of possessions.

Human-rights violations that should be considered in conjunction with violence against sex workers are:

- having money extorted
- being denied or refused food or other basic necessities
- being refused or cheated of salary, payment or money that is due to the person
- being forced to consume drugs or alcohol
- being arbitrarily stopped, subjected to invasive body searches or detained by police
- being arbitrarily detained or incarcerated in police stations, detention centres and rehabilitation centres without due process
- being arrested or threatened with arrest for carrying condoms

¹⁰ Ref: "Addressing violence against sex workers part II", WHO; http://www.who.int/hiv/pub/sti/sex_worker_implementation/swit_chpt2.pdf ; last accessed 27 July 2015 11.00 hours

- being refused or denied health-care services
- being subjected to coercive health procedures such as forced STI and HIV testing, sterilization, abortions
- being publicly shamed or degraded (e.g. stripped, chained, spat upon, put behind bars)
- being deprived of sleep by force.

b. The Samvedana project and its relevance to the context

KHPT has developed a multi-layered intervention to address some of the issues on violence targeting secondary stakeholders (Judiciary, police, lawyers, media), and primary stakeholders (FSWs), as part of wider HIV prevention programme involving 30,000 FSWs of 16 CBOs in 15 districts of Karnataka state in India.

The project envisages that legal provisions such as ITPA (Immoral Trafficking Prevention Act) be rationally used. Towards this objective, the project has made inroads by advocating with the police department, judiciary and the state (SLSA) and District Legal services authority (DLSA). On the other hand the project has partnered with CBOs with the objective of empowering the community (sex workers) about their fundamental/constitutional rights as women. Various legal provisions, the nuances of laws such as Domestic Violence Act, Karnataka Police Nuisance Act, Immoral Traffic Prevention Act, etc have also been referred. The project expects that this strategy of empowering sex workers and at the same time working with the legal fraternity (police, judiciary) will in the near future ensure a decriminalized setting for sex workers thus reducing violence and obtain their rights.

In the current contextual situation, the project Samvedana appears to have been evolved with strategies to address the core causes for the violation of human rights that the sex workers face being subjected to violence on a regular basis. The project has also collaborated and established strong linkages with other actors who matter in the contextual scenario such as the police, judiciary, media, civil society groups and the community based organisations to combat and address the issues related to gender based violence on sex workers and bring dignity through attaining their human rights. Thereby, it could be observed that the project is placed within this context and relevant for the goal and objectives set by the project.

4. Description of the project

a. Key project information

Table: Key project information¹¹

Project Title:	Addressing violence against women in sex work in Karnataka	
Duration:	3 years	
Start Date:	<u>Start Date:</u> 1 st December 2011	<u>Est. End Date:</u> 31 st November 2014, extended to 31 July 15

¹¹ Note: The information in this table is as per the proposal of the project. The evaluation team has been appraised that the target numbers were redrawn from the 2nd year. The initial plan was to cover the CBO leaders of all 30 districts in Karnataka, however 15 districts were dropped due to fund constraints.

Name of Lead Implementing Organization:	Karnataka Health Promotion Trust (KHPT)
Name(s) of co-implementing organization:	1. Centre for Advocacy and Research (CfAR), 2. Alternative Law Forum (ALF), 3. 25 Community Based Organizations of women in sex work 4. District level civil society organisations
Geographic coverage:	15 districts in Karnataka State, India {(7 districts in the South: Bangalore Urban, Kolar, Chickballapur, Tumkur, Chitradurga, Davanagere, Shimoga) + (8 districts in the North of Karnataka: Hubli/Dharwad, Gadag, Gulbarga, Raichur, Bellary, Bagalkot, Bijapur, Belgaum)}
Total number of beneficiaries (primary and secondary) expected to be reached through the project:	<u>Primary beneficiaries:</u> a. 30,000 women in sex work b. 1,000 Intimate partners in 2 Districts (Bijapur and Bagalkot) <u>Secondary beneficiaries:</u> a) 13,500 police personnel b) 650 magistrates c) 200 media persons d) 10 district level civil society organisations

b. Scope, scale and theory of change

The latest available estimates (2009-2010) of the total number of women in sex work in Karnataka is 134,691 of which 72,032 are in the rural areas and 62,929 are in the urban areas. In urban areas 50 % sex workers are street-based while in rural areas 54 % are home-based. Street-based sex workers are more likely to encounter police violence while home-based sex workers are more likely to experience domestic violence at the hands of intimate partners. About 4% of sex workers are brothel or lodge-based. Women in sex work may be engaged in sex work full-time or part-time when they are also engaged in other low paying jobs. Sex work in southern Karnataka tends to be street-based, or ‘hidden’ home-based sex work, while home-based sex work in northern Karnataka enjoys cultural sanction of the Devadasi tradition in which young girls from Scheduled Castes are dedicated to the Goddess Yellamma. Of the sex workers in Karnataka, 30% are Devadasi, 17% are less than 25 years of age, 66 % are illiterate, 33% are widowed/divorced/ separated/ deserted. 95 % of the urban areas and 51% of the rural areas are being addressed through HIV-related interventions. Among the total number of sex workers being addressed 26.4% reported experience of violence. Thus, the data indicates that sex workers are drawn from the strata of society which are poor, uneducated, excluded and experience violence based on their gender, caste, class and occupation.¹²

Overall, sex workers who reported being beaten or raped in the past years were likely to be younger, to be either co-habiting or widowed/divorced/separated/deserted, and to have a regular partner. They were more likely to be non-local to the area, to have sold sex outside the district in the previous six months, and to have previously sold sex in Mumbai. They were also more likely to have started selling sex at a younger age of less than 25 years and to entertain a greater number of clients per week (10+). Women in sex work who entertained

¹² Ref: UNTF Project Proposal revised_3_jan_12; page 12; dated 12 August 2011

clients at home were less likely to report violence than those who entertained in public places or in brothels, lodges and *dhabas*.²

In order to address violence, the project has established a community-led violence redressal system through CBOs and partner NGOs in several districts of Karnataka. Specific community crisis teams and reporting systems had been put in place for the purpose of attending to and monitoring instances of violence. However, at the planning stage certain gaps were identified such as:

- Limited understanding amongst the community about violence and its perpetrators.
- Difficulty in acknowledging and addressing intimate partner violence.
- Capacity among the community members and staff to report, address and monitor violence.
- Develop individual and collective action, alliances and advocacy to mitigate the impact of violence.
- Greater networking and resource mobilization beyond current levels to be effective in violence reduction beyond individual cases.
- Sensitization of the stakeholders on the linkages between VAW and HIV.
- Response system addressing VAW and its interface with HIV.

The overall perspective of the project has been guided by the rights framework and believes that violence is human rights violation. The violence against women, in particular against the women in sex work, is caused by structural factors that perpetuate unequal power relationships through expression of ‘power over’ and result in their exclusion through practice of stigma and discrimination that is governed and rooted in culture. Hence, the approach of this project aims at empowerment of the victims of violence through recognizing their ‘power within’ and gaining solidarity by sharing ‘power with’ other social movements of civil society to challenge and address the ‘power over’. The project was operationalized through a four-pronged strategy:

- *Collectivization for rights assertion*
- *Critical engagement with sex workers’ institutions*
- *Solidarity with Civil Society in rights assertion*
- *Influencing public policies and practices*

In terms of geographical coverage, the project has focused its intervention primarily in 15 districts of Karnataka, identified from concentration of women in sex work and their vulnerability to violence. It was the understanding that in the other 15 districts of the state, KHPT would establish alliance with other organizations engaged in addressing violence. A broad plan within the perspective through consultative process and respecting their spaces has been worked out.

The primary beneficiaries of the project have been identified as 30,000 women in sex work, of which 14,000 were from the urban areas and 16,000 in the rural areas from the selected 15 districts of Karnataka. 20,000 sex workers in the rural and urban areas of the remaining 15 districts of Karnataka and the families of all the sex workers with whom KHPT is working were been identified as secondary beneficiaries of the project. However, due to fund constraints the intervention with the 20,000 secondary beneficiaries in 15 districts has been discontinued from the 2nd year of project implementation.

In order to address the issues related to violence on sex workers and regain their rights, KHPT has identified that this could not be done in isolation without the involvement of crucial secondary stakeholders. The secondary stakeholders that were identified by the project have been 13,500 police personnel (10,000 in service and 3500 new police personnel), 650 Magistrates, 200 Media persons and 10-district level CBO/NGOs. As explained in the previous paragraph though all 30 districts could not be covered from the 2nd year of the project interventions with the police, judiciary and media personnel were continued.

c. Goal of the project

The overall goal of the project was defined as “*inclusive society free from violence against women in sex work*”.¹³ The results were expected at five different levels - individual, community, sex workers institutions, state and civil society. The realization of these results were expected to contribute to the impact of reduction in violence against women in sex work through instilling sense of dignity and self esteem among them. The empowerment of community-based organizations (CBOs) was felt to be central to facilitate the impact through its processes of addressing the causes and consequences of violence against women in sex work and asserting with the state their right to protection through solidarity with civil society actors.

At each of the five levels of expected results, constitute a set of outcomes resulting from outputs through implementation of various activities. These results would reflect the changes in attitude and behaviour that contribute to dispel the practice of stigma, discrimination and exclusion.

d. Objectives set out in the project proposal¹⁴

The project had defined its objectives as follows:

1. Create critical consciousness among 30,000 women in sex work on issues of violence (physical, emotional and psychological) against them and its interface with HIV through community cadre of 160 trainers; 1,600 facilitators.
2. Empowerment of CBOs at state and district level directly in 15 districts to undertake collective actions on the issues of violence that women in sex work face and its interface with HIV as well as ensure effective functioning of the locally promoted support mechanisms to deal with violence and HIV.
3. Initiate process of attitudinal change among 1,000 intimate partners to restrain from causing violence to women in sex work and the risk of HIV.
4. Achievement of changes in policy and practices of State institutions, namely Police and Judiciary in the ways that they treat women in sex work and address violence against them
 - a. Engage with the judiciary at two levels: One, through the State Judiciary Academy where KHPT will train newly recruited magistrates and also provide in-service

¹³ Ref: Project proposal to UNTF; 3 January 2012

¹⁴ Note: The information is as per the project document and number adaptations. The evaluation team has been appraised that the target numbers were redrawn from the 2nd year. The initial plan was to cover the CBO leaders of all 30 districts, however 15 districts were dropped due to fund constraints.

orientation for the JMFC (Judicial Magistrate First Class), CJM (Chief Judicial Magistrate) and Metropolitan Magistrate and District Session Judges (around 650); secondly, district level trainings will be conducted through the state and district legal service authority.

- b. Involve with the Police Department at two levels of involvement: One, capacity building through 7 police training institutes for new recruits (3,500) and also in-service training (10, 000); two, direct training at the district level for new police and refresher training. A total of 13,500 police will be reached.
5. Promote solidarity of civil society with CBOs in making the violence against women in sex work a public issue within the larger rights struggle of violence against marginalised communities and undertake public actions to challenge it.

A table depicting the outcomes, outputs, strategies and activities of the project is attached as Annex VIII. The information for this chart has been obtained from RRF final revised file.

e. Key assumptions

Some of the assumptions that were considered while addressing violence against women and its interface with HIV were identified at the project initiation as:

- That there may be linkages between VAW and HIV and these linkages may have psychological, social, legal dimensions.
- FSWs maybe experiencing violence from different groups including intimate partner, state, clients, etc and that these groups could be sensitised on the issue of VAW and HIV prevention.
- Creating awareness among the community on the issue of VAW and HIV and to obtain support of the community to the women in need.
- Building up the capacities and skill development on the issue of VAW and HIV prevention.
- Sensitisation among the service providers and authorities on the issue of VAW and HIV.

f. Budget

The total budget for the project is as follows:

Total Project Budget (in US dollars):	\$	1,179,435.51
Counterpart/Matching Funds (in US dollars):	\$	179,436.00
Requested of UN Trust Fund (in US dollars):	\$	999,999.51

5. Purpose of the evaluation

The project “*Samvedana - Impact of intervention program reducing violence against women in sex work in Karnataka*” had a 3-year project duration which came to an end by July 2015. The project had been implemented for addressing violence against women in sex work, which is identified to be critical to protecting the basic human rights of FSWs to live and work with dignity in an environment free from physical and sexual violence, and emotional, verbal and economic abuse and its interface with preventive health care including HIV

prevention. This is the final project evaluation for this 3 year project that has been carried out to take stock, distil the learnings, identify drawbacks, if any, and provide a possible way forward.

More specifically the evaluation has looked at 6 key areas revolving around

- a) Relevance
- b) Efficiency
- c) Effectiveness
- d) Impact/outcomes
- e) Sustainability and
- f) Knowledge generation.

The focus of the evaluation has been to distil learnings from practice and experiences over the last 3 years that can showcase the impact/outcome of the programme on the primary stakeholders and examine the programme attributes and indicate ways for improvement in delivery mechanisms to become more effective in project implementation. The evaluation results is expected to be used by the implementing agency – KHPT and the CBOs along with the primary stakeholders (FSWs) to understand the impact of the project and how it has contributed to their well-being and by exploring the effectiveness of the intervention program, identify ways to improve the program, modify program planning, demonstrate accountability, and justify future funding.

Based on the learnings elicited in this evaluation study, it is envisaged that the best practices would be highlighted and developed into an advocacy tool by KHPT. The recommendations would be utilised to advocate to the Government regarding violence against sex workers and highlight the problem faced by them in the society.

Further, the learnings would be incorporated into the next phase of the project if it is decided to extend the project in the future.

6. Evaluation objectives and scope

a. Objectives

In lieu of the purpose of the evaluation, the overall objectives of the evaluation were defined in the Terms of Reference as:

- To evaluate the three-year project in terms of effectiveness, relevance, efficiency, sustainability and impact, with a strong focus on assessing the results at the outcome and project goals;
- To generate key lessons and identify promising practices for learning and provide possible way forward for project;
- To evaluate extent of reduction in discrimination and violence experienced by FSWs
- To evaluate redressal mechanisms established through CBOs and partner NGOs to mitigate violence on FSWs.

As could be observed, the objectives being broad enough to cover all the facets of the project, the evaluation process was able to address all the requirements set out and did not find the need to include any additional objectives during the course of the evaluation.

b. *Scope of Evaluation:*

- *Timeframe covered:* The evaluation covered the entire project period since inception in December 2011 until the time of the evaluation vis-à-vis June 2015.
- *Geographical areas covered:* The evaluation team visited 4 sample districts of the 15-targeted districts. Visits were made to Davangere and Bijapur in North Karnataka and Chickballapur & Bangalore Urban districts in South Karnataka.
- *Target groups covered:* The evaluation team met with a wide representation of FSWs both in groups and individually, leaders of CBOs, CMT members, TI counsellors, representatives of civil society organisations in the districts, police constables, 3 media personnel and 5 judges (Bangalore (1), Chickballapur (3) and Honnali (1)). The participants list is given in annex V – Itinerary of the evaluation team.

c. *Major limitations*

At the inception stage¹⁵ a number of limitations were envisaged on the nature and expectations of the evaluation. Though the evaluation team was able to overcome the limitation to a large extent, it would be prudent to mention the following limitations experienced during the evaluation process.

One of the limitations that had been envisaged was the predesigned character of the study, more specifically making the questionnaire and guidelines of the evaluation before hand prior to the field visits. The UNTF guideline also had instructions that it needed to be shared with all the stakeholders before the data collection phase. This did pose some difficulties, as the stakeholders seemed to expect and be prepared for the predesign. However, the evaluators were able to diminish this aspect by '*thinking on their feet*' during the field visits to elicit the best responses for data collection to meet the requirements of the evaluation. However, in due fairness it must also be noted that this was not done deliberately by the KHPT Evaluation task team.

In the design as per the UNTF guidelines for external evaluations it does not provide for an overall organisational assessment of the implementing agency but seemed focussed mainly on the specific project. However, the evaluators feel that in order to understand comprehensively issues related especially to relevance and efficiency, it could have been prudent to include such an assessment so that the project could be placed within the overall dimensions of the implementing agency, KHPT in this case. This would have enabled to get a clearer picture of the positioning of the project within the overall vision and goals of the implementing organisation as well as get a better understanding of the work systems and methods including PME systems etc. Though the evaluation team has done its best to minimise this aspect, some areas, however on aspects related to efficiency did pose some challenges.

Another area that opened challenges was with regard to organising meetings with the secondary stakeholders vis-à-vis media, police and the judiciary, especially at the northern districts where only 1 Judge and 1 police constable could be met with. However, efforts by both KHPT and the evaluators enabled meetings with some of the stakeholders who were

¹⁵ Reference may be made to the inception report; dated 26 June 2015

available in Bangalore Urban district and the team made a specific trip to Chickballapur to only have meetings with the Judges there.

Due to this situation, though the interaction with the judges met were very fruitful, the evaluators feel that the interactions with media and the police could have been better. For example the team could meet with only police constables and could not meet any officers. Moreover, meaningful exchange could take place at only one of the police stations of the two visits. The evaluators would like to mention that this is being noted as a limitation not to find any fault but it acknowledges and appreciates the tremendous efforts put in by the KHPT team to organise these meetings. This is being discussed in order to distil what could be learnt from these experiences.

The evaluators feel (in hindsight) that may be the meetings with secondary stakeholders could have been planned in collaboration with the co-implementing agencies of the project, namely, ALF (NLSUI) and CfAR and also with the Judicial Academy and the Police training schools etc through who the project was implemented. Further, may be meetings with the trainers of these stakeholders could have provided a little deeper insights on the outcomes.

However, the evaluation team is of the opinion that despite these limitations with adequate adaptations to the methodology and questions, the evaluation team feels that justice to the ToR has been done.

7. Evaluation Team

a. The evaluation team composition and responsibilities

The evaluation has been carried out by a team of two external national consultants in close collaboration with KHPT and its partners the CBOs. Ms. Sathyasree Goswami from Foresee, New Delhi and Mr. Pradeep Esteves from Context India, Bangalore carried out the evaluation jointly. Both the team members worked closely together as the evaluation team.

Ms. Sathyasree Goswami was the lead evaluator and responsible for undertaking the evaluation from start to finish and managed the evaluation team under the supervision of evaluation task manager from KHPT, for the data collection and analysis, as well as report drafting and finalization.

Mr. Pradeep Esteves was the co-evaluator and supported the evaluation process. He worked in close collaboration and in conjunction with the lead evaluator to fulfil the requirement of the evaluation. He supported in all the tasks as needed for the evaluation, including in report writing, data collection, community interactions etc.

Both the members of the evaluation team worked as a team and submitted a draft report in August to KHPT. On receipt of inputs from KHPT, this final report has been prepared incorporating in as much inputs received as possible and/or relevant. Although both the team members worked together intensively during the field visits, triangulating, analysing and reporting, the team leader bears the final responsibility for the evaluation as a whole.

b. *Work plan with specific timeline and deliverable by evaluation team*

Stages	Deliverables	Timeline
Preparation	Prepare and finalize the ToR with key stakeholders	May 2015
Inception	Briefings of evaluators to orient the evaluators	19 th June 2015
	Desk review of key documents	20 th to 22 nd June 2015
	Finalizing the evaluation design and methods	
	Preparing an inception report	23 rd & 24 th June 2015
	Receive feedback on Inception Report from KHPT and go ahead for Data collection stage	28 th June 2015
	Submitting final version of inception report	29 th June 2015
Data collection & field visits	Desk research	26 th & 27 th June 2015
	Field visit to Davangere district for data collection	28 th June to 1 st July 2015
	Field visit to Bijapur district for data collection	2 nd July to 4 th July 2015
	Meeting with Media person at Bangalore	5 th July 2015
	Field visits at Bangalore Urban and Chickballapur districts for data collection	6 th July to 9 th July 2015
Analysis, synthesis and reporting	Analysis and triangulation of findings	11 th to 13 th July 2015
	Preparing a draft report	27 th to 29 th July 2015
	Submission of draft report to KHPT in <i>Word & pdf formats</i>	30 th July 2015
	Feedback on draft report from KHPT to evaluation team	10 th August 2015
	Incorporating comments and revising the draft evaluation report	13 th & 14 th August 2015
	Submission of the final report in <i>Word and pdf formats</i> as per UNTF guidelines	15 th August 2015

8. Evaluation Questions

As explained earlier, the purpose of the evaluation has looked into the 6 key areas of

- a) Relevance
- b) Efficiency
- c) Effectiveness
- d) Impact/outcomes
- e) Sustainability and
- f) Knowledge generation.

In order to look into each of these areas/criteria closely, key questions were prepared prior to the field visits for data collection for the evaluation study. The questions from the ToR were further elaborated during the inception stage of the evaluation and an evaluation matrix as given below was developed. The evaluation has strived to elicit the outcomes for these questions during the process.

Evaluation Criteria	Evaluation Questions	Indicators	Data Source and Data Collection Methods
Relevance	<p>1) To what extent was the project strategy and activities implemented relevant in responding to the needs of women?</p> <p>2) To what extent do achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women?</p>	<p>FSWs feel reduction of violence in their lives.</p> <p>Relevant stakeholders express that the project has been able to achieve what it set out to do.</p>	<p>Direct Interviews</p> <p>Focussed Group discussions</p> <p>Short Workshops</p> <p>Case Studies</p>
Efficiency	<p>1) How efficiently and timely has this project been implemented and managed in accordance with the Project Document?</p>	<p>Timeline and milestones of project delivery schedule</p>	<p>Secondary and primary data</p>
Effectiveness	<p>1) To what extent were the intended project goal, outcomes and outputs achieved and how?</p> <p>2) To what extent did the project reach the targeted beneficiaries at the project goal and outcome levels? How many beneficiaries have been reached?</p> <p>3) To what extent has this project generated positive changes in the lives of targeted (and untargeted) women and girls in relation to the specific forms of violence addressed by this project? Why? What are the key changes in the lives of those women and/or girls? Please describe those changes.</p> <p>4) What internal and external factors contributed to the achievement and/or failure of the intended project goal, outcomes and outputs? How?</p> <p>5) To what extent was the project successful in advocating for legal or policy change? If it was not successful, explain why.</p> <p>6) In case the project was successful in setting up new policies and/or laws, is the legal or policy change likely to be institutionalized and sustained?</p>	<p>Beneficiaries reached out to in comparison to planned. Outputs reached</p> <p>Positive changes generated in lives of women and girls.</p> <p>Trends in occurrence of incidents of violence.</p> <p>Sensitivity of judiciary, police and other service providers to occurrence of violence.</p> <p>Internal and external factors that contributed to the success/or failure of the project.</p> <p>Attribution gaps if any</p> <p>Changes or impact at policy level.</p>	<p>Direct Interviews</p> <p>Focussed Group discussions</p> <p>Short Workshops</p> <p>Case Studies</p> <p>Secondary data</p> <p>Project database</p>

Impact (outcomes)	1) What are the unintended consequences (positive and negative) resulted from the project?	Apart from the planned outcomes, results if any	Primary data through FGDs and interviews.
Sustainability	1) How are the achieved results, especially the positive changes generated by the project in the lives of women and girls at the project goal level, going to be sustained after this project ends?	Extent to which the changes have been internalised and sustained Role of the CBOs post the interventions	Primary data through FGDs and interviews.
Knowledge Generation (learnings)	1) What are the key lessons learned that could be shared with other practitioners on Ending Violence against Women and Girls? 2) Are there any promising practices? If yes, what are they and how can these promising practices be replicated in other projects and/or in other countries that have similar interventions?	Knowledge Products developed Learning sites developed Knowledge sharing processes Good practices documentation Case study documentation	Secondary data from reports, knowledge products, training modules etc Primary data through FGDs and interviews.

9. Evaluation Methodology

Description of evaluation design	<p>The study has been classified as an external evaluation, but carried out in close collaboration with KHPT and the CBOs in a participatory manner and the process covered the relevant primary and secondary stakeholders.</p> <p>While the emphasis has been to understand the process by which the Samvedana project was implemented, the focus has also been on what has actually happened and “emerged” on the ground.</p> <p>This evaluation being end of project evaluation it was designed to be a post project intervention without comparison group.</p>
Data sources	<p>Data has been collected from primary sources through questionnaires, open and semi-structured interviews, field visits, workshops etc. as well as from secondary sources such as annual programme/ activity reports, training module documents, project proposal, RRF document and other internal documents¹⁶.</p> <p>Primary data has been collected through direct meetings with the primary & secondary stakeholders during the field visits, as well as from various levels, i.e. selected staff members of KHPT, FSWs, CBO’s (Leaders and BoD), NGOs, CMT members, Police, Judges, counsellors, intimate partners, media persons etc. Quantitative data such as records etc maintained and where available at the field locations and at the central office has also been studied.</p>

¹⁶ Reference may be made to Annex VI for list of documents referred as of writing this inception report.

<p>Description of data collection methods and analysis (including level of precision required for quantitative methods, value scales or coding used for qualitative analysis; level of participation of stakeholders through evaluation process, etc.)</p>	<p>The detailed evaluation matrix along with the key evaluation questions has been provided in the previous chapter of this report.</p> <p>The Data collection process was initiated with an initial Desk research of the existing documents pertaining to the project. During the various stages of the evaluation a combination of quantitative and qualitative techniques were applied, including interviews, group discussions, one-on-one interviews¹⁷, analysis of records as well as participatory workshops were conducted. Participatory data generation techniques such as action learning case studies, SWOT-analysis and Appreciative Inquiry- Critical Reflection were used.</p> <p>The quantitative data has been gathered from the baseline and the various documents maintained by KHPT both at the central office and field offices. Data was also requested from KHPT in formats prepared by the evaluation team. The data collected on outputs and outcomes is attached as Annex IX. All the data thus collected was triangulated and an analysis made to distil the learnings from the evaluation.</p>
<p>Description of sampling</p> <ul style="list-style-type: none"> • Area and population to be represented • Rationale for selection • Mechanics of selection limitations to sample • Reference indicators and benchmarks/baseline, where relevant (previous indicators, national statistics, HR treaties, gender statistics, etc.) 	<p>As mentioned earlier, four geographic regions, Bijapur & Davangere in the North, Chickballapur and Bangalore Urban in the South of Karnataka state were visited for field data collection. Data has been obtained through direct interaction with FSW, CBO members, counsellors, intimate partners, and members of the media, police, judges, partner staff and civil society partners.</p> <p>Relevant primary stakeholders were selected through random sampling method in close collaboration with KHPT. The area and population had been drawn up based on obtaining a broad spectrum of the project. However, selection of secondary stakeholders, such as police, judiciary and media had to be made based on their availability during the evaluation period.</p>
<p>Description of ethical considerations in the evaluation</p> <ul style="list-style-type: none"> • Actions taken to ensure the safety of respondents and research team • Referral to local services or sources of support • Confidentiality and anonymity protocols • Protocols for research on children, if required. 	<p>As mentioned earlier, the key method used for the evaluation has been participatory with close involvement of all stakeholders. Thereby, at every meeting, be it group or individual, the evaluators introduced themselves and in the spirit of transparency explained the purpose of the evaluation and the nature of data collection etc.</p> <p>During this introduction process, the evaluators ensured concurrence from all the participants to use the information collected for the purpose of the evaluation. However no individual names have been requested nor recorded from anybody and anonymity was also assured. Only after agreement by the participants the process was taken forward. To be fair all participants were forthcoming to share their experiences of the project also in an open and transparent manner.</p> <p>Where requested and felt necessary, references have been given to the participants to build their confidence as well as improve their programme, for example on how to take the micro-credit programme forward etc.</p>
<p>Limitations of the evaluation methodology used</p>	<p>As also mentioned elsewhere a pre-determined methodology does have its limitations for data collection especially with the type of stakeholders and the data that needed to be distilled.</p>

¹⁷ Guiding questions for FGDs, interview and group discussions as provided in the Annexure IV

	Further, it was indeed an uphill task to get appointments with the secondary stakeholders especially the police and media in the districts. These stakeholders could mainly be met in the City. This did have its own limitations.
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10. Findings and Analysis per Evaluation Question

As per the evaluation reporting guidelines of UNTF, the findings and analysis per evaluation question has been provided in the tables below.

a. Relevance

Evaluation Criteria	Relevance
Evaluation Question 1	a.1. To what extent was the project strategy and activities implemented relevant in responding to the needs of women?
Response to the evaluation question with analysis of key findings by the evaluation team	<p>As mentioned earlier in this report, the context of violence against women and their situation is quite complex. The socio-political and economic conditions apart, the types of violence and the reasons for its perpetration are many. It appears that this project was conceived in this contextual situation to address the issues related to violence on women especially on sex workers and in order to curtail its effects on HIV.</p> <p>It must be said that the women were waiting to be supported for a life with freedom from violence and this project provided them a glimpse of such a life. Since this project was built on KHPT's earlier work for prevention and management of HIV/AIDS with the community for over a decade, the community seemed to have accepted this project as a strengthening and empowering next-step.</p> <p>The core strategy of the project has been on developing material to raise awareness on various aspects on violence against women. This was done through evolving 15 modular training booklets, creating a trainer pool through ToTs at various levels. These trainers and Support Group Facilitators imparted the knowledge from these training booklets to the community.</p> <p>The project strategies responded to the needs of FSW appears to be relevant wherein the women have understood the concepts of violence.</p> <p>As a strategy the project also aimed to involve secondary stakeholders such as the police, judiciary, media and civil society to impart similarly relevant information as it was recognized that these stakeholders were closely related to the lives of the FSWs. This too appears to be a relevant strategy adapted to involve these secondary stakeholders.</p>
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	<ul style="list-style-type: none"> • Study of project documents and external research documents to relate the contextual situation • Desk Study of project proposal, reports, modules and other relevant documents • Understanding the documentation system • Case Stories collected and Life Stories of women and girls • Focused group discussions with community women

	<ul style="list-style-type: none"> • Meeting with CBO Board members • Focused group discussion with SG facilitators • Meetings with Judiciary • Meeting with police • Printed training modules • Discussion with KHPT staff members
Conclusions	<p>The project is relevant to women especially those in sex work as they face multiple layer burden of being stigmatised as women, being poor, being from marginalised class and caste and earning livelihood from sex work. The project attempts to bring out in the open the discrimination and understanding on how violence on women is perpetrated and how it affects the lives of FSWs, in turn it tells on the health and risks involved. Thereby, the strategy of knowledge distilling and sharing on these aspects appears to be very relevant.</p> <p>The involvement of the secondary stakeholders (police, judiciary, media) and the strategy to enhance their knowledge on hitherto neglected and often misconstrued concepts on sex work and the effects of violence on them and its consequences to health has been a remarkable attempt.</p>
Others	

Evaluation Criteria	Relevance
Evaluation Question 2	a.2. To what extent do the achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women?
Response to the evaluation question with analysis of key findings by the evaluation team	<p>The project had envisaged reaching the goal at five levels, namely, at individual, community, sex workers institutions (CBOs), state and civil society. The realization of these results were expected to contribute to the impact of reduction in violence against women in sex work through instilling sense of dignity and self esteem among them. At each of these five levels, it was envisaged that the results would reflect the changes in attitude and behaviour that contribute to dispel the practice of stigma, discrimination and exclusion.</p> <p>As could be understood this was indeed an ambitious goal for a three-year, time bound project. Moreover, the issues addressed are based on the larger societal patriarchal attitudes and behaviours, which require much intense changes to take place at the broader societal level. However, what could be triangulated from the data obtained and listening to the community was that there seems to have been positive inroads made into many of these aspects, though more may require to be followed through as yet.</p> <p>The project was implemented in close collaboration with the CBOs that have been associated with KHPT for almost a decade and the Crisis Management Teams (CMT) were already in place prior to this project, this was an advantage. Further, the project has also focussed on strengthening the media, judiciary and police. Both these aspects have surely helped in supporting the project to move closer towards its stated goals.</p> <p>The CMT members were of the opinion that in spite of the trainings</p>

	<p>provided to the women, they were still dependent on them to support them in crisis and not yet exercising their agency. Moreover, since the last year, women having understood various forms of violence, there is an increase in the incidence of reporting cases of violence. At present it appears that the women address violence from external sources, like police, goons and neighbours but were yet apprehensive to bring up the issues of violence from internal sources (partner/lover/husband), as they fear the consequences on their future relationship as also that of their children. This may require some more time to be addressed. However it must also be noted that in the districts where the project has also worked with the intimate partners of FSWs, issues on violence by the intimate partners seemed to have been addressed quite effectively.</p> <p>During the interaction by the evaluators with the police, they accepted that there was a strong internalised stigma and discrimination towards sex work and FSWs in their force. However, after the trainings they seem to have understood the context that drives a woman to do sex work and were able to empathise with them. This change in attitude could also be noticed while speaking with the women as they had felt that the stigma and discrimination they faced from the police had reduced to a large extent.</p> <p>Overall it was observed that the women appeared more confident and aware of the causes and its relation to the violence that they face. From the increased number of cases that were coming forward in the last year, it was an indication that the CBOs and their members were addressing some of the aspects of the knowledge they had obtained. They have already started to address these issues directly, though until now they have addressed violence from outside such as from the clients, police and others while it seems violence by their partners and family members are yet to be highlighted. It could, thereby, be concluded that the outcomes and the outputs of the project continue to be relevant as the process of internalising the knowledge requires some more time, and the training modules which are prepared can continually be utilised to reach to more women.</p>
<p>Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above</p>	<ul style="list-style-type: none"> • Desk Study of project proposal, reports, modules and other relevant documents • GO-NGO coordination meetings • Understanding the documentation system • Workshops conducted at the CBO offices • Case Stories collected and Life Stories of women and girls • Focussed group discussions with community women • Meeting with CBO Board members • Focussed group discussion with SG facilitators • Meetings with Judiciary • Meetings with police • Printed modules • Discussion with KHPT staff members

Conclusions	The issues related to violence against women, especially on FSWs is difficult to be stopped in a short 3 year project duration and would continue to be perpetrated and hence continued action is required. The project it appears has made progress in blunting the edge and empowering the women to understand and build their confidence and self-esteem, which it appears has been done and continues to be relevant. Moreover, the changes that could be seen at the level of the judiciary, media and the police also continues to be relevant, though there may be a need for more follow up on this aspect.
Other	

b. Efficiency

Evaluation Criteria	Efficiency
Evaluation Question 1	b.1 How efficiently and timely has this project been implemented and managed in accordance with the Project Document?
Response to the evaluation question with analysis of key findings by the evaluation team	<p>The project was planned for a period of three years (Dec 2011 to Nov 2014) and extended for a further period of 7 months until July 2015. It was planned that it would be carried out in tandem with the regular HIV prevention program of KHPT.</p> <p>The project was carried out in close collaboration with local institutions (CBOs) in the districts and others for the various outcomes. At the higher level the collaborations has helped the organization in developing the modular trainings and also in negotiating with the government departments especially the police and the judiciary to be involved. The main action was at the district level and lower. The District level was the main point of contact with the community members and their leaders. The project identified and trained “support group facilitators” to carry out the trainings with the community members in their own surroundings. KHPT trained about 3,082 such facilitators (plan 3,200) who acted as the bridge and advisors for the women, thus making it comfortable for the FSWs to discuss their problems openly. This appeared to be a good implementing strategy as it has enabled the project to exceed the planned number of FSWs to be reached. The project has reached to 34,562 FSWs against the target of 30,000.</p> <p>It must also be noted that the original plan was to reach more numbers in all the districts of Karnataka, but the evaluation team was informed that due to lack of resources expected from another source; the HIV prevention program faced a set back and the numbers were revised. Hence the original plan target to reach all districts of Karnataka could not be achieved.</p> <p>While the project has met the outputs at the district level with the reach to the communities, the efforts with the secondary stakeholders did not seem to have the same result. Of the 13,500 policemen targeted in the revised plan the reach was only to 3,871, while the target for the judiciary was 650, the reach was 505. The project had planned 10 district and 1 state level sensitization workshops for media persons. A total of 9 district workshops were attended by a total of 224 media persons, though this aspect did not appear clearly visible. However with regard to the judiciary the project has been able to make inroad</p>

	<p>to the Judicial Academy, the evaluators feel that with follow up this could sustain the sharing of the knowledge on a longer term to all the judicial students in future. But with the police it still appears to be a challenge.</p> <p>Further with regard to the other aspects of the project, it was observed that there were many areas that need continuation, while there are also areas that require value addition to enhance the quality of services as explained in the other parts of this report.</p>
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	<ul style="list-style-type: none"> • Desk Study of project proposal, reports, modules and other relevant documents • GO-NGO coordination meetings • Understanding the documentation system • Workshops conducted at the CBO offices • Meeting with CBO Board members • One-to-one meetings with judges • Meetings with police • One-to-one interviews with media persons • Printed modules • Discussion with KHPT staff members
Conclusions	<p>In conclusion it could be said that the project has by and large met the output numbers with regard to the primary stakeholders, while lags behind with the secondary stakeholders.</p> <p>It was observed that this was possible due to the involvement of the community and the CBOs at the various levels of project implementation as well as the participatory review and planning exercises that were carried out with the communities. This has helped in reaching the output numbers with the primary stakeholders. However, there are areas which require further enhancement on the outcome front which is explained elsewhere in this report.</p> <p>It could be possible the difficulty in reaching to the secondary stakeholders (police, judiciary, media) could have multiple reasons. One of them being the low priority for them as well as the red tape involved in getting them involved. It could also be that since it required to be done at the state level in a centralized manner which could also have been a constraint. However, the inroad to the judicial academy is a major break through which could have a far-reaching sustaining effect for the project in the coming times though not for the project time line.</p>
Other	

c. *Effectiveness*

Evaluation Criteria	Effectiveness
Evaluation Question 1	c.1 To what extent were the intended project goal, outcomes and outputs achieved and how?
Response to the evaluation question with analysis of key findings by the evaluation team	The overall goal of the project was defined as “ <i>inclusive society free from violence against women in sex work</i> ”. The results were expected at five different levels - individual, community, sex workers institutions, state and civil society. The realization of these results were expected to contribute to the

	<p>impact of reduction in violence against women in sex work through instilling sense of dignity and self esteem among them.</p> <p>The project reached out to women in sex work on issues of violence (physical, emotional and psychological) through a capacity enhancement program. The evaluators could observe that there were very few community women who have been able to absorb all the topics that were covered. The community facilitators appear to have retained more of the knowledge. This may be due to an information overload to the community and the leaders in a short time span; secondly although there are multiple sessions conducted within the stipulated time for absorption of the knowledge, the women felt it was difficult for them to grasp all the information.</p> <p>KHPT has previously been actively involved with the CBOs at district level through their HIV prevention work; this project attempted to address the issue of violence faced by women in sex work through collective actions on the issues of violence that women in sex work face and its interface with HIV. It was observed that the existing crisis management team was further empowered to address issues of violence especially dealing with police as well as reporting of cases to the police. The women in the community felt the support of the crisis management team was valuable to them.</p> <p>In Bijapur and Bagalkot there was a specific intervention with the intimate partners to enable them to restrain from causing violence to their partners. During the focussed group discussion at Bijapur¹⁸ with the intimate partners/ husbands/ lovers, it was understood that they were regularly in touch with the male counsellor and had understood that though their partners are in sex work they cannot stigmatise and inflict violence on them. During this meeting we also gathered that the intervention had brought about a fear not to inflict violence on their partners, as they were aware that other members of the CBO supported their partner. The intimate partners were also interacting amongst themselves especially with regard to understanding on health issues.</p> <p>The project worked with the Police and Judiciary through a sensitisation program, which laid emphasis on understanding the life of women in sex work through active testimonial presentations and the related legal aspects and human rights were also presented. This has changed the attitude of the police personnel and judiciary who took part in the way they treat women in sex work and address violence against them.</p> <p>There was active engagement with the State Judicial Academy where KHPT enhanced capacity of newly recruited magistrates and also provided in-service orientation for the JMFC (Judicial Magistrate First Class), CJM (Chief Judicial Magistrate), Metropolitan Magistrate and District Session Judges.</p> <p>The Police Department was engaged through capacity enhancement through police training institutes for new recruits and also for personnel of in-service training. Sensitisation program was also organised at the district level. Though the output numbers were achieved with the media, the effect of this was not visible during the field visits. The evaluation team were able to meet with only 3 media personnel all at Bangalore and none at the districts.</p>
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¹⁸ The evaluation team visited only Bijapur and did not visit Bagalkot

	<p>The evaluators found that in the districts the civil society organisations involved in working with HIV and AIDS prevention and management were involved in this project to highlight violence against women in sex work. Although violence against women in sex work should have been the focus, it was not clearly evident from the meetings with the CSOs in both the districts.</p> <p>In terms of outputs the project has by and large reached the targets planned for the primary stakeholders while it does not seem to have reached the intended outcome targets with key secondary stakeholders vis-à-vis the police and judiciary. The Outcome and Output table is attached as Annex IX</p>
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	<ul style="list-style-type: none"> • Desk Study of project proposal, reports, modules and other relevant documents • GO-NGO coordination meetings • Understanding the documentation system • Workshops conducted at the CBO offices • Case Stories collected and Life Stories of women • Focussed group discussions with community women • Focussed group discussions with intimate partners • Meeting with CBO Board members • Focussed group discussion with SG facilitators • Meetings with Judiciary • Meetings with police and media personnel • Printed modules • Discussion with KHPT staff members
Conclusions	<p>To reach the goal and objective of the project, KHPT had engaged at five different levels. The community benefited from the project in understanding that hitherto the stereotyping by society of violence against women in sex work is no longer acceptable and they have the capacity to claim their rights.</p> <p>The members of the judiciary who had taken part in the project were able to understand the situation of the FSWs and hence were akin to being sensitive around the issue. However the reach with the police had been low while the effect on the media could not be observed during the field visits.</p> <p>The civil society collaboration could have been strengthened much more to build collective strength for the women.</p>
Other	

Evaluation Criteria	Effectiveness
Evaluation Question 2	c.2 To what extent did the project reach the targeted beneficiaries at the project goal and outcome levels? How many beneficiaries have been reached?

<p>Response to the evaluation question with analysis of key findings by the evaluation team</p>	<p>The project intended to reach the following¹⁹:</p> <ol style="list-style-type: none"> 1. <u>Primary beneficiaries:</u> <ol style="list-style-type: none"> 1.1 30,000 women in sex work in 15 districts of Karnataka 1.2 1,500 Community Leaders (BoD) 1.3 2,000 intimate partners in 2 Districts (Bijapur and Bagalkot). 1.4 3,200 Support Group Facilitators 1.5 50 master trainers 1.6 320 district level trainers 2. <u>Secondary beneficiaries:</u> <ol style="list-style-type: none"> 2.1 13,500 police personnel 2.2 650 Judges and prosecutors 2.3 200 Media persons and 2.4 10 district level civil society organisations 2.5 260 HIV & Health service providers <p>As per June 2015 the project has reached 34,562 women in sex work, which is more than the planned number for the 15 districts of Karnataka and has reached out to 288 intimate partners. 224 media personnel, 3,871 police personnel, 505 judges have participated in the trainings.</p> <p>The project has also conducted Training of Trainers for 40 state level master trainers, 292 district level trainers and 3,082 Support Group facilitators.</p> <p>It was informed to the evaluation team that a few sensitive principle district judges had supported the cause and facilitated the training to a larger group of the members of judiciary and also influenced the police to take part. It was also understood that getting police personnel to come for the training/sensitisation program was a difficult task as they are overburdened with their work, but with the influence of the judiciary there seemed to have been a better response.</p> <p>By and large it could be said that the project targets seemed to be ambitious and has reached the numbers to the maximum that could be reached in the short 3 year period. The targets especially for the secondary stakeholders needed to be more realistic as it is understandably difficult to reach out to third parties. A detailed outcome and output chart is provided as Annex IX</p>
<p>Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above</p>	<ul style="list-style-type: none"> • Project monthly reports • Project proposal • Annual and bi-annual reports • RRF document • KHPT presentations and data • Various meetings with respective stakeholders.
<p>Conclusions</p>	<p>It was observed that the project was able to reach more than the number of primary beneficiaries as planned, however, it was unable to reach the secondary stakeholders, especially the police and judiciary as planned. Though the evaluators were told that the media has been reached above plan target, the effect did not seem visible. However, as mentioned earlier, the targets and plan</p>

¹⁹ Note: The data is as per the current status of the project. The evaluation team has been appraised that the target numbers were redrawn from the 2nd year. The initial plan was to cover the CBO leaders of all 30 districts in Karnataka, however 15 districts were dropped due to fund constraints. Further, the numbers appear to vary in the various documents and information received by the evaluation team.

	for a short 3-year project appear to have been ambitious, though to a large extent the outcomes could be observed.
Other	

Evaluation Criteria	Effectiveness
Evaluation Question 3	c.3 To what extent has this project generated positive changes in the lives of targeted (and untargeted) women in relation to the specific forms of violence addressed by this project? Why? What are the key changes in the lives of those women and/or girls? Please describe those changes.
Response to the evaluation question with analysis of key findings by the evaluation team	<p>The structural determinants considered to contribute to vulnerability among women in sex work result mainly from their marginalisation; this marginalisation and stigma is also highly internalised by the women themselves, leading to acceptance of violence with ease. Since the project was earlier rooted in the disease prevention (condom centric) approach, the approach of violence against women especially from intimate partners seems to have been diluted to an extent as the women related back to the earlier focus on health more emphatically. While on the one hand vertical approach to disease prevention has not brought success globally, and on the other hand violence against women is a structural issue. Efforts to address the underlying factors (stigma and discrimination, collective agency, alcohol abuse and violence) as a structural issues were not clearly visible.</p> <p>Sex workers face violence in many forms – from social stigma, discrimination, intimidation, coercion and harassment to blatant physical and sexual violence. The perpetrators of violence are diverse; while violence by police is among the most commonly reported occurrence, sex workers also face violence from family members, neighbours, brokers or managers and intimate partner/lovers. Client-initiated violence varies by setting and depends on conditions where sex work takes place. While discussing with them, the women were not ready to address violence inflicted by their husbands and family members as yet.</p> <p>Violence against sex workers is not always defined or perceived as a criminal act, though the sensitised police and judiciary understand that women in sex work often don't come out of their own volition, the police refuse to register a report of sexual violence made by a sex worker. Sex workers are often reluctant to report violent incidents to the police for fear of police retribution. In the project the leaders of the CBOs and the counsellors were making efforts to approach the police but the self-stigma inflicted by the women themselves seem to be a barrier as discussed by many senior women of the community during the field visits.</p> <p>It was women in sex work who are sometimes more vulnerable to violence through their working conditions or by compromised access to services. Through some individual interviews the evaluators could understand that they may have little control over the conditions of sexual transactions (fees, clients, types of sexual services) especially when determined by a lodge manager. Further the usage of drugs and alcohol in sex work establishments increases the likelihood of violence towards sex workers. With the proliferation of mobile phones, the clients often want to video tape their sexual activities. It has been understood globally that sex workers who consume alcohol or drugs may not</p>

	<p>be able to assess situations that are not safe for them. However premium fees for not using condoms and alcohol intake make negotiations difficult, while the women in leadership position of the CBO from the project's reference community have learnt to develop strategies to communicate with the police, the negotiations with their clients appeared to still be a barrier as observed by the evaluators.</p> <p>It was understood that the content of the modules were developed through a participatory process in collaboration with the women from the community. While going through the modules, which are pictorial hence extremely accepted by the women in the project, we found that the larger context of structural issues of how violence on women is embedded in patriarchy is missing. Therefore it was felt that only providing a mechanism or a tool for women in sex work to engage in critical reflection on their needs may not be sufficient; a comprehensive understanding of the human rights, children's rights in light of their problems, including violence, and the root causes of these problems are essential. Such a discourse would deepen the discussion and lead to addressing the root causes of violence against women and marginalisation due to sex work, making the interventions more effective.</p> <p>The program has been built on the existing structure of the CBOs and sensitisation was carried out for the members of media, police and judiciary. More efforts seems to be required to move towards advocacy towards building collective solidarity for sex workers to mobilise and advocate for change in behaviour of powerful groups or institutions that deny them their rights and perpetuate violence.</p> <p>In the context of the district where the Devadasi system (temple prostitutes) is prevalent, the women in sex work were not hesitant in calling their CBOs as collectives of women in sex work. However, in other districts (where Devadasi system is not prevalent) although within the CBO the women members know that all of them do sex work, they do not say so openly as they fear that the general public and the relevant government stakeholders may not respect them or take them seriously. As a result of this discreetness they are not able to work on advocacy and show collective strength as women in sex work.</p>
<p>Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above</p>	<ul style="list-style-type: none"> • Project monthly reports • Project proposal • RRF document • KHPT presentations and data • Various meetings with respective stakeholders.
<p>Conclusions</p>	<p>It was felt that to address violence primarily, there is a need to challenge unequal gender roles, social norms and distribution and control of resources and power. Intervention strategies should aim for more equitable power relationships between sex workers and others in the wider society. Addressing the structural determinants considered to contribute to vulnerability among women in sex work is important for violence to be addressed holistically.</p> <p>It could be concluded that the project has ensured a wide awareness on the issues related to VAW on FSWs as well as with the secondary stakeholders, which has had positive effects generally. The police those who attended the programmes are now more receptive to cases; the Judiciary appears to be more sensitive (though limited at present as it requires further continual support).</p>

	The community members appear to have a fairly good knowledge on the property rights, their rights with the law etc. However, as mentioned earlier, without a deeper understanding of the root causes these changes may become tools for engagement and not sustain over a longer term.
Other	

Evaluation Criteria	Effectiveness
Evaluation Question 4	c.4 What internal and external factors contributed to the achievement and/or failure of the intended project goal, outcomes and outputs? How?
Response to the evaluation question with analysis of key findings by the evaluation team	<p>It can be said that, the internal factors that contributed to achieving the success of the project are the strength of the CBOs. It was seen that wherever the CBOs were strong, the implementation was smooth and the impact of the program appeared to be stronger.</p> <p>The second internal factor that contributed to the success of the program, was the ten years of work that KHPT had done with the community, especially to address crisis (especially violence) that the women in sex work face.</p> <p>The capacity enhancement division of KHPT had also worked with various stakeholders like police, judiciary, media, district AIDS Units (DAPCU) in the past five to six years and this experience has contributed in embedding the program.</p> <p>One of the significant external factors that contributed to the strengthening of stakeholder sensitisation was the impact of the sensitisation program at the Karnataka Judicial Academy level. Thereon in many places the judiciary took initiative to get the district judiciary and the police forces sensitised.</p> <p>The induction of the community women into the paralegal force was another external factor that led to strengthening of the outcome of the project. These paralegal volunteers are now empowered to act as a bridge between the police/judiciary and the community women.</p> <p>As mentioned elsewhere in this report, some of the outputs especially with regard to the secondary stakeholders could not be met for various reasons. However the outcome effects of the involvement could be noticed, though the evaluation team feels that the 3-year time frame for such a knowledge-sharing programme was too short a time to reach the full effects.</p>
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	<ul style="list-style-type: none"> - Meeting with the Judiciary - Meeting with women and the CBOs - Field visits and evidence gathered there - Meeting paralegal volunteers - Discussions with KHPT staff - Study of documentation of KHPT
Conclusions	It is clear from this intervention, that there was significant amount of attribution to the success of this program from the earlier work done by KHPT. It is also understood that the testimonies of the women in sex work made a shift in paradigm for the members of the judiciary in approaching them. This

	<p>led to significant amount of scaling up of the project.</p> <p>The key aspect for the success in the view of the evaluation team is the close involvement of the CBOs and the FSWs in the programme implementation. This has led to a sense of pride and ownership that made the issues to be discussed openly and ensures a longer-term sustainability of the programme.</p>
Other	

Evaluation Criteria	Effectiveness
Evaluation Question 5	c.4 To what extent was the project successful in advocating for legal or policy change? If it was not successful, explain why.
Response to the evaluation question with analysis of key findings by the evaluation team	<p>The project had initially planned to influence public policies and practices, the main focus observed was with the police and judiciary and not much could be observed on linking with the other stakeholders mentioned in the project proposal (pages 19/20). Hence, the project did not set out to bring about a legal policy change directly. The project intended to raise public consciousness on issue of VAW and HIV in the context of sex work. There were campaigns organised to raise public awareness at the district level towards this.</p> <p>It might be pointed out that bringing women in sex work into being paralegal volunteer was a significant change of mind-set at the district level; this could be understood as a change at the district policy level.</p>
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	- Project documentation
Conclusions	The project did not set out to bring about a legal policy change directly related to violence faced by women in sex work.
Other	

Evaluation Criteria	Effectiveness
Evaluation Question 6	c.6 In case the project was successful in setting up new policies and/or laws, is the legal or policy change likely to be institutionalized and sustained?
Response to the evaluation question with analysis of key findings by the evaluation team	Since the project did not set out to make new policies or change existing ones, the question of institutionalisation does not arise.

Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	
Conclusions	The paralegal volunteers selected by the district administration were selected through the CBO; therefore there is a greater possibility that these women will sustain the activity in the longer period.
Other	

d. Impact/outcomes

Evaluation Criteria	Impact (outcomes)
Evaluation Question 1	d.1 What are the unintended consequences (positive and negative) resulted from the project?
Response to the evaluation question with analysis of key findings by the evaluation team	<p>One of the significant unintended outcomes was that the women in sex work were enrolled officially as paralegal volunteers by the district administration and Judiciary. This not only enhanced the dignity of the women as most of the paralegal volunteers were from their own community and they felt empowered, but also provided a conduit to access the administration in favour of the Community members. This surely will have a long lasting positive impact in recognizing and respecting the issues not only on VAW, but also on the broader aspects of the situation of the FSWs.</p> <p>The other positive outcome of the project has been the inroads made into the Judicial Academy and the Police Academy rather than only sensitising the personnel from these two cadres. This could have a long-term impact on the understanding and changes in the police and judiciary. Though some more work appears necessary to embed the information into the syllabus and curriculum, this is a positive first step towards this.</p> <p>On the negative side, there were a few areas that could have been better for a larger impact. One of them is with regard to reach the numbers as planned especially with regard to key secondary stakeholders, the police and the judiciary. At present what could be observed was that especially with the police and judiciary, there seemed to be a sprinkling of individuals in the vast system who have gone through the sensitisation process and geared to support the FSWs, but it did not appear that they had discussed the knowledge they had imbibed with their colleagues to spread the information. Hence as mentioned earlier, with the collaboration with the Academies, it may be possible to spread the information uniformly to all the cadre in these two sectors which could lead to policy level changes as well.²⁰</p>

²⁰ For example in one of the districts, though the police inspector attended and was very positive initially, due to some political/ego issue with the judiciary has started behaving very negatively towards the FSWs which obviously is problematic. This risk is prone to happen when done with imparting knowledge to selected representatives.

	<p>The evaluation team met with 3 media persons who had attended the sensitisation workshop. Two of them were from All India Radio - the Government radio station while the other was from the free press. The reach with the media could have been focussed more especially with the free press, as this is one sector that holds promise to spread the knowledge and the thinking of the general population. Currently the media is negative on the issues related with FSW and it is important to plug this gap and focus on this aspect for a better impact of the project. However, we are informed that the output numbers have been met with regard to media sensitisation, but the results of the media were not visible during the field visits.</p> <p>As mentioned elsewhere in the report, the community members seem to have internalised a few of the issues that were imparted through the 15 modules trainings, though the numbers had far exceeded the planned target. However, for a better outcome, the evaluators feel that it may be necessary that all modules and issues get internalised and adapted by the community. However, some of the issues that have been internalised at present such as writing of will and sending children to hostels could have some undesired outcomes, while those such as on micro-credit, book keeping and understanding on the different forms of violence etc shows very positive outcomes.</p> <p>Due to lack of expected funding as envisaged by KHPT, the program suffered a setback in reaching out effectively in all the districts of the state as originally planned.</p>
<p>Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above</p>	<ul style="list-style-type: none"> • Desk Study of project proposal, reports, modules and other relevant documents • GO-NGO coordination meetings • Understanding the documentation system • Workshops conducted at the CBO offices • Case Stories collected and Life Stories of women and girls • Focussed group discussions with community women • Meeting with CBO Board members • Focussed group discussion with SG facilitators • Meetings with Judiciary • Meetings with police and media • Printed modules • Discussion with KHPT staff members
<p>Conclusions</p>	<p>In conclusion it could be said that the project has made significant impact in terms of spreading knowledge on VAW, specifically related to FSWs. There has been recognition of the need to better understand the key issues affecting the FSWs especially with the powers that be. The FSWs have been empowered with the knowledge on the factors that affect them.</p> <p>Appointment of FSWs as paralegal volunteers was a positive impact of the project. The project had not been able to reach the scale to which it was planned, especially with regard to the secondary stakeholders. Inroads made into the Academies of the Police and Judiciary is a right step and hold promise for a much broader policy change and impact. There appears to be more that needs to be done with the media to reach the general population and spread the awareness.</p> <p>For a better outcome, there seems to be a need to support the CBOs and the</p>

	community members to internalise the other aspects of the 15 modules and see how the negative effects of some of the issues could be brought under control.
Other	

e. Sustainability

Evaluation Criteria	Sustainability
Evaluation Question 1	e.1 How are the achieved results, especially the positive changes generated by the project in the lives of women at the project goal level, going to be sustained after this project ends?
Response to the evaluation question with analysis of key findings by the evaluation team	<p>The project was implemented in active collaboration with the CBOs. This strategy has ensured that the good practices of the project are embedded to a certain measure within the CBO. The CBO Board of Directors who have played an active part of the capacity enhancement process could sustain the process to a large extent as the knowledge has been shared with the communities themselves.</p> <p>The project was implemented for three years, but it could interact with the community only from the 2nd year as the first year was mainly on preparing the modules and setting the project. The evaluation team felt that the women involved in the project had understood the basics on the truth of violence against women, especially in sex work and how they are further marginalised. While on the one hand the women understand that violence is not acceptable, on the other it appears that they need a deeper understanding on the broader aspects such as how patriarchy impacts violence against women etc. Having said that and as also mentioned elsewhere in this document, the project has been ambitious for the planned time-line and requires an extension for some more time in order to better sustain what the project has started.</p> <p>The strategy to train FSWs as ‘support group facilitators’ to train their members, and also involving the community women to become paralegal volunteers, would be a catalysing factor in sustaining the efforts as these women will continue to provide assistance against violence as well as legal support to the women from their own community.</p> <p>The members of the police force and judiciary who have been sensitised during the course of the program are expected to continue to be sensitive to women in sex work, though there could be individual cases where it could also have a negative effect.</p> <p>Hence, strengthening and sustaining the interests of the police and judiciary through refreshers course could be helpful to sustain the efforts further. During the interaction with the police personnel, they were keen that sensitisation programs should be carried out within the police stations also and not just in the police-training academy.</p> <p>The income generation for enhancing the livelihood has provided some amount of economic freedom to the women; access to some social entitlement schemes are also factors that are sustainable by the nature of the interventions. Further, the book-keeping education imparted to the women also would help them</p>

	secure their income further.
Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	<ul style="list-style-type: none"> • Workshops conducted at the CBO offices • Focussed group discussions with community women • Meeting with CBO Board members • Focussed group discussion with SG facilitators • Meetings with Judiciary • Meetings with police and media • Printed modules • Discussion with KHPT staff members
Conclusions	<p>In conclusion it could be said that due to the strategy of involving the CBOs and their members closely in the implementation of the project, it has a greater chances of sustaining as the knowledge shared is embedded within the community. This is true both with regard to the ToT for SG facilitators as well as the support on accessing entitlements and initiating livelihood activities through micro-credit.</p> <p>Further, due to the collaboration achieved with the Judicial Academy and them having expressed keenness to incorporate the issues on VAW and FSWs in the curriculum, it would surely ensure a greater and long-term impact. Similarly with the police, if the Police Academy could also incorporate the subjects into their curriculum, it would ensure it to last longer.</p> <p>However, the evaluation team is of the opinion that in order to ensure a longer term sustainability of the outcomes of the project, there is a need to follow up and hand hold the various actors for some more time. This support is also required for the CBOs and the FSWs as it was observed that as of now the FSWs have internalised only a few of the topics of the trainings and there is a need to further support them to internalise the rest of the issues while at the same time build in some of the checks and balances (such as secrecy of the will, sending children to hostel etc) as mentioned elsewhere in this document.</p>
Other	

f. Knowledge generation (learnings)

Evaluation Criteria	Knowledge generation (learnings)
Evaluation Question 1	f.1 What are the key lessons learned that could be shared with other practitioners on Ending Violence against Women?
Response to the evaluation question with analysis of key findings by the evaluation team	<p>The project worked with women who are in sex work in varied micro geographic and socio-economic realities. The project was relevant to the context, though a little ambitious in terms of reaching the impact. For the targets planned this project may require an additional 3 to 5 years to ensure that the outcomes are sustained longer.</p> <p>The project has worked in close collaboration with the CBOs of the focus communities, this in our view is a key learning in the sense that the ownership of the project was established well with the community themselves, hence making it not only sustainable but also enabling the community to collectively take up issues such as access to entitlements etc. This is one of the strategies</p>

that seem to have made this project successful.

Further, the project also strategized well to collaborate with the ‘people who matter’ as the secondary stakeholders. The police, judiciary and the media were sensitised on the issues related to sex work and on the effects it has with violence and also health of the women. The collaboration with the Judicial Academy and the Police Academy was a good strategy, however this may require a little more strengthening to make it mainstreamed into the curriculum of these institutions. With regard to the media, the evaluation team feels that it may not be sufficient to only hold sensitisation workshops with them. It may be worthwhile to explore the possibility of collaborating with a similar platform such as the Karnataka Media Academy to enable a larger reach and make it more mainstream knowledge.

Further, working towards ending of violence for these women especially from intimate partners would require that they have easy access to alternate spaces to go to. At present the alternate space available are the government observation homes which are in a pathetic condition. Although the evaluation team did not visit the same, but across the board, right from police to the community and the staff members of the CBOs expressed this. Some policewomen in Rajarajeshwarinagar police station even expressed that the condition of the Government observation homes are pathetic and they try not to send the women there. Until an alternate space within the community and the public system is not strengthened, efforts to end violence might not be effective.

Most of the partners who inflict violence on FSWs are husbands, lovers, fathers of the woman’s children, hence they have a strong emotional and social relation with them although it may not be related to economic dependence alone. Under such circumstances the woman currently come to the CBO which has limited or no resource to support her short stay. The evaluation team observed during the field visits a case of a woman who was undergoing a crisis of violence by her partner. She and her 2 small children were at the CBO office. She was confronted with a situation wherein after filing a complaint she would have to face the perpetrator until the case gets resolved as she had nowhere else to go or take her children. In this situation she was undergoing a conflict within herself whether to compromise and not file a complaint; although she understood well that no one has the right to violate her, circumstances such as this make life difficult and could lead to compromises, thus leading back to a perpetration of the cycle of violence all over again. Hence there may be a need for KHPT to look at involving the shelter homes and/or finding support mechanisms and spaces for the community members to overcome such situations.

The project has also focussed on providing knowledge on the need to be economically independent through accessing their rights and entitlements as well as with skill knowledge on managing a micro-credit programme and its records. As economic condition often makes the community members helpless and prone to take risks as studies have indicated, this is a good step in the right direction. However, there may be a need for KHPT to support these SHGs and the couple of cooperative banks that have been formed for a few more years until they can establish themselves.

The evaluation team is of the opinion, that the training curriculum may require

	<p>to also include some aspects on the broader context of violence, such as for example to include a deeper understanding on patriarchy and its effects etc. This, the team feels will enable better internalising of the issues being addressed and empower the community to understand and act on issues much better, such as taking up issues related with their own family, partners, property relations, issues of power etc.</p> <p>As mentioned earlier, the planning seems a bit ambitious and for a project aiming to enhance knowledge, it would take much more time than has been planned. Knowledge enhancement cannot be only a sharing of information but would require it to be internalised before the real outcomes can emerge. Thereby, there is a need to plan for a longer period for such projects.</p>
Quantitative and/or qualitative evidence gathered by the team to support the response and analysis	<ul style="list-style-type: none"> • Focused group discussions with community women • Meetings with police • One-on-one discussions with judges • One-on-one discussions with media persons • Discussion with KHPT staff members • Observations during field visits
Conclusions	<p>Overall the project appears to be very relevant and has made its presence amongst the communities to a large extent and to a slightly lesser extent with the secondary stakeholders. Being primarily a Knowledge sharing project, a key learning that surfaces is that knowledge sharing needs to be internalised by the target populations and hence could be said that the project was very ambitious to plan to achieve the same within a short period. Hence the project requires supporting the community and the CBOs for some more time mainly until the internalising process takes place as well as to re-adapt some of the issues based on the results that have come back as well as incorporate some of the suggestions and learnings highlighted in this evaluation.</p> <p>It is also important to establish longer-term sustainable instruments for the secondary stakeholders such as making the Academies mainstreaming and sensitising and sharing of knowledge on VAW and FSW situation etc. This will have a very long term impact much beyond the outcomes envisaged in the project.</p>
Other	

Evaluation Criteria	Knowledge generation (learnings)
Evaluation Question 2	f.2 Are there any promising practices? If yes, what are they and how can these promising practices be replicated in other projects and/or in other countries that have similar interventions?

<p>Response to the evaluation question with analysis of key findings by the evaluation team</p>	<p>Fifteen pictorial modules that were developed during the project period are promising. However, some of them might have to be relooked at from the human and child rights perspectives as well as include some broader understanding on the causes of VAW (for example patriarchy etc). It was also observed that the Support Group Facilitators had imbibed the knowledge and internalised it much more compared to the community women. The community members were appreciative of the fact that the modules were pictorial and made it easier for them to understand.</p> <p>However, it was observed that the community seemed to have grasped only 5 to 6 topics, which were close to their hearts, and this was what they were proudly sharing with the evaluation team. However, this does not mean that they are not aware of the other topics, but it could be an indicator that may be the other topics were not fully internalised as yet and would require further input and support from KHPT for couple more years.</p> <p>Moreover, as also mentioned earlier, there are a few areas in the curriculum that may need to be re-visited such as making of a will needs to be emphasised with the importance of privacy and secrecy as otherwise it could have a negative effect. Similarly with regard to sending children to hostels, apart from a child right perspective, it appeared that the community members took this literally and both the children and the mothers appeared to be struggling to stay apart and also face finance difficulties but most of the women met by the evaluation team seemed to have understood that it is mandatory to send their children to hostels. This may need to be looked into and the training module adapted accordingly.</p> <p>From the last two paragraphs the learning (promising practice) that could be elicited is that for a project such as this where knowledge is being shared, it is important to look into all the aspects and adapt the modules as per the behaviour/ action that happens on the ground. Towards this a learning/adaption site needs to be vibrant and active. As such there were no learning sites existing during the course of the evaluation, however for the engagement with secondary stakeholders from the judiciary and police, Chickballapur district is considered to be a learning site. There appears there is a need to evolve a learning site for testing/adapting the modules.</p> <p>However, taking into account the above, the evaluation team feels that after adaptation and contextualising, most of these 15 modules can be replicated in other projects. As mentioned earlier, the close collaboration and involvement of the women and their CBOs is also an important practice that has enabled the level of success of this project.</p> <p>The evaluation team is also given to understand that there was a video document being done simultaneously during the evaluation, and that would be a good learning product to understand the project outcomes. The video can be screened at all the project sites where such interventions are undertaken so that some of the strategies can be contextualised and used.</p>
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Quantitative and/or qualitative evidence gathered by the evaluation team to support the response and analysis above	<ul style="list-style-type: none"> • Focussed group discussions with community women • Focussed group discussion with SG facilitators • Meetings with Judiciary • Meetings with police • Printed modules • Discussion with KHPT staff members
Conclusions	<p>Knowledge products should be developed by adapting from local ideas and practices, however although the situation of the women might demand certain facilities it might always not be appropriate. Hence the adaption of the modules is necessary and important before it can be shared with other organisations and locations for implementing.</p> <p>However, by and large the main work on the modules has been done and also field-tested and hence could be used as a powerful tool to be adapted in other locations/projects. However, it is also important to emphasis that only the module adaptation may not be effective unless the other strategies such as involvement of CBOs to bring in the ownership and also the involvement of key secondary stakeholders as well as addressing the issues related to economic independence is also adapted as per the context of the new location and realistic time planning etc. Basically this must be seen as a holistic package that could be adapted.</p>
Other	

11. Conclusions

Evaluation Criteria	Conclusions
Overall	<p>Overall it could be said that the project has made good progress, though it appears to have been a bit ambitious in terms of targets set out especially for a project that had its focus on changing the mind-sets and alter knowledge base. In spite of this the project has reached out to the primary stakeholders as planned, though the outcome from this intervention would require more time for internalising the knowledge received. The key for the success with the communities, it appears, is the close collaboration and involvement of the CBOs and their leaders. In the view of the evaluation team, KHPT should continue to support the CBOs and strengthen them in various ways to ensure not only the sustainability of this project but for an institutional support for FSWs.</p> <p>With some of the secondary stakeholders, it appears that though the numbers were not reached, the outcomes could be observed, though in limited pockets. First steps have been made to collaborate with the police and judicial Academies which will go a long way in reaching the goals of the project. On the other hand the output numbers for the media exceeded the plan but visibility and/or much media cover appeared to be weak during the field visits.</p> <p>The section wise conclusions have been provided in each of the key findings tables under the relevant evaluation criteria in the previous part of the report. A gist of the same is presented in this table under conclusions.</p>
Effectiveness	<p>The project has ensured a wide awareness on the issues related to VAW on FSWs as well as with the secondary stakeholders, which has had overall</p>

	<p>positive effects.</p> <p>The FSWs and the CBOs appear to have gained sufficient knowledge on the issues on VAW and its relation to their health and wellbeing. It appeared that the community members felt empowered and confident to address collectively the issues on VAW they face with support from their CBO. They were also confident of accessing their entitlements (social benefits) and their rights that are their due also through collective action.</p> <p>The project addressed issues on violence against women in sex work amongst the secondary stakeholders the police, media and judiciary, which enabled a heightened understanding of the issues involved and a space has been created along with some capacity for them. However, there seems some more work is needed to make a longer-term impact with these secondary stakeholders.</p> <p>While KHPT had worked with the relevant stakeholders to address violence against women in sex work, the civil society collaboration could have been strengthened much more. The reach of the project in terms of the number of primary beneficiaries was more than planned, however, it was not able to reach the secondary stakeholders as planned. Further, intervention strategies were not designed around equitable power relationships between sex workers and others in the wider society. These aspects require continued focus.</p> <p>The community members appear to have a fairly good knowledge on the property rights, their rights with the law etc. However, as mentioned earlier, without a deeper understanding of the root causes of violence these changes may become tools for engagement and not sustain over a longer term.</p>
<p>Relevance</p>	<p>In the current contextual situation, the project appears to have been evolved with strategies to address the core causes on the violation of human rights that the sex workers are being subjected to violence on a regular basis. The project has also collaborated and established strong linkages with other actors to combat and address the issues related to gender based violence on sex workers and bring dignity through attaining their human rights. Thereby, it could be observed that the project is placed within the current context and relevant for the goal and objectives set by the project.</p> <p>The strategy of knowledge distilling and sharing on these aspects appears to be relevant. The efforts to enhance knowledge on hitherto neglected and often misconstrued concepts on sex work and the effects of violence on secondary stakeholders (police, judiciary, media) enhanced the reliance of the project.</p> <p>The projects attempt to bring out in the open the discrimination and understanding on how violence on women is perpetrated and how it affects the lives of FSWs in turn how it tells on the health and risks involved is also relevant. Relevance of the project was clearly seen for women in sex work as they face multiple layered burdens and the project attempted to address them.</p>
<p>Efficiency</p>	<p>The project was embedded in the work of the CBOs that led the project to reach out to more women than was planned. However the project lagged behind with the secondary stakeholders due to various reasons. One of the major reasons could be the low priority for the stakeholders for the issue as well as the red tape involved in getting them involved. The inroad to the two academies could have a far-reaching sustaining effect for the project in the coming times.</p>

Sustainability	<p>The knowledge imbibed is embedded within the community due to the involvement of the CBOs especially seen in the support extended on accessing entitlements and initiating livelihood activities through micro-credit. The Judicial Academy has expressed keenness to incorporate the issues on VAW and FSWs in their curriculum it would surely ensure a greater and long-term impact. Similarly if the Police Academy and the Media Academy could also incorporate the subjects into their curriculum, it would ensure it to last longer.</p> <p>The evaluation team is of the opinion that in order to ensure a longer term sustainability of the outcomes of the project, there is a need to follow up and hand hold the various actors for some more time. This support is also required for the CBOs and the women in sex work.</p>
Impact	<p>The project has made significant impact in terms of spreading knowledge on VAW, specifically related to women in sex work. Appointment of FSWs as paralegal volunteers was a positive impact of the project. The project had not been able to reach the scale to which it was planned, especially with regard to the secondary stakeholders. There is a need to support the CBOs and the community members to internalise all the aspects of the 15 modules and see how the negative effects of some of the issues could be brought under control.</p>
Knowledge Generation	<p>Primarily being a Knowledge sharing project, a key learning that surfaces is that knowledge sharing needs to be internalised by the target populations; the project requires supporting the community and the CBOs for some more time. Longer-term sustainable instruments such as making the various Academies to mainstream knowledge on violence against women in sex work would have a long-term impact.</p> <p>Adaptation of the knowledge products might not be effective unless the other strategies such as involvement of CBOs, secondary stakeholders and addressing the issues related to economic independence is also adapted as per the context of the new location etc. Basically this must be seen as a holistic package that could be adapted.</p>
Others (if any)	<p>The seeds are sown and in-roads created through this project to address violence against women in sex work. For strengthening and deepening the work, the work needs to continue for at least another three to five years further on.</p>

12. Key Recommendations

a. *Relevance*

The project Samvedana was initiated to address the violence against women specifically women in sex work. It was also planned that due to violence experienced by these workers, the risk of being vulnerable to HIV could be reduced through this project. As also noted earlier in this report, there are many studies that support this premise and the situation requires urgent action to combat the violence as well as the health epidemic.

From the study of the project both from the documents as well as information gathered at the field visits from the community members, it appears that the strategies and objectives of the project to be relevant as they did find resonance and the results could be seen. Hence it could be said that the project is relevant in the current contextual situation.

b. Effectiveness

The project targeted to reach out to 30,000 women in sex work, 1,000 intimate partners and a large number of secondary stakeholders from the police, judiciary, media and civil society organisations in a span of 3 years spread across 15 districts in Karnataka state. Though the outputs seem to have been met with regard to the primary stakeholders and partially towards the secondary stakeholders, especially the police and judiciary, the evaluation team is of the opinion this may have been an ambitious plan not only in terms of delivering the outputs to the secondary stakeholders, but specially in reaching the intended outcomes of the project as this requires much more time to take effect. Further, even with the media though the numbers appear to have been met, the evaluation team could not see any visibility provided by the media. Hence, focus on this sector too needs more time.

It is being suggested that the project needs to continue for a further period of 3 to 5 years in order to evolve strategies to internalise this knowledge by both the primary and secondary stakeholders and a continuous follow up may be required for some more time. Further there may also be a need to look into how the CBO's who are required to take the outcomes forward need to be strengthened further to become effective independent institutions.

c. Efficiency

As planned by the project, 15 modules for training has been prepared, tested and published. The trainers and facilitators have been provided ToT and the modular trainings have been carried out at the various levels. However, there were a few shortcomings, though the reasons appear to be genuine, in reaching the outputs envisaged for the secondary stakeholders, especially with the police and the judiciary. It was also observed while the trainers and SG facilitators had internalised the content of the training modules, the community members had only internalised about 5 topics that were close to their needs as explained earlier in the report.

The evaluation team is of the opinion that may be a different strategy needs to be evolved in the next phase for a) reaching all the secondary stakeholders in a more effective manner and b) adapt the training modules that could be easily internalised (community priorities) by the community members and c) methods of training that makes it more interesting may also need to be explored.

d. Sustainability

In order to sustain such a project that aims at knowledge sharing requires it to be internalised and adapted to the local situations by the community. Further, for it to sustain, the communities themselves need to look at ways and means of taking the outcomes forward. This will happen only if the communities feel that it is close to their hearts.

As per studies on the vulnerability of the primary stakeholders of these communities, one of the major areas identified was that of economic deprivation to be a cause for violence among the community. This the studies have highlighted were the small requirements for hand loans and immediate financial needs had led to risky behaviour and submission. In one of the modules prepared by the project, trainings on micro-credit and savings and bookkeeping have been included. It was observed that most of the CBOs seem to have utilised this knowledge

to initiate SHGs and start the micro-credit activities and a couple had even opened a cooperative bank for its members. This is a great achievement in a short span of 3 years.

The evaluation team is of the opinion for the project to sustain, there are a few areas that may need further strengthening. First and foremost the community members need to internalise the contents of all the modules and start addressing all forms of violence perpetrated on them, including internal (partner, family etc), and secondly the avenue for economic improvement through the micro-credit or cooperative banking needs to be strengthened. Further the focus on the secondary stakeholders too needs to by and large be strengthened.

The project appears to have reached a threshold and achieved what it could have done in the 3-year time span. However, in order to further strengthen some of the aspects as mentioned in this report, the evaluation team is of the opinion that the project needs to continue for a further period of a minimum of 3 to 5 years in order to harvest the real outcomes envisaged for sustaining this project.

e. Impact

As mentioned earlier, the outcome results of the project are yet to fully fructify and requires little more targeted interventions. However, it was also observed that even with the limitation of being able to reach lower outputs with the secondary stakeholders, the evaluation team observed that there had been an impact in terms of unintended results especially with regard to the attitude of the police and judiciary (though limited numbers) towards sex workers and the violent situations they face. This has had far reaching consequences especially towards providing a tool for the sex workers to use when the perpetrators try to be violent. This could be seen as an impact for present, but would require further strengthening as if not it could easily turn to be a false cry after a while.

f. Knowledge generation and sharing

As mentioned earlier in the report the modules developed by the project appears to be effective and should be shared with other actors in the field. With a little adaptation, the modules can have far reaching implications in reducing violence against women. Other actors to impart the knowledge to the poorest who do not have literacy can use the modules, as they are pictorial and easy to understand.

Further, it is suggested that these modules needs to be reached out to more stakeholders who are directly or indirectly involved such as the shelter homes etc. Furthermore, the project has reached out to only half of the districts in Karnataka state, the other half is yet to be reached, further, the scope to involve other actors in the other states of the country and elsewhere could be explored.

Annexures to the final report

Annex I – Terms of Reference

Terms of Reference for the evaluation of
“Samvedana - Impact of intervention program reducing violence against
women in sex work in Karnataka”,

Supported by

The United Nations Trust Fund to End Violence against Women

Implemented by
KHPT, Bengaluru, Karnataka India

1. Background and Context

As defined by the World Health Organization (WHO), violence is “*The intentional use of physical force or power*”, including not only more obvious violent acts but also those that result from a power relationship, in addition to threats and intimidation. Female Sex Workers (FSWs) are frequently marginalized from society due to sex work lacking social or moral approval. In addition to experiencing physical and sexual violence from their intimate partners, they also experience violence from others in their personal and working lives, including clients, pimps, madams and the police. Compared with the general population, HIV/STI prevalence rates are frequently higher among FSW populations and their clients due to multi sexual partner and concurrent sexual partnerships, leading to substantial HIV/STI transmission, particularly when condom use is low. As well as negatively impacting on their mental health and emotional wellbeing violence against sex workers. Violence against female sex workers (FSWs) can impede HIV prevention efforts and contravenes their human rights. We developed a multi-layered violence intervention targeting secondary stakeholders (Judiciary, police, lawyers, media), and primary stakeholders (FSWs), as part of wider HIV prevention programming involving 30,000 FSWs of 16 CBOs in 15 districts of Karnataka state. This project is being evaluated for addressing violence, which is critical to protecting the basic human rights of FSWs to live and work with dignity in an environment free from physical and sexual violence, and emotional, verbal and economic abuse and its interface with preventive health care including HIV prevention.

1.1 Description of the project that is being evaluated.

a) *Name of the project and the organization:*

Name of the organization: **Karnataka health promotion Trust**

Name of the Project: **Addressing violence against women in sex work in Karnataka**

b) *Project duration, project start date and end date*

Project Duration: 3 years

Project Started Date: 1st December 2011

Project end Date: 31st July 2015

c) *Current project implementation status with the timeframe to complete the project*

The awareness among FSWs on the issue of violence – its causal factors and consequences, violence as human rights violation and acknowledge their intimate partners and HIV is low. Violence prevention program has been to identify sex workers through peer education outreach, and to bring the sex worker community together through a process of community mobilization, which allows them to work together as a group to address the problems that they face. These processes give them a sense of association and express solidarity with other women confronting violence and builds confidence to deal with violence and its interface with HIV. These processes will contribute to change in their attitude about the causes and

consequences of violence and change in behaviour to address them without fear or apprehension.

d) Description of the specific forms of violence addressed by the project

The project is addressing four types of violence which female sex workers (FSW) face:

1. Verbal violence
2. Physical Violence
3. Sexual violence
4. Mental violence

The types of violence are captured by a reporting format which is filled at the field by the peer educator. The violence documentation also captures if the FSW was drunk when violence occurred to her. As being drunk increases her vulnerability to violence and risk to HIV. The violence-reporting format will be shared with the evaluators.

e) Main objectives of the project

Impact of intervention program addressing the violence issue and its interface with HIV

- To assess the knowledge and attitude of sex workers towards violence.
- To assess the extent to which the intervention program has been able to influence to increase the knowledge and change the attitude towards violence among those who are benefited in the intervention program.
- To understand the strengths and weakness of the intervention program and thereby suggest corrective measures for its future improvements.

f) Description of targeted primary and secondary beneficiaries: status

The primary stakeholders are the female sex workers (FSW) of 15 districts (7 districts of south Karnataka and 8 districts of North Karnataka) in the state of Karnataka with 16 FSW CBOs which is being funded by KSAPS for Targetted Interventions (TI). The secondary stake holders are the families of FSWs; government departments: legal fraternity like police, Judges and media personnel.

Primary beneficiaries: 30,000 women in sex work of which 14,000 in the urban and 16,000 in the rural areas in 15 districts of Karnataka

Secondary beneficiaries:

- a) FSWs families
- b) 13500 police officers (3871 police trained)
- c) 650 magistrates (400 Judges trained)
- d) 200 media persons
- e) Intimate partners (1000)

Status at present of stakeholder involvement:

Type of groups Group	Activities	No. of Primary stakeholders	No. of secondary stakeholders
FSW	15 Modular training	34562	

Support group facilitators – FSW	15 Modular training	3545 (3082 are from FSW community)	
Crisis management committee	15 districts	All trained on violence documentation and 15 modules (there is no target for this)	
FSW who have accessed Social entitlements	15 dists	2383 (no target for this- criteria are FSW who have reported violence)	
Judges	Sensitization training		400
Media	Sensitization training		200
Police	Sensitization training		3871 (target was 13,500)
TI Counselors	Training to build capacities to address violence		170
Intimate partners	Reflection activities, counseling – single and couple	850 (target 1000)	
Medical service providers	Sensitization training		245
District campaigns	15	14 completed	

1.2 Strategy and theory of change (or results chain) of the project with the brief description of project goal, outcomes, outputs and key project activities.

Strategy of the project:

The overall perspective will be guided by rights framework and believes that violence is human rights violation and cannot be tolerated. The violence against women, in particular against the women in sex work, is caused by structural factors that perpetuate unequal power relationships through expression of ‘power over’ and result in their exclusion through practice of stigma and discrimination that is governed and rooted in culture. Hence, our approach aims at empowerment of the victims of violence through recognizing their ‘power within’ and gaining solidarity by sharing ‘power with’ other social movements of civil society to challenge and address the ‘power over’. This will be operationalized through 4-pronged strategy: empowerment of people to resist/address violence, critical engagement with sex workers’ institutions and accountability of State for right to protection against violence and solidarity of civil society to rights struggle.

In terms of geographical coverage, our focused intervention will primarily be in 15 districts identified from concentration of women in sex work and their vulnerability to violence. In

other 14 districts, we will establish alliance with other organizations engaged in addressing violence. We will work out broad plan within the perspective through consultative process and respecting their spaces.

The project planned to achieve the following goals:

1. Build critical consciousness among women in sex work and CBOs to understand violence – whether state or domestic – as a human rights violation issue and its linkage to HIV and strengthen the ‘power within’ to act against it;
2. Build consciousness among protectors of law like police and judiciary to change their perception and protect human rights of sex workers by addressing HIV and violence;
3. Bring the issue of HIV and violence against women in sex work in the forefront of campaigns against the marginalized, especially those based on caste, gender and occupation;
4. Build better documentation and tracking mechanism to build an evidence base to advocate for the inclusion of the issue of HIV and violence against women in sex work in various other interventions, movements and campaigns.

Project Outcomes:

The overall goal of this project is “inclusive society free from violence against women in sex work”. The results are expected at five different levels - individual, community, sex workers institutions, state and civil society. These results have contributed to the impact of reduction in violence against women in sex work through instilling sense of dignity and self esteem among them. The empowerment of community based organizations (CBOs) are central to facilitate this impact through its processes of addressing the causes and consequences of violence against women in sex work and asserting with the State their right to protection through solidarity from civil society.

At each of the five levels of results constitute a set of outcomes resulting from outputs through implementation of activities. These results reflect the changes in attitude and behavior that contribute to dispel the practice of stigma, discrimination and exclusion.

Key project activities:

For FSWs: Training on critical thinking which has 15 training modules on perspective building on Violence and IPC law in the support groups/self help groups

For CBOs: The community leaders go through the same 15-module training and leadership training as part of CBO strengthening

For Crisis management teams (CMT): Perspective on Gender norms, violence reporting formats and 15 modular training. 3 districts (Bangalore Urban, Kolar and Chikkaballapur) CMT has under gone Para legal volunteering training from free legal Aid.

Reflection training for FSW and Intimate partners (Bijapur and Bagalkot): sessions for the couples using

1. Tools like stepping stone which will engage with couples on issues like gender and communication on a regular basis.
2. Provision of special counselling sessions to address relationship issues.
3. Provide space through events and meetings where couples can share and enjoy love and intimacy in their relationship and understand the need for love and respect in a relationship.
4. The Intimate partner will also be explained about the existing law and the rights of the women and her support to the partner.

Linkages: To social entitlements like photo identity, rations cards, bank accounts, and additional income generation etcetera for women who report violence.

Training and sensitizing of Police, Media and Judiciary for advocacy on creating an enabling environment for the FSWs. The training has components of Gender, sexuality, HIV and its interface with violence, perspectives on sex work along with its interface with law, role of each department.

These key activities leading to: To improve access to affordable, quality services (health, legal, justice, protection, police, etc) free from stigma and discrimination for the women in need. To increase coordination amongst and within civil society, CBOs and government entities working to address the intersection of VAW and HIV

1.3 The geographic context, such as the region, country and landscape, and the geographical coverage of this project.

The project covers 15 districts of them 7 districts are in south Karnataka and 8 districts of North Karnataka in the state of Karnataka.

The districts covered by the project are Bangalore Urban, Tumkur, Kolar, Chikkaballapur, Chitradurga, Davanagere, Shimoga, Hubli/Dharwad, Gadag, Gulbarga, Belgaum, Bagalkot, Bijapur, Bellary, and Raichur. These districts were identified because for intensive engagement at the individual, community and institutional levels in which more than 300 women were estimated to have experienced some form of violence in one year (PBS, 2009)

1.4 Total resources allocated for the intervention, including human resources and budgets

Budget

Amount funded by the UN Trust Fund \$ 999999.39 and \$ 137,330 by KHPT

Human resources

KHPT: One project director, one state project coordinator, one state advocacy coordinator one state M & E manager, 2 zonal managers, one district advocacy coordinator

CBO: each district has one project coordinator, one advocacy coordinator

1.5 Key partners involved in the project, including the implementing partners and other key stakeholders.

The program is being implemented in 15 districts of Karnataka state. This program is implemented by the community-based organisations (CBOs) who are implementing HIV prevention program funded by Karnataka State AIDS Prevention (KSAPS). This program was strategically implemented with CBOs as evidence shows violence faced by women has an interface with increment in HIV infection. The project also collaborates with National law school, Centre for Advocacy and research.

2. Purpose of the evaluation

The project “Samvedana - Impact of intervention program reducing violence against women in sex work in Karnataka” had a 3-year project duration which comes to an end by July 2015. This is the final project evaluation for this 3 year project that needs to be carried out to take stock, distil the learnings, identify drawbacks, if any, and provide a possible way forward.

More specifically the evaluation will look at the 6 key areas revolving around a) effectiveness b) relevance c) efficiency d) sustainability e) impact/outcomes and f) knowledge generation.

The project will be evaluated on prevention and response to survivors. Responses to the types of violence will include recourse to the law though the project’s experience of a violence redressal mechanism reveals that it may be the woman’s last choice, sensitisation of police, training of law enforcers, legal and health care professionals, community support services including counselling of the sex worker and the intimate partner who perpetrates violence. At the individual and community levels, it would entail critical consciousness, an effective violence redressal mechanism as well as linkages to existing support structures and organisations for survivors such as State Human Rights Commission, State Women’s Commission, linkages to counselling, legal aid, entitlements, micro-finance and supplementary income opportunities through state, NGOs and CBOs.

2.1 Why the evaluation needs to be done

This is a mandatory final project evaluation required by the UN Trust Fund to End Violence against Women project. Further, through this evaluation it is expected to distil the learnings from practice and experiences over the last 3 years that can showcase the impact/outcome of the programme on the primary stakeholders and examine the programme attributes and would enable improvement in delivery mechanisms to become more effective in project implementation.

2.2 How the evaluation results will be used, by whom and when.

The evaluation results can be used to explore the effectiveness of the intervention program, identify ways to improve the program, modify program planning, demonstrate accountability, and justify future funding.

The results of the evaluation will be used by the implementing agency – KHPT and the CBOs along with the primary stakeholders (FSWs) to understand the impact of the project and how it has contributed to their well-being. This will also provide insights into the areas for improvement for future.

2.3 What decisions will be taken after the evaluation is completed

Based on the learnings elicited in this evaluation study, the best practices would be highlighted and developed into an advocacy tool. These, recommendation will be utilised to advocate to the Government regarding violence against sex worker and highlight the problem faced by the sex workers in the society.

Further, the learnings would be incorporated into the next phase of the project if it is decided to extend the project in the future.

3 Evaluation objectives and scope

Many women in sex work consider violence, whether state or domestic as "part of the job" or "normal"; they neither have information about their rights, nor are they in a position to challenge it or seek redress. In this context this evaluation will help us to understand relevance of the intervention and its effectiveness in their day-to-day life of female sex workers. The overall objective of the evaluation is to assess the impact of the intervention which address the violence among FSW by various perpetrators and condom usage. This evaluation will explore the gaps and opportunity for further focused intervention.

Specific objective is to understand the reduction in Violence among women in sex work and to understand the extent of improvement in the life of female sex worker. This being an end of project evaluation the evaluation will distil the learnings from experience and provide a possible way forward.

3.1 Scope of Evaluation:

- *Timeframe:* this evaluation will cover the entire project period – December 2011 to July 2015.
- *Geographical Coverage:* It is proposed to cover two districts from North Karnataka Bijapur and Bagalkot (for intimate partner program only) two districts from South Bangalore Urban and Chikkaballur (only secondary stake holders) if Karnataka.
- *Target groups to be covered:* This evaluation needs to cover the primary target beneficiaries such as Female Sex Workers, key leaders of CBOs, support group facilitators, crisis committee support groups, self help groups, para-legal volunteers, women who has sought social entitlements and livelihood options, intimate partners of FSW and the secondary stakeholders of Police, Judges, Media personal and TI counselors.

3.2 Objectives of Evaluation: What are the main objectives that this evaluation must achieve?

The overall objectives of the evaluation are to:

- a) To evaluate the three-year project in terms of effectiveness, relevance, efficiency, sustainability and impact, with a strong focus on assessing the results at the outcome and project goals;
- b) To generate key lessons and identify promising practices for learning and provide possible way forward for project;
- c) To evaluate extent of reduction in discrimination and violence experienced by FSWs
- d) To evaluate redressal mechanisms established through community-based organisations (CBOs) and partner NGOs to mitigate this violence.

4 Evaluation Questions

How the Female Sex workers do perceive service availability?

How the Female Sex workers utilized the intervention program?

How the Female Sex workers change their behaviour to addressing the violence?

The key questions that need to be answered by this evaluation include the following divided into five categories of analysis. The five overall evaluation criteria – relevance, effectiveness, efficiency, sustainability and impact - will be applied for this evaluation.

Evaluation Criteria	Mandatory Evaluation Questions
Effectiveness	<ol style="list-style-type: none"> 1) To what extent were the intended project goal, outcomes and outputs achieved and how? 2) To what extent did the project reach the targeted beneficiaries at the project goal and outcome levels? How many beneficiaries have been reached? 3) To what extent has this project generated positive changes in the lives of targeted (and untargeted) women and girls in relation to the specific forms of violence addressed by this project? Why? What are the key changes in the lives of those women and/or girls? Please describe those changes. 4) What internal and external factors contributed to the achievement and/or failure of the intended project goal, outcomes and outputs? How? 5) To what extent was the project successful in advocating for legal or policy change? If it was not successful, explain why. 6) In case the project was successful in setting up new policies and/or laws, is the legal or policy change likely to be institutionalized and sustained?
Relevance	<ol style="list-style-type: none"> 1) To what extent was the project strategy and activities implemented relevant in responding to the needs of women and girls? 2) To what extent do achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women and girls?
Efficiency	<ol style="list-style-type: none"> 1) How efficiently and timely has this project been implemented and managed in accordance with the Project Document?
Sustainability	<ol style="list-style-type: none"> 1) How are the achieved results, especially the positive changes generated by the project in the lives of women and girls at the project goal level, going to be sustained after this project ends?
Impact	<ol style="list-style-type: none"> 1) What are the unintended consequences (positive and negative) resulted from the project?
Knowledge Generation	<ol style="list-style-type: none"> 1) What are the key lessons learned that can be shared with other practitioners on Ending Violence against Women and Girls? 2) Are there any promising practices? If yes, what are they and how can these promising practices be replicated in other projects and/or in other countries that have similar interventions?

5 Evaluation Methodology

The study may be classified as an external evaluation, but will be carried out in collaboration with KHPT and the CBOs involved in project implementation. Data will be collected from primary sources (questionnaires, open and semi-structured interviews, field visits, workshops, FGD etc) and secondary sources (such as annual programme/ activity reports, reports of internal/external evaluations, internal documents and memos etc). Data may also be generated from tertiary stakeholders where relevant (officials, other CBOs, NGOs etc)

During the various stages of the evaluation a combination of quantitative and qualitative techniques will be applied as required, including interviews, group discussions, data collection through questionnaires, analysis of records and participatory workshops.

Participatory data generation techniques such as action learning case studies, SWOT-analysis and Appreciative Inquiry may be used where felt necessary. Data will be collected at the various levels, i.e. the primary stakeholders (FSWs), KHPT & CBO staff team, secondary stakeholders etc. The planning for the field visits will be developed during the inception stage of the evaluation in consultation with KHPT and the partner CBOs.

The study may adopt both qualitative and quantitative techniques for data collection, the sex worker questioner may include questions on background characteristics of respondents (such as age, sex, marital status, education, occupation, religion and caste and living children), education and reasons for involvement in sex work, age at involvement in sex work, knowledge on STI, HIV/AIDS (transmission and prevention), knowledge on HIV testing and treatment, knowledge on integrated Counselling and Testing Centre (ICTC) and questions on attitudes towards person with HIV and evaluate the redressal mechanism of physical/sexual and psychological forms of violence perpetrated by intimate partners, namely domestic violence, and police and judicial violence perpetrated by state agencies.

6 Evaluation Ethics

The evaluation would look into the various forms, acts, triggers, and effects of violence FSWs experience along with their coping mechanisms and their response to violence and also tries to capture the unheard voices of the community, which need attention, as well the thoughts of FSWs on ways to mitigate the violence.

The evaluation must be conducted in accordance with the principles outlined in the UN Evaluation Group (UNEG) 'Ethical Guidelines for Evaluation' <http://www.unevaluation.org/ethicalguidelines>.

It is imperative for the evaluator(s) to:

- Guarantee the safety of respondents and the research team.
- Apply protocols to ensure anonymity and confidentiality of respondents.
- Select and train the research team on ethical issues.
- Provide referrals to local services and sources of support for women that might ask for them.
- Ensure compliance with legal codes governing areas such as provisions to collect and report data, particularly permissions needed to interview or obtain information about children and youth.
- Store securely the collected information.
- Obtain consent forms where applicable and possible.

The evaluator(s) must consult with the relevant documents as relevant prior to development and finalization of data collection methods and instruments. The key documents include (but not limited to) the following:

- World Health Organization (2003). Putting Women First: Ethical and Safety Recommendations for Research on Domestic Violence Against Women. www.who.int/gender/documents/violence/who_fch_gwh_01.1/en/index.html
- Jewkes, R., E. Dartnall and Y. Sikweyiya (2012). Ethical and Safety Recommendations for Research on the Perpetration of Sexual Violence. Sexual Violence Research Initiative. Pretoria, South Africa, Medical Research Council. Available from www.svri.org/EthicalRecommendations.pdf

- Researching violence against women: A practical guide for researchers and activists November 2005
http://www.path.org/publications/files/GBV_rvaw_complete.pdf
- World Health Organization (WHO), 'Ethical and safety recommendations for researching documenting and monitoring sexual violence in emergencies' 2007,
http://www.who.int/gender/documents/OMS_Ethics&Safety10Aug07.pdf

7 Key deliverables of evaluators and timeframe

	Deliverables	Description of Expected Deliverables	Timeline of each deliverable (date/month/year)
1	Evaluation inception report (Language of report: English)	<p>The inception report provides the grantee organization and the evaluators with an opportunity to verify that they share the same understanding about the evaluation and clarify any misunderstanding at the outset.</p> <p>The evaluators before going into the technical mission and full data collection stage must prepare an inception report. It must detail the evaluators' understanding of what is being evaluated and why, showing how each evaluation question will be answered by way of: proposed methods, proposed sources of data and data collection/analysis procedures.</p> <p>The inception report must include a proposed schedule of tasks, activities and deliverables, designating a team member with the lead responsibility for each task or product. The structure must be in line with the suggested structure as per the TOR.</p>	24/06/2015
2	Draft evaluation report (Language of report: English)	<p>Evaluators must submit draft report for review and comments by all parties involved. The report needs to meet the minimum requirements specified in the TOR.</p> <p>The grantee and key stakeholders in the evaluation must review the draft evaluation report to ensure that the evaluation meets the required quality criteria.</p>	15/08/2015
3	Final evaluation report (Language of report: English)	<p>Relevant comments from key stakeholders must be well integrated in the final version, and the final report must meet the minimum requirements specified in the annex of TOR.</p> <p>The final report must be disseminated widely to the relevant stakeholders and the general public.</p>	25/08/2015

8 Evaluation team composition and required competencies

8.1 Evaluation Team Composition and Roles and Responsibilities

The evaluation will be carried out by a team of two external national consultants in close collaboration with KHPT and its partners the CBOs. Ms. Sathyasree Goswami from Anahata, New Delhi and Mr. Pradeep Esteves from Context India, Bangalore will carry out the evaluation of this project jointly. Both the team members will closely work together as the evaluation team.

Ms. Sathyasree Goswami will be the lead evaluator and will be responsible for undertaking the evaluation from start to finish and for managing the evaluation team under the supervision of evaluation task manager from KHPT, for the data collection and analysis, as well as report drafting and finalization in English.

Mr. Pradeep Esteves will be the co-evaluator and support the evaluation process. He will work in close collaboration and in conjunction with the lead evaluator to fulfil the requirement of the evaluation. He will support in all the tasks as needed for the evaluation, including in report writing, data collection etc.

Both the members of the evaluation team will be working as a team and submit a joint report. Although the team members will work together intensively during the study, the team leader will bear the final responsibility for the reporting and the evaluation as a whole.

8.2 Required Competencies

Both the evaluation team members have been selected as they meet with the required competencies to carry out this evaluation. More specifically, they meet the following requirements.

- The evaluators both have evaluation experience of over 10 years in conducting external evaluations, with mixed-methods evaluation skills and having flexibility in using non-traditional and innovative evaluation methods
- They possess expertise in:
 - Gender and human-rights based approaches to evaluation and issues of violence against women and girls
 - Evaluation experiences in the areas of ending violence against women and girls
 - In collecting and analysing quantitative and qualitative data
 - In-depth knowledge of gender equality and women's empowerment
 - A strong commitment to delivering timely and high-quality results, i.e. credible evaluation and its report that can be used
 - A strong team leadership and management track record, as well as interpersonal and communication skills to help ensure that the evaluation is understood and used.
 - Good communication skills and ability to communicate with various stakeholders and to express concisely and clearly ideas and concepts
- Both the evaluators have been involved in the development sector both within India and internationally and have vast experience and knowledge of the human rights and development issues especially related to India.
- Both the evaluators have a sound proficiency in English and the local languages of the project areas (Kannada & Telugu) as well as the national language (Hindi).

9 Management Arrangement of the evaluation

Name of Group	Role and responsibilities	Actual name of staff responsible
Evaluation Team	External evaluators/consultants to conduct an external evaluation based on the contractual agreement and the Terms of Reference, and under the day-to-day supervision of the Evaluation Task Manager.	Ms Sathyasree Goswami & Mr Pradeep Esteves
Evaluation Task Manager	<p>Someone from the grantee organization, such as project manager and/or M&E officer to manage the entire evaluation process under the overall guidance of the senior management, to:</p> <ul style="list-style-type: none"> • lead the development and finalization of the evaluation TOR in consultation with key stakeholders and the senior management; • manage the recruitment of the external evaluators; • lead the collection of the key documents and data to be shared with the evaluators at the beginning of the inception stage; • liaise and coordinate with the evaluation team, the reference group, the commissioning organization and the advisory group throughout the process to ensure effective communication and collaboration; • provide administrative and substantive technical support to the evaluation team and work closely with the evaluation team throughout the evaluation; • lead the dissemination of the report and follow-up activities after finalization of the report 	Ms.Sunitha B.J State project coordinator KHPT
Commissioning Organization	Senior management of the organization who commissions the evaluation (grantee) – responsible for: 1) allocating adequate human and financial resources for the evaluation; 2) guiding the evaluation manager; 3) preparing responses to the recommendations generated by the evaluation.	Dr. Shajy Isac – Director M&E and Research Mr. Ramachandra Rao Project director – Samvedana
Reference Group	Include primary and secondary beneficiaries, partners and stakeholders of the project who provide necessary information to the evaluation team and to review the draft report for quality assurance	Primary target beneficiaries such as Female Sex Workers, key leaders of CBOs, support group facilitators, crisis committee, support groups, self help groups, and secondary beneficiaries like media, policemen, Judicial officers
Advisory Group	Must include a focal point from the UN Women Regional Office and the UN Trust Fund Portfolio Manager to review and comment on <u>the draft TOR and the draft report</u> for quality assurance and	Mr. Jeevan Kanakkassery- UN women Regional Office. Ms. Anna Theresia Thylin

	provide technical support if needed.	– UN Trust Fund Portfolio Manager
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10 Timeline of the entire evaluation process

Stage of Evaluation	Key Task	Responsible	Number of days required	Timeframe (dd/mm/yyyy dd/mm/yyyy)
Preparation stage	Prepare and finalize the TOR with key stakeholders	Commissioning organization and evaluation task manager	Inputs required by Grantee	
	Compiling key documents and existing data			
	Recruitment of external evaluator(s)			
Inception stage	Briefings of evaluators to orient the evaluators	Evaluation task manager & ET	1	19 – 06-2015
	Desk review of key documents	Evaluation Team	3	20 – 22th June 2015
	Finalizing the evaluation design and methods	Evaluation Team		
	Preparing an inception report	Evaluation Team	2	23 – 24 th June 2015
	Review Inception Report and provide feedback	Evaluation Task Manager, Reference Group and Advisory Group		25 – 28 th June 2015
	Submitting final version of inception report	Evaluation Team	1	29 th June 2015
Data collection and analysis stage	Desk research	Evaluation Team	2	26 – 27 th June 2015
	In-country technical mission for data collection (visits to the field, interviews, questionnaires, etc.)	Evaluation Team	10	30 th June – 4 th July 2015 & 6 th – 10 th July 2015
Synthesis and reporting stage	Analysis and interpretation of findings	Evaluation Team	3	11 – 13 th July 2015 ;
	Preparing a draft report	Evaluation Team	3	27 – 29 th July 2015
	Review of the draft report with	Evaluation Task		

	key stakeholders for quality assurance	Manager, Reference Group, Commissioning Organization Senior Management, and Advisory Group		
	Consolidate comments from all the groups and submit the consolidated comments to evaluation team	Evaluation Task Manger		
	Incorporating comments and revising the evaluation report	Evaluation Team	2	13 – 14 th August
	Submission of the final report	Evaluation Team	1	15 th August 2015
	Final review and approval of report	Evaluation Task Manager, Reference Group, Commissioning Organization Senior Management, and Advisory Group		
Dissemination and follow-up	Publishing and distributing the final report	Commissioning organization led by evaluation manager		
	Prepare management responses to the key recommendations of the report	Senior Management of commissioning organization		
	Organize learning events (to discuss key findings and recommendations, use the finding for planning of following year, etc)	Commissioning organization		

11 Budget

1. Budget for evaluators' consultation fees: USD 9,000 for both the evaluators
2. Travel and accommodation: USD 800 for both the evaluators
3. Subsistence allowance: USD 500

The total budget for this evaluation is USD 10,300
(Exchange rate used: 1 US\$ = Rs. 60.00)

12 Annexes

- 1) Key stakeholders and partners to be consulted
 - A list of key stakeholders and other individuals who should be consulted, together with an indication of their affiliation and relevance for the evaluation and their contact information.
 - This annex also suggests sites to be visited.
- 2) Documents to be consulted
 - Relevant national strategy documents

- Strategic and other planning documents (e.g. project documents)
 - Baseline data of the project (i.e. Results Monitoring Plan and Baseline Report)
 - Monitoring plans, indicators and summary of monitoring data
 - Progress and annual reports of the project
 - Reports from previous evaluations of the project and/or the organization, if any.
 - Training manuals
 - Process documentation of 2 trainings – Judiciary and counselling
- 3) Required structure for the inception report
Inception report will follow the guidelines given by the UNTF
- 4) Required structure for the evaluation report
The evaluation report will follow the guidelines given by the UNTF

Annex II – Evaluation Matrix

Evaluation Matrix

Evaluation Criteria	Evaluation Questions	Indicators	Data Source and Data Collection Methods
Relevance	1) To what extent was the project strategy and activities implemented relevant in responding to the needs of women? 2) To what extent do achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women?	FSWs feel reduction of violence in their lives. Relevant stakeholders express that the project has been able to achieve what it set out to do.	Direct Interviews Focussed Group discussions Short Workshops Case Studies
Efficiency	1) How efficiently and timely has this project been implemented and managed in accordance with the Project Document?	Timeline and milestones of project delivery schedule	Secondary and primary data
Effectiveness	1) To what extent were the intended project goal, outcomes and outputs achieved and how? 2) To what extent did the project reach the targeted beneficiaries at the project goal and outcome levels? How many beneficiaries have been reached? 3) To what extent has this project generated positive changes in the lives of targeted (and untargeted) women and girls in relation to the specific forms of violence addressed by this project? Why? What are the key changes in the lives of those women and/or girls? Please describe those changes. 4) What internal and external factors contributed to the achievement and/or failure of the intended project goal, outcomes and outputs? How? 5) To what extent was the project successful in advocating for legal or policy change? If it was not successful, explain why. 6) In case the project was	Beneficiaries reached out to in comparison to planned. Outputs reached Positive changes generated in lives of women and girls. Trends in occurrence of incidents of violence. Sensitivity of judiciary, police and other service providers to occurrence of violence. Internal and external factors that contributed to the success/or failure of the project. Attribution gaps if any	Direct Interviews Focussed Group discussions Short Workshops Case Studies Secondary data Project database

	successful in setting up new policies and/or laws, is the legal or policy change likely to be institutionalized and sustained?	Changes or impact at policy level.	
Impact (outcomes)	1) What are the unintended consequences (positive and negative) resulted from the project?	Apart from the planned outcomes, results if any	Primary data through FGDs and interviews.
Sustainability	1) How are the achieved results, especially the positive changes generated by the project in the lives of women and girls at the project goal level, going to be sustained after this project ends?	Extent to which the changes have been internalised and sustained Role of the CBOs post the interventions	Primary data through FGDs and interviews.
Knowledge Generation (learnings)	1) What are the key lessons learned that could be shared with other practitioners on Ending Violence against Women and Girls? 2) Are there any promising practices? If yes, what are they and how can these promising practices be replicated in other projects and/or in other countries that have similar interventions?	Knowledge Products developed Learning sites developed Knowledge sharing processes Good practices documentation Case study documentation	Secondary data from reports, knowledge products, training modules etc Primary data through FGDs and interviews.

Annex III – Beneficiary Data Sheet

Beneficiary Data Sheet

Beneficiary group		The number of beneficiaries reached	
		At the project goal level	At the outcome level
Female domestic workers			
Female migrant workers			
Female political activists/human rights defenders			
Female sex workers		34,562	34,562
Female refugees/internally displaced/asylum seekers			
Indigenous women/from ethnic groups			
Lesbian, bisexual, transgender			
Women and girls in general			
Women/girls with disabilities			
Women/girls living with HIV and AIDS			
Women/girls survivors of violence		15,710	15,710
Women prisoners			
Others (specify)			
Primary Beneficiary Total			
Civil society organizations (including NGOs)	Number of institutions reached	NA	
	Number of individuals reached	NA	
Community-based groups/members	Number of groups reached	NA	628
	Number of individuals reached	NA	34,562
Educational professionals (i.e. teachers, educators)		NA	
Faith-based organizations	Number of institutions reached	NA	
	Number of individuals reached	NA	
General public/community at large		NA	
Government officials (i.e. decision makers, policy implementers)		NA	
Health professionals		NA	260
Journalists/Media		NA	224
Legal officers (i.e. lawyers, prosecutors, judges)		NA	505
Men and/or boys		NA	
Parliamentarians		NA	
Private sector employers		NA	
Social/welfare workers		NA	
Uniformed personnel (i.e. police, military, peace-keeping officers)		NA	4,176
Others (specify)		NA	
Secondary Beneficiary Total		NA	

Annex IV - Additional methodology-related documentation

Data collection Instruments

1. Guiding questions for group discussion and short workshops

Appreciative Enquiry

- What went well during the project period of last three years
- Why did it go well
- What was emphasised for the best results to be achieved.

Critical reflection

- What did not go well during the project period of last three years
- Why did it not go well
- What could have been done differently

Sustainability

- Should the best results of the last three years be sustained?
- Which ones?
- How would the best results of the last three years be sustained?

2. Guiding questions for focussed group discussion and individual interviews

Perception of violence

- Why do you think violence is done?
- Why does violence happen to a specific group of people in the society?
- Has the situation with regards to physical, emotional, verbal and psychological harassment and violence changed in the last three years?
- Has it become better or worse? How and why?
- If the project has empowered you not to use force or violence how does it make you feel? (for Intimate partners and police)

Perception of change

- What are the major factors that has changed your life (women and girls)
- Has there been any change in perception about sex workers? (Police, Judiciary, media)
- Has the project activities led to a change in the environment of the place where you live/work?

Project achievement

- Are counselling and legal aid services Available and accessible for you and the community?
- How do you address issues of VAW among sex workers?
- Have you observed whether any additional income is earned through supplementary livelihood
- What steps have been taken for raising public consciousness on issue of VAW and HIV in context of sex work?
- What are the collective actions taken by CBOs on issues of VAW and HIV in the context of sex work?

3. Participatory SWOT workshops

In addition participatory group exercises by way of workshops were conducted. A SWOT analysis was done in these workshops to gain an insight into the understanding of the project and its result to the primary beneficiary. The key questions given to the groups were:

What is it according to you went well?

What is it that did not go according to what was planned?

What is it that can be improved upon or removed from the project?

Data Collection sheets for the Output and Outcome plan and achieved is given separately with the report in Excel format

Output, Outcomes, Strategies and Activities chart is also given separately with this report in Excel Format

Note: These questions are interchangeable and might be framed differently for different groups of stakeholders. As experienced evaluators we have also seen that the questions are pointers that helps the evaluators. The process of discussions sometimes leads to emergence of various issues which enrich the discussions and provide valuable insight. Such emergence will also be taken into account to understand the holistic picture within the context of the Samvedana project.

Samvedana Project External evaluation schedule			
Itinerary of Evaluation team to Davangere District			
	Name of Groups	Timings	Place
29-Jun-15	BOD members	10am to 11.30am	CBO office
	SHG members	11.30 am to 12.00pm	CBO office
	Open discussion with TI staffs and Samvedhana staffs	12.00pm to 1.30 pm	CBO office
	Lunch break	1.30pm to 2.00pm	
	SG facilitators	2.00pm to 3.00pm	CBO office
	TI counsellor	3.00pm to 4.00pm	CBO office
	Individual interaction with Crisis affected with FSW	4.00pm to 5.00pm	CBO office
	Support Group member	5.30 pm to 6.30pm	Site visit
30-Jun-15	CMT team	10.00am to 11.30am	Harihar TI 2 office
	Interaction with Support groups	11.30am to 1.30 pm	Harihar TI 2 office
	Traveling from Harihar to Honnali and Lunch	1.30pm to 3.00pm	
	Interaction with Honnali taluka Judge	3.30 - 4.30pm	Taluka Court
	Modular training effects with FSWs Honnali Taluka	3.00pm to 5.00pm	Honnali taluka DIC
01-Jul-15	Free Legal AID	10.00am to 11.00am	District Court
	Interaction with Police officers	11.00 am to 12.00pm	Mahila Police station PJ extension
	GO and NGO coalition meeting	12.00pm to 1.30pm	CBO office
	Lunch	1.30pm to 2.00pm	
	Interaction with who had got Free Legal Aid services	2.00pm to 2.30pm	CBO office
	Individual interaction with who have got SE	2.30pm to 3.00pm	CBO office
	Samvedhana Documentation (Pink card, K-form, Advocacy tracking sheet, registers,	3.00pm to 4.00pm	CBO office
	Orange Neighbourhood day and etc. photos session	4.00pm to 5.00pm	CBO office

Itinerary of Evaluation team to Bijapur (Vijayapura) District

Date	Time	Description	Place	
02-07.2015	01.00pm to 02.00pm	Lunch with AJMS staff	AJMS Office, Vijayapura	
	02.00pm to 04.00pm	Presentation on AJMS and Samvedana programmes and discussion	AJMS Office, Vijayapura	
	04.00pm to 04.15pm	Tea Break		
	04.15pm to 06.00pm		Group discussion with :	AJMS Office, Vijayapura
			1.BoD members	
			2.District CMT members	
			3.Staff - Target Intervention	
03.07.2015	09.30am to 11.00 am	Meeting with the Intimate Partners	AJMS Office, Vijayapura	
	11.00am to 01.00pm	Meeting with modular training group members	District hospital campus/Sankalp Office	
	01.00pm to 02.00pm	Meeting with District Coalition members (GO/NGO/CSO)	Dapcu Office	
	02.00pm to 03.00pm	Lunch		
	03.00pm to 04.30pm	Meeting with Social entitlement availed community women (crisis affected)	AJMS Office, Vijayapura	
	04.30pm to 06.00pm	Visit to Brothel site and interaction with the community women	Brothel near Lakshmi Talkies	
04.07.2015	09.00am to 10.00am	Travel to Basavana Bagewadi		
	10.00am to 12.00noon	Meeting with Co-op BoD members and discussion	TI-2 office premises	
	12.00noon to 01.30pm	Meeting with Income Generation programme availed community women	TI-2 office premises	
	02.30pm to 03.30pm	Lunch		
	03.30pm to 05.00pm	Meeting with IP -FSWs at Nagur	Community women house	
	05.00pm onwards	Departure		

Itinerary of Evaluation team to Chickballapur and Bangalore Urban

Date	Time	Description	Responsibility
05-Jul-15	5.00 to 7.30 p.m	Meeting with 1 Media person	Balasubramanian & Sunitha
06-Jul-15	8.30 to 10 a.m.	Travel to Chickballapur	Holla
	10.30 to 12 noon	Meeting with District Jude and DLSA	Holla
	12.00 to 1.30 p.m.	Travel from Chickballapur	Holla
	1.30 to 3.30 p.m	Meeting with 2 media persons at Press Club Bangalore	Holla and Balasubramanian
	4.00 to 5.00 p.m	Meeting with 1 Magistrate at Bangalore City	Holla
07-Jul-15	9.00 to 10.30	Meeting at Rajarajeshwari nagar police station - 14 constables	Holla and Sandhya
	10.45 to 12.00	Meeting with Kengeri police station - 6 constables	Holla and Sandhya
	12.30 to 5.00	Meeting with Mahila Sangha (CBO) at Kengeri	Holla and Sandhya
08-Jul-15	10.00 to 1.00 pm	Meeting with VMS (CBO) and leaders	Holla and Sunitha
	2.00 p.m to 5.00 p.m	Meeting with KHPT team at KHPT office	Sunitha
09-Jul-15	10.30 to 4.00 pm	De-briefing and clarifications with KHPT team at KHPT office	Sunitha & Balasubramanian

Annex VI – List of Documents

List of documents consulted for the evaluation by the evaluators

1. UNTF Project Proposal revised 3 Jan 12
2. UNTF Baseline report Final
3. 1 - 15 Modules for FSW
4. UNTF Narrative Report – November 2012 to May 2013
5. UNTF Narrative Report – November 2012 to October 2013
6. Annual report – 1st June 2012 to 31st October 2012
7. Annual report for year 2
8. Annual report for year 3
9. Document on crisis Management Committee initiatives – sustenance
10. Belgaum Para legal Programme
11. Concept Note for training of Crisis Management teams
12. Counselling process report
13. District Legal Service Authority (Program on Paralegal Volunteers Training and Card distribution – December 2014)
14. DW Para legal Volunteer Assignment
15. ENDLINE-BTS 16.06.2015 – Data collection sheet
16. English module- final
17. Final Lovers Study Report Proof (30-07-2012)
18. NACO Form K: Crisis Reporting Format
19. Group Session Module for Intimate partners
20. Group sessions Module for FSW who has intimate partners
21. Judges and police training (power point)
22. KHPT UNTF RRF - Final (Revised)
23. P & S 150617 KHPT - ToR for the evaluation
24. Paralegal volunteer concept (power point)
25. 2 Police training reports
26. Project Samvedana - UNTF Review Meeting 28 Dec 13 (power point)
27. Report of the Workshop for Judiciary at Mysore Dec 8 & 9 2012
28. Samvedana - Para legal training mini report
29. Samvedana Monthly Report May 15
30. STRC training for TI counsellors feedback

Annex VII – CVs of Evaluators

Sathyasree Goswami
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Date of birth: 31st January 1972 (Female)

Languages: English, Assamese, Hindi, Kannada and Bengali.

Education and Certification:

- Post graduation in Psychology-Sexuality & Sexual Counselling from Kuvempu University
- Graduation in Biochemistry with Zoology major from Guwahati University
- One year foundation course in creative art therapy (2012)
- Community health fellowship with CHC (2005-2006), Bangalore,
- Health and Human rights course with TISS and CEHAT Mumbai (2005),
- Building learning into lives of organisations offered by CDRA Cape town (2004)
- First International Training on Lesbian Gay Bisexual transperson's Human rights (LGBTHR) SIDA and RFSU Stockholm/Bali (2007-08)
- Training Workshop on Programmatic Approach- Wageningen University (2008)
- Group Relations Conference (Tavistock Model) 2009
- Advanced Facilitation Course by Context international cooperation and CDRA, Cap Doorn Netherlands (2010)
- ToT in Civic Driven Change by Context international cooperation, Rajasthan. (2010)
- Certified Process worker- training based on Applied Behavioural Science (2004-14)
- Personal growth labs with Sumedhas Academy of Human Context (2012-2015)

Career Overview

Sathyasree Goswami is 43 years old and works as a facilitator of development processes, she has worked for the last 20 years towards reducing marginalisation, enabling lives of dignity thus bringing about social change. She has been working as a development practitioner, researcher, trainer, organisation evaluation team member, gender and organisation consultant for 20 years now. She has been appointed as the Advisor to Supreme Court Commissioner (Right to Food) for Karnataka and is also a governing body member of Voluntary Action Network India (VANI).

She has been the co-founder of the NGO Rural Volunteers Centre in Akajan village of Assam and PAYANA a group of persons from sexual minority community in Bangalore. She is the promoter of Foresee social entrepreneurs - a social business based in India. She has played a leadership role in various organizations and as a social entrepreneur her colleagues and she provide business development support to social investors, social entrepreneurs and development organisations with regard to subjects such as strategic positioning, staff development, social accounting and M&E in India specifically and South Asia at large and the donor community of Europe and Asia.

Having been trained on areas of sexuality and sexual health rights, she has been working for the past ten years in developing experiential training modules toward positive sexuality issues and sexuality rights. A trained counsellor and psychotherapist, Sathyasree specialized in healing through creative arts (visual arts, movement and drama) and has worked with children with disabilities, male and female sex-workers, gender variant men, trans-persons and persons with alternate sexualities. She

currently is working with the relatedness of symbols, mythology and myths and healing through dreams.

Leading for change

Sathyasree started her journey soon after college to work for bringing change in the society's lesser privileged; it took her about a decade to understand that change really occurs when there is a change in power equation and it begins from herself. She has been the founder of two voluntary organizations, one in the most remote district of Assam, and another amongst the working-class sexual minority community in Bangalore. Further she has promoted a social business in Bangalore.

Integrated Rural Development & Disaster: Sathyasree was one of the founder members of a well-known voluntary organization working in Assam - Rural Volunteers Centre (RVC) where she worked with flood affected tribal communities supported mainly by Oxfam (India) Trust, Actionaid India, and Save the Children UK. She held the position of coordinator in RVC from **1994 to 2002** managing more than 80 staff members and work related to designing trainings, implementation of preparedness, relief and rehabilitation for over 300 villages in Dhemaji and Lakhimpur districts of Assam. She was an integral part of developing various Community based Disaster Preparedness processes and all the documentation in Assamese and English were solely handled by her. During that period she has also been a part of imparting training on CBDP and related documentation work. At RVC she was involved in the coordination of finances, programmes, trainings and flood relief work. Involvement with RVC also led her to work towards an integrated rural development concept varying from handloom handicrafts development for women to water and sanitation programmes, coordinated the Self help Group movement and was instrumental in designing livelihood programmes for the members in the flood affected villages of Assam.

Children's Right to development and education: Sathyasree was an active part of a supplementary nutrition program for 30,000 children affected by flood in Dhemaji Assam. During the course of distribution of supplementary nutrition, a mass campaign on the Rights of Children was launched; as a part of this there was a signature campaign by 45000 children and Sathyasree had designed a comic book in Assamese language to be used. She led a project of 20 innovative non-formal schools for working children of 10 villages of Arunachal Pradesh and 10 of Assam from 1994 to 1999 funded by Ministry of Human resources Development, Govt. of India. Later she had designed and supported a unique school for tribal children- *Bramhaputra Vidyalay* which is in its 14th year today in Akajan village. This was for children of tribal villages to acquire modern education in a local context. The school currently is run by all local teachers and has close to 300 children. She was also involved with advocacy campaign on right to food with children in Assam.

Livelihood security in Dryland: During **2003 to 2005** she worked with drought-hit farmers and their families through Voluntary Action Network Anantapur (VANA) in erstwhile Andhra Pradesh. She led the organisation as the Coordinator; VANA was a network of NGOs organised to mitigate drought in the semi-arid drought prone region of Anantapur district. This project was funded by EED, Germany. The members of the network implemented various projects such as dry land development works, watershed works, building people's organisations, micro-credit activities etcetera. Her responsibilities entailed, strategic functioning, project formulation, program and finance monitoring, liaison with the government and EED their donor, fund raising, advocacy and lobbying from a network's purview apart from being the overall executive head of the organisation and it involved administrative tasks as well.

Community Health: Sathyasree had trained 135 health workers in Assam to work in flood affected villages and had designed and implemented a preventive health program. She completed her community health fellowship (**2005- 2006**) with Community Health Cell (CHC) Bangalore and Sir Ratan Tata Trust. During the fellowship period understanding and working on policies of health and healthcare specifically the then launched National Rural Health Mission of Government of India was carried out. She has supported 120 health workers in Anantapur district of Andhra Pradesh to formulate strategies towards realizing the right to primary health care. She was also an active member

of the Jan Swasthya Abhiyaan in monitoring government programs and working towards right to primary health care. She has been a part of the Health and Human rights Course conducted by CEHAT and TISS both as a participant and a faculty. Sathyasree has been actively involved with the Jan Swasthya Abhiyaan (Right to Health Movement of India) and the medico friends circle and currently focuses her energies on mental health.

Sexuality and Sexual Minorities: In 2006–2008 Sathyasree was the program coordinator for Sangama- a human rights organisation working for protection of the rights of Sexual minorities in Bangalore in particular and Karnataka at large. She was responsible for coordinating the advocacy work and the services division of Sangama in Karnataka, Tamil Nadu, Kerala and Gujarat. She was also involved in fund raising for Sangama and the associate organisations. She led a multi skilled team and a multi cultural team of about 80 staff members at Sangama as the program coordinator. During this period she worked extensively for the human rights of LGBTI community and sex-workers and their children.

She has been working in the field of sexuality both as an implementer and a trainer for the past 7 years. She is involved in building perspective on positive sexuality in twelve districts of Karnataka state of South India. She assisted Indian national organisations like National AIDS Control Organisation (NACO), National Institute for Mental Health & neurological Sciences (NIMHANS), UNICEF etcetera as a trainer in developing perspective on positive sexuality whereby training trainers from eight states of India. She has also developed a group of community trainers who are now hired by well-known organisations as resource persons to conduct trainings on sexuality and gender.

Organizational learning, Planning, Monitoring and Evaluation

Between 2008 and 2013 Sathyasree started working from a social business model and has been involved in various evaluation studies, action research, strategic planning exercises, organisational development and related work both at national level and South Asia level.

Commissioned by Plan International she has carried out an Impact Assessment for Samuha's partnership with Plan International in North Karnataka (2008). She has facilitated development of Food & Water Security Program for India, Nepal and Pakistan for partners of ICCO & Kerkinactie facilitated development of Democratization & Peace building Program for India, for partners of ICCO & Kerkinactie as well in 2007-08. In the North East India she carried out an evaluation commissioned by CASA of their work (2007). She was a part of another evaluation study of Mathagondapalli Education Centre- a project of Terre de Homes Netherlands commissioned by TdH Netherlands (2009). She has completed the evaluation study of Psycho-social rehabilitation of Tsunami affected children in AP commissioned by TdH Germany (2010). Further evaluation study for SCINDeA a network of civil society organisations working in three south Indian states (2012) was done.

In 2011 Sathyasree along with a colleague promoted Foresee social entrepreneurs - a small social business that positions itself to contribute to civic behaviour at the level of family, civil society, institutions of governance. During 2011 to 2013 Sathyasree has worked with Karuna Foundation Netherlands to facilitate a Theory of Change workshop In Nepal for a large South Asia level program. She has conducted an evaluation for Karl Kübel Institute for Development Education, Germany, in Tamil Nadu and Karnataka. She has conducted an organisational evaluation for FIAN International for their work in Uttar Pradesh commissioned by FIAN Norway. She has supported the Nepal SRHR coalition in strategic planning commissioned by ICCO Cooperation, India and South Asia

Sathyasree was one of the consultants for Bread for the World (BROT), Germany in the Outcome Impact (OIO) Monitoring system. She was commissioned by Brot to work with 5 of their major partners in India to bring a outcome Impact monitoring system in these organisations. Sathyasree accompanied Christian medical association of India (CMAI); Centre for Science & Environment (CSE); Timbaktu Collective (TC); Accion Fraternal (RDT-Ecology Centre) and Church of North India Synodical Board of Social Service (CNI-SBSSS) for over a year to work on the organisational systems.

Action learning and Facilitating Organisation Development

Sathyasree has supported various organisations in carrying out organisational development work by using action learning. She has providing OD support to National Federation for Dalit Land Rights Movements (NFDLRM), a network of movements working for Dalit land rights in 18 states of India.

She facilitated a grassroots organisation in West Bengal called Rural Development Association (RDA) in the OD process. She has accompanied THREAD- another grassroots organisation in Orissa to strengthen their organisational systems and the community based organisations.

She has facilitated the Strategic Planning of Pairvi (an advocacy organisation) New Delhi at the same time she has done strategic Planning and visioning exercise with members of Navajeevana Mahila Okkutta (an unregistered Devadasi Collective) in Raichur Karnataka. Similar exercise was also carried out for Strategic Planning of Network of People with Disabilities based in Hyderabad. She has also facilitated planning, monitoring and evaluation (including Documentation) Training for Henry Martin Institute for Interfaith reconciliation Hyderabad. Review and forward planning of Pairvi- an advocacy organisation based in New Delhi. She has carried out organisational development of THREAD Orissa commissioned by THREAD, EED & FCN. She has completed a strategic planning with ICCO-KiA in Manipur for HIV/AIDS project.

Knowledge Management

Sathyasree has been a part of many research studies; she was the main researcher for Study on Homelessness in Bangalore city commissioned by IGSSS and its partners. She completed a research on Supplementary Education for PRISMA alliance in India; she is supporting the IMPULSIS study (only the desk study) in Peru, Uganda and Kenya; has been a part of an action research on lives of Auto Rickshaw Drivers in Bangalore city of India supported by ICCO with Context, international cooperation Utrecht. She is currently a part of the five country research study understanding role of social business vis a vis role of NGDOs.

She has written a module on mobilisation of persons with alternative sexuality for Payana in Bangalore. She had also carried out a research on honour killings in NE India- paper presented at Mumbai University. Apart from that she has done several documentations like the strategic planning workshop of EveryChild, Bangalore, and documentation for workshops on Food Security study initiated by EED. She has also carried out conceptualisation and project formulation for the states of Assam, Arunachal Pradesh and Tripura government in collaboration with UNICEF, UNDP during 1996 to 2002. Sathyasree has been carrying out training by being a trainer for over a decade now. She has facilitated various group relations training using psycho-dynamic methods. She is considered one of the master trainers on sexuality and has conducted trainings on sexuality in many parts of India. She has designed and conducted trainings for village animators, community health workers on various aspects of rural development on discrimination against women, for teachers on teaching methodology, both in formal and non formal education up to elementary levels and documentation process. She has conducted training of over 110 NGOs on organisational development issues, project and finance management in 5 north eastern states of India. She has also trained leaders of 13 organizations working for the rights of Dalits in Maharashtra method based on human psychodynamics in April 2006. She has facilitated personal growth labs for nearly five years.

18th May 2015

Sathyasree Goswami

CURRICULUM VITAE – PRADEEP ESTEVES

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Languages

To read, write & communicate fluently	English, Kannada and Telugu
To understand and converse	Hindi, Tamil and Urdu

Date of birth 19th of August 1959 at Bangalore, India.

CURRENT POSITION AND EXPERIENCES

Mr. Pradeep Esteves is at present the Director of Context India, based in Bangalore. Context India focuses on giving support on organisational and institutional development issues such as setting up of sustainable systems on planning, monitoring and evaluations including finance management and setting up SROI. Similar support is provided for networks/coalitions of NGO's as well as complex/collective forms of organisations in Asia with special focus on building organisational learning systems. Context also is involved in research; evaluation and studies of special interest that foster learning. In collaboration with Context International Cooperation currently Context India is involved in training and implementing tools for measuring the qualitative indicators vis-à-vis Social Returns on Investments (SROI).

Mr. Pradeep Esteves is also a Director at Three Wheels United Pvt Ltd, a social business working with the auto-rickshaw driver eco-system in India. The present concentration is in the city of Bangalore and will be extended to other cities and towns in south Asia. Mr. Pradeep is involved in organising the community of auto drivers and developing the strategic plan for both the organisation of drivers as well as the company.

Co-authored a book titled "Changing Contexts: Changing roles" which has been published by EED, Germany. This book is based on a research study on the role and depth of the Community Based Organisations / People's Organisations (CBO/ PO's). The book is aimed to enrich, comprehend and understand as to what constitutes a CBO/PO.

Member of the National core group and Coordinator for South India Region of the "Forum for Ethics, Accountability and Transparency (FEAT)" initiated by Finance Management Service Foundation (FMSF), New Delhi. The forum aims to promote better governance through enhanced ethical and accountability norms and at present has a membership of around forty five Chartered accountants and finance management consultants from all over India.

Member and convenor of Govindpur, which is a process/platform for promoting reflection meetings for and by development actors, activists etcetera. Govindpur series of meetings started almost thirty years ago as a forum for collective reflection on developmental issues at the National and International levels for development workers.

Context India is one of the core organising committee member and initiators of the “Indian Civil Society Summits’ This first summit was held at Bangalore during August 2007 and attended by more than 700 civil society institutions including many farmer and people’s organisations. The summit also honoured sixty present day development actors and remembered the various people initiatives while coming out with a declaration for the Civil Society in India. The second Summit was held during January 2010, the third was in November 2012 and the fourth in January 2014 with over 300 organisations participating along with an additional 200 youth and children.

Member of the core group of the Campaign on Electoral reforms in India and the region. This campaign is studying the various electoral processes in the other countries such as Germany, New Zealand, Sweden etc to bring in a proportional representation system in the Indian constitution. Almost all the political parties and the Election Commission of India have started to endorse the campaign. Six of the ex-Election Commissioners are now members of the campaign.

In collaboration with Context, international cooperation, the Utrecht, involved in a dialogue with Civil Society representatives in India to foster social entrepreneurs. Seminars and workshops are being conducted leading to the development of a network of Social Entrepreneurs in India.

Active member of the Fair Climate network promoted both in India and the Netherlands in order to address the Climate Change issues with a two-pronged approach. The network addresses the issues with regard to the climate justice, and supports and develops programmes on the Clean Development Mechanism process as defined by UNFCCC in favour of the poor. The FCN is at present preparing a Pan India coalition of organisations on Low Carbon Farming. At present Mr. Pradeep Esteves also gives support to the members of FCN on NGO dynamics in order to move the NGO thinking away from grant management to becoming social entrepreneurs.

Board member in a number of renowned organisations for additional information you could check the LinkedIn profile at: <https://www.linkedin.com/in/pradepesteves>

ENGAGEMENTS

Facilitating the development and nurturing of the respective National Programme Coalitions on Food Security and Water in India, Pakistan, Nepal and Bangladesh as well as facilitating the development of the Indian Programme coalition on Democratisation and Peace (Empowerment and Entitlement coalition). These coalitions are being formed and facilitated as part of the ICCO, the Netherlands change process in the South Asia region.

Coordinating a national level capacity enhancement programme for 36 organisations spread across India in close partnership with Indian Institute of Management Bangalore, AME, Best Practices Foundation and other for repositioning the respective organisations towards the

changed contextual scenario for Development organisations and also on promotion of producer companies for farmers.

Support is being provided to a couple of small donors from the Netherlands to take stock and to help them develop a roadmap for future support to their partners. This involves a short evaluation process and evolving a strategy for the next phase of the support with their existing partners. This could lead to a developing a platform of such small donors to safeguard their interests and ensuring proper utilisation of their funds with minimal monitoring.

Engaged in hands on support to NFI, New Delhi to support their partners in innovative thinking and evolving plans to implement such programmes amongst youth. Have been engaged with organisations such as Sangama, Aneka, Payana, Samara and others working on issues related to sexual minorities. Have supported them in the evolving of CBOs for their communities.

Facilitating an organisational change process at ARDAR an organisation working in Andhra Pradesh with children with disabilities. This programme is partnered with a Dutch agency Friends Indeed. At present in the process of concluding an evaluation of ECHO an organisation working for Juvenile Justice in Bangalore City. Cordaid from the Netherlands initiated this evaluation.

Conducting training and incorporating Social Returns On Investment (SROI) in five organisations in India. This includes developing and adapting the SROI methodology for the requirements of large development organisations as well as social businesses.

Involved in a research on Basic Education with special focus on the effects of supplementary education on the Basic Education for children from marginalised communities. This study was carried out on behalf of the PRISMA alliance based in the Netherland. The research team studied various supplementary flavours to arrive at interesting and enriching experiences for improving Basic Education. Context India is now planning to extend the research with a larger base.

Coordinated an external evaluation process for Terre des Hommes (Germany) for their supplementary education project implemented in partnership with four organisations in the coastal districts of Andhra Pradesh. The programmes focus was on the additional/supplementary support for the existing education systems of the Government such as extra-curricular activities, tuition centres, psychosocial care for children affected by Tsunami.

In January 2010, interacted with the project officers of Hivos Regional Office at the Hivos academy training programme. The role was to share experiences and learning's on programmatic approach with them for them to decide on how to take this process forward.

Facilitated a workshop for development organisations in Myanmar on programmatic approach. Approximately 50 development organisations from all over Myanmar attended this workshop where the change process in ICCO, the Netherlands as well as the experiences of programmatic approach and coalition/network building in India and neighbouring countries was shared with the NGOs of Myanmar.

Since August 2007, giving support to the Mae Tao Clinic in Thailand for improving their managerial, organisational, as well as their finance systems. Mae Tao Clinic works along the Thai-Burmese border with the Burmese refugees. Further through this initiative currently facilitating and accompanying a forum of CBO's and NGO's in the Thai-Burma border in order to enhance their capacities and build systems for better management.

Involved in establishing a project for the development of the auto rickshaw (tuk-tuk) drivers in Asia in collaboration with Enviu, the Netherlands. This project involved the students and youth to develop a technology that could improve the social and living conditions of the driver community, while at the same time reduce the environmental pollution. At present Context India is involved in facilitating community organisation of the auto drivers in a bottom up approach, while the business plans is also developed alongside. Context is also involved in enhancing capacities and incorporating SROI into their M&E systems and training on usage of the Social Evaluator

Involved in setting up a monitoring framework (PM&E) for DFID supported Fair Cotton Project being implemented by four organisations in rural areas of North Karnataka with Traidcraft, UK and India in the lead.

Accompanying six organisations simultaneously spread over India – Cecoedeccon, SEDS, Janasahayog, RDA, NFDLRM and WHAD for organisational and institutional change processes.

EARLIER ENGAGEMENTS

Facilitated a planning process for Nivedita a project of the Tamil Nadu Theological Seminary (TTS), Madurai for their social action programme as well as for the future of the unions of the various un-organised workers in the region. This was done on the request of TTS and Bread for the World, Germany.

Just concluded the outcomes of the evaluation process for Terre des Hommes (the Netherlands) for their operations in India. This was done by a five-member team from Context, international cooperation (Utrecht) and Context India and covered almost all the states of southern states of India.

Participated in the annual conference of the Council for International Development, New Zealand. Experiences from India, Africa and other developing countries were shared and discussed at this conference on issues related to sustainable development strategies. Was requested to represent the Indian development sector position at the conference. During the visit to New Zealand, also delivered lectures at universities and small town sponsors and village/town councils on development experiences from India.

Evaluated the NGO Forum on ADB, based at the Philippines during September-November 2008. The NGO Forum has partners spread across Asia and the Pacific to address the issues relating to developmental and funding policies of major International Finance Institutions and banks such as the Asian Development Bank (ADB).

During April 2008 was part of the review team in order to review the Forum of Collective Forms of Cooperation (FCFC) an all India forum of about 21 network organisations in India. The Forum in collaboration with EED, Germany initiated this review.

Facilitated a workshop/training during October 2007 for The Burma Relief Centre (BRC) a donor agency situated in Chiang Mai, Thailand on digital management of finance and other MIS data for their PME.

An India level research study was carried out for ICCO, the Netherlands in order to understand and develop indicators for the Food Security programmes. The research paper “Monitoring Food Security in Economic Development Programmes” November 2007 was published.

An evaluation study of REDS an organisation that works with the Dalit community was carried out in 2007 with close collaboration with ICCO and CORDAID, their donor agencies from the Netherlands.

The field project of the Xavier’s Institute of Management a premier institute of India was evaluated during April 2007 on their work with the Panchayat Raj Institutions. Their donor Broederlijk Delen from Belgium commissioned the review. Simultaneously also carried out an extensive evaluation of a FIFA funded Clean Development Mechanism (CDM) project on Biogas plants for 3C Carbon, Germany in the Tsunami affected areas.

In January 2007 was involved in exploring in the Rayalaseema region of south Andhra Pradesh on the possibilities of improving livelihood and income generation options through social enterprises of the poor in order to reduce the impact of poverty to devise the project “connecting hidden stars”.

Accompanied the Agriculture and Organic Farming Group-India (AOFG) for organisational /institutional development process involving the farming communities in five states of India in order to promote an organic farmer federations for their cotton project.

Facilitated a workshop on “local market development” in partnership with ICCO to explore the possibility of developing the value chain process development in the Rayalaseema region in South India.

From the period November 2006 until January 2007 involved with the external evaluation of AFPRO; this assignment was done on behalf of a consortium of donors ICCO, EED, Christian Aid and SDC from Europe.

In the year 2007, on request from THREAD, ICCO, EED and Christian Aid was involved in facilitating an organisational/ institutional change process at THREAD a large NGO working in five districts of Orissa.

Facilitated a training workshop on Planning Monitoring and Evaluation systems along with Dr. Badal Sengupta for a network of 12 NGOs in Orissa in 2006. Following this an organisation development process was facilitated for a network of 12 NGOs working in South Central India SCINDeA.

In 2005 was involved in the evaluation of CECOEDECON a large development organisation involved in organising the poor as well as addressing developmental issues at the micro-meso and macro levels in the western Indian state of Rajasthan. In the same year carried out

evaluation of Timbaktu Collective that works in the drought regions of Anantapur in Andhra Pradesh the evaluation was carried out for Timbaktu and TdH (Germany).

In February 2005 appointed as a mentor by Small-scale Industries Development Board of India (SIDBI) to accompany and guide the Micro-Credit activities of Janodaya an NGO based in Bangalore. During the same period was involved in the evaluation of SRED, Tamil Nadu, an NGO working with women with a special focus on Dalit women; this was commissioned by Brot fur die Welt from Germany.

In end 2004 evaluation of Nivedita the Social Action Project of the Tamil Nadu Theological Seminary, Madurai, Tamil Nadu was carried out. Project Nivedita works with the unorganised workers in both urban and rural areas in and around Madurai. This study was commissioned by Brot fur die Welt from Germany.

Was a member of a four member Indian delegation to visit the Basque region in Spain in December 2004 This visit was organised by Anchorage a Bangalore based NGO/social entrepreneur in collaboration with their principles in Spain to establish linkages and study the areas of collaboration between Indian and Spanish development and social entrepreneurial sectors.

An evaluation study of the Human Rights Foundation (HRF), Chennai, an NGO working for human rights with emphasis on child rights was carried out and completed in January 2005 again commissioned by Brot fur die Welt.

An accompaniment for Baptist Church groups working in Manipur for setting up a Planning, Monitoring and Evaluation (PME) system for their multiple organisations was carried out in 2004. In the same year, a financial review of the Community Services Guild, Chennai/Salem, an NGO working in Tamil Nadu focusing on the development of rural tribal and urban poor with emphasis on women and children was carried out. This assignment was carried out for ICCO, the Netherlands.

Facilitated an organisation development (OD) process for Jeevika a project working in the state of Karnataka towards the questions on bonded labourers, this OD process was initiated by Christian Aid. During the same year an evaluation of the Orissa Development Action Forum (ODAF), a state level network of 12 NGO's working in Orissa was also carried out. The Evangelischer Entwicklungsdienst (EED), Germany commissioned it.

In February 2004, was jointly involved with Foundation for Aiding Industrial Recovery (FAIR), Delhi/Bangalore on assessing the planning, monitoring and evaluation mechanisms being followed by the five Dutch co-financing funding agencies, namely HIVOS, NOVIB, ICCO, PLAN-NL and CORDAID. The Dutch ministry of Development Cooperation and the Dutch Foreign Affairs ministry commissioned this study jointly, popularly known as the IOB study.

Co-facilitated a course on "Building learning into the life of organisations" in January 2004 attended by 23 senior development practitioners of India facilitated by Mr. James Taylor from CDRA, South Africa and Mr. Fons v.d. Velden from Context international cooperation, the Netherlands.

In 2003, evaluated Indian Social Action Forum (INSAF), a national level forum seeking alternate paradigms for social action. Evangelischer Entwicklungsdienst (EED) (former EZE) and Brot fur die Welt both from Germany commissioned this evaluation jointly. A report titled “Resist globalisation, combat communalism and defend democracy”; report external evaluation of the Indian National Social Action Forum (INSAF)”, has been published. Further an evaluation of Community Services Guild (CSG) was carried out in the same year. Also carried out an assessment for organisational development needs of an urban-based NGO Women Health and Development (WHAD) commissioned by ICCO.

Attended a course for personal development on “Facilitating Development” organised by the Community Development Resources Agency (CDRA) at Cape Town in South Africa during September 2003.

In the same year a pre-project appraisal and project documentation was carried out for the Bangalore office of TDH - Germany for initiating a new project at the Timbaktu Collective, Anantapur district.

During the years 2001 and 2002 carried out various studies and evaluations of organisation like Dalit Solidarity Peoples (DSP), a national level network for Dalits; evaluation of EED supported Complex Forms of Collaboration; further was involved as a researcher, along with a team of seven international and national researchers and assistant researchers, in the external evaluation of Plan International India’s collaboration with local partner organisations in India. Foster Parents Plan, the Netherlands, initiated this evaluation study.

ON-FIELD EXPERIENCES

From March 1978 to April 1998 was one of the Directors at ADATS, a large NGO working in five taluks, covering about 18,000 families from 780 villages, in Chickballapur (formerly Kolar) district, Karnataka, India. Having directly worked in evolving the people’s movement in the initial stages, one of the areas of focus had also been on managing the projects and finances of both the NGO as well as the People’s organisation.

Tabulated below is a gist of contributions and experiences while at ADATS.

Year	Experiences
1978-85	Worked directly at the grass roots with the coolies and along with them organised Coolie Sangha’s. Today the Coolie Sangha is an independent people’s organisation catering to the health and education needs of its 18,000 members from their own funds.
1979-90	Managed independently a large child sponsorship programme supported by ActionAid, UK, including sponsor communications and programme implementation.
1983	Initiated a Dairy Development programme in Bagepalli taluk where there were no crossbred cows. This programme was a grand success with Bagepalli taluk producing 80,000+ litres of commercial milk a day as of 1990 from almost zero capacity.
1985	Embarked on setting up a transparent management system, including working out programme strategies etcetera in order to keep up with the expansions taking place at ADATS.
1988	Was instrumental in setting up systems and implementing a large de-centralised Dry Land Development programme – this programme is similar to the present day NREGA strategies of the Government of India.

Year	Experiences
1988-94	Designed and developed a computerised Finance management, personnel management, credit programme management, programme monitoring and implementation package for ADATS, during a period when computers were new and NGO's were debating the use of computers in the development context. Was also instrumental in collection and building up of a huge database of all the 18,000 members of the Coolie Sangha.
1989	Wrote a paper on Desk-support re-defined highlighting the importance of Desk-support to programme implementation.
1991	Put aside one week every month to conduct a series of self-financed seminars cum workshops for about 40 NOVIB supported NGO's as well as other NGO's on 'Personnel, Finance and Programme Management'. Conducted eleven such seminars cum workshops for NOVIB partners from all over India.
1992	In co-ordination with Integra Microsystems, a giant software house from Bangalore organised a series of seminars cum workshops on 'Management Information Systems for NGO's' These seminars cum workshops were conducted for a little over a 100 NGO's from all over India – again self-financed.
1990-92	Instrumental in upgrading and setting up a de-centralised MIS for the massive expansion programme into three neighbouring taluks that ADATS took up.
1994	Worked on and connected the three new areas of operation to the central computer server through leased lines and adapted the database and the software package for use as a decentralised package from the remote locations. This helped ADATS in not only managing a large de-centralised programme transparently and efficiently but also expand its operations.
1997	Set up MIS for a child sponsorship programme supported by Save the Children Fund, New Zealand.

February 2014.