



END OF PROJECT EVALUATION REPORT

UN Trust Fund to End Violence against Women
supported project:

**COMPREHENSIVE PRIMARY PREVENTION PROGRAMME ADDRESSING
VIOLENCE AGAINST ETHNIC MINORITY WOMEN IN INDIA**

Period covered: January 2016 – December 2018

Evaluation commissioned by: Pragya, India



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Evaluation Report: 26 June 2019

This Evaluation Report has been developed by independent evaluators. The analysis presented in this report reflects the views of the authors and may not necessarily represent those of Pragya or the UN Trust Fund.

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List of Acronyms and Abbreviations

CSOs	Civil Society Organisations
EC	Empowerment Centre
FGD	Focus Group Discussion
GBV	Gender Based Violence
GoI	Government of India
IEC	Information, Education and Communication
IATF	Inter-Agency task Force
KYR	Know Your Rights
NCPCR	National Commission for Protection of Child Rights
NCRB	National Crime Records Bureau
NCW	National Commission for Women
NHRC	National Human Rights Commission
NGOs	Non-Governmental Organisationa
PPVTW	Primary Prevention of Violence against Tribal Women
PRA	Participatory Rural Appraisals
PRI	Panchayati Raj Institution (elected village councils)
SLKs	Socio Legal Kiosks
ST	Scheduled Tribes
UNDEF	United Nations Democracy Fund
UNTF EVAW	UN Trust Fund to End Violence against Women
VAW	Violence Against Women
VAWG	Violence Against Women and Girls
WPG	Women's Peer Group

Executive Summary

Pragya, the implementing organization, was set up in 1995 to serve last-mile populations in remote and difficult areas, which are typically inhabited by tribal communities. It has over two decades of rich programming experience and expertise in addressing social and gender issues and has worked with some of the most neglected tribal communities in India, improved their condition and helped focus development attention on their needs, and gained the acceptance of these closed communities.. The organization has a Special Consultative Status with UN ECOSOC.

Pragya delivered a 3-year project (01/01/2016 to 31/12/2018) to address violence against women of ethnic minority communities in India, with the support of UNTF EVAW. The project aimed to develop, pilot and disseminate a community-inclusive program for primary prevention of violence against tribal women, involving a social transformation towards gender-equitable attitudes in tribal society, including assertion and active resistance of VAW from tribal women, and a stronger response to VAW from protection & support institutions in tribal areas and nationally. It targeted a coverage of 3000 tribal women from 10 selected tribal-dominated districts drawn from 5 states of India: Himachal Pradesh, Jharkhand, Rajasthan, Bihar and Assam.

Data from both government and non-governmental sources indicate that India continues to be a violent place for women. Landmark judgments and legislative processes have not stopped the perpetrators inflicting violence against women (9,63,322 women victimized, 2006-2012, NCRB). The project dealt with ethnic minorities (tribals). Majority of the tribal areas are witnessing some forms of internal disturbances in the form of rule of law (Swain, 2016). Here the women suffer from burden of violence inflicted by their own society, by the majority groups and by the state agencies (Bora, 2010; Chopra, 2016; Saikia, 2014). Remote tribal areas lack structures for implementation, such as fast-track courts and women's distress helpline launched in several cities to address VAW, and atrocities against tribal women receive no media attention or public support, which further weakens implementation and leads to de-prioritization. Tribal districts lack infrastructure for support/grievance-redressal, hindering access to justice. The project was conceived keeping in mind that addressing any crime over the long term requires persistent social intervention from public institutions and agencies of the state (and beyond) at three levels – incentive, opportunity and consequences. There has to be initiation of sustained social awareness and legal remedies (via severer punishments etc.) for necessitating changes in social attitude to address gendered perceptions and for improving public infrastructure systems to reduce the opportunity aspect of violence against women.

The project was evaluated at its close to document feedback from the stakeholders on the achievements against project goals, impacts, effectiveness and lessons learned. The Evaluation aimed to identify key lessons and promising or emerging good practices in the field of ending violence against women and girls while evaluating it against cross-cutting gender equality and human rights criteria. The interventions were assessed against pre-set indicators and their adequacy and efficacy in achieving project objectives determined, and the Pragya model (Primary Prevention of Violence against Tribal Women (PPVTW)) was assessed on its impacts on attitudes towards and incidence of Violence against Women (VAW). The evaluation exercise entailed a combination of a comprehensive desk review and detailed thematic and quantitative analysis of all the related documents (project proposal, baseline survey, annual reports, publications, minutes of the meeting, etc.) along with empirical data collection through field visits, using a participatory approach. Based on the baseline and subsequent annual survey data, the quantitative analysis derived the percentage respondents (e.g. women beneficiaries, leaders, mentors, men and boys, panchayat / village council representatives, law enforcers and civil society representatives) reflecting level of awareness and attitudes towards VAW issues, related legal framework, access to resources/ support under the project etc. The quantitative analysis also sought to identify percentage variation in the above against the baseline.

The process followed included interviews and interactions with key stakeholders and project beneficiaries, using semi-structured interviews and focus group discussions. The evaluation team undertook field visits to two districts, one each in Rajasthan and Assam. Telephonic interviews were also conducted with selected number of beneficiaries from other project districts, ensuring coverage of at least one district from each of the 5 states in which the project was implemented. The Evaluation team covered 5.1% (153 women/girls) of the primary beneficiaries, 10% of the state/non-state actors and selected community members involved/reached out to under the project, as well as representatives of the implementing agency, Pragya, and the donor agency, UNTF EVAW. The Evaluation sought information and generated findings on the parameters of: Relevance; Effectiveness; Efficiency; Impact; Sustainability; Knowledge Generation; Gender Equality and Human Rights.

The Evaluation revealed that the project has addressed highly relevant issues related to GBV in the target areas. The methodology, approach and derived strategies are appropriate for the project goals and have high contextual relevance. These are also in sync with the socio-cultural values and norms of the target area. The

approach is holistic and the activities reflect the 'felt needs' of the people. The well-designed activities, such as trainings, awareness programmes, for beneficiary and stakeholder groups, have made a good impact on the ground. Various services delivered under the project (Empowerment Centre, Helpline and referral services) have also provided a much-needed support system at the early stages of occurrence of violence, which have helped minimize cases of VAWG.

The project has met the targeted outreach (3039 women of tribal communities formed into 100 groups) for women and girls and achieved the awareness and assertion of rights among them. 95% of the women and girls who are members of the peer group networks created under the project were fully satisfied with support received from the women leaders and the peer-networks. Women and girls felt that the project has been addressing their core social problems strongly, and has also established support networks with agencies that help address gender issues long-term. Women and local mentors from Bihar reported during the telephonic interviews that the helplines were effective in providing required support and care to women who wanted to report cases of violence/ abuse. Mentors found the project's activities relevant to local issues and socio-cultural context. Mentors and other civil society actors pointed out that through the project, the existing gender insensitive cultural norms and practices (such as dowry, witch-hunting) have been surfaced and discussed. The project has also worked with key stakeholders to create the necessary social support towards improving gender justice.

The rates of various forms of violence including child marriage, wife battering, etc., are reported to have reduced significantly. Women and girls reported a reduction particularly in the incidence of domestic violence as a consequence of the project. They reported that violence in the families, including beating, scolding, etc., as well in the community, such as use of demeaning gestures towards women and girls, have drastically reduced in the area. In-depth-interviews with women leaders, mentors, Empowerment Center Caretakers, data from GBV observatory and case studies provide evidence of reduction in child marriage. Further, rates of reporting have increased as has response to cases, from the women's groups, the project-supported Empowerment Centres, as well as the police and legal system. Beneficiaries are especially appreciative of the awareness and training programmes delivered under the project and the creation and development of women leaders from their specific (tribal) communities. The IEC material provided under the project was also appreciated since it helped in continuing to build awareness within the women's groups as well as acceptance of these in the larger community. Mentors and civil society actors perceive that target societies are more sensitized to the issue of VAW, that survivors feel societal support while perpetrators are aware of repercussions, and hence there is a reduction of the incidence of VAW.

Despite a relatively short timeframe of the project, the extent to which the project fostered actual behavioral change among men, women, boys and girls, in the community, is highly commendable. Quality staff, use of volunteers and effective project strategies have contributed to higher order of delivery against resources allocated for the project. First enhancing capacity of the local resources such as women's peer group leaders, Mentors, village council/ panchayat leaders and later utilising these volunteers for sustained information guidance in the community have not only become cost effective but also sustainable. Leveraging the Mentors, respected community members who carry a degree of authority in the tribal societies, was also deemed to be a successful strategy as pointed out by the women and girls during the interviews and the FGDs with women's peer groups.

There has been significant change in the knowledge, awareness, and positive shifts in attitude towards GBV; although men's participation and changes in them is limited, there have been some changes in their attitudes on GBV; village councils showed enhanced sensitivity to gender specific needs. 300 women leaders and 90 mentors engaged and developed under the project have gained significantly in terms of knowledge on the issue and ability to play the role expected of them. The project has also created Empowerment Centres (10) and tele-Helplines (10), enlisted 280 agencies under its Referral Network, sensitised and trained 348 community leaders, 191 CSOs and 182 representatives of law enforcement agencies, and networked them into Inter-Agency Task Forces (10) as an effective support infrastructure. The project has followed a strategic communications approach and through its training, inter-agency planning and advocacy methodologies, reached out substantially to the decision-makers. The Inter-Agency Task Force (IATF) set up by Pragya in all 5 states under the project comprised of law enforcement agencies - police, lawyers, judges, and CSOs, who in their six monthly meetings chalked out detailed action plans to cater to the diverse issues pertaining to VAW. It ensured greater involvement of NGOs, panchayat members, ward members and such other stakeholders in addressing the issue. Training and sensitization of local law enforcers and civil society have helped refresh their understanding of laws for addressing VAWG, surface their personal prejudices and attitudes, and enabled them to find solutions to their challenges through peer interactions as reported by these stakeholders at the district level Lessons Learning workshops. There is greater awareness among women and girls about preventing and reporting violence against them both in private and public space. Most of them are conscious about the preventive and post-incident measures as revealed during the interviews. Women and girls

interviewed and interacted with during FGDs, recognize the project's impacts particularly on the levels of awareness and assertion among themselves, and the resultant reduction in violence against women in both the private and public spaces. The changes in levels of GBV were perceived to be a direct result of the change wrought in the women and girls themselves and the effectiveness of the women's groups. Beside addressing the primary objectives of the project, Pragya has also worked on livelihood and education issues.

It is evident that the project has begun a process of social change and brought about shifts in attitudes and behaviours. The challenge would be to take it forward at a larger scale and ensure it sustains for a longer period, and that the movement and momentum does not die down. The Evaluation has identified the various effective strategies and the knowledge created in the domain via the project. The project has been able to instill a deep sense of ownership of the problems and this was particularly observed in the community structures such as the village councils / panchayats as documented at the series of 10 lessons learning workshops at district level and as indicated during the in-depth interviews / key informant interviews. Systems (Women's Peer Groups - WPGs, Mentors, IATF, SLK, ECs) to redress GBV and prevent VAW/G are community-centric and community-led and depict accountability of communities and sustainability of the interventions. Further, WPGs show positive indications that these groups would continue to function beyond the project life span, as evidenced from the levels of accountability and the practice of convening meetings on their own initiative and dependence on their own resources. The project generated knowledge and key lessons learned in important areas for future programming. Such initiatives should be replicated and scaled up for reduction of GBV.

The Evaluation Team has recommended efforts to enhance and sustain the project's initiatives, given its high level of effectiveness and potential for bringing about societal and attitudinal change related to VAW. It is also suggested that certain highly effective strategies, such as the Women's Peer Groups and Empowerment Centres as well as women leaders and community-based mentors, should be mainstreamed through and adopted by the government programmes to address VAW. Women's peer groups and their leaders who belong to the same social milieu have been pivotal in empowering tribal women and girls and encouraging gender justice, including resolution of cases of VAW in the community. The mentors have played the same role with men and boys and the wider community, propelling the desired attitudinal change with respect to gender equality and serving as role models for gender sensitive behaviours. Appointing more women leaders and mentors from respective communities would help these changes from within. The Women's Peer Groups could of course incorporate other elements critical to women's well-being- for example, the distribution of seeds of nutritive crops under the project has served as a connecting point for many women. Particular attention is suggested also on training and sensitisation of government and non-government actors, including PRIs and protection agencies, and fostering a network for advocacy; continuing work with men and boys and enlisting internal change agents towards a building a movement for change; addressing women's livelihoods, health and education needs in an inter-sectoral approach. . Panchayat discussions on the scourge of VAW and gender inequity, and regular meetings between WPG leaders and PRI members, may be facilitated. The Empowerment Centres may be linked with relevant agencies of the state government in order to facilitate their scale up and their sustainability. Pragya's efforts in training and sensitizing governmental and non-governmental actors are likely to have significant effects on VAW reduction into the future, and as such should be continued with and expanded in their coverage. The sensitization and inter-agency collaboration should extend from districts to states and include in particular the ST Commission for these tribal districts. Pragya should also continue to document the status on VAW in its target area and disseminate the data to government agencies and women cells in order to propel action by them. Working with the Border Security Force and Short Service Board would also be essential when working on VAW in border districts. The programme should take up specific interventions to address the extreme and culturally-prescribed forms of VAWG, such as child marriage and witch hunting. These forms would require much education and a long and persistent effort to eradicate. Hence, awareness programmes and campaigns should continue to be conducted with the aim of zero community tolerance for such traditionally-sanctioned forms of VAW. An independent programme or sub-programme should be developed to enhance awareness among adolescent girls and boost their self-esteem and self-confidence. The programme should be studied long-term to generate further learnings.

1. Overview

1.1. Background and context of project

Pragya, the implementing organization, was set up in 1995 to serve last-mile populations in remote and difficult areas, which are typically inhabited by tribal communities. It has over two decades of rich programming experience and expertise in addressing social and gender issues and has worked with some of the most neglected tribal communities in India, improved their condition and helped focus development attention on their needs, and gained the acceptance of these closed communities. The organization has a Special Consultative Status with UN ECOSOC. At the point of designing the project, Pragya's work on addressing VAW had spanned the intrinsic and structural levels of VAW and provided it related experience. While all Pragya projects have a strong Gender component that addresses women's disadvantages specific to the project theme, certain Gender Development programmes and programmes related to Human Rights had had a thrust on addressing VAW. Pragya's work in tribal, border, hilly & forested areas (in keeping with its mandate) with specific targeting of tribal women, had contributed to developing a significant knowledge-base and strong competence in addressing this group. Further, in 2014, Pragya's Gender Program and post-intervention assessments PRAs with women's groups highlighted the need for addressing structural aspects of gender inequity and violence against tribal women. In the process social conditioning, widespread prejudice/discrimination and lack of support emerged as key issues. The project 'Comprehensive Primary Prevention Programme Addressing Violence against Ethnic Minority Women in India' was designed to deepen Pragya's work to address VAW, and sought to address these key issues. Methods incorporated into the project such as Socio-Legal Kiosks, Women Counsellors, networks for evidence-based advocacy were interventions that had been successfully implemented through its past work supported by DFID, UNDEF and others.

All the data emerging from both government and non-governmental sources indicate that India continues to be a violent place for women. One needs to underline that these data are based on number of reported cases. Landmark judgments and legislative processes have not stopped the perpetrators inflicting violence against women in every form including cases like foeticide, rape, molestation, sexual-harassment, bride-burning (9,63,322 women victimized, 2006-2012, NCRB). A study of the data from National Crime Records Bureau (NCRB) shows the increasing incidence of crimes against women, with an increase of 29.6% between 2006 and 2010. The number of crimes keeps mounting every year across rural and urban India. Indian social fabric is immensely influenced by patriarchy and masculinity. It manifests openly in every communities and more so among those who are marginalized by caste, class, religion and or living in the conflict areas. The project deals with ethnic minorities (tribals). Majority of the tribal areas are witnessing some forms of internal disturbances in the form of rule of law (Swain, 2016)¹. Here the women suffer from burden of violence inflicted by their own society, by the majority groups and by the state agencies (Bora, 2010;² Chopra, 2016;³ Saikia, 2014⁴).

Violence against the tribal women not only emanates from the existing graded inequality beginning at the family level but also the way the hierarchies are structured at the community level sanctioned by their customary law (Roy, 1998)⁵. The dictate of the tribal councils/courts are feudal and misogynistic (Kumar, 2012⁶, Vatuk, 2013⁷). Poverty runs deep in tribal areas, especially in rural India (Shah and Guru, 2003),⁸ and this enhances the vulnerability to VAW since tribal women have to work as labourers in the informal sector (Deshingkar, 2010).⁹ Routinely they are abused/ molested by employers who typically belong to dominant groups (Chaudhuri, 2012¹⁰, Amritmahal, 2016¹¹). This has resulted in a culture of silence which is prevailing now. As per Planning Commission of India, 47.3% of the ST (Scheduled Tribes) are below poverty line

¹ Swain, A., 2016. *Struggle against the state: Social network and protest mobilization in India*. Routledge.

² Bora, P., 2010. Between the human, the citizen and the tribal: reading feminist politics in India's Northeast. *International Feminist Journal of Politics*, 12(3-4), pp.341-360.

³ Chopra, S., 2016. Dealing with Dangerous Women: Sexual Assault under Cover of National Security Laws in India. *BU Int'l LJ*, 34, p.319.

⁴ Saikia, S., 2014. 9/11 of India: a critical review on Armed Forces Special Power Act (AFSPA), and Human Right Violation in North East India. *Journal of Social Welfare and Human Rights*, 2(1), pp.265-279.

⁵ Roy, P., 1998. Sanctioned violence: development and the persecution of women as witches in south Bihar. *Development in practice*, 8(2), pp.136-147.

⁶ Kumar, A., 2012. Khap panchayats: A socio-historical overview. *Economic and Political Weekly*, pp.59-64.

⁷ Vatuk, S., 2013. The "women's court" in India: an alternative dispute resolution body for women in distress. *The Journal of Legal Pluralism and Unofficial Law*, 45(1), pp.76-103.

⁸ Shah, A. and Guru, B., 2003. Poverty in remote rural areas in India: A review of evidence and issues. *Gujarat Institute of Development Research*.

⁹ Deshingkar, P., 2010. Migration, remote rural areas and chronic poverty in India. *Overseas Development Institute (ODI) Working Paper*, 323.

¹⁰ Chaudhuri, S., 2012. 'Women as Easy Scapegoats: Witchcraft Accusations and Women as Targets in Tea Plantations of India', *Violence Against Women*, 18(10), pp. 1213–1234. doi: 10.1177/1077801212465155.

¹¹ Amritmahal, A.; 2016; Mahasweta Devi (14th January 1926 – 28th July 2016); in V. Patel and A. Amritmahal (eds.), *Urdhva Mula (Roots Upwards) - An Interdisciplinary Women's Studies Journal*. Vol 9.

particularly in rural areas against 33.3% in urban areas (Gol, 2013). It is reported to be highest in Orissa followed by MP, Maharashtra, Chhatisgarh, Jharkhand and Bihar. Further, several tribal areas are conflict zones where routine physical and sexual abuse of women by separatist (non-state actors) and security forces take place which are rarely reported. Fear of gun, prevalence of special laws that protects the security forces have contributed to such violence. Besides, social conditioning makes women/girls passive recipients of abuse, and 65% tribal women do not report incidences of violence against them (Gol, 2013) or seek justice. Conviction rates for perpetrators of VAW on the few reported cases also remain low, reflecting, inter alia, that many cases are not being prosecuted properly and inadequate proof is tendered before the courts (12th Five-Year Plan; Report of Working Group on Women Agency and Empowerment, Ministry of Women & Child Development, Gol). Local institutions (customary-law/ government/ police/ defence/ legal) are steeped in chauvinistic mind-set, and perpetuate discrimination against women.

There is a web of challenges in addressing VAW. The insensitivity and indifference in the criminal justice system in such cases is appalling. The human rights institutions are limited by their mandate of recommendatory powers (e.g. National Human Rights Commission - NHRC is an investigative and recommendatory body, does not have power of prosecution and they cannot investigate armed forces/paramilitary forces; National Commission for Women - NCW can only make recommendations that are not binding on the government, they can call for special studies or investigations; National Commission for Protection of Child Rights – NCPCR can make recommendations to appropriate authorities, approach courts for writs, and to recommend interim relief; none of these agencies have power for enforcement). Budgetary constraints poses obstacles in grassroots implementation for the state agencies Operational autonomy and financial autonomy for national as well as state level commissions are limited and they are constrained by the budgetary allowances made by the government). Deep-rooted gender norms/ practices, male-dominant delivery systems and social conditioning/ acceptance of violence among women, have also meant that most gender-related programs have failed. Program staff of state-run welfare programmes and livelihoods improvement initiatives lack sensitivity to gender issues and subscribe to traditional gender values resulting in resistance to egalitarian and emancipating programmes and policies.

While attention on VAW in urban areas is growing, the atrocities on women of ethnic minorities continue to be ignored, lack of visibility compounding perceptions of tribal women as cultural objects. Remote tribal areas lack structures for implementation, such as fast-track courts and women's distress helpline launched in several cities to address VAW, and atrocities against tribal women receive no media attention or public support, which further weakens implementation and leads to de-prioritization. Tribal districts lack infrastructure for support/grievance-redressal, hindering access to justice. There is also a significant paucity of disaggregated data on violence against tribal women to guide design of suitable policies and programs, apart from fragmented information that may be culled from independent studies.

The issues described are particularly relevant to the specific target areas selected for the project. Ongoing armed conflict situation in Assam with inter-tribe clashes have intensified VAW (sexual, mental or physical abuse, killings)- physical violence such as rape, systematically used as a tactic against a particular community; under the shadow of conflict, a resurgence of patriarchal values and norms, with new restrictions on movement/dress of women. Sexual violence against women in public spaces has been on the rise [(15931 rape cases registered during 2005-2014, and 78 deaths; 1937 incidents of rape in 2013, 1716 in 2012); (3360 cases of kidnapping & abductions in 2012; NCRB, Gol)]. In tribal districts of Assam, Bihar, Jharkhand, Rajasthan, inadequate access to medical facilities and superstitious beliefs, culminate in accusing women of practicing witchcraft and deaths from "witch hunting". In Bihar, early marriage common with 2/3rds women married under-age; practice of bride price is also prevalent. The girls/women lack knowledge/ confidence to negotiate safer sex. Harmful cultural practices and rituals, in tribal communities often related to marriages, contribute to the cycle of violence. For example, marriage practices of Santhal tribe in Bihar and Jharkhand regarding- Iputut (forcible marriage by sindur), OrAder (by capture), NirBolok (by intrusion), Apangir (elopement) leads to high levels of abduction of girls and women, increasing cases of rape and molestation; Polygyny is practiced among Bedia tribe. In many communities a women/girl are not allowed to enter into the temples, main/sacred rooms of the house, participate in certain activities during menstruation or for a short period after giving birth. For example, Santhal woman cannot attend communal worships, Kharia & Gond women are excluded from ritual activities, ploughing or roofing, during menstruation. In Himachal Pradesh, there is rise in crime against women, including rising numbers of women murdered, rape, dowry deaths, cruelty and immoral trafficking. The state recorded 725 such cases in 2013 (NCRB, Gol); 331 molestation cases, 62 sexual harassment cases, 168 rape cases, in 2011 (NCRB, Gol); 152 cases of kidnapping and abduction in 2012 (NCRB, Gol); 251 cases of cruelty by husbands or his relatives; 250 cases of assault and 68 cases of outrage to modesty (NCRB, Gol); 87% cases of crime against women are pending trial; 48% rape cases were of minors and in 95.4% cases the victim knew the perpetrator; child sex ratio stands at 906; (2011 census; Gol). Harmful Marriage-related practices in the tribal communities in the state include: early marriage of the girl among Gaddis, Gujjars and Pangwals; practice of bride-price among Bhotias; perception of birth pollution

and associated customs. Women lack inheritance rights in the Gaddi and Gujjar tribes. Jharkhand has recorded a high rate of increase in crimes against women; there were 46,215 cases between 2001 and 2013- increase of 211.71%; 324 dowry deaths; under the Prevention of Witch (DAAIN) Practices Act, 693 cases and 45 deaths registered in 2013; 1157 rape cases in 2013; 346 sexual harassment, 284 cases of assault on women, 908 cases of kidnapping/abduction of women in 2013 (NCRB, GoI). 40% people in the state are under-privileged groups (28% STs and 12% SCs) and large-scale alienation of tribal land have led to conflict and tensions between tribes and non-tribes and increase in violence. Tribal women are discouraged from participation in livelihoods and public life. Rajasthan occupies second place on spousal violence. Of 15094 cases of domestic violence recorded in 2013, 46% were of spousal violence. Incidence of crime against STs is highest in Rajasthan (22.81% of country total (NCRB, GoI). Polygamy is practised by Bhils and Damor tribes. Child marriage is common. bride price is practised by Dungri / Garasia Bhils. They do not have not a favourable attitude to family planning; widow remarriage often not permitted, or a forced marriage is arranged with the deceased husband's brother. Witch hunting is practised in Rajasthan by Bhil Tribe. Women are excluded from the traditional community councils in these tribal communities and their voices remain unheard.

The project was conceived keeping in mind that addressing any crime over the long term requires persistent social intervention from public institutions and agencies of the state (and beyond) at three levels – incentive, opportunity and consequences. There has to be initiation of sustained social awareness and legal remedies (via severer punishments etc.) for necessitating changes in social attitude to address gendered perceptions and for improving public infrastructure systems to reduce the opportunity aspect of violence against women.

1.2. About the Implementing Agency

1.3. Description of project

1.3.1. Name of the project and the organization

Comprehensive Primary Prevention Programme addressing Violence against Ethnic Minority Women in India, implemented by Pragya

1.3.2. Project duration, project start date and end date

3 years commencing on 01/01/2016 and ending on 31/12/2018

1.3.3. Current project implementation status with the timeframe to complete the project

The project has reached at the 36th month of its duration and is near completion

1.3.4. Description of the specific forms of violence addressed by the project

Violence in the family – Intimate partner violence, physical violence, Psychological or emotional violence, economic violence

Violence in the community- Sexual harassment and violence in public spaces/institutions, violence in public space

1.3.5. Main objectives of the project

The specific objective of the project is: to develop, pilot and disseminate a community-inclusive program for primary prevention of violence against tribal women, involving a social transformation towards gender-equitable attitudes in tribal society, including assertion and active resistance of VAW from tribal women, and a stronger response to VAW from protection & support institutions in tribal areas and nationally.

1.3.6. Description of targeted primary and secondary beneficiaries

Primary Beneficiaries: Indigenous women/from ethnic groups (approximately 3000), including Adolescents (10-19 years), Young women (20-24) and Adult women. They are from low and medium socio-economic levels drawn from rural and urban set up.

Secondary Beneficiaries: Civil society organizations including NGOs (30), General public/community at large (9000), Government officials i.e. decision makers, policy implementers (90), Social/welfare workers (90)

1.3.7. Project Area

10 selected tribal-dominated districts drawn from 5 states of India: Himachal Pradesh, Jharkhand, Rajasthan, Bihar and Assam.

1.3.8. Project Goal

Women and girls in (ten) tribal areas of India targeted by the project experience better protection from violence in the family and in the community.

1.3.9. Expected Outcomes

Outcome 1: Tribal women & girls are able to exercise their rights and access support on VAW prevention from women leaders, community- based networks & services.

Outcome 2: Role models in the community (men, women leaders, council leaders etc) demonstrate and promote the rights of women and girls to live a life free of violence and actively encourage changes in attitudes and behaviour in the tribal communities.

Outcome 3: Members of civil society and local authorities apply the necessary skills, tools, information and network for better implementation of VAW laws, programmes and policies in tribal areas..

Outcome 4: Representatives of state agencies at the national level and in tribal-dominated districts integrate lessons on community-inclusive solutions to address GBV in tribal areas into operational plans.

1.3.10. Outputs

a-i. 100 Women's Council (members) have the knowledge and skills to provide effective psycho-social support for women and girls at risk of GBV in the 10 tribal communities.

a-ii. Information Centers (called Socio-Legal Kiosks) in 10 tribal communities provide information on VAW laws, programmes and policies as well as support services to women and girls at risk of GBV.

a-iii. 3,000 tribal women & girls are better aware of their rights.

b-i. 60 Mentors-in-VAW-Prevention recognise harmful traditional practices and can develop suitable advocacy strategies for change.

b-ii. 15000 people have heard or seen key messages on women's rights.

b-iii. Representatives of 150 village councils (panchayats) recognise gender-specific needs and are able to apply this in local level decision making.

c-i. Trained law enforcers and non-state actors have capacity to mobilize commitment at local governance level and carry out public awareness on VAW.

c-ii. Civil society & local authorities have access to information and resources (social watch) on women's rights violation in the 10 tribal communities.

c-iii. Village councils (panchayats), law enforcers and non-state actors have the capacity to collectively organise, monitor and know how to integrate VAW response into their operational plans.

d-i. State agency members, policy makers, lawyers & judges have knowledge of the gender-surveillance findings from target districts.

d-ii. State and civil society agencies at the national level and in ten tribal-dominated districts are enabled to collectively draw out lessons learnt from pilot phase.

d-iii. State agencies at the national level and in tribal-dominated districts are aware of evidence generated from the pilot districts on the benefits of the model VAW-prevention.

1.3.11. Expected change

- Assertion and solidarity among tribal women and adolescent girls to break out of repression and for active resistance of violence

- Accessible and participative modes for VAW-prevention, with meaningful involvement of women in target communities
- Increased sensitivity towards women among men and boys in tribal communities and a gradual change in power structures that create conditions for GBV.
- Non-discriminatory and gender-sensitive attitudes in members of local governance structures and key development actors in tribal areas, and adoption of approaches towards enhanced societal commitment to addressing gender-inequalities and patriarchal gender-norms, and reducing GBV and discrimination.
- Enhanced understanding of and sensitivity towards women's issues in staff of local institutions for law enforcement and civil society in tribal areas, and improved responsiveness to VAW by these actors.
- Improved capacity for addressing VAW in staff of local institutions, and effective structures, processes and linkages in operation in tribal areas for prevention and response on VAW.
- Fact-based understanding of VAW in tribal areas as well as the effectiveness of the PPVTW program and enhanced commitment among State agencies at the national level and in tribal-dominated districts to improving associated programmes and policies and law enforcement.
- Mobilisation of State agencies in tribal-dominated districts to address GBV effectively and improve implementation of policies and laws with the uptake of the community-inclusive PPVTW program.

1.3.12. Budget:

- Total Project Budget- \$ 777,602
- Contribution by Grantee- \$ 20,714
- Total Grant Amount- \$ 756,888

1.3.13. Key Stakeholders:

The three year project that came to an end in December, 2018 project was implemented by Pragya-India. During the project period it engaged with multiple stakeholders as follows:

- Women's councils and leaders were collaborated with for proffering peer-group support and counselling and 'safe spaces' to women to help them in their fight against GBV. They were also enlisted to work on running a Social Watch on gender issues.
- Local civil society was collaborated with for the establishment and operation of Socio-Legal Kiosks (and GBV Observatory) and delivering legal literacy programs, as well as operating helplines for tribal women, and proving them with links to lawyers, health-centres and shelters. They also worked for running the Social Watch via the SLKs.
- Village councils and eminent community members were enlisted for championing gender-equitable attitudes and VAW-prevention, and worked on removing prejudices and discriminatory practices in society, particularly among men and boys, and in governance structures and development programs.
- District level law enforcers and responders were associated with utilizing the Social Watch reports for improving implementation of laws and programs related to VAW, and coordinating amongst all responders as members of an Inter-Agency Task-Force for response to VAW. Lawyers were linked up to for proffering professional advice to victims of VAW.
- National and state government functionaries with a focus/mandate for VAW reduction (e.g. representatives of National Commission for Women – NCW, National Commission for Protection of Child Rights – NCPCR, State Women's Commission, State Information Commission, representatives from One Stop Crisis Centres, Child Development and Protection Officers, Women Welfare Officers – Department of Women & Child Development, officers from Department of Social Welfare, Department of Tribal Art and Culture) were provided the evidence-base on VAW in tribal districts and the effectiveness of the PPVTW model, and associated with for advocacy for policy reform and effective implementation of existing laws & programs, as well as for uptake/mainstreaming of the PPVTW model.

1.4. Purpose of evaluation

The purpose of the evaluation is to document feedback from the stakeholders on the achievements against project goals, impacts, effectiveness and lessons learned. Stakeholders (project implementers and beneficiaries) were considered as sources of information for this evaluation, but also as part of the target audience. It would help to promote learning and knowledge sharing through results and lessons learned among UN agencies. Lessons learnt based upon evidence generated from 10 pilot districts, will be shared at local,

state and national level. It will enable propelling the uptake of the initiative in 110 tribal dominated districts of India. The evaluation results will add to the lessons learnt and be used to shape onward programming. It will be deliberated on by Pragma's Research and Programmes staff to develop next steps for the programme, and replication and scale-up efforts.

1.5. Evaluation objectives and scope

The main objective of this evaluation is to identify key lessons and promising or emerging good practices in the field of ending violence against women and girls while evaluating it against cross-cutting gender equality and human rights criteria.

Multi-stakeholder meetings will assess the interventions against pre-set indicators and determine adequacy and efficacy of the interventions in achieving project objectives. It will include feedback from physical observations at select project sites and detailed stakeholder interactions. The Primary Prevention of Violence against Tribal Women (PPVTW) will be assessed on its impacts on attitudes towards and incidence of Violence against Women (VAW) in the specific primary and secondary beneficiary groups for the project, along with variations and contributory factors.

The evaluation framework is presented, in a matrix of detailed criteria and evaluation questions as provided by the implementing agency. In addition it will co-relate with indicators and sources of verification. All evaluation indicators will be analyzed using the project's own reporting mechanism, using as much as possible quantitative and qualitative data, validated through revision of documents and products and through interviews with project staff, beneficiaries and key stakeholders.

The dissemination & promotional activities will be assessed by measuring the outreach and awareness levels achieved in all the tribal districts and their states and at the national level.

1.6. Evaluator's bio

Description of Evaluation Team, including brief description of role and responsibilities of each team member

The team comprises of Dr Mohanlal Panda (TL), Dr Archana Kaushik, Dr Meenu Anand and Ms. Monica Kaothala.

- Dr Mohanlal Panda is in the NGO sector for nearly two decades and has over a decade experience of project evaluation including projects funded by UNDEF. He has undertaken extensive field research and trainings involving the elected women members to the panchayats (elected village councils). He has also worked in three major projects covering fact finding/documentation of cases of violence against women and all other forms of police torture in India. Presently he is working on Testimonial Therapy: a Psycho-social rehabilitation model of survivors of torture. He has proficiency in English, Hindi languages.
- Dr Archana Kaushik is an Associate Professor, Department of Social Work, Delhi University with specialization on research methodology and has undertaken evaluation of several project funded by government of India and Planning Commission. One of the major project 'Evaluation of flagship schemes in districts affected with Left Wing Extremism' covered extensive documentation of the state of women living in the center of violence. She is the Master Trainer with NACO on HIV counseling and provided training to counselors across the country on sensitive topics around gender based violence. She has been teaching papers like 'Social Work with families and children,' where interventions including interviewing female victims of violence are an integral part. She has supervised doctoral work of several students on topics like child sexual abuse, domestic violence, etc.
- Dr Meenu Anand is an Assistant Professor, Department of Social Work, Delhi University with specialization on Gender. She is teaching gender based violence and related interventions to students of social work. She has several doctoral work on reproductive and sexual health of women facing intimate partner violence to her credit.
- Ms. Monica Kaothala is an Assistant Professor - Tata Institute of Social Sciences Guwahati campus and Chairperson (Acting) - Centre for Counselling, School of Social Work.

Role & Responsibilities	Dr Mohanlal Panda	Dr Archana Kaushik	Dr Meenu Anand	Ms. Monica Kaothala
Literature Review	√		√	

Inception Report	√	√		
Field Visit / Interviews	√	√		√
Draft Report	√	√		
Final Report	√	√		

1.7. Evaluation criteria and questions

Evaluation Criteria	Mandatory Evaluation Question
Effectiveness <i>A measure of the extent to which a project attains its objectives / results (as set out in the project document and results framework) in accordance with the theory of change.</i>	<p>1. To what extent were the intended project goal, outcomes and outputs (project results) achieved and how?</p> <p><i>In addressing this question please assess the extent to which the project directly benefited the targeted beneficiaries. At project goal level this refers to primary beneficiaries (women and girls) and at outcome level, secondary beneficiaries (such as men and boys). Please include a table on the number of beneficiaries reached as an annex. If the project was focused on policy or legislation change, please assess the extent to which the project was successful in advocating for that change and whether this is likely to positively benefit women and girls. In all cases please address whether the project achieved results in accordance with the expected theory of change or not.</i></p>
Relevance <i>The extent to which the project is suited to the priorities and policies of the target group and the context.</i>	<p>2. To what extent do the achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women and girls in ethnic minority communities in India?</p> <p><i>In addressing this question please assess the extent to which the project strategies and activities were relevant and appropriate to the needs of women and girls and whether the project was able to adjust to any changes in the context and needs of the primary beneficiaries during the project.</i></p>
Efficiency <i>Measures the outputs - qualitative and quantitative - in relation to the inputs. It is an economic term which refers to whether the project was delivered cost effectively.</i>	<p>3. To what extent was the project efficiently and cost-effectively implemented?</p> <p><i>In addressing this question, you may wish to consider whether the activities were delivered on time and to budget and whether activities were designed to make best use of resources (e.g. were cost comparisons made between different intervention/activity types before decisions taken?). Also consider whether the project has been managed well to make best use of human and financial resources.</i></p>
Sustainability <i>Sustainability is concerned with measuring whether the benefits of a project are likely to continue after the project/funding ends.</i>	<p>4. To what extent will the achieved results, especially any positive changes in the lives of women and girls in the ethnic minority communities (project goal level), be sustained after this project ends?</p> <p><i>In addressing this question, you may need to assess the likelihood for sustainability (given that the evaluation is conducted at the end of the project when longer-term sustainability cannot yet be assessed). For example, what steps have been taken to institutionalize the project, build capacity of stakeholders or secure benefits for rights holders through accountability and oversight systems?</i></p>
Impact <i>Assesses the changes that can be attributed to a particular project relating specifically to higher-level impact (both intended and unintended).</i>	<p>5. To what extent has the project contributed to ending violence against women, gender equality and/or women's empowerment (both intended and unintended impact)?</p> <p><i>In addressing this question, you may have to repeat some evidence and analysis from question one on effectiveness, however this question should specifically identify any changes in the situation for women and girls in relation to specific forms of violence and look at both intended and unintended change for both women and girls targeted by the project and those not (if feasible).</i></p>
Knowledge generation <i>Assesses whether there are any promising practices that can be shared</i>	<p>6. To what extent has the project generated knowledge, promising or emerging practices in the field of EVAW/G that should be documented and shared with other practitioners?</p> <p><i>In addressing this question, it must be clear that the knowledge generated is new, innovative, builds on evidence from other projects or has potential for replication or scale up in other projects or contexts. It should not include generic lessons or knowledge that has already been frequently documented in this context.</i></p>

<i>with other practitioners.</i>	
Gender Equality and Human Rights	<p>Cross-cutting criteria: the evaluation should consider the extent to which human rights based and gender responsive approaches have been incorporated throughout the project and to what extent.</p> <p><i>Practically this could mean: incorporating an assessment of human rights and gender responsiveness throughout the evaluation questions above - if not obvious; ensuring the evaluation approach and methods of data collection are gender responsive (e.g. women and girls must feel safe to share information); specify that the evaluation data must be disaggregated by sex and other social criteria of importance to the project's subject.</i></p>

2. Methodology

2.1. Evaluation Design and Methodology

2.1.1. Overall design

The overall design of the evaluation exercise was **post test only without comparison group**.

2.1.2. Data sources and methodology

The evaluation exercise entailed a combination of a comprehensive desk review and detailed thematic and quantitative analysis of all the related documents (project proposal, baseline survey, annual reports, publications, minutes of the meeting, etc.) along with empirical data collection through field visits, using a participatory approach. Based on the baseline and subsequent annual survey data, the quantitative analysis derived the percentage respondents (e.g. women beneficiaries, leaders, mentors, men and boys, panchayat / village council representatives, law enforcers and civil society representatives) reflecting level of awareness and attitudes towards VAW issues, related legal framework, access to resources/ support under the project etc. The quantitative analysis also sought to identify percentage variation in the above against the baseline.

2.1.2.1. Desk review: All project material and documents were studied thoroughly. This included: the project proposal and reports, baseline data and analysis, reports of field level events and activities, case studies documented, social watch findings, reports of policy & implementation gaps, minutes of meetings and consultations, reports of annual national level compilations on gender-surveillance findings, reports of workshops and trainings, reports of lessons learning workshops.

2.1.2.2. Empirical data collection: Interviews and interactions were undertaken with key stakeholders and project beneficiaries, and made use of semi-structured interviews and focus group discussions, in the main. The evaluation team undertook field visits to two districts, one each in Rajasthan and Assam. Telephonic interviews were also conducted with selected number of beneficiaries from other project districts, ensuring coverage of at least one district from each of the 5 states in which the project was implemented. The districts for in-depth surveys were shortlisted to represent two distinct geographies and socio-cultural context. Villages and respondents were selected based on random sampling from among the direct beneficiaries under the project and other stakeholders, which was influenced by their availability at the time of survey. Respondents for case studies were identified based on perusal of half-yearly and annual narrative project reports.

Tools and Approaches included:

- **Semi structured Interviews**, using interview schedules covering specific parts of the programme and aspects to be evaluated, were conducted with target stakeholders. The interviews were face-to-face in the 2 districts that were visited by the evaluation team, and telephonic in 3 other districts. The face-to-face interviews were conducted at the village level community buildings, or at the residence of the beneficiary, or at the Empowerment Centres, etc based on the preference indicated by the respondents. These were also accompanied by observations of respondents' body language, interactions with group members (if applicable) by the evaluation team. They used additional follow-up questions and conversations where necessary. The field visits were undertaken after the funding period had ended. The evaluators visited the facilities and groups set up under the project and other stakeholders addressed through the project. No activities directly supported under the project were going on during the visits.
- **Focus Group discussions**, using a FGD guide developed for the purpose and covering specific parts of the programme and aspects to be evaluated, were conducted with a few women from selected women's peer groups. These were conducted in the 2 districts that were visited by the evaluation team.
- **Case Study** technique was used to gather in-depth information from selected stakeholders, and used the Interview guides to conduct In-depth interviews to capture specific details on effectiveness of the project or stories to support learning.

2.1.2.3. Sampling: Two districts (one each in Rajasthan state and Assam state), from among the 10 districts in which the project has been carried out, constituted the sites for the field visit of the evaluation team; 3 other districts were covered via telephonic interactions. Stratified sampling was adopted, ensuring representation of all categories of beneficiaries and stakeholders, mediated by depth of engagement

of the evaluation team and convenience. The coverage, along with associated methodology, was as follows:

- Primary beneficiaries: 3% of tribal women and girls associated with the project, ie, 100 women and girls, via face-to-face interviews and FGDs with members of women's peer groups respondents, face-to-face interviews with women leaders and in-depth interviews with case study respondents.
- Secondary beneficiaries: Key informant interviews with 9 social workers acting as mentors for the project and 6 state/non-state actors associated with the project.
- Implementing agency: Interviews with 2 Caretakers of the Socio-Legal Kiosks, 2 respondents from among Pragma field staff (from the 2 districts visited by the evaluation team) and 2 respondents from among Pragma Programme and M&E staff in the implementing agency's Gurgaon office.
- Donor agency: Interview with the Portfolio Manager at the Donor Agency for the project.

Stakeholders	Part of programme to be evaluated	Evaluation question to be answered	Method of data collection (and tools)	Sample size
Primary beneficiaries	See below	See below	See below	5.1% (153 women)
a. Tribal women & girls	All the aspects of programme	Related to: Relevance; Effectiveness; Impact; Sustainability	Interview- in-person/telephonic (Interview Schedule), Observation- for in-person interviews	10 women (5 states)
	Awareness of rights, Women's agency and Psycho-social support		Focus Group Discussion (FGD guide)	126 women via 4 FGDs in 2 districts (2 states)
b. Women leaders	VAW prevention Know your rights campaign and attitude change	Related to: Relevance; Effectiveness; Impact; Sustainability; Gender Equality and Human Rights	Key Informant Interviews- in-person/telephonic (Interview guide)	14 women leaders (5 states)
d. Selected cases- from among the above primary beneficiaries	VAW prevention Women's agency Attitude change	Related to: Relevance; Effectiveness; Impact	In-depth interviews- in-person/ telephonic (Interview guide, case study format)	3 women (3 states)
Secondary beneficiaries	See below	See below	See below	10% of State and non-State actors and social workers (mentors); 39 community members
a. Social workers (Mentors)	VAW prevention Know your rights campaign and attitude change	Related to: Relevance; Effectiveness; Impact; Sustainability; Gender Equality and Human Rights	Key Informant Interviews- in-person/telephonic (Interview guide)	9 mentors (3 states)
b. CSO/LE	VAW prevention IATF functioning	Related to: Relevance; Effectiveness; Impact; Sustainability; Gender Equality and Human Rights	Key Informant interviews (Interview guide)	7 respondents (CSO reps, police official)

c. Community, including Panchayat leaders	Gender awareness & sensitivity Know your rights campaign and attitude change	Related to: Effectiveness; Impact	Focus Group Discussion (FGD guide)	39 community members via 3 FGDs (2 districts, 2 states)
Implementing agency	See below	See below	See below	6 project staff and associates
a. EC Caretakers	Socio-Legal kiosks and GBV Observatory, Awareness Kits	Related to: Relevance; Effectiveness; Impact; Sustainability; Gender Equality and Human Rights	Key informant Interview (Interview schedule) + Observation	2 respondents (2 districts)
b. Pragya (implementing agency) field staff	All aspects of the project	Related to: Relevance; Effectiveness; Efficiency; Impact; Sustainability; Knowledge Generation; Gender Equality and Human Rights	Interview (Interview schedule), Observation	2 respondents (2 districts)
c. Pragya (implementing agency) programme staff	All aspects of the project		Interview (Interview schedule), document/data study	2 respondents
Donor Agency				
a. Portfolio Manager - UNTF ERAW	All aspects of the project	Related to: Relevance; Effectiveness; Efficiency; Impact; Sustainability; Knowledge Generation; Gender Equality and Human Rights	Interview	1 respondent

The sampling plan has ensured that the following were covered:

- 10%+ of primary beneficiaries, including, tribal women and girls, women leaders and mentors, were covered minimum 5 of the 10 districts ensuring representative samples from each of the 5 states in which the project was implemented. [The respondents were selected from 1 district from each of the 5 states; the districts were chosen randomly.] This has included:
 - 3% i.e. 100 of 3,000 tribal women and girls engaged with through the project from 5 of the 10 districts in which the project was implemented.
 - 14 women leaders from the 100 women's councils trained for providing psycho-social support from across the 5 states in which the project was implemented.
- In addition, from 2 of the 10 districts and 5 states, secondary beneficiaries and key informants, as well as women's groups, were covered. This included:
 - 4 of the 100 Women's peer groups created through the project to support women to prevent and assert against VAW.
 - 9 of the 90 Mentors-in-VAW-Prevention empowered to advocate and campaign for attitude change (KYR campaigns).
 - 6 of the state/non-state actors sensitized through training and engaged with under the project as part of Inter-Agency Task Forces.
 - 39 general community members, including some Panchayat leaders, who constituted the outreach of the project.
 - 2 out of 10 Socio-Legal Kiosks (SLKs) and their Caretakers, and thereby functioning of 2 out of 10 GBV observatories on gender issues mainstreaming.
 - 4 Pragya staff on the project, from the field and programmes levels.

2.1.2.4. Analysis: Content analysis was carried out of data collected, including primary data through evaluator interactions and observations, as well as perusal of all project documents, MIS and reports. Findings on each of the Evaluation Criteria were sorted by stakeholder groups, gender, district and state, which

enabled comparison between perspectives and geographies/ socio-cultural milieu. These findings and the feedback itself were examined thoroughly to draw out the assessment of the project on the Evaluation Criteria and to crystallize the recommendations for the Programme. At all times, the process ensured prioritizing the involvement of female team members as well as ensuring a gender balance when interviewing the stakeholders and other community representatives.

2.1.3. Limitations of the evaluation methodology

While there were no major limitations that could seriously skew the findings and conclusions of the Evaluation, the Evaluation Team would like to document the following:

- Convenience, in terms of travel time required, was a factor in the selection of groups for interactions. This has meant that those in more remote locations could not be covered. However, the feedback from these was elicited via telephonic interviews.
- Since some of the interactions were via telephonic interviews, direct observations could not be made by the Evaluation Team at those specific locations.
- Male participants were fewer in number than would have been preferred. However, this is indicative of the context and constraints with regard to the project. Patriarchy prevails in the target areas and menfolk are less willing to participate in interventions that seek to change such patriarchy and contribute to equality for women. Associated feedback has been incorporated in the findings.

2.2. Safety & ethical considerations

The evaluators as a team adhered to the highest ethical standard while undertaking the assignment. They followed the following mentioned code.

- a) Protect the rights of respondents, including privacy and confidentiality;
- b) Elaborate on how informed consent will be obtained and to ensure that the names of individuals consulted during data collection will not be made public;
- c) In case the interactions are conducted with children (under 18 years old*) the evaluator/s must consider additional risks and need for parental consent;
- d) The evaluator/s continue to respect the sensitivities surrounding the cases and the related emotions of the stakeholders throughout their interaction, and in particular during collecting sensitive information and data.
- e) Data collection tools must be designed in a way that is culturally appropriate and does not create distress for respondents;
- f) Data collection visits should be organized at the appropriate time and place to minimize risk to respondents;
- g) The interviewer or data collector must be able to provide information on how individuals in situations of risk can seek support (referrals to organizations that can provide counseling support, for example)

3. Findings and Conclusions

3.1. Relevance

Evaluation Question: To what extent do the achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women and girls in ethnic minority communities in India?

Evaluation sub-question	Findings
<p>3.1.1. Were activities carried out relevant in relation to the results, purpose and goal of the project and help in minimization of GBV in the project area?</p> <p><i>Measure/ indicator: Feedback on suitability of choice of activities, implementation strategy and methodology, and impact pathways</i></p> <p><i>Sources of information: Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors Beneficiaries (women and girls)</i></p>	<p>Any intervention with activities that address the issues of GBV is worth an investment in the society. The more the better. The objectives laid out in the project were very well targeted, and the project activities are highly appropriate to achieve the project goals.</p> <p>The project areas are far behind in comparison to many other districts of the state on most of the development parameters. Rajasthan, for instance, has one of the lowest literacy rates in India, more so among tribal females. A higher incidence of child marriage has kept the girls out of the school system or forced them to drop out very early. Prevalence of witch-hunting continues to be a degrading human behaviour against the dignity of women. Domestic violence and other issues of gender injustice are widely reported. The rights of the tribal girls and women in the project area are in a constant state of compromise and they accept to live their lives in an atmosphere where a 'culture of silence' is forced upon them. The project addressed all these highly relevant issues.</p> <p>The well-designed activities, such as trainings, awareness programmes, for beneficiary and stakeholder groups, have made a good impact on the ground. Various services delivered under the project (Empowerment Centre, Helpline and referral services) have also provided a much-needed support system at the early stages of occurrence of violence, which have helped minimize cases of VAWG.</p> <p>Women and girls felt that the project has been addressing their core social problems strongly, and has also established support networks with agencies that help address gender issues long-term. Women and local mentors from Bihar reported during the telephonic interviews that the helplines were effective in providing required support and care to women who wanted to report cases of violence/ abuse.</p> <p>Mentors found the project's activities relevant to local issues and socio-cultural context. Mentors and other civil society actors pointed out that through the project, the existing gender insensitive cultural norms and practices (such as dowry, witch-hunting) have been surfaced and discussed. The project has also worked with key stakeholders to create the necessary social support towards improving gender justice.</p>
<p>3.1.2. Was the chosen project methodology/ approach relevant to women and girls in tribal culture and society of the target states?</p> <p><i>Measure/ indicator: Acceptance of project by targeted beneficiaries and stakeholders; Suitability of implementation approach and strategies</i></p>	<p>The methodology, approach and derived strategies are appropriate for the project goals and have high contextual relevance. These are also in sync with the socio-cultural values and norms of the target area. The approach is holistic. In view of the entrenched patriarchy in the target districts, the implementation team adapted the implementation methods and terminologies/names in order to minimise resistance from men [explained further in section 3.2.5].</p> <p>The project strategy is designed to respond to occurrences of GBV using three main approaches: primary prevention, improving service delivery and strengthening the institutional response. The focus on prevention of VAW is relevant since there are fewer civil</p>

<p><i>Sources of information: Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors Beneficiaries (women and girls)</i></p>	<p>society efforts on prevention in comparison to response. On the other hand, for prevention to take place action is required before violence takes place, while response, after the violence has occurred, takes much longer and often breaks the resolve of the survivor to fight for justice. Prevention has more lasting effects. Further, the activities have been designed to involve and develop different stakeholders, who have been trained and have evolved as women leaders, Mentors, and are empowered to help their communities.</p> <p>Between the different respondent groups, the feedback was largely similar, with minor differences in the perceptions of the role and significance of different project activities and strategies with regard to the project's impacts. For instance, the women and girls perceived the awareness generated, the groups formed and the development of women leaders as the most change inducing activities, while civil society members valued the capacity building inputs to themselves and the institutional elements of the project including the Empowerment Centres, the helplines, the KYR Kits and the IATF work.</p> <p>The mentors and NGO workers interviewed during the evaluation survey observed that forming of WPGs and conduct of awareness campaigns in particular were found to be most relevant and change-inducing. Civil society workers were most appreciative of institutional elements of the project, such as the Empowerment Centres and the information provided by these to women, the Helpline and referral services for women with vulnerability to or experience of GBV, and the IATF.</p>
<p>3.1.3. Have the project activities been relevant to the real needs of the tribal women and girls? <i>Measure/ indicator: Feedback of targeted communities on project activities and their effects on their lives</i> <i>Sources of information: Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors Beneficiaries (women and girls)</i></p>	<p>The project activities reflect the 'felt needs' of the people, apart from their day-to-day livelihood challenges. The beneficiaries agree with the project's larger understanding that gender justice is a human rights issue and a developmental concern.</p> <p>For the primary beneficiaries, the project intervention was a surprise as they were not expecting an outside agency to address the issue of VAW which they had considered an intrinsic part of their lives, one that they could never be able to raise their voices against, despite immense and frequent physical and psychological suffering. The project addressed their real need, one which had been denied to them in the name of culture and patriarchy.</p> <p>In addition to the project's main focus, Pragya also addressed their felt needs with regard to livelihoods and other developmental concerns and linked interventions on these appropriately with the prevention of GBV/VAW. This delivery mode of adopting a holistic focus (VAW as well as health, nutrition, education, livelihoods) proved to be highly effective and was appreciated by the target beneficiaries.</p>
<p>3.1.4. Was the project suited to the socio-cultural context throughout the project duration? Did it adapt to any changes in context that might have occurred during the project duration? <i>Measure/ indicator: Degree of cohesion with context throughout the duration vis a vis changes, if any;</i></p>	<p>There had been no perceptible change in the socio-cultural and political domains in the project area and therefore, the project remained highly relevant and was implemented unhindered throughout its duration. The holistic approach of the project was well aligned with the national priorities on gender equality and prevention of GBV.</p> <p>India's national policy for empowerment of women (2001) includes - creating an environment through positive economic and social policies for full development of women to enable them to realize their full potential; equal access to participation and decision making of women in social, political and economic life of the nation; strengthening legal systems aimed at elimination of all forms of</p>

<p><i>Adjustments made during implementation and their effectiveness</i></p> <p><i>Sources of information: Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors</i></p>	<p>discrimination against women; changing societal attitudes and community practices by active participation and involvement of both men and women; mainstreaming a gender perspective in the development process; elimination of discrimination and all forms of violence against women and the girl child; and building and strengthening partnerships with civil society, particularly women's organizations – as some of its key objectives. [A revised draft policy (2016) is under consideration by the government].</p>
<p>3.1.5. Was the project suitably aligned with other GBV initiatives in the region and adding value beyond them?</p> <p><i>Measure/ indicator: Degree of stakeholder involvement; Complementarity and value-add with regard to GBV-addressing programmes being implemented in the region</i></p> <p><i>Sources of information: Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors</i></p>	<p>There was no other reported similar initiative in the project area on curbing or prevention of GBV, in all 5 states. The project filled a much needed gap to bring about gender justice and gender equality for tribal women and girls.</p>

3.2 Effectiveness

Evaluation Question: To what extent were the intended project goal, outcomes and outputs (project results) achieved and how?

Evaluation sub-question	Findings
<p>3.2.1. Have the project activities benefited those engaged with it: the tribal women and girls? state and non-state actors?</p> <p><i>Measure/ indicator: Level of achievement against Results framework</i></p> <p><i>Sources of information: Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors</i></p> <p><i>Beneficiaries (women and girls)</i></p>	<p>The project has met the targeted outreach (3039 women of tribal communities formed into 100 groups) for women and girls and achieved the awareness and assertion of rights among them. The women and girls who are members of the peer group networks formed under the project are aware of the provisions and processes to uphold their rights, and are able to access support from the group. All the groups and their leaders are providing quality support to their members, while many of the groups have displayed capacity to take up actions and advocacy towards various group aims and interest, for instance, stopping alcohol sales in the village precincts as revealed by the beneficiaries during interviews. These were also recorded in narrative project progress reports and recorded during Lessons Learning workshops conducted under the project. 95% of the women and girls who are members of the peer group networks were fully satisfied with support received from the women leaders and the peer-networks.</p> <p>The rates of various forms of violence including child marriage, wife battering, etc., are reported to have reduced significantly. Women and girls reported a reduction particularly in the incidence of domestic violence as a consequence of the project. They reported that violence in the families, including beating, scolding, etc., as well in the community, such as use of demeaning gestures towards women and girls, have drastically reduced in the area. In-depth-interviews with women leaders, mentors, Empowerment Center Caretakers, data from GBV observatory and case studies provide evidence of reduction in child marriage. In Bihar, the women leaders served as local motivators and change agents. The women's groups in Bihar empowered by the trainings, campaign tools, peer support – have taken up vigorous social campaign and resistance against child marriage. They have been able to convince local leaders and religious practitioners who officiate in these ceremonies to join their effort. In Rajasthan, the peer groups are</p>

	<p>collaborating with Empowerment Centres and law enforcement agencies to successfully prevent child marriages. In some occasions, young girls who had dropped out from schools, has resumed their studies. The women and girls from Jharkhand reported that cases of eve teasing had reduced as both men and women are more aware of legal safeguards.</p> <p>Further, rates of reporting have increased as has response to cases, from the women's groups, the project-supported Empowerment Centres, as well as the police and legal system. As a result of the awareness and confidence gained through the project, 63% of the women's peer group members are willing to report GBV cases, while 100% were confident of approaching authorities to avail State services.</p> <p>Beneficiaries are especially appreciative of the awareness and training programmes delivered under the project and the creation and development of women leaders from their specific (tribal) communities. The IEC material provided under the project was also appreciated since it helped in continuing to build awareness within the women's groups as well as acceptance of these in the larger community. The creation and building capacity of women's groups has built solidarity and support for those vulnerable and victims/survivors, and advocating for community support has helped to initiate the necessary climate in the villages. Besides, the creation of groups has also helped the women in resisting societal pressures for their cause. In Rajasthan, women, who are not part of the peer groups, are also approaching these groups/ their leaders to discuss their concerns. The campaigns addressing men and boys were appreciated by the beneficiaries interviewed, for the role they played in sensitising them.</p> <p>The project has trained women leaders (300 leaders trained in counselling, leadership, advocacy) who have shown higher engagement and effective leadership. The interactions with respondents during the evaluation revealed that the members of women's councils in their individual as well as collective effort have played a central role in addressing GBV in the community. The project activities have impacted their lives and that of other women facing violence. Their efforts have visibly increased the participation of the stakeholders in challenging the gendered environment in their respective fields and they have served as peer counsellors promoting non-violent solutions focusing on mediation and reconciliation. They have shown effective leadership in bringing the group together, leading by example, and few also display political aspirations.</p> <p>300 women leaders and 90 mentors engaged and developed under the project have gained significantly in terms of knowledge on the issue and ability to play the role expected of them as revealed by the baseline and annual surveys and the beneficiary interviews. For example, at baseline, 40% of the Mentors had never conducted any awareness campaign, 83.34% Mentors had never been engaged in a campaign dealing with VAW issues. While the Women's Peer Group leaders were committed, not everyone was aware of legal safeguards etc [At baseline, only 11.11% leaders were aware of legal provisions available to address VAW; at the end of 3 years, 43.33% leaders were aware of several legal provisions on EVAW; 53.3% were aware of at least one or more legal provisions].</p> <p>They now possess tools for facilitating the change in their societies. They have intervened in families in cases of domestic violence, and taken up cases that necessitate higher order intervention with the Panchayats. The state tends to refrain from intervening in the affairs of tribal communities, and the Mentors are forming an effective bridge and aiding the state in reaching the tribal communities.</p>
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	<p>Mentors appreciated their role in improving gender equity in their societies, and reported perceiving evidence of the effectiveness of the project in the reduced VAW both in the private and public spaces, increased awareness among women and keenness to participate in the project's activities in spite of their chores and pressures, as well as signs of positive change in attitudes among men and boys, due to the messaging from the project and the female members of their families.</p> <p>The project has also created Empowerment Centres (10), tele-Helplines (10) and Inter-Agency Task Forces (10) as an effective support infrastructure. The Empower Centres have assisted 5858 visitors (60.9% females), while the tele-helplines assisted 2806 callers. In addition, the Empowerment Center caretakers act as supportive friends and mentors to victims of violence, referring them to the relevant agencies among the 280 agencies enlisted under the project's Referral Network. 191 CSOs have also been sensitized and trained under the project as have 182 representatives of law enforcement agencies, and networked into Inter-Agency Task Forces towards effective collaboration to address VAW in a holistic manner. The capacity building has helped surface their personal prejudices and attitudes, enabled them to find solutions through peer interactions as revealed by the respondents during interviews and also documented during the district level Lessons Learning workshops under the project.</p> <p>Mentors and civil society actors perceive that target societies are more sensitized to the issue of VAW, that survivors feel societal support while perpetrators are aware of repercussions, and hence there is a reduction of the incidence of VAW.</p> <p>The programme staff perceive the project as having been effective in changing attitudes of target groups- women and girls have gained in knowledge and assertiveness, men are displaying a slight change towards greater dignity for women and girls, while civil society is beginning to view the issue and take up an action agenda. They point to behavioural changes in families and communities that indicate the shift in attitudes towards women and violence against them. The incidence of violence has also reduced in the target areas.</p>
<p>3.2.2. To what degree has the project achieved its results of GBV minimisation? <i>Measure/ indicator:</i> <i>Degree of benefit perceived by tribal women and girls and state/non-state actors</i> <i>Sources of information:</i> <i>Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors</i> <i>Beneficiaries (women and girls)</i></p>	<p>Project target groups - tribal females and males - have demonstrated knowledge, awareness, and positive shifts in attitude towards GBV. They reported that these changes in them is the result of the project's activities and that they are now able to take adequate steps at the preventive level and in dealing with cases of VAW.</p> <p>There is a sharp decline in the number of cases of domestic violence, in the target villages; women no longer silently succumb to GBV. Girls' education is increasingly achieving equal priority in the families as that of boys. There is isolated reporting of child marriage and cases of witch hunting as revealed during interviews with stakeholders.</p> <p>Men and boys acknowledge the winds of change in the increased articulation by women as a consequence of the project, and the resultant change in family dynamics. They perceive the benefits of such change on their daughters' education and futures, and in terms of reduced health cost in families and increased participation of women in community decision-making. They perceive the change in women's assertion against violence and the ways to reduce the incidence of violence, as well as the effectiveness of women's collectives formed under the project towards reducing cases of extreme forms of violence in their societies; they also recognized the development of women leaders and the role they play for other women in their societies.</p>

	<p>Some changes were evident in the younger and literate male population. They have newly found sensitivity towards GBV due to exposure to messaging under the project as well as other media. They accept a woman's right to dignity and have stopped believing that they have the right to behave with girls in ways deemed inappropriate by them.</p> <p>Although the project has been effective in reaching men and boys, changes in their attitudes is in far smaller measure. Mentors and civil society actors note that village elders are more resistant and continue to believe that VAW is legitimized by their culture. Being practices that are deeply embedded in traditional cultures, lasting attitudinal change would require ongoing education they feel.</p> <p>As revealed from the interactions during the community FGDs, and the observations of the project staff, this group was found to be far more tradition-entrenched, particularly the older males, who at best perceive their daughters' (not spouse's) right to freedom from violence. A few village elders continue to reject such change. Those in whom change in attitudes is evident realise the deep-seated nature of male attitudes and hence feel that such programmes need to be continued for long for sustainable change to occur. They indicate lack of awareness among all stakeholders as a key hindrance to attitudinal change and also point to alcoholism and poverty and lack of education as contributory factors that need to be dealt with.</p> <p>Mentors and civil society actors interviewed during the evaluation survey note that men and boys are beginning to believe that VAW should not be committed and becoming sympathetic towards sufferings of women; equally women and girls are beginning to feel that they deserve better, and have a right to equality with men and boys. Domestic violence has reduced as a result of the project and assertion against practices like dowry and child marriage has increased. Civil society actors involved in the project also recognize the services and assistance provided to women, particularly through the Helpline and referral services and the Empowerment Centres, and appreciate the gain in knowledge and thus enhanced confidence in themselves to address the issue. This is information by specific respondents – as requested in previous draft.</p>
<p>3.2.3. Have the project activities contributed to changes in attitudes among men and boys and village level structures? <i>Measure/ indicator:</i> <i>Degree of awareness and change in attitudes effected by the project</i> <i>Sources of information:</i> <i>Project staff, State/non-state stakeholders, Women leaders and mentors</i></p>	<p>Although men's participation and changes in them is limited, there have been some changes in their attitudes on GBV. Parameters that showed minimal changes include - 74% men and boys believed they can prevent VAWG (2% increase from baseline). However, in some parameters significant shifts were observed; e.g. 46% believed men had right to control women (80% at baseline), 58% felt men can restrict movements of women (75% in baseline), 20% held women responsible for VAWG at all times (37.5% in baseline), 28% believed domestic violence is a private matter (62.55% in baseline). Men and boys engaged with through gender-sensitisation campaigns under the project, acknowledged their role in preventing physical and sexual abuse which could also be stepping stones to improved gender relations. The reduction in incidence of VAW is also evidence of change brought about in men and boys.</p> <p>Men and boys interacted with during the evaluation survey, recognised the reduction in GBV and alcoholism (a contributory factor), but appeared to be less involved in the project; the youth appeared more receptive and appreciated the project need.</p> <p>348 community leaders have been sensitized, trained on participative and inclusive governance, gender-sensitive budgeting and planning, and engaged in issues of VAW. VAW issues have been discussed in village council meetings and planning for some budget for VAW-advocacy has been initiated. Village councils showed enhanced</p>

	<p>sensitivity to gender specific needs and allow women members to put forward their opinions in the village meetings as reported by women's peer group members and the council / panchayat members during the interviews and as was reported by these groups during the district level Lessons Learning Workshops. 72% Panchayats reported ability to undertake gender-responsive planning/budgeting and [at Baseline, none of the Panchayat representatives surveyed had such ability] allowed women to express their opinions freely irrespective of the nature of programme / scheme. As reported by the village council / panchayat leaders at the Lessons Learning Workshops, after attending the trainings and awareness sessions organised by Pragya, some of the councils have started putting issues such as domestic violence, child marriage, girls' education, on the priority agenda of the panchayats. 48% Panchayats had addressed some women's issues through various government schemes (32.5% in Baseline). In a few cases (Assam), the village councils have supported survivors to report the cases to the police. Panchayat members from Bihar reported during the Lessons Learning Workshops increased participation of women in Gram Sabha meetings and that number of complaints registered with law enforcement agencies have also gone up. Women beneficiaries and peer group leaders from Himachal Pradesh interviewed during the evaluation survey mentioned that sensitisation of elected panchayat leaders have helped in discussion and necessary action to prevent violence against women. These concerns are now discussed during Panchayat meetings and both men and women have gradually started accepting that domestic violence is not a private affair/ taboo topic. Women from Himachal Pradesh also reported to be more confident to step out of their homes for various chores during the Lessons learning workshops. Local Panchayat members from Rajasthan trained under the project were keen to take action on gender based violence and accepted the role of Panchayats in prevention of violence. They reported that such issues / cases are being discussed during Panchayat meetings and decisions/actions are taken in a time-bound manner.</p>
<p>3.2.4. Have the project activities succeeded in reaching out to decision-makers and shapers with regard to addressing GBV? <i>Measure/ indicator: Extent of outreach for the purpose of advocacy</i> <i>Sources of information: Project staff, State/non-state stakeholders</i></p>	<p>The project has followed a strategic communications approach and through its training, inter-agency planning and advocacy methodologies, reached out substantially to the decision-makers.</p> <p>The Inter-Agency Task Force (IATF) set up by Pragya in all 5 states under the project comprised of law enforcement agencies - police, lawyers, judges, and CSOs, who in their six monthly meetings chalked out detailed action plans to cater to the diverse issues pertaining to VAW. It ensured greater involvement of NGOs, panchayat members, ward members and such other stakeholders in addressing the issue. Training and sensitization of local law enforcers and civil society have helped refresh their understanding of laws for addressing VAWG, surface their personal prejudices and attitudes, and enabled them to find solutions to their challenges through peer interactions as reported by these stakeholders at the district level Lessons Learning workshops. The programmes have helped equip them with improved skills for VAWG prevention and response. Regular engagement for referrals, evidence sharing from GBV surveillance, and engagement in the Inter Agency Task Force, have helped deepen their commitment to addressing GBV in the target districts, revived dormant structural and operational linkages, and enhanced their capacity for speedy redressal of issues on VAW and to leverage their own networks for VAW-prevention. Some of the important aspects like how GVB affects various constituencies of the society, its societal cost, and the urgency to implement existing policies in prevention and addressing cases related to GBV has caught the attention of protection agencies, responders and decision-makers. The project has thus persuaded this group of stakeholders to examine the issues and their roles and moved them to action. Over the project duration, the Inter-Agency Task Forces have</p>

	strengthened and show more active engagement of the members; have increased their membership base (253 agencies from an initial tally of 98 at the inception of the Task Forces); have started delivering against the action plans devised by them.
3.2.5. Which factors have facilitated/ hindered the achievement of the expected project results? <i>Measure/ indicator: Assessment of factors contributing or hindering achievement (internal and external)</i> <i>Sources of information: Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors</i>	<p>Facilitative factors include:</p> <ul style="list-style-type: none"> • The planning of strategies to achieve the project objectives were developed after a baseline survey keeping in view the socio-cultural milieu. It provided a solid foundation in project implementation. For example, recognizing the difficulties in operating within strong patriarchal set up and to avoid the stigma traditionally associated with VAW, the project delivery at initial stage and throughout the project focused on nutrition, health, livelihoods as well. Facilities and processes such as Empowerment Center (originally planned as Socio-Legal Kiosk), Development Observatory (originally planned as GBV observatory), etc took up broader scope of operation. Campaigns focused on multiple rights including right to education, economic rights (including those of men) and not only VAW. The baseline also informed the key issues / campaign messages to focus on, topics to be covered during trainings and sensitization sessions with CSO/ Law Enforcement Agencies, the panchayat (village councils), etc. • Parallel to the interventions for awareness raising and prevention of GBV, Pragya also worked on livelihood and welfare needs of the target community. This facilitated by creating an environment of credibility and trust for Pragya in the community and acceptance of its interventions. • Collaboration with law-enforcement agencies and CSOs facilitated in ensuring gender justice and helped in developing effective networking and communication with various actors in the justice system. • Women leaders and mentors were from the community itself and their strong community ties facilitated a great deal in meeting the project objectives. <p>Hindrances includes:</p> <ul style="list-style-type: none"> • Inaccessibility due to remoteness of project locations and poor communication networks and inadequate infrastructure, have slowed progress at times. • Women's preoccupation with their domestic priorities often inhibited their engagement with the project's activities. • Transfer of government officials posed some hindrance in the interventions as it required re-establishing of rapport and network for project activities. • One of the challenges has been in the filing of cases with the police due to resistance from the victim, her family, her community, as well as the police themselves, as a result of deep-seated biases. • Women leaders point to the fact that the project has had a small area of influence in terms of no. of villages covered, and exhort the need to scale up and address the larger society. They also suggest to include enhancing the recognition of women's work and contribution to society.

3.3 Efficiency

Evaluation Question: To what extent was the project efficiently and cost-effectively implemented?

Evaluation sub-question	Findings
3.3.1. Has the use of human and financial resources been efficient in relation to the project's achievements	Quality staff, use of volunteers and effective project strategies have contributed to higher order of delivery against resources allocated for the project. Mentors in the community, women leaders in women's groups, provided their services at no cost and contributed to the project's aims. It must be noted that the spirit of volunteerism was a key element

<p><i>Measure/ indicator:</i> <i>Assessment of resource-allocation and value for money</i> <i>Sources of information:</i> <i>Project staff</i></p>	<p>in the project to spur stake-building and ensure sustainability beyond the project funding. As reported by project staff, their higher order of delivery, in spite of lower funds outlay, resulted from closer association with the community and hence higher influence on it.</p> <p>Paucity of resources and time were however cited as factors hindering impacts particularly with respect to the more remote areas. Although the project delivered very well against its targets and considering the allocated budget, it must also be acknowledged that a higher budget would have meant a higher scale of impacts. There was only 1 Empowerment Centre (EC) to each district, which was therefore accessible to the villages which were closer to it and were characterized with better transportation and connectivity. A higher budget would have enabled multiple ECs- preferably one for every cluster of villages- making the EC and hence its services more accessible to all villages being served by the project.</p> <p>Programme staff highlighted in particular the role played by the women leaders and mentors, and the unique project elements such as the Empowerment Centres, Helplines, KYR Kits, IATFs, in reducing VAW in target areas. They also recognized the positive role played by the effective mobilization of the communities as well as government departments and hence their cooperation and collaboration in the project. The programme staff themselves are well aware of issues relating to VAW, and efficient in the delivery of their roles.</p>
<p>3.3.2. Did the choice of methodology and strategy contribute to efficient use of available resources? <i>Measure/ indicator:</i> <i>Assessment of work methods and project strategies against outlay of cost and resources</i> <i>Sources of information:</i> <i>Project staff</i></p>	<p>The project was able to keep non-activity costs relatively low by hiring local staff. The element of volunteerism has got an overriding priority. This has reduced the manpower cost as compared to the market rate. For example, women leaders and mentors had no problem in working in this project on lesser remuneration/as volunteers.</p> <p>First enhancing capacity of the local resources such as women's peer group leaders, Mentors, village council/ panchayat leaders and later utilising these volunteers for sustained information guidance in the community have not only become cost effective but also sustainable. Leveraging the Mentors, respected community members who carry a degree of authority in the tribal societies, was also deemed to be a successful strategy as pointed out by the women and girls during the interviews and the FGDs with women's peer groups.</p> <p>Efficiency in terms of time management has been observed through a meticulous system of monitoring and documentation.</p> <p>The project had sought to serve all women and girls in the target districts- while the older women are largely illiterate, the younger women and adolescent girls are predominantly literate. Female literacy rates in the target districts vary from 88.25% in Chamba (Himachal Pradesh) to 42.50% in Araria (Bihar). The project sought to create a 3-tier system of support for all women and girls- mentors and women's groups in villages; ECs in districts; members of IATFs (formal agencies and civil society). The project's measures of creating mentors and women's peer groups sought to ensure that the more disadvantaged- whether by geography (ie in remote villages) or literacy status – could access support from these local resources/support systems. The ECs were another tier of support designed to provide services to women and girls who are literate, less intimidated, in more accessible villages who could browse through printed and digital resources. Certain services such as the Empowerment Centres and their information resources, KYR Kits and Helpline services, were inaccessible to some women due to either geographic remoteness of their villages and/or their illiteracy. The Empowerment Centre caretakers and Helpline provided required assistance to women who were not literate.</p>

3.4 Impact

Evaluation Question: To what extent has the project contributed to ending violence against women, gender equality and/or women's empowerment (both intended and unintended impact)?

Evaluation sub-question	Findings
<p>3.4.1. What real difference has the project made to the tribal women and girls? Has the violence against women in the project area been reduced as a result of the project's implementation?</p> <p><i>Measure/ indicator: Changes against the Results framework indicators vis a vis the baseline and end line survey findings</i></p> <p><i>Case studies and testimonies from beneficiaries</i></p> <p><i>Sources of information: Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors</i></p> <p><i>Beneficiaries (women and girls)</i></p>	<p>There is greater awareness among women and girls about preventing and reporting violence against them both in private and public space. Most of them are conscious about the preventive and post-incident measures as revealed during the interviews. The women and girls have gained in understanding of various forms of violence, their rights, methods of preventing VAW, knowledge about laws and constitutional safeguards and the legal processes, and government schemes as well as on available support structures, including how Panchayat can address women's concerns. Most of them are mentally prepared to seek help in case of violence [75.3% women peer group members present in group discussions at end-line survey asserted that they were willing to report VAW/G cases; only 17.6% at baseline]. Women in Assam reported during the FGDs (as was verified through interaction with the local Mentors) that the women are now empowered to register complaints in case of intimate partner violence or mistreatment by their families, while they earlier refrained from discussing them or accepted as cultural norms. Some of them have strategies in their mind about how to act when they have to fight alone and when they have to take up the cause in a group. Everyone has understood when to say "No" to violence and the power of the collective. Clearly, there is enhanced confidence, to talk about VAW in front of family, courage to stand up against VAW and to approach Panchayats to seek help and counseling to help heal; some are even motivated to fight against atrocities for other women as revealed during the interviews, as well as the documentation of changes in knowledge / attitude / practice in the target groups from the Lessons Learning workshops. One female leader (trained and empowered under the project) in Assam has also successfully contested local Panchayat election with full support from her peers.</p> <p>The rates of various forms of violence against women and girls have reduced significantly, including of child marriage, wife battering, etc.. Rates of reporting have also increased as has response to cases. There are cases of people in distress being rescued, of cases being reported to the Panchayat / Janta darbar for justice, of accessing legal assistance to victims, supporting neighbors to register case with police, ensuring that there is no victim shaming, and of open discussions on VAW issues.</p> <p>Women and girls interviewed and interacted with during FGDs, recognize the project's impacts particularly on the levels of awareness and assertion among themselves, and the resultant reduction in violence against women in both the private and public spaces. The changes in levels of GBV were perceived to be a direct result of the change wrought in the women and girls themselves and the effectiveness of the women's groups. The women and girls have challenged their social conditioning and intrinsic barriers to take up small measures to end violence in their living spheres and assert their own decisions. Awareness generated in them has been most effective in bringing about this change, while sharing this knowledge and attitude with others has helped benefit secondary beneficiaries. Women leaders, in particular, have gained significantly in empowerment and taking up an active role for changing gender attitudes and reducing violence in their societies. Not only are they aware of their rights and have experienced a change in their belief systems, they have learnt to work as a collective, conduct meetings and generate cooperation, and how to approach offices and responders. They perceive the increased confidence in themselves and their</p>

	<p>empowerment to access the police and civil society. They also acknowledge the increased focus on the issue, the articulation of the issue in community and village council meetings, and the slow and gradual changes in attitudes of all stakeholders.</p> <p>In Assam, the women's groups have realized the power of collective action. As indicated during the in-depth interviews, the peer group leaders, often with the aid of the local mentors were able to take action against abusive husbands/in-laws of their peers through discussions at panchayat level and even through registering complaints with police. They took up campaigns against local liquor stores, sought support from local police on occasions and were able to ban alcohol-consumption in public places. The women's groups also stepped out to seek justice in murder/Witch-Hunting case in their locality. The women groups reported during FGDs that they have started to participate in village level decision making, which they earlier used to neglect due to other chores / responsibilities. They now see the value of bringing up their concerns in these meetings. In Bihar as well, in line with the state's recent policies, the women and local legal agencies have led the efforts to ban liquor sales and promote de-addiction programmes. In Himachal Pradesh, the women's groups transitioned from passive groups to motivated and action oriented groups over the years. They were able to take up highly visible demonstrations and effectively engage with local elected representatives to successfully shut down local liquor stores which they perceived as a cause of domestic violence. As mentioned by the leaders of the women peer group interviewed during the evaluation survey, the groups also step in to prevent violence faced by their peers by showing up as a group in her support and counseling the abusive husbands/ family members. In Jharkhand, inspired by the success stories in other states, the women's peer groups took action to prohibit local liquor shops and were able to mobilise public support to ban alcohol-consumption in public spaces. In Rajasthan as well, the women's groups got their Panchayats involved to ban alcohol-consumption in public places. Law enforcement agencies shared the details of effective demonstrations by women in front of their office premises and attributed this to the enhanced capacity of women's groups due to the trainings.</p> <p>Project staff are demonstrably satisfied that they have been able to address issues of domestic violence and child marriage, and perceive the role that the nature of interventions has had in this success. They perceive significant value in the project's targeting of gender insensitive cultural norms and practices and surfacing these in target communities and catalyzing the necessary questioning and discussions. Sensitizing other local agencies for protection and response on GBV, and making them more knowledgeable on and responsive to these issues has also been a key project contribution.</p>
<p>3.4.2. Have there been changes in the attitudes of the women and men on GBV? <i>Measure/ indicator:</i> <i>Assessment of changes in attitude towards GBV among men and women</i> <i>Sources of information:</i> <i>Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors</i> <i>Beneficiaries (women and girls)</i></p>	<p>Despite a relatively short timeframe of the project, the extent to which the project fostered actual behavioral change among men, women, boys and girls, in the community, is highly commendable. There has been significant change in the attitudes of both women and men on GBV. Women and girls admit to have more confidence than before in 'making their own choices' although to a varied degree, talk about GBV in the peer groups, family and community, and to stand up against violence. Their ability and willingness to participate in highlighting their issues and related process of decision-making within and outside their domestic sphere has increased. This responds to the specific sub-question. Women are finally feeling that they are equal to men and not inferior in any way. Women are coming forward to discuss their issues, taking cases to Panchayat / police, availing counseling services, taking collective actions to ban sales of alcohol, to stop child marriage, encouraging education of girls; women are stepping out for various activities including livelihoods, sports. These were documented in the</p>

	<p>progress reports and the evaluation process allowed verifications through several case studies and in-depth-interviews. Respondents from Jharkhand reported that participation of women in economic activities has gone up and they are stepping out to participate in village level meetings. The Panchayat leaders from Jharkhand also observed that the women have become more assertive in the village council meetings. The women were no longer inhibited to lodge complaints to stop the abuse/harassment they faced and the Empowerment Centres, with support from the Inter-Agency Task Force members played a key role in supporting them at every step of their efforts. Respondents from Jharkhand also report that discrimination between male and female child in a household has reduced and parents have started paying equal attention to educating their girls, as a result of the awareness campaigns by Pragya, the mentors and Inter-Agency Task Force members.</p> <p>Changes in attitudes were also reflected through the responses men and women gave in their respective FGDs on attitude statements such as who should skip meals if food is limited or gender based division of household work and how disciplinary actions (if any) should be equal for boys and girls. The male members recognise the sensitivities of the females within and outside the domestic sphere. For example, some admitted that humiliating females in the family affects the children. They realise that they will be held accountable for their actions. There is a greater element of 'sharing' and 'mutual respect and recognition' between males and females while addressing each other's issues. A number of men have started incorporating changes into their personal lives e.g. sharing household chores, supporting their wives and sisters in taking up employment etc, indicating a gradual shift in attitudes of a few. Men are getting involved in discussions and addressing VAW in the Panchayat / village council meetings. People have started thinking logically and giving up superstitions and VAW that stem from them (e.g. witch-hunting).</p>
<p>3.4.3. Has there been a change in attitudes and behavior of village structures and state and non-state actors with regard to gender equity and GBV? <i>Measure/ indicator:</i> <i>Assessment of changes in attitude in village structures and state and non-state actors</i> <i>Sources of information:</i> <i>Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors</i> <i>Beneficiaries (women and girls)</i></p>	<p>Respondents reported that after the awareness campaigns and attending the meetings organised under the project, there has been a perceptible and positive attitudinal change among various actors in the system of prevention of GBV. As reported during the community meetings, they have become conscious of the issues and feel that individually and collectively they need to better their understanding about the need, priorities and dignity of the other sex. There is recognition and acceptance of gender equality in access to services and in distribution of resources and allocation of developmental opportunities in the family. As reported during community FGDs and as per the records from the district level Lessons Learning workshops, Panchayats are prioritizing VAW cases and addressing in time-bound manner; Panchayat mediation is acting as a deterrent against VAW. Faith in legal process has enhanced; Govt. offices are becoming more gender friendly as indicated by the statements of government departments and law enforcement agencies during interviews and the Lessons Learning workshops mentioning processes they have initiated in their departments.</p>
<p>3.4.4. What unintended outcomes have the project's target communities experienced as a result of the project intervention? <i>Measure/ indicator:</i> <i>Feedback on unintended outcomes experienced by target communities</i></p>	<p>Beside addressing the primary objectives of the project, Pragya has also worked on livelihood and education issues.</p> <ul style="list-style-type: none"> • The project has helped women in developing kitchen gardens, provided nutrition education, helped the self-help groups to access micro-finance, facilitated community members in filling up forms to avail benefits under various programmes, etc. • Pragya has also helped many girls with their college admission processes, and a few others to get jobs in local shops, industries and private offices in and around Dungarpur.

<p><i>Sources of information:</i> Project staff, EC Caretakers, Women leaders and mentors</p>	<ul style="list-style-type: none"> Some village leaders, helped by Mentors filed RTIs for improving civic amenities in their area. <p>The programme staff highlight key additional benefits of the project in terms of increased education and employment seeking among women and girls, with a little help from the Empowerment Centres, as a consequence of the significantly enhanced confidence levels and awareness of their rights. They also point to the contribution of the project to progress on the government's mandate to address violence against women, in the absence of any other similar initiative.</p> <p>From Bihar, during the interviews both men and women acknowledged their enhanced knowledge about government schemes and entitlements and the ability to access them with support from Empowerment Centers. They mentioned that the Empowerment Centre provided access to internet and offered advice on themes such as health, education, employment to not only women but anyone who visits the centre. In Rajasthan as well, both men and women appreciated knowing about the government schemes and entitlements due to them through the campaigns and the helplines. The women and girls from Himachal Pradesh interviewed during the project evaluation process report that awareness built through the women's peer group discussions and service provided by the Empowerment Centers have contributed towards increase in participation of women in economic activities. They are advising each other on appropriate livelihood options, available support schemes and started valuing their economic independence.</p>
<p>3.4.5. Which social, political and economic (external to the project) factors have contributed or hindered the project impact? <i>Measure/ indicator:</i> Assessment of external factors and the nature of their influence <i>Sources of information:</i> Project staff, EC Caretakers, Women leaders and mentors</p>	<p>Facilitative factors include:</p> <ul style="list-style-type: none"> Tribal societies are close knit with the cultural practices of shared living. Several male opinion leaders in the community were enlisted as mentors under the project and many women with leadership traits took up the task of women leaders. This has made the work of women's councils and mentors very effective as they were in tune with the socio-cultural milieu of the tribal societies. It has contributed to the project in a positive manner. <p>Hindrances includes:</p> <ul style="list-style-type: none"> Poverty, lack of basic amenities, extreme shortage of water, especially potable water, bad roads and connectivity issues and inadequate school and health facilities have made the day-to-day living of tribal people deplorable. With subsistence farming and absence of livelihood opportunities they are invariably struggling to make both ends meet. All respondent groups perceive the changes brought by the project as exceedingly beneficial but indicate that a longer duration of engagement would be necessary to ensure sustained shifts in attitudes and address the problem of VAW which rests in the deep structure of tribal society. They also perceive the need to address associated issues of poverty and livelihood stresses which contribute to VAW.
<p>3.4.6. How do you assess the impact of the project compared to other similar projects in the area? <i>Measure/ indicator:</i> Feedback of stakeholders on project impacts relative to other initiatives <i>Sources of information:</i> Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors</p>	<p>Although a few NGOs have their presence in the project areas, there was no intervention focused on reducing VAW implemented by them. The work of most other NGOs in the area is focused largely on child education and reproductive health as revealed by the interviews with the NGOs and other stakeholders. The literature review supported by the in-depth interviews with the primary beneficiaries and other stakeholders indicate that the target communities in the project areas had not experienced any central or state government run interventions like this prior to the project initiated by Pragya.</p>

3.5 Sustainability

Evaluation Question: To what extent will the achieved results, especially any positive changes in the lives of women and girls in the ethnic minority communities (project goal level), be sustained after this project ends?

Evaluation sub-question	Findings
<p>3.5.1. Are the project results and development impacts socially, institutionally and economically sustainable <i>Measure/ indicator:</i> <i>Assessment of sustainability mechanisms put in place for continuity</i> <i>Sources of information:</i> <i>Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors</i></p>	<p>Yes, to a limited extent. The project has begun a process of social change and brought about shifts in attitudes and behaviours. The challenge would be to take it forward at a larger scale and ensure it sustains for a longer period, and that the movement and momentum does not die down.</p> <p>While the mentors and civil society actors interviewed during the evaluation survey indicated that the changes effected by the project would sustain to some extent, they warn of the risk of the momentum dying down in case of lack of adequate post-project follow-up. The linkages and collaborations created through the project are likely to endure, and next phases could do more to improve inter-sectoral services, they suggest. They exhort that the training and awareness programmes should be continued in some form. They also point to poverty and the need to reduce it with due recognition of the link between economic stress and VAW.</p> <p>Project staff feel that the ownership created by the project's activities and capacity development initiatives, would tend to ensure that the benefits and changes sustain in the lives of those who have internalized the project's message and gained in confidence and assertion. They are also hopeful of sustained effects in the villages in which the project has intervened directly and thus created a sensitized community and effective women's groups and associated structures and solidarity.</p>
<p>3.5.2. What factors might influence the sustainability of the impact and/or results? <i>Measure/ indicator:</i> <i>Assessment of internal and external factors that are likely to influence flow of benefits at all levels</i> <i>Sources of information:</i> <i>Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors</i></p>	<ul style="list-style-type: none"> • The project has been able to instill a deep sense of ownership of the problems and this was particularly observed in the community structures such as the village councils / panchayats as documented at the series of 10 lessons learning workshops at district level and as indicated during the in-depth interviews / key informant interviews. Before the project began, men in target areas and even the women were unaware of women's rights and unquestioning of gender norms. Domestic violence, child marriage and other forms of GBV were considered accepted practice. • Pragma's strategy has been to make members of the target communities the advocates and crusaders of gender justice (women as members and leaders of WPG and men as mentors) in their areas. This has ensured that community participation in resolution of local cases of VAW/G is almost 100%. The high level of participation and the enhancement in engagement is indicative of greater conviction and attitude shifts which speak to expectations of sustainability. Hence, it is likely that this initiative would be sustained in some form even after the project ends. • Women and girls have shown courage and confidence to fight for their own gender rights and raise their voice against mistreatment and violence. This would continue to have positive and sustainable impact on their life situations. • An enabling environment for preventing violence against women and girls and discussing the harmful cultural traditions has been created in the villages in which the Pragma project is being implemented and this would continue to have positive results in relation to gender-justice in these locations. In addition, fewer girls are dropping out of education which in turn implies reduced incidence of early marriages, while

	<p>breaking the culture of silence has meant enhanced possibility of preventive management of violence.</p>
<p>3.5.3. How effective has the capacity buildup and improvement of accountability and oversight systems been with regard to strengthening project sustainability? <i>Measure/ indicator:</i> <i>Degree to which capacity development and institutional improvements under the project support sustainability</i> <i>Sources of information:</i> <i>Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors</i></p>	<p>The interactive and participative methodologies reflected in the trainings and other IEC activities have resulted in capacity building of the staff and volunteers in the project. Orientation and regular training programmes on various themes related to GBV and gender justice mechanisms have brought about a change in the mindset of the community, as reflected in their behaviours, (such as reduced discrimination between male and female child in a household and change in attitudes regarding gender based division of household work) which indicates sustainable results. There is a positive impact on the knowledge and the ability of the beneficiaries to exhibit gender sensitivity in their daily functioning, which promises sustainability.</p> <p>Systems (Women's Peer Groups - WPGs, Mentors, IATF, SLK, ECs) to redress GBV and prevent VAW/G are community-centric and community-led and depict accountability of communities and sustainability of the interventions. Further, WPGs show positive indications that these groups would continue to function beyond the project life span, as evidenced from the levels of accountability and the practice of convening meetings on their own initiative and dependence on their own resources.</p>
<p>3.5.4. What strategies should be undertaken in a possible continuation of the project in order to strengthen the project impact? <i>Measure/ indicator:</i> <i>Identification of strategies towards continuation of project impacts</i> <i>Sources of information:</i> <i>Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors</i></p>	<ul style="list-style-type: none"> • The awareness programmes should be continued and their coverage enhanced, and campaigns conducted towards zero community tolerance for extreme forms in traditional customs such as child marriage and witch hunting. Women and girls are hopeful that some part of the changes brought about by the project would be sustained, and suggest that there should be an enhanced focus on contributory issues such as early marriage, along with girls education and women's livelihood programmes, in next phases. • Although adolescent girls have been covered under the project, separate sessions to enhance their awareness and boost their self-esteem and self-confidence would be beneficial. In Rajasthan, Pragya currently facilitates standalone peer-groups for adolescent girls (Sakhi Peer Groups) as part of its education programme. The respondents belonging to such groups appeared more confident and aware. • The Empowerment Centre services need to reach all villages and hence more such centres or satellite centres of those established at the district level should be created to ensure total coverage. In addition, these centres could be double up as Non-formal Education facilities for women and girls, thereby spreading education, a key enabler for assertion against violence. • There need to be more discussions at the Panchayat level on the scourge of VAW and gender inequity, and regular meetings may be facilitated between WPG leaders and PRI members. • There is a need to identify sensitive police officials as indicated by their empathy / responsiveness in handling previous cases and connect with them so that they can expedite the process of lodging formal complaints as police officials in stations often do not register cases and have to be pressurized from seniors to file cases. • Civil society and government at the grassroots should be facilitated to engage strongly and in multiple and institutionalised ways to eradicate VAW. For instance, the District Education Officers could be enlisted to organize regular workshops in schools to sensitise teachers and children. • Trainings for change agents and protection and network agencies should continue, and Human Rights Commission and ST Commission representatives should also be included; more organisations must be enlisted into the IATF. More advocacy may be taken up with the government to take action on VAW prevention.

	<ul style="list-style-type: none"> • Support services related to livelihoods and linkage with income generation programmes may also be taken up towards enhancing women's economic freedom. Livelihood skills training and access to credit could be provided to women. Home-based industries or small-scale industries within the village would be a great boon for the communities and would have a positive impact on gender equality. • Apart from livelihoods programmes, improved access to health services and education are the pressing needs of the target community. Addressing these survival and livelihood issues would facilitate an enabling environment for gender equality. • The programme staff strongly feel the need for extending the project to ensure enhanced impacts and improved sustainability, including in next phases, activities that support changes in customary GBV as well as women's education and economic empowerment. Backward integration into girls' education was cited as a possible enhancer of impacts.
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3.6 Knowledge generation

Evaluation Question: To what extent has the project generated knowledge, promising or emerging practices in the field of EVAW/G that should be documented and shared with other practitioners?

Evaluation sub-question	Findings
<p>3.6.1. Which project strategies and activities have worked and which have not worked as initially planned and why?</p> <p><i>Measure/ indicator:</i> <i>Activity based effectiveness assessment and causal factors</i> <i>Sources of information:</i> <i>Project staff</i></p>	<p>All project strategies and activities have played a role in the impacts.</p> <ul style="list-style-type: none"> • The community-centred activities, particularly those with women and girls and women leaders, have been the most effective at the grassroots level. These included the awareness raising regarding legal provisions and rights of girls and women and the tribal communities, KYR Kits, WPGs, training, etc. • Building capacity of the peer group leaders through continued training helped in developing them as local champions for women's rights and they continue to be engaged in their role beyond the project. • The engagement of mentors has been key to reaching the men and boys, while the campaigns have also contributed although in smaller measure. Separate sessions with men and boys were effective in engaging the participants. • Prioritisation of local harmful customs and practices for advocacy done, customised messaging and mode of campaigns were adopted to address the local harmful traditional practices. • Working with and building capacities of government and non-government actors, elected local Panchayat representatives has been fruitful, although slower, but likely to have longer term impacts. The project was able to bring multiple stakeholders together for design and implementation of Action Plans by Inter Agency Task Forces. • The project's facilities and services like the Empowerment Centre and the Helpline have been effective in enhancing the project's impacts, but need an extended period of implementation and higher coverage. • Holistic approach to service delivery was adopted as a strategy during project implementation, incorporating elements of health & nutrition (including kitchen gardens), skill building and livelihoods facilitation, etc as part of campaigns by Mentors, capacity building of women's peer groups and services offered through the Empowerment Centers. This was an effective way to engage the entire community and build rapport.
<p>3.6.2. What new strategies on reduction of GBV introduced by the project have potential for replication or scaling up?</p> <p><i>Measure/ indicator:</i> <i>List of new strategies introduced</i></p>	<p>The project generated knowledge and key lessons learned in important areas for future programming. Such initiatives should be replicated and scaled up for reduction of GBV.</p> <ul style="list-style-type: none"> • Women's peer groups have proved to be the gateways for accessing resolution of cases of VAW in the community and have played a pivotal role in empowering tribal women and girls and encouraging them to seek gender justice.

<p><i>in course of implementation and their potential</i></p> <p>Sources of information: <i>Project staff</i></p>	<ul style="list-style-type: none"> • Mentors have become role models for other community men to change for gender sensitive behaviours. They were crucial in bringing desired attitudinal change among the community men and boys with respect to gender equality.
<p>3.6.3. Have the interventions and activities carried out during the project validated the existing theoretical paradigms or added to newer dimensions on VAW?</p> <p>Measure/ indicator: <i>Listing of insights gained on addressing gender based violence and attitude change</i></p> <p>Sources of information: <i>Project staff</i></p>	<p>The interventions have been successful in bringing about a drastic reduction of cases of VAW/G in the target districts within a short span of time. These interventions validate that ensuring people's active participation in their own development and empowerment holds the key to success and sustainability.</p>

3.7 Gender equality and human rights

Evaluation Question: Cross-cutting criteria: the evaluation should consider the extent to which human rights based and gender responsive approaches have been incorporated through-out the project and to what extent.

Evaluation sub-question	Findings
<p>3.7.1. Are the project activities targeting the existing gender insensitive cultural norms and practices?</p> <p>Measure/ indicator: <i>Assessment of the project's addressing of gender bias and violence among multiple stakeholder groups and aspects of life for tribal women and girls</i></p> <p>Sources of information: <i>Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors</i></p>	<p>The project addressed gender-insensitive culture-driven practices in tribal society, such as witch-hunting, child marriage. The project strategy has been to work from within tribal society itself to address the challenges of GBV that lie in its social and cultural beliefs.</p>
<p>3.7.2. Have the project interventions improved the social support for gender justice and improving the socio-cultural milieu for gender justice?</p> <p>Measure/ indicator: <i>Improved perceived social support for gender justice Enabling environment for gender equality</i></p> <p>Sources of information: <i>Project staff, State/non-</i></p>	<p>The project interventions have brought out substantial and positive changes in achieving the goals of prevention of GBV and ensuring gender justice. Through the project activities several key achievements have been made, specifically the coordinated effort of the multi-sectoral stakeholders at different levels has worked to raise the awareness on GBV and conviction to prevent the same. The project has seen drastic decline in the cases of domestic violence, child marriage, gender discrimination in education and other developmental opportunities, witch hunting, etc as recounted by the women's peer group leaders, local Mentors and also recorded through the GBV observatories and the Lessons Learning workshops in the districts.</p> <p>Positive change in the attitudes of men and boys is observed towards gender equality. Women have learnt to say no to violence against them</p>

<i>state stakeholders, EC Caretakers, Women leaders and mentors</i>	as indicated by the respondents and elaborated with examples during interviews, FGDs with women's groups. The culture of silence is replaced by open discussion on various forms of violence, greater awareness among people, especially girls and women on their rights and laws protecting them against different kinds of violence. The project has been especially impactful in gradually changing the general attitude on treating females as equals and respecting their opinions and decisions.
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4. Recommendations

<p>➤ The project's relevance [findings: Evaluation sub-question 3.1.1; 3.1.3] and effectiveness in its delivery [findings: Evaluation sub-question 3.2.1; 3.2.2; 3.2.3; 3.2.4] has made this project owned by all the stakeholders equally. Each of them could see sense and belongingness in the project.</p>	<p>Relevance</p>
<p>➤ Incidence of violence against women and girls are very much a part of the patriarchal social structure in which gender-based oppression and discrimination exists right from the conception of a child. Primary socialization naturalizes the oppressive system and ways of being 'patriarchal', both for women and for men, leaving neither with choice, and depriving them of agency. Hence these belief systems needs to worked upon, encouraging women and men to question, dialogue, step out of their normative prisons. The project has made a positive start. GBV is now getting more talk time in the family [findings: Evaluation sub-question 3.4.1], villages and in the functioning and work of the governments [[findings: Evaluation sub-question 3.4.3; 3.6.1].</p> <p>➤ But changes in attitudes take time [findings: Evaluation sub-question 3.2.3]. People are ready to accept change, but sustainable change takes place only gradually. It needs sustained mobilization and involvement of all stakeholders including the secondary victims to achieve a large scale result. It is important to ensure a longer duration of programme implementation to ensure that there is no slide back and that the momentum continues.</p>	<p>Relevance, Impacts, Gender Equality and Human Rights</p>
<p>➤ The project has been implemented very effectively with meticulous planning, adherence to the timeline, maximum utilization of the locally available resources [findings: Evaluation sub-question 3.3.1; 3.3.2], involvement of resourceful manpower, objective documentation, working patiently with state agencies and state actors, [findings: Evaluation sub-question 3.2.1; 3.2.4; 3.6.1] and finally adherence to transparency and integrity.</p> <p>➤ Women's preoccupation with their domestic priorities often inhibited their engagement with the project's activities [findings: Evaluation sub-question 3.2.5]. The programme staff, women leaders and Mentors recognized this and altered the meeting schedules, meeting venue etc as relevant. Aspect of peer support can be enhanced to counsel households on sharing responsibilities and also providing inputs to peer group members on importance of balancing the group activities and household tasks and how to go about it.</p>	<p>Efficiency</p>
<p>➤ The Empowerment Centres have been proven to be very effective. [findings: Evaluation sub-question 3.1.1; 3.1.2; 3.2.1; 3.4.2; 3.4.4] In fact, stakeholders have pointed out that the One-stop Crisis Centres set up by Ministry of Women & Child Development are dysfunctional in Bihar; in comparison, the Empowerment Centres are meeting the same aims and more. The innovative idea of the Empowerment Centre – a facility that begins at building awareness and goes on to referral for response - should be shared with the government so that this best practices may be absorbed into its programming. Implementation of the Empowerment Centres needs to be scaled up, such that every village in the target districts has access, perhaps through Panchayat level facilities. These should be run successfully as a model and the government made aware of the role they can play as VAW prevention & referral centres, thereby advocating for its uptake by the government in these districts and other states. It should be pointed out that if the Empowerment Centre can resolve a good segment of cases of violence on its own, it will reduce the load on higher authorities. Further, the Empowerment Centre could serve as a link of the government with the Panchayat on matters of gender equity.</p> <p>➤ The Women's Peer Groups have also proven to be very effective in delivering on their role for VAW prevention findings: Evaluation sub-question 3.1.2; 3.2.1; 3.3.2;</p>	<p>Effectiveness, Impact, Sustainability, Knowledge generation</p>

3.4.1]. Women's SHGs tend to remain limited to microfinance and livelihoods and are often not able to lead to holistic empowerment of women, particularly with regard to addressing the physical and social aspects of women's empowerment. Women's Peer Groups fill this critical lacuna, playing a very important function on propelling the holistic empowerment of women, and acting as a platform for women to develop themselves and discuss and address social issues affecting them. The WPGs could of course incorporate other elements critical to women's well-being- for example, the distribution of seeds of nutritive crops under the project has served as a connecting point for many women [as documented during national level multi-stakeholder workshop under the project and confirmed during interviews and FGDs with Women's Peer Group members] and should be carried out at a larger scale; issues of livelihoods and finance, and equity in access to these, could also be included in the WPGs' ambit.

➤ The project's successful strategy of developing suitable members of the target communities, both male and female, as the advocates and crusaders of gender justice (women as members and leaders of WPG and men as mentors) in their areas [findings: Evaluation sub-question 3.1.1; 3.2.1; 3.2.5; 3.3.1; 3.3.2; 3.4.5; 3.5.2], should be replicated widely. Women's peer groups and their leaders who belong to the same social milieu have been pivotal in empowering tribal women and girls and encouraging gender justice, including resolution of cases of VAW in the community. The mentors have played the same role with men and boys and the wider community, propelling the desired attitudinal change with respect to gender equality and serving as role models for gender sensitive behaviours. Appointing more women leaders and mentors from respective communities would help these change from within.

➤ Building capacities of government and non-government actors and ensuring the necessary attitudinal shifts in them are critical for an effective protection and response framework. Pragya's efforts in training and sensitizing governmental and non-governmental actors are likely to have significant effects on VAW reduction into the future, and as such should be continued with and expanded in their coverage. The sensitization and inter-agency collaboration should extend from districts to states and include in particular the National Commission for Scheduled Tribes for these tribal districts which is mandated to introduce measures in relation to the protection, welfare and development and advancement of the Scheduled Tribes (tribal communities recognized in the Constitution of India; Article 342). Given its success with the project, Pragya should also undertake more advocacy with the national government, disseminating information on VAW and its model for primary prevention, and catalyzing enhanced efforts at the governmental level. Pragya has a national level presence with its headquarters at the national capital region, with programmes being implemented across 7 states and has already interacted with representatives of 110 districts with high tribal population in 18 states and 3 union territories through zonal workshops and further dissemination, which have spurred 13 state-level action plans (with collaborations of state and non-state agencies) to counter specific local issues of VAW/G. Hence, Pragya is well placed to lead the scale up this model at the national level.

➤ Pragya should deepen its linkages and collaboration with the PRIs, protection agencies, and district governments to effectively tackle VAW [findings: Evaluation sub-question 3.4.3; 3.6.1. There is a strong need to continue to work with the Gram Sabhas and Panchayats on VAW to ensure that the issue is addressed at the point of occurrence. Every elected member of PRI should be sensitized and trained to deal with GBV cases, with a strong focus on prevention, and direct linkages with police and government agencies on VAW issues must be ensured. Panchayat discussions on the scourge of VAW and gender inequity, and regular meetings between WPG leaders and PRI members, may be facilitated. The next institution to be sensitized and trained would be the police in order to ensure timely action/response on VAW cases. In addition, there is a need to connect women survivors of VAW with shelter homes when they urgently need shelter. The Empowerment Centres may be linked with relevant agencies of the state government in order to facilitate their scale up and their sustainability.

<ul style="list-style-type: none"> ➤ It is also suggested that a network alliance be created with various other organisations working on prevention of violence against tribal women to advocate for uptake of the model by the government and upscale its application. Pragya should also continue to document the status on VAW in its target area and disseminate the data to government agencies and women cells in order to propel action by them. Working with the Border Security Force and Short Service Board would also be essential when working on VAW in border districts. ➤ It is imperative to continue working with men and boys on prevention of violence against tribal woman. Since younger and more literate youth are more responsive and accepting of gender equity messaging [findings: Evaluation sub-question 3.2.2], the programme should develop a cadre of internal change agents from among this group. There is a need to reach out to educated youth from different pockets and villages and enlist them into a movement for building and growing the change. ➤ In view of its effectiveness, there is clearly a need to continue the programme and enhance its outreach, incorporating and adapting it with the learnings garnered through its implementation. Although the women's groups and the IATF formed through the project are quite robust, there would need to be continued hand-holding of these groups to make them sustain and deliberation is needed on how the Empowerment centres could continue to deliver their services. Stakeholders insist on the need to expand the programme within the target districts as well as to other neighbouring districts, since expanding the coverage would help in connecting to many more people and making the programme and its impacts stronger. More women should be reached and made part of the programme. More women's peer groups could be formed, linked together as clusters and registered at the district level as a federation and it can be linked to women's development project of the government. ➤ Transfer of government officials created hindrances as it required re-establishing of rapport and network for continuity of project activities. [findings: Evaluation sub-question 3.2.5] In present country context, this cannot be avoided. Apart from structured bi-annual meetings, frequent interactions with the IATF members and law enforcement entities are recommended for sharing regular updates and rapport building. 	
<ul style="list-style-type: none"> ➤ The programme should take up specific interventions to address the extreme and culturally-prescribed forms of VAWG, such as child marriage and witch hunting. These forms would require much education and a long and persistent effort to eradicate. Hence, awareness programmes and campaigns should continue to be conducted with the aim of zero community tolerance for such traditionally-sanctioned forms of VAW [findings: Evaluation sub-question 3.5.4] It is also important for the programme to address trafficking in women and girls in those districts in which this risk is high. Seasonal migration of youth from tribal districts to more developed areas in search of livelihoods often leaves girls vulnerable to human trafficking. The WPGs could be trained to be vigilant to signs that portend trafficking and help address the menace, and all youth must be trained in safe migration. There have been efforts by WPGs to address extreme VAW and safe migration, which is commendable; however a focused and targeted approach could now be undertaken. ➤ Violence against women has to be viewed and analysed as intersectional with the issues of economics [findings: Evaluation sub-question 3.4.5; 3.5.1]. Issues of poverty and economic engagement/livelihood priorities have been cited as barriers to higher levels of engagement of participating communities and even higher impacts from the project's interventions. It is recommended therefore to incorporate skill development of girls and women in the programme as well as access to credit and employment, since the ability to earn would also provide women with economic empowerment, a better social status, and safeguard them from violence. WPGs could be linked to Krishi Vigyan Kendra and Kaushal Vikas Yojna training programs to enable women to take up various livelihood options. Women-focussed livelihood programmes should be promoted that include home-based or cottage industries. Further, there should be a special focus on women surviving violence, to empower the women through skill building and livelihood support. 	<p>Impacts</p>

<p>➤ Since women and girls suffer prejudicial treatment with regard to health and education as well, interventions aimed at improving their access to health services and education would facilitate an enabling environment for gender equality. Local health workers could be developed for quality health services for women and girls, and girls education, including their transitioning to higher levels of education, could be given a boost. The Empowerment Centres could double up as Non-formal Education and Health Awareness facilities for women and girls [findings: Evaluation sub-question 3.5.4]. These would indirectly reduce the exposure of women and girls to VAW in the domestic sphere and vulnerability to traditionally-sanctioned abuse such as child marriage.</p> <p>➤ Although adolescent girls have been covered under the project, it is important as well to ensure a targeted coverage of adolescent girls. [findings: Evaluation sub-question 3.5.4] An independent programme or sub-programme should be developed to enhance awareness among adolescent girls and boost their self-esteem and self-confidence. District Education Officers could be enlisted to organize regular workshops in schools to sensitise teachers and conduct special awareness sessions for girls; the Empowerment Centres could also operate Awareness and Assertion sessions for girls.</p> <p>➤ In general, the outreach needs to be enhanced and the attitude change effort needs to be continued with. Apart from above recommendations, more of public service advertising through local media and broadcasting agencies, cellular messaging, and more grassroots campaigns, should be conducted to reach out to more people.</p>	
<p>➤ The programme should be studied long-term to generate learnings on a variety of aspects. For instance, what does it take to sustain groups coalescing around non-economic and difficult themes for periods of three and more years, given today's preoccupation with economic gains and individualistic aspirations, and the severe barriers to addressing such difficult issues; how does a group negotiate through accepted cultural ways of life, and whether it is through creating spaces or groups or leadership or awareness.</p>	<p>Knowledge generation</p>

15. Annexes

Final Version of Terms of Reference (TOR) of the evaluation

TOR FOR END OF PROJECT EVALUATION

Established in 1995, Pragya is a non-governmental, development organization implementing projects in the remote and underserved regions of the world. The organization aims to deliver integrated and holistic development projects in the areas of education, biodiversity conservation, renewable energy, agriculture and water management, women, and disaster management. Pragya is currently operating in India, Nepal, Bangladesh and Kenya in the global south and in the UK and USA. (<http://www.pragya.org>)

We invite EoI for the following assignment:

Assignment: End of Project Evaluation for a 3-year project on “Comprehensive Primary Prevention Programme addressing Violence against Ethnic Minority Women in India”.

Target area: 10 districts: Lakhimpur and Sonitpur in Assam, Ranchi and Lohardaga in Jharkhand, Araria and Kishanganj in Bihar, Lahaul and Kinnaur in Himachal Pradesh, and Dungarpur and Udaipur in Rajasthan.

Last Date: 10 October, 2018. However, processing will begin on a rolling basis.

The applicant / firm should have demonstrated knowledge and experience in conducting evaluations, and knowledge of and familiarity with the target geographical region and subject.

To apply:

Please send a very brief proposal (2 to 3 pages) demonstrating the capacity to undertake this study, methodology and the financial quote to admin@pragya.org by 10 October, 2018 with the subject line stating “Consultant for Baseline”. Please note that we will be able to communicate with only the selected candidates at each stage of the selection process.

1. Background and Context

1.1 Description of the project that is being evaluated.

- a) **Name of the project and the organization:** Comprehensive Primary Prevention Programme addressing Violence against Ethnic Minority Women in India, implemented by Pragya.
- b) **Project duration, project start date and end date:** 3 years; January 2016 to December, 2018
- c) **Current project implementation status with the timeframe to complete the project:** The project is in its last semester, and the consolidation and dissemination activities are underway.
- d) **Description of the specific forms of violence addressed by the project:** The project aims at addressing sexual violence, psychological or emotional violence, economic violence within the family unit, and at sexual harassment and violence in public spaces / institutions.
- e) **Main objectives of the project:** To implement a pilot comprehensive primary-prevention programme for Violence Against Women (VAW) with focus on special tribulations/needs of tribal women, towards:
 - building capacity and leadership in women,
 - public education towards changing violence-supportive gender, and
 - training/sensitisation of development actors and
 - surveillance/reporting/advocacy on VAW
- f) **Description of targeted primary and secondary beneficiaries:** Primary: 3000 women in 10 tribal districts of India, and Secondary: 15,000 people and 60 State and non-State institutions in the same area.

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.

India is one of the worst places for women, with a high incidence of VAW in varied forms such as feticide/rape/molestation/sexual-harassment/bride-burning, etc. Tribal women display the highest incidence of VAW due to lower position of tribal communities on the social hierarchy and associated subjugation/exploitation, customary laws supporting VAW, extreme poverty, illiteracy, conflicts, and poor response/redressal infrastructure. Although India is committed to safeguarding women, enforcement of legal

instruments is weak and most gender-related programs have failed. A social transformation is needed that empowers tribal women for active resistance/assertion against violence, while also changing violence-supportive attitudes in tribal society and law-enforcers. Mechanisms of support must be enhanced, and community and state gender-sensitised for ending VAW.

The project seeks to address violence against tribal women in India, using a model for comprehensive primary-prevention of VAW with focus on special tribulations/needs of tribal women, and involving communities and responders, a potentially high-impact measure to reduce the disproportionately high VAW in tribal-dominated districts. The project and the associated model seeks to bring about attitudinal change to address VAW at the structural level in tribal society, addressing deep-rooted gender norms in tribal society, violence-supportive attitudes/behaviours amongst tribal boys and men, and social conditioning amongst tribal women which makes them passive recipients of VAW. It aims to create more gender-responsive support structures for addressing VAW in tribal India, focusing on state/institutional structures as well as civil society for protection & response for addressing VAW, sensitising them and diluting the resistances to gender policies/programming.

The strategies adopted include:

- Piloting a programme for primary-prevention of violence against tribal women in select tribal districts, and its dissemination to national-level stakeholders and all tribal-dominated districts, towards its uptake in all tribal-dominated districts and its inclusion in national programs/policies
- Addressing multiple stakeholders in tribal-dominated districts with interventions to improve resistance to VAW by women, promote change of attitudes among men & boys, and create/strengthen gender support structures, towards improving response to VAW.

Under the project, a social mobilisation & transformation program would change the deep-rooted gender norms in tribal society, the violence-supportive attitudes and behaviours amongst tribal boys and men, as well as the social conditioning amongst tribal women which makes them passive recipients of VAW. This will in turn create a critical mass among both genders of people sensitised and educated on gender-equity, and a range of community structures & processes with capacitated change agents in tribal areas, mobilised for acting on perpetrators and supporters of VAW.

Further, the project focused on state/institutional structures as well as civil society for protection & response for addressing VAW, sensitising them and diluting the resistance to gender policies/programming. These key institutions and actors are assisted to imbibe the necessary values and attitudes, and equipped with required capacity as effective infrastructure for prevention of VAW as well as support/grievance-redressal, including access to justice towards implementation of national policies & plans in tribal areas. At another level, the project addresses the data gaps with respect to VAW in tribal India towards enabling effective policy-making and programme design at the national and state level.

The project is expected to result in:

Project Goal	Women and girls in (ten) tribal areas of India targeted by the project experience better protection from violence in the family and in the community.
Outcome 1	<p>Tribal women & girls are able to exercise their rights and access support on VAW prevention from women leaders, community- based networks & services.</p> <p>Output 1.1: 100 Women's Council (members) have the knowledge and skills to provide effective psycho-social support for women and girls at risk of GBV in the 10 tribal communities.</p> <p>Output 1.2: Information Centers (called Socio-Legal Kiosks) in 10 tribal communities provide information on VAW laws, programmes and policies as well as support services to women and girls at risk of GBV.</p> <p>Output 1.3: 3,000 tribal women & girls are better aware of their rights.</p>
Outcome 2	<p>Role models in the community (men, women leaders, council leaders etc) demonstrate and promote the rights of women and girls to live a life free of violence and actively encourage changes in attitudes and behaviour in the tribal communities.</p> <p>Output 2.1: 60 Mentors-in-VAW-Prevention recognise harmful traditional practices and can develop suitable advocacy strategies for change.</p> <p>Output 2.2: 15000 people have heard or seen key messages on women's rights.</p> <p>Output 2.3: Representatives of 150 village councils (panchayats) recognise gender-specific needs and are able to apply this in local level decision making.</p>

Outcome 3	<p>Members of civil society and local authorities apply the necessary skills, tools, information and network for better implementation of VAW laws, programmes and policies in tribal areas.</p> <p>Output 3.1: Trained law enforcers and non-state actors have capacity to mobilize commitment at local governance level and carry out public awareness on VAW.</p> <p>Output 3.2: Civil society & local authorities have access to information and resources (social watch) on women's rights violation in the 10 tribal communities.</p> <p>Output 3.3: Village councils (panchayats), law enforcers and non-state actors have the capacity to collectively organise, monitor and know how to integrate VAW response into their operational plans.</p>
Outcome 4	<p>Representatives of state agencies at the national level and in tribal-dominated districts integrate lessons on community-inclusive solutions to address GBV in tribal areas into operational plans.</p> <p>Output 4.1: State agency members, policy makers, lawyers & judges have knowledge of the gender-surveillance findings from target districts.</p> <p>Output 4.2: State and civil society agencies at the national level and in ten tribal-dominated districts are enabled to collectively draw out lessons learnt from pilot phase.</p> <p>Output 4.3: State agencies at the national level and in tribal-dominated districts are aware of evidence generated from the pilot districts on the benefits of the model VAW-prevention.</p>

Tribal women and girls possessing awareness of their rights and access to support from empowered women leaders, community-based networks & services and a responsive civil society; Communities possessing enhanced gender-awareness & sensitivity, and empowered change agents working for structural & attitudinal change towards eradicating VAW in tribal society; Institutional structures to address VAW at local levels, possessing enhanced awareness & sensitivity about gender issues and equipped for improved implementation on of VAW laws/programmes/policies in tribal areas; State agencies at the national level and in tribal-dominated districts possessing thorough understanding of violence against tribal women and associated gender issues, and access to tried & tested community-inclusive solutions to address GBV effectively in tribal areas.

The proposed model for prevention of violence against tribal women will be piloted in 10 selected tribal-dominated districts drawn from 5 states of India. In addition consultations before initiating the piloting and dissemination processes after the piloting would stretch to cover 110 tribal-dominated districts across 17 states in India.

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

10 districts in 5 States of India: Lakhimpur and Sonitpur in Assam, Ranchi and Lohardaga in Jharkhand, Araria and Kishanganj in Bihar, Lahaul and Kinnaur in Himachal Pradesh, and Dungarpur and Udaipur in Rajasthan.

1.4 Total resources allocated for the intervention

USD 777,601, of which USD 20,713 is from co-funding, being implemented by a team comprising Project Manager, Gender Specialist, Manager, M and E, 5 Project Officers and 5 Field Mobilisers.

1.5 Key partners involved in the project

Not applicable.

2. Purpose of the evaluation

2.1 Why the evaluation needs to be done

This end of project evaluation is being commissioned to get feedback on the lessons learnt from the three-year long project as well as to get ideas on ways of taking the intervention forward. The evaluation is a part of the overall project design.

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

The evaluation result will be used by Pragya as well as by the UN Trust Fund to End Violence against Women (UNTF EVAW) to assess the effectiveness of the intervention, and to give feedback to the implementing team.

2.3 What decisions will be taken after the evaluation is completed

Decisions on the next steps for the project will be taken based on the report.

3 Evaluation objectives and scope

3.1 Scope of Evaluation:

- **Timeframe:** The evaluation needs to cover the entire project duration starting from January 2016 to December 2018.
- **Geographical Coverage:** Pragya coordinating office in Gurgaon, and 10 districts in India where the project is being implemented.
- **Target groups to be covered:** This evaluation needs to cover the target primary and secondary beneficiaries as well as broader stakeholders. **Primary beneficiaries** are 3000 women and girls in rural areas from ethnic minority / tribal communities in India comprising - adolescents (10-19), young women (20-24) and adult women. **Secondary beneficiaries** are - members of civil society organizations (including NGOs), 15,000 members of the general public/community at large, government officials and social workers.

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

- ☐ **To evaluate the entire project** (two to three years from start to end date), against the effectiveness, relevance, efficiency, sustainability and impact criteria, as well as the cross-cutting gender equality and human rights criteria (*defined below*);
- ☐ **To identify key lessons and promising or emerging good practices** in the field of ending violence against women and girls, for learning purposes (*this is defined under the knowledge generation criteria below*).

4 Evaluation Questions

Evaluation Criteria	Mandatory Evaluation Question
Effectiveness <i>A measure of the extent to which a project attains its objectives / results (as set out in the project document and results framework) in accordance with the theory of change.</i>	7. To what extent were the intended project goal, outcomes and outputs (project results) achieved and how? <i>In addressing this question please assess the extent to which the project directly benefited the targeted beneficiaries. At project goal level this refers to primary beneficiaries (women and girls) an at outcome level, secondary beneficiaries (such as men and boys). Please include a table on the number of beneficiaries reached as an annex. If the project was focused on policy or legislation change, please assess the extent to which the project was successful in advocating for that change and whether this is likely to positively benefit women and girls. In all cases please address whether the project achieved results in accordance with the expected theory of change or not.</i>
Relevance <i>The extent to which the project is suited to the priorities and policies of the target group and the context.</i>	8. To what extent do the achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women and girls in ethnic minority communities in India? <i>In addressing this question please assess the extent to which the project strategies and activities were relevant and appropriate to the needs of women and girls and whether the project was able to adjust to any changes in the context and needs of the primary beneficiaries during the project.</i>
Efficiency <i>Measures the outputs - qualitative and quantitative - in relation to the inputs. It is an economic term which refers to whether the project</i>	9. To what extent was the project efficiently and cost-effectively implemented? <i>In addressing this question, you may wish to consider whether the activities were delivered on time and to budget and whether activities were designed to make best use of resources (e.g. were cost comparisons made between different intervention/activity types before decisions taken?). Also consider whether the project has been managed well to make best use of human and financial resources.</i>

was delivered cost effectively.	
Sustainability <i>Sustainability is concerned with measuring whether the benefits of a project are likely to continue after the project/funding ends.</i>	10. To what extent will the achieved results, especially any positive changes in the lives of women and girls in the ethnic minority communities (project goal level), be sustained after this project ends? <i>In addressing this question, you may need to assess the likelihood for sustainability (given that the evaluation is conducted at the end of the project when longer-term sustainability cannot yet be assessed). For example, what steps have been taken to institutionalize the project, build capacity of stakeholders or secure benefits for rights holders through accountability and oversight systems?</i>
Impact <i>Assesses the changes that can be attributed to a particular project relating specifically to higher-level impact (both intended and unintended).</i>	11. To what extent has the project contributed to ending violence against women, gender equality and/or women's empowerment (both intended and unintended impact)? <i>In addressing this question, you may have to repeat some evidence and analysis from question one on effectiveness, however this question should specifically identify any changes in the situation for women and girls in relation to specific forms of violence and look at both intended and unintended change for both women and girls targeted by the project and those not (if feasible).</i>
Knowledge generation <i>Assesses whether there are any promising practices that can be shared with other practitioners.</i>	12. To what extent has the project generated knowledge, promising or emerging practices in the field of EVAW/G that should be documented and shared with other practitioners? <i>In addressing this question, it must be clear that the knowledge generated is new, innovative, builds on evidence from other projects or has potential for replication or scale up in other projects or contexts. It should not include generic lessons or knowledge that has already been frequently documented in this context.</i>
Gender Equality and Human Rights	Cross-cutting criteria: the evaluation should consider the extent to which human rights based and gender responsive approaches have been incorporated throughout the project and to what extent. <i>Practically this could mean: incorporating an assessment of human rights and gender responsiveness throughout the evaluation questions above - if not obvious; ensuring the evaluation approach and methods of data collection are gender responsive (e.g. women and girls must feel safe to share information); specify that the evaluation data must be disaggregated by sex and other social criteria of importance to the project's subject.</i>

5 Evaluation Methodology

The evaluation would follow a participative methodology to assess the interventions against pre-set indicators and determine adequacy and efficacy of the interventions in achieving project objectives. It will have to include feedback from physical observations at select project sites and detailed stakeholder interactions. Impacts on attitudes towards and incidence of VAW in the specific primary and secondary beneficiary groups for the project, will be assessed along with the outreach and awareness levels via the project's dissemination & promotional activities.

The evaluation will have three phases:

- Desk phase,
- Field phase and
- Analysis and report writing phase.

Desk Phase: The objective of the Desk phase is to come to a common understanding of the evaluation process at an operational level and generation of the inception report. The steps include:

a. The setting of evaluation criteria: The consultant and the evaluation task manager would have to enlist all the elements defining the performance of the intervention against each activity group, and define the corresponding set of scales to be used for measuring purposes. Care should be taken to ensure that the scales and the testing techniques are valid and reliable respectively.

b. The setting of evaluation information system: The consultant and the evaluation task manager would develop and finalise the data collection, flow and synthesis system. If possible, data should be collected through electronic form by google docs or an app. This will ensure speed and reduce the data errors that happen because of human errors.

Field phase: The field phase would involve a visit to at least one site and getting direct responses from at least 10% of the direct respondents (300 women), six State and/or non-State Actors (10% of 60), as well as Pragya staff involved in the project delivery and management. Stratified random sampling is suggested for the selection of respondents in the field area. The evaluation Task Manager will facilitate the conduct of the interviews in the field; the field personnel would help to coordinate and facilitate the meetings. The evaluation team can elicit information from the monitoring department of Pragya, and will be provided pre-test / post-test monitoring information and annual comparisons against the baseline information.

Analysis and report writing phase: This phase involves synthesis of all the information gathered during the desk phase and the field phase. The Consultant will seek clarifications or additional details from the Evaluation Task Manager as may be necessary during this phase. A face to face meeting with the Evaluation Task Manager and other key members of the project team will be held, followed by the submission of the draft report. Draft report will be circulated to the Project Management Committee. The feedback will be submitted to the consultant either through email or through a meeting. The consultant will then submit the final report.

Detailed methodology should be proposed by the evaluator.

6 Evaluation Ethics

The evaluator/s must put in place specific safeguards and protocols to protect the safety (both physical and psychological) of respondents and those collecting the data as well as to prevent harm. This must ensure the rights of the individual are protected and participation in the evaluation does not result in further violation of their rights. **The evaluator/s must have a plan in place to:**

- ☐ Protect the rights of respondents, including privacy and confidentiality;
- ☐ Elaborate on how informed consent will be obtained and to ensure that the names of individuals consulted during data collection will not be made public;
- ☐ In case the interactions are conducted with children (under 18 years old*) the evaluator/s must consider additional risks and need for parental consent;
- ☐ The evaluator/s must be trained in collecting sensitive information and specifically data relating to violence against women and select any members of the evaluation team on these issues.
- ☐ Data collection tools must be designed in a way that is culturally appropriate and does not create distress for respondents;
- ☐ Data collection visits should be organized at the appropriate time and place to minimize risk to respondents;
- ☐ The interviewer or data collector must be able to provide information on how individuals in situations of risk can seek support (referrals to organizations that can provide counseling support, for example)

7 Key deliverables of evaluators and timeframe

No.	Deliverable	Deadlines of Submission to UN Trust Fund M&E Team	Deadline (example only)
1	Evaluation Inception Report	This report should be submitted by the evaluator within 2-4 weeks of starting the assessment . The inception report needs to meet the minimum requirements and structure specified in this guideline for UN Trust Fund's review and approval.	By 12 November 2018
2	Draft Evaluation Report	In accordance with the timeline agreed with the evaluator hired by the grantee, however it is recommended that the report is submitted between 1 month and 2 weeks before the final evaluation is due . The Draft Report needs to meet the minimum requirements and structure specified in this guideline for UN Trust Fund's review and approval.	By 8 February 2018
3	Final Evaluation Report	No later than 2 months after the project end date . The Final Report needs to meet the minimum requirements and structure specified in this guideline for UN Trust Fund's review and approval.	By 28 February 2018

8 Evaluation team composition and required competencies

8.1 Evaluation Team Composition and Roles and Responsibilities

The Evaluation Team will be either an experienced consultant with a minimum of ten years of experience or a firm with credible experience, in terms of the kind of assignments completed and the competencies of the team that would be deployed for this assignment. The consultant will be responsible for undertaking the evaluation from start to finish and for managing the evaluation team. Consultant will be responsible for the data collection and analysis, as well as report drafting and finalization, in English. The consultant / team should be conversant with Hindi as well.

8.2 Required Competencies

The Consultant / Firm should have demonstrated knowledge and experience in conducting evaluations, and knowledge of and familiarity with the target geographical region and subject, including

- Expertise in gender responsive and human-rights based approaches to evaluation and issues of violence against women and girls
- Experience with program design and theory of change, gender-responsive evaluation, participatory approaches and stakeholder engagement
- Specific evaluation experiences in the areas of ending violence against women and girls
- Experience in collecting and analysing quantitative and qualitative data as well as data visualization
- 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
- In-depth knowledge of rural and tribal parts of India is required.
- Language proficiency: fluency in English and Hindi.

9 Management Arrangement of the evaluation

The Evaluation Task Manager at Pragya will be the Point of Contact for this assignment and will coordinate with the Evaluation team and help them in getting the data and access to employees and community partners. S/he will check the process and help in validating the data. S/he would coordinate with the UNTF team for feedback and approval of the draft reports.

10 Timeline of the entire evaluation process

Stage of Evaluation	Key Task	Responsible	Number of working days required	Timeframe
Inception stage	Briefings of evaluators to orient the evaluators	Evaluation Task Manager	10 working days	First week October
	Desk review of key documents	Evaluator/s		Second week October
	Finalizing the evaluation design and methods	Evaluator/s		Third week October
	Submit draft Inception report	Evaluator/s		By 26 October 2018
	Review Inception Report and provide feedback	Evaluation Task Manager, Stakeholder Group and UNTF	5 working days	By 2 November 2018
	Incorporating comments and revising the inception report	Evaluator/s	4 working days	By 12 November 2018
	Submitting final version of inception report	Evaluator/s		
	Review final Inception Report and approve	Evaluation Task Manager, Stakeholder Group and UNTF	5 working days	By 22 November 2018

Data collection and analysis stage	Desk research	Evaluator/s	10 working days	
	In-country technical mission for data collection (visits to the field, interviews, questionnaires, etc.)	Evaluator/s	Over 6-8 weeks (depending on travel)	By early January 2019
Synthesis and reporting stage	Analysis and interpretation of findings	Evaluator/s	4 weeks	By 18 January 2018
	Preparing a first draft report	Evaluator/s		
	Review of the draft report with key stakeholders for quality assurance	Evaluation Task Manager, Stakeholder Group and UNTF	10 working days	By 1 February 2018
	Consolidate comments from all the groups and submit the consolidated comments to evaluation team	Evaluation Task Manager		
	Incorporating comments and preparing second draft evaluation report	Evaluation Team	2 weeks	By 18 February
	Final review and approval of report	Evaluation Task Manager, Stakeholder Group and UNTF	5 working days	By 22 February
	Final edits and submission of the final report	Evaluator/s	4 working days	By 28 February 2018

11 Budget

This section does not need to be in the TOR that is advertised but should be discussed with the selected evaluator who may need an indication of the budget to proposal a feasible evaluation design. Therefore, in the longer TOR you should include the total dollar amount and other resources available for the evaluation (consultant fees, travel, subsistence allowance, etc.). This is not a detailed budget but should provide information sufficient for evaluators to propose an evaluation design that is feasible within the limits of available time and resources.

USD 5000, inclusive of expenses.

12 Annexes

Again, this section does not need to be in the TOR that is advertised but should be discussed and shared with the selected evaluator who will need to see these to make a proposal for a feasible evaluation.

- List of key stakeholders/institutions to be consulted
 - ☐ This annex can also suggest project sites to be visited
- Documents to be consulted
 - ☐ Relevant national strategy documents
 - ☐ The project document and theory of change (proposal)
 - ☐ The Results and Resources Framework
 - ☐ Data collection tools, monitoring plans, indicators and collected baseline and annual data from the project
 - ☐ Progress and annual reports of the project
- Structure for the inception report (see **Annex C in the UNTF guidelines**)
- Required structure before the final report (see **Annex E in the UNTF guidelines**)

Evaluation Matrix

Evaluation Criteria	Evaluation Question	Sub-question	Measure/ Indicator	Main Sources of Information	Data Collection Method
Relevance	To what extent do the achieved results (project goal, outcomes and outputs) continue to be relevant to the needs of women and girls in ethnic minority communities in India?	Were activities carried out relevant in relation to the results, purpose and goal of the project and help in minimization of GBV in the project area?	Feedback on suitability of choice of activities, implementation strategy and methodology, and impact pathways	Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors Beneficiaries (women and girls)	Interviews, Key Informant Interviews, FGD, case study, Desk review
		Was the chosen project methodology/ approach relevant to women and girls in tribal culture and society of the target states?	Acceptance of project by targeted beneficiaries and stakeholders; Suitability of implementation approach and strategies	Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors Beneficiaries (women and girls)	Interviews, Key Informant Interviews, FGD, case study, Desk review
		Have the project activities been relevant to the real needs of the tribal women and girls?	Feedback of targeted communities on project activities and their effects on their lives	Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors Beneficiaries (women and girls)	Interviews, Key Informant Interviews, FGD, case study, Desk review
		Was the project suited to the socio-cultural context throughout the project duration? Did it adapt to any changes in context that might have occurred during the project duration?	Degree of cohesion with context throughout the duration vis a vis changes, if any; Adjustments made during implementation and their effectiveness	Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors	Interviews, Key Informant Interviews, FGD, Desk review
		Was the project suitably aligned with other GBV initiatives in the region and adding value beyond them?	Degree of stakeholder involvement; Complementarity and value-add with regard to GBV-addressing programmes being implemented in the region	Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors	Interviews, Key Informant Interviews, FGD, Desk review
Effectiveness	To what extent were the intended project goal, outcomes and	To what degree has the project achieved its results of GBV minimisation?	Level of achievement against Results framework	Project staff, State/non-state stakeholders, EC Caretakers, Women leaders	Interviews, Key Informant Interviews, FGD, case

	outputs (project results) achieved and how?			and mentors Beneficiaries (women and girls)	study, Desk review
		Have the project activities benefited those engaged with it: the tribal women and girls? state and non-state actors?	Degree of benefit perceived by tribal women and girls and state/non-state actors	Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors Beneficiaries (women and girls)	Interviews, Key Informant Interviews, FGD, case study, Desk review
		Have the project activities contributed to changes in attitudes among men and boys and village level structures?	Degree of awareness and change in attitudes effected by the project	Project staff, State/non-state stakeholders, Women leaders and mentors	Interviews, Key Informant Interviews, FGD, Desk review
		Have the project activities succeeded in reaching out to decision-makers and shapers with regard to addressing GBV?	Extent of outreach for the purpose of advocacy	Project staff, State/non-state stakeholders	Interviews, Key Informant Interviews, FGD, Desk review
		Which factors have facilitated/ hindered the achievement of the expected project results?	Assessment of factors contributing or hindering achievement (internal and external)	Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors	Interviews, Key Informant Interviews, FGD, Desk review
Efficiency	To what extent was the project efficiently and cost-effectively implemented?	Has the use of human and financial resources been efficient in relation to the project's achievements	Assessment of resource-allocation and value for money	Project staff	Interviews, Desk review
		Did the choice of methodology and strategy contribute to efficient use of available resources?	Assessment of work methods and project strategies against outlay of cost and resources	Project staff	Interviews, Desk review
Impact	To what extent has the project contributed to ending violence against women, gender equality and/or women's empowerment (both intended and unintended impact)?	What real difference has the project made to the tribal women and girls? Has the violence against women in the project area been reduced as a result of the project's implementation?	Changes against the Results framework indicators vis a vis the baseline and end line survey findings Case studies and testimonies from beneficiaries	Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors Beneficiaries (women and girls)	Interviews, Key Informant Interviews, FGD, case study, Desk review
		Have there been changes in the attitudes of the women and men on GBV?	Assessment of changes in attitude towards GBV	Project staff, State/non-state stakeholders, EC Caretakers, Women leaders	Interviews, Key Informant Interviews, FGD, case

			among men and women	and mentors Beneficiaries (women and girls)	study, Desk review
		Has there been a change in attitudes and behavior of village structures and state and non-state actors with regard to gender equity and GBV?	Assessment of changes in attitude in village structures and state and non-state actors	Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors Beneficiaries (women and girls)	Interviews, Key Informant Interviews, FGD, case study, Desk review
		What unintended outcomes have the project's target communities experienced as a result of the project intervention?	Feedback on unintended outcomes experienced by target communities	Project staff, EC Caretakers, Women leaders and mentors	Interviews, Key Informant Interviews, FGD, Desk review
		Which social, political and economic (external to the project) factors have contributed or hindered the project impact	Assessment of external factors and the nature of their influence	Project staff, EC Caretakers, Women leaders and mentors	Interviews, Key Informant Interviews, FGD, Desk review
		How do you assess the impact of the project compared to other similar projects in the area?	Feedback of stakeholders on project impacts relative to other initiatives	Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors	Interviews, Key Informant Interviews, FGD, Desk review
Sustainability	To what extent will the achieved results, especially any positive changes in the lives of women and girls in the ethnic minority communities (project goal level), be sustained after this project ends?	Are the project results and development impacts socially, institutionally and economically sustainable	Assessment of sustainability mechanisms put in place for continuity	Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors	Interviews, Key Informant Interviews, FGD, Desk review
		What factors might influence the sustainability of the impact and/or results?	Assessment of internal and external factors that are likely to influence flow of benefits at all levels	Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors	Interviews, Key Informant Interviews, FGD, Desk review
		How effective has the capacity buildup and improvement of accountability and oversight systems been with regard to strengthening project sustainability?	Degree to which capacity development and institutional improvements under the project support sustainability	Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors	Interviews, Key Informant Interviews, FGD, Desk review
		What strategies should be undertaken in a possible continuation of the project in order to strengthen the project impact?	Identification of strategies towards continuation of project impacts	Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors	Interviews, Key Informant Interviews, FGD, Desk review

Knowledge Generation	To what extent has the project generated knowledge, promising or emerging practices in the field of EVAW/G that should be documented and shared with other practitioners?	Which project strategies and activities have worked and which have not worked as initially planned and why?	Activity based effectiveness assessment and causal factors	Project staff	Interviews, Desk review
		What new strategies on reduction of GBV introduced by the project have potential for replication or scaling up?	List of new strategies introduced in course of implementation and their potential	Project staff	Interviews, Desk review
		Have the interventions and activities carried out during the project validated the existing theoretical paradigms or added to newer dimensions on VAW?	Listing of insights gained on addressing gender based violence and attitude change	Project staff	Interviews, Desk review
Gender Equality and Human Rights	Cross-cutting criteria: the evaluation should consider the extent to which human rights based and gender responsive approaches have been incorporated through-out the project and to what extent.	Are the project activities targeting the existing gender insensitive cultural norms and practices?	Assessment of the project's addressing of gender bias and violence among multiple stakeholder groups and aspects of life for tribal women and girls	Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors	Interviews, Key Informant Interviews, FGD, Desk review
		Have the project interventions improved the social support for gender justice and improving the socio-cultural milieu for gender justice?	Improved perceived social support for gender justice Enabling environment for gender equality	Project staff, State/non-state stakeholders, EC Caretakers, Women leaders and mentors	Interviews, Key Informant Interviews, FGD, Desk review

Beneficiary Data Sheet

Type of Primary Beneficiary	Number
Female domestic workers	0
Female migrant workers	95
Female political activists/ human rights defenders	300
Female sex workers	0
Female refugees/ internally displaced asylum seekers	0
Indigenous women/ from ethnic groups	1993
Lesbian, bisexual, transgender	0
Women/ girls with disabilities	4
Women/ girls living with HIV/AIDS	0
Women/ girls survivors of violence	509
Women prisoners	0
Women and girls in general	746
Other (Specify here:)	0
TOTAL PRIMARY BENEFICIARIES REACHED	3647
Type of Secondary Beneficiary	Number
Members of Civil Society Organizations	337
Members of Community Based Organizations	612
Members of Faith Based Organizations	
Education Professionals (i.e. teachers, educators)	58
Government Officials (i.e. decision makers, policy implementers)	323
Health Professionals (doctors, nurses, medical practitioners)	99
Journalists / Media	14
Legal Officers (i.e. Lawyers, prosecutors, judges)	133
Men and/ or boys	15742
Parliamentarians	
Private sector employers	
Social/ welfare workers	284
Uniformed personnel (i.e. Police, military, peace keeping)	102
Other (Specify here:) Women reached through sensitisation campaigns	3294
TOTAL SECONDARY BENEFICIARIES	20998
Indirect beneficiaries reached	Number
Other (total only)	0
GRAND TOTAL	24645

Additional methodology-related documentation

List of data collection Instruments:

Tribal women & girls	I	Interview Schedule
	II	FGD guide
Women leaders	III	Key Informant Interview Schedule
Case studies	IV	In-depth Interview Schedule
Mentors	V	Key Informant Interview Schedule
CSO/LE	VI	Key Informant Interview Schedule
Community, including Panchayat leaders	VII	FGD guide
EC Caretakers	VIII	Key Informant Interview Schedule
Pragya staff-field	IX	Interview Schedule
Pragya staff-HO	X	Interview Schedule

I. Interview Schedule for Interviews with Women/ Girls

1. Is your village safe for women and girls? Explain. What are the main problems that women face, generally and at home, in your village?
2. Can you rate the VAW/ VAG situation for women at present:
 - a. Very bad and the same as before;
 - b. Very bad but signs of change/ seems to be changing;
 - c. Not as bad as before;
 - d. Good and improving
3. If you think, situation is changing for women/ girls, then to what do you attribute the causes? Or do you think the situation has not improved in any way? Why do you think that is the case?
4. Do you think women should quietly tolerate abuse and violence against them or raise their voice against it? Why? The answers could be assigned to either of the categories after conducting the interview: Because she has right to dignity and violence-free life; Because there are too many obstacles in getting justice; Because as a woman it is her portion in life to be abused; Cannot say.
5.
 - a. Who do you think should manage all household chores and the children? Men or Women; grown up girls or boys? In case, both woman and man have work outside home, who should manage the household chores and the children?
 - b. If there is inadequate food in the house, who should skip the meal, any among men/boys,....any among women/girls? Please give reasons for your answer.
6.
 - a. Do you know of / can you tell us of any case in the last three years where a woman or girl faced violence in home and community? (respondent can be guided to not divulge the identity of the person but only talk about the case) When did this happen? Who was the perpetrator?
 - b. How was the situation handled? Did the person approach someone for help? If yes, who? If no, what stopped them?
 - c. What kind/ extent of help did the person receive?
7.
 - a. Do you know about women's councils (local name) in your area that offer support to women and girls who face violence? Have you ever attended a women's council meeting? Was there any discussion on any of the forms of VAW/VAG in your community?
 - b. Do you think these councils have been effective in supporting women who face violence?
 - c. Have these councils been effective in reducing VAW/VAG in your community? Why do you think so?
8. Are there women leaders in your community? Do they help women and girls who face VAW/ VAG? What is your view of women leaders? [this answer should count only if the woman leader has been supported by Pragya]
9. Have you heard of mentors-in-VAW prevention (local name) in your area? In what way do you think they can help you improve your situation as a woman? Do you think Mentors have helped in reducing VAW/ VAG in community? How?
10. Have you received training through "Justice for Women" awareness kit? If yes, Did the information in the kit help you in any way? If yes, In what ways did it help you, please explain?
11.
 - a. Have you visited or heard of socio-legal kiosks? Have you received any information from the SLK? Has it helped you in any way? Please explain?
 - b. Do you think it provides the necessary information that women facing violence need?
 - c. Do you know of any laws that can help women facing violence get relief and justice? How did you learn about these laws?

- d. Do you think the presence of the SLKs in the community have in any way prevented VAW? Why do you think so?
12. Are you aware of or made any use of telehelplines to report VAW? What was the response from the helpline service? Did it help you to deal with the VAW case? Was the VAW incident addressed after this?
13. Have you seen/ read any posters, kits/ attended any campaign that talked about women's rights or VAW? Do you think they address the actual problems that women and girls of your village face? In what ways did they change your thoughts on women's rights, if they did?
14. In the past two/ three years can you perceive any change in your understanding of GBV? Can you recall any contribution of the women's councils, Mentors' campaigns, SLKs in building upon this understanding?
15. Have you ever attended 'Know Your Rights' campaign? If yes, what was the learning? Was it useful?
16. Do you think that the women's councils, mentors, SLKs, telehelplines, campaign have, collectively, helped reduce VAW? Can you mention some reasons for your answer?
17. Which of these people can you approach if you face violence related to your gender? (physical, sexual, domestic): Family member, Women Council Member, Friend, Mentor-in-VAW prevention, SLK staff, Pragya field worker, ICDS worker, Panchayat Member, Police, Other.
 - a. Who among the above would you approach first and why? Who among the above would you approach last and why?
 - b. Have the following changes happened over the last three years?
 - a. Men and boys display greater respect towards women and girls in general.
 - b. Wife battering has reduced: greatly / moderately / slightly
 - c. Dowry demands have reduced: greatly / moderately / slightly
 - d. When we approach police stations with VAW/VAG cases, they respond with increased sensitivity and are helpful toward the survivor: greatly / moderately / slightly
 - e. Community leaders are more sensitive to VAW cases: greatly / moderately / slightly
 - f. Community leaders are advocating for prevention of VAW
 - g. Community leaders/ women leaders intervene in VAW cases to stop it and give relief to the victim
 - h. There is reduction in witch hunting; fewer/ no incidents occurring
 - i. Girls are encouraged by family and community to study
 - j. Child marriage has stopped/ reduced: greatly / moderately / slightly
 - k. More instances of family (part that is not the site of violence) supporting the woman in the steps towards law-based justice
19. Can you see a change in women, their status, and VAW over the last three years? What kind of changes/ what are these changes, please elaborate. Alternatively, which among the following is true?
 - a) Women have become more aware of their rights
 - b) Women are vocal about the violence they face and protest against it
 - c) Women have more legal awareness
 - d) More girls are attending school
 - e) Women's overall condition has improved
 - f) Women receive greater respect at home.
 - g) More women attend/ express their opinion in community level meetings
 - h) More women are trying to take up roles that they traditionally did not, for example, leadership roles in the community
 - i) Women have greater confidence to report VAW cases

II. FGD Guide for Women

1. Self-introduction by all participants as well as the one conducting the FGD
2. The purpose of the discussion is made clear to the participants:
 1. Is your village safe for women and girls? Explain. What are the main problems that women face, generally and at home, in your village?
 2. Why do you think that women and girls are experiencing violence? Some leads for the discussion:
 - This is the tradition/ convention
 - Women and girls are not aware of their rights
 - Men and boys are not willing to change behaviors that privilege them
 - Widespread patriarchy even in all social structures
 - There is no support in family, community for the woman/ girl
 - Women/girls do not have the confidence to approach legal systems
 - Women/girls do not know of avenues for redressal
 3. Do you think women should quietly tolerate abuse and violence against them or raise their voice against it? Why? The answers could be assigned to either of the categories after conducting the interview: Because she has right to dignity and violence-free life; Because there are too many obstacles in getting justice; Because as a woman it is her portion in life to be abused; Cannot say.

4. a. Who do you think should manage all household chores and the children? Men or Women; grown up girls or boys? In case, both woman and man have work outside home, who should manage the household chores and the children?
 - b. If there is inadequate food in the house, who should skip the meal, any among men/boys,....any among women/girls?
- Please give reasons for your answer.
5. Can you rate the VAW/ VAG situation in your community at present:
 - a. Very bad and the same as before;
 - b. Very bad but signs of change/ seems to be changing;
 - c. Not as bad as before;
 6. Good and improving
 7. a. If you think the situation is changing, what have been the most significant changes in the last 3 years?
 - b. Can you see any of the following changes:
 - a. Men and boys display greater respect towards women and girls in general.
 - b. Wife battering has reduced: greatly / moderately / slightly
 - c. Dowry demands have reduced : greatly / moderately / slightly
 - d. When we approach police stations with VAW/VAG cases, they respond with increased sensitivity and are helpful toward the survivor: greatly / moderately / slightly
 - e. Community leaders are more sensitive to VAW cases: greatly / moderately / slightly
 - f. Community leaders are advocating for prevention of VAW
 - g. Community leaders/ women leaders intervene in VAW cases to stop it and give relief to the victim
 - h. There is reduction in witch hunting; fewer/ no incidents occurring
 - i. Girls are encouraged by family and community to study
 - j. Child marriage has stopped/ reduced: greatly / moderately / slightly
 - k. More instances of family (part that is not the site of violence) supporting the woman in the steps towards law-based justice
 8. What according to you are the reasons for the possible changes?
 9. a. What should a woman facing violence do?
 - b. If she cannot resolve it on her own, should she approach anyone else?
 - c. Whom should she approach?
 - d. Do you think she can take a legal route to getting relief and justice?
 10. Do you know of any organisations/ individuals working on reducing/ preventing VAW/VAG in your community? Please mention their names. Do you know of any government initiatives to reduce/tackle VAW/VAG?
 11. a. Do you know about women's councils (local name) in your area that offer support to women and girls who face violence? Have you ever attended a women's council meeting? Was there any discussion on any of the forms of VAW/VAG in your community?
 - b. Do you think these councils have been effective in supporting women who face violence?
 - c. Have these councils been effective in reducing VAW/VAG in your community? Why do you think so?
 12. Are there women leaders in your community? Do they help women and girls who face VAW/ VAG? What is your view of women leaders? *[this answer should count only if the woman leader has been supported by Pragma]*
 13. Have you heard of mentors-in-VAW prevention (local name) in your area? Have you ever approached a Mentor for VAW/VAG? Do you think Mentors have helped in reducing VAW/ VAG in community? How?
 14. Have you received training through "Justice for Women" awareness kit? If yes, Did the information in the kit help you in any way? If yes, In what ways did it help you, please explain?
 15. a. Have you visited or heard of socio-legal kiosks/ empowerment centres? Have you received any information from the SLKs/ECs? Has it helped you in any way? Please explain?
 - b. Do you think it provides the necessary information that women facing violence need?
 - c. Do you know of any laws that can help women facing violence get relief and justice? How did you learn about these laws?
 - d. Do you think the presence of the SLKs in the community have in any way prevented VAW? Why do you think so?
 16. Are you aware of or made any use of tele-helplines to report VAW? What was the response from the helpline service? Did it help you to deal with the VAW case? Was the VAW incident addressed after this?
 17. Have you seen/ read any posters, kits/ attended any campaign that talked about women's rights or VAW? Do you think they address the actual problems that women and girls of your village face? In what ways did they change your thoughts on women's rights, if they did?
 18. In the past two/ three years can you perceive any change in your understanding of GBV? Can you recall any contribution of the women's councils, Mentors' campaigns, SLKs in building upon this understanding?
 19. Have you ever attended 'Know Your Rights' campaign? If yes, what was the learning? Was it useful?

20. What do you think is the collective impact of women's councils, mentors, SLKs, tele-helplines, campaigns? Do you think that these collectively, helped reduce VAW? Can you mention some reasons for your answer?
21. Which of these people can you approach if you face violence related to your gender? (physical, sexual, domestic): Family member, Women Council Member, Friend, Mentor-in-VAW prevention, SLK staff, Pragya field worker, ICDS worker, Panchayat Member, Police, Other.
Who among the above would you approach first and why? Who among the above would you approach last and why?

III. Key Informant Interview guide – for women leaders

1. Since when have you been part of the women's council?
2. Before and apart from your association with Pragya's work, were you involved in any kind of community work or were you a member of any group? Please specify.
3. How were women's councils formed?
4. What, mainly, have been your activities as a woman leader/ member of a women's council?
5. Which of these problems are most commonly faced by the women of your community?
 - i. Domestic violence due to dowry
 - ii. Domestic violence due to other reasons
 - iii. Problems related to harassment/ ill-treatment at workplace
 - iv. Problems related to wages
 - v. Problems related to sexual harassment at workplace/ public places
 - vi. Problems related to child marriage and discontinuation of education
 - vii. Witch hunting
 - viii. Son preference leading to female feticide, female infanticide, and different ways of denying the girl child her rights

Please state any other dominant form of VAW that the women/ girls of your community face.
6. In addition, are there any traditional practices (and customary laws) in your society that are harmful for the women and girls of your community?
7. Which dominant forms of VAW have you tried to tackle? Have you also dealt with traditional practices/ customary laws that lead to VAW?
8. a. To what extent have you been successful in tackling traditional forms of VAW?
b. What strategies have you employed to deal with traditional forms of VAW?
9. To what extent have you been successful in preventing/ resisting traditional forms of VAW?
10. Which forms of VAW have been reduced as a result of your work through Women's Councils?
Please consider the following changes in the status of VAW in your community.
 - a. Dowry related violence: Greatly reduced / Moderately reduced / Not reduced / Increased
 - b. Child marriage: Greatly reduced / Moderately reduced / Not reduced / Increased
 - c. Domestic violence: Greatly reduced / Moderately reduced / Not reduced / Increased
 - d. Witch hunting: Fewer cases / No cases / Increase in cases
 - e. Female feticide: Greatly reduced / Moderately reduced / Not reduced / Increased
 - f. Female infanticide: Fewer cases / No cases / Increase in cases
 - g. Harassment/ ill treatment at workplace: Greatly reduced / Moderately reduced / Not reduced / Increased
 - h. Rape and other forms of sexual violence on women: Greatly reduced / Moderately reduced / Not reduced / Increased
 - i. Wage-related problems because of gender bias: Greatly reduced / Moderately reduced / Not reduced / Increased

Any other form of violence that you tried to work on but not covered by the above.
11. What are the factors that helped you to reach your goal of VAW/VAG prevention? Please consider in relation to your work for GBV observatory. Please consider the social, political and economic factors that helped you work towards VAW prevention
12. What factors prevented/ hindered you from reaching your goal of VAW/VAG prevention. Please consider in relation to your work for GBV observatory. Please consider the social, political and economic factors that hindered your work towards VAW prevention. Were you able to deal with these and continue your work? Please mention your learnings from this.
13. Which of the following strategies of Pragya's work has helped you work on VAW prevention? These strategies may not have been actively applied by you:
 - i. Reaching out to men and boys to sensitise them on women's rights
 - ii. Making women aware of their rights
 - iii. Advocating for women's rights and justice for women with community leaders
 - iv. Establishing linkages with state and non-state actors for swift and sensitive response to VAW survivors
 - v. Advocating community support for VAW survivors—by actively, strategically and sensitively supporting VAW survivors

- vi. Establishing linkages with other CBOs to build an atmosphere that is sensitive and just towards women and girls
- vii. Use of IEC materials to create acceptance for women's rights
- 13. If you could not succeed in some VAW cases that were brought to you, what were the reasons for the same?
- 14. In what ways has Pragya supported you in your work to prevent VAW/VAG. *(This could be training related to the work, help with liaison, support in dealing with resistance, etc.)*
- 15. In what ways has the community resisted/ still resisting your work through the women's council? What strategies have been adopted to deal with this opposition/ resistance?
- 16. What do you think that you and Pragya have achieved with respect to VAW prevention that had not happened before in your community?
- 17. How has the work you have done impacted your personal life, belief systems? Has it brought about any changes in you that you want to share?

IV. Case Study Interview Schedule

1. How long have you been associated with Pragya?
2. Have you worked for VAW/VAG prevention or response before your association with Pragya? With which organization(s), agencies have you worked?
3. What have been the most common forms of violence that women/girls have approached you during your association with Pragya?
4. Are these the most common forms of violence in your community?
5. Are there any forms of violence in your community which are dominant/widely prevalent/ serious which are less or never reported? If there are such forms, then why do you think they are not reported?
6. What do you do when you learn about an incident or a situation of VAW/VAG, but for which nobody is trying to seek help?
7. Are there any case/ cases of VAW/VAG, which you think you have handled effectively – the survivor has relief/ the survivor is seeking justice/ victim's case has been taken up for justice and redress/ the case is on track toward relief and justice?
8. What factors have been most significant in helping you to respond to these VAW cases effectively? Did you have any support from any individual or any group or organization in dealing with these cases? What kind of support did you get?
9. What were the main challenges in dealing with the VAW/VAG cases? How were these tackled?
10. In how many of these cases, where the survivor has been able to resist or get redress, did you get assistance from Women's Council or any of its members? What kind of assistance did you get? Do you seek/get any support from WC in your work for VAW prevention?
11. Did Mentors-in-VAW prevention help you in any way for VAW prevention or response?
12. Have the SLKs/ECs been useful in your handling of VAW/VAG cases? In what ways has the EC been useful?
13. Did you ever get any assistance from the Inter Agency Task Force for dealing with VAW prevention cases? Please mention how the Task Force helped you.
14. Apart from the afore-mentioned, what kind of support did you have from Pragya (training, any other?) that has helped you in work for VAW prevention?
15. Do you think there is reduction in VAW or prevention of VAW/VAG in the last three years? If there is reduction, to what would you attribute this impact?
16. Do you think, the community-based groups/mechanisms formed by Pragya have had an impact on VAW prevention? Do you think in the future these groups/mechanisms can prevent VAW/VAG?
17. a. You belong to the community in which you are working. Do you think this has helped your work? In what ways?
- b. Are there ways in which it has impacted your work negatively? Please explain how.
19. You are also a – woman's council member/ mentor/ EC caretaker. Do you feel this opportunity to address VAW from two roles has benefitted your overall work? In what ways? (If answer is no, please share why)
20. In what ways has your experience of VAW prevention has enhanced your understanding of women's and girl's rights and related issues?
21. Would you like to continue working as a case respondent to VAW/VAG in the future? What do you think would be the biggest challenges for this work? What kind of support would be necessary for you to continue this work?

V. Key Informant Interview Guide – for Mentors-in-VAW Prevention

1. Before and apart from your association with Pragya's work what kind of community work have you been associated with? As Youth Leader / As Women's Leader / As a Community Leader / As Panchayat Member / Any Other
 2. Since when are you associated with Pragya's work?
 3. Which of these problems are most commonly faced by the women of your community?
 - i. Domestic violence due to dowry
 - ii. Domestic violence due to other reasons
 - iii. Problems related to harassment/ ill-treatment at workplace
 - iv. Problems related to wages
 - v. Problems related to sexual harassment at workplace/ public places

Please state any other dominant form of VAW that the women/ girls of your community face.
 4. In addition, are there any traditional practices (and customary laws) in your society that are harmful for the women and girls of your community?
 5. As a Mentor-in-VAW prevention, which dominant forms of VAW have you tried to tackle?
 6. To what extent have you been successful in tackling forms of VAW?
 7. Which factors helped you to succeed, which hindered your work of VAW prevention?
 8. Please consider the following changes in the status of VAW in your community.
 - a. Dowry related violence: Greatly reduced / Moderately reduced / Not reduced / Increased
 - b. Child marriage: Greatly reduced / Moderately reduced / Not reduced / Increased
 - c. Domestic violence: Greatly reduced / Moderately reduced / Not reduced / Increased
 - d. Witch hunting: Fewer cases / No cases / Increase in cases
 - e. Female feticide: Greatly reduced / Moderately reduced / Not reduced / Increased
 - f. Female infanticide: Fewer cases / No cases / Increase in cases
 - g. Harassment/ ill treatment at workplace: Greatly reduced / Moderately reduced / Not reduced / Increased
 - h. Rape and other forms of sexual violence on women: Greatly reduced / Moderately reduced / Not reduced / Increased
 - i. Wage-related problems because of gender bias: Greatly reduced / Moderately reduced / Not reduced / Increased

Any other form of violence that you worked on but not covered by the above.
 9. Which of the above was the impact by your work in the community of VAW prevention?
 10. As a Mentor-in-VAW prevention, which have been the most commonly used strategies to prevent VAW:
 - i. Reaching out to men and boys to sensitise them on women's rights
 - ii. Making women aware of their rights
 - iii. Advocating for women's rights and justice for women with community leaders
 - iv. Establishing linkages with state and non-state actors for swift and sensitive response to VAW survivors
 - v. Advocating community support for VAW survivors—by actively, strategically and sensitively supporting VAW survivors
 - vi. Establishing linkages with other CBOs to build an atmosphere that is sensitive and just towards women and girls
 - vii. Use of IEC materials to create acceptance for women's rights

Please state any other strategy or method you might have used for prevention of VAW/VAG.
 11. Which of the afore-mentioned strategies do you think have been most effective in reducing/ preventing VAW?
 12. Which of the afore-mentioned strategies you think are likely to be the most successful in the long run? Please state the reasons for your answer.
 13. What social, cultural, political factors helped you succeed in reducing/ preventing VAW?
 14. Which social, cultural, political factors hindered your work toward VAW prevention?
 15. Did you try to ensure that the activities that you and Pragya selected for VAW prevention in your community would be culturally and socially suitable? How did you ensure this?
 16. Were there incidents local or events beyond your control necessitated you to stop your work or change your pace or your approach?
- How did you adapt to the situation? To what extent was it possible to continue the work thereafter?
17. What was the learning from the above-mentioned situation that you want to integrate into your work?
 18. a. As a Mentor, which of the following groups did you liaise with any other person, agency to prevent VAW:
 - i) Other groups formed by Pragya – women's council, SLK.
 - ii) Other existing groups in the community – gram panchayat, youth groups, women's groups
 - iii) Other NGOs
 - iv) Government department workers
 - v) Law enforcement officials
 - b. What were the main hurdles in liaisoning?
 - c. What have been the benefits of liaisoning? Please mention some.

19. What do you think that you and Pragya have achieved with respect to VAW prevention that had not happened before in your community?
20. As you interact closely with the women of the community, do you notice any change or shift in their behavior regarding VAW over the past 3 years? How will you rate the following vis-à-vis your (and Pragya's) work over the last three years?
 - i. Please consider whether your work has achieved the following results?
 - a. Women display increased awareness of rights: High increase / Moderate increase / Slight increase / No increase
 - b. Women are vocal about the violence they face and show confidence in reporting it: High increase / Moderate increase / Slight increase / No increase
 - c. Women have more legal awareness: High increase / Moderate increase / Slight increase / No increase
 - d. More girls are attending school: High increase / Moderate increase / Slight increase / No increase
 - e. More women are displaying interest in forming groups to discuss and improve their condition (SHGs for instance)
 - 20.ii) What have been the changes in the community due to your work?
 - a. Community displays more gender sensitive response and supports the women in the legal journey to justice: High increase / Moderate increase / Slight increase / No increase
 - b. More instances of family (part that is not the site of violence) supporting the woman in the steps towards law-based justice: High increase / Moderate increase / Slight increase / No increase
 - c. Men and boys display greater respect towards women and girls: High increase / Moderate increase / Slight increase / No increase
 - d. Community leaders are more sensitive to VAW cases: High increase / Moderate increase / Slight increase / No increase
 - e. Community leaders actively advocate end to VAW/VAG: High increase / Moderate increase / Slight increase / No increase
 - f. VAW prevention has been included in PRI development plans and budget has been set aside for this goal
 - 20.iii) What have been the changes to VAW prevention mechanisms?
 - a. There is more legal reporting of VAW cases: High increase / Moderate increase / Slight increase / No increase
 - b. More women are continuing the legal course to relief and justice
21. How has the work you have done impacted your personal life, belief systems? Has it brought about any changes in you that you want to share?

VI. Key Informant Interview Schedule – for Law Enforcement/ Civil Society Organisations

1. Police: What are the most common cases of violence against women (in the ethnic community under study) that are reported to you?
 Lawyer: Which are the most common cases of VAW that you as a lawyer deal with?
 Judge: Which are the most common cases of VAW that come to your court as judge?
 CSO: Which are the most common cases of violence that women/girls/ their families approach you with?
2. Do you feel the reported cases reflect the real number of cases in the community under study?
 If the answer is no, then please consider whether these possible reasons are true in the area of study, grading them as very true, somewhat true, not relevant vis-à-vis the target community and stakeholders.
 - a. Women lack awareness of their rights: Very True / Somewhat true/ Not relevant
 - b. Women are afraid to report due to societal pressure: Very True / Somewhat true / Not relevant
 - c. Women feel discouraged because the legal mechanism is inaccessible (distance, convenience, language, costs, time): Very True / Somewhat true / Not relevant
 - d. Women feel discouraged because the legal mechanism is insensitive (gender-insensitive dealing of cases): Very True / Somewhat true / Not relevant
 - e. Women lack awareness about the legal mechanism: Very True / Somewhat true / Not relevant
 - f. As law enforcement officers, we do not have adequate training or information to understand how to deal with VAW cases: Very True / Somewhat true / Not relevant
 - g. There is inadequate support in the community or in the family to help women take legal recourse to justice or relief: Very True / Somewhat true / Not relevant
 - h. Our legal systems are not suitable for tribal societies: Very True / Somewhat true / Not relevant
 - i. Women are under pressure to resolve cases through community mechanisms: Very True / Somewhat true / Not relevant
3. a. Do you advocate that some of these cases that women or girls come to you with should be resolved within their families or through community mediation? What kind of cases do you suggest that women or girls should resolve within the or through community mediation?
 b. To what extent do you think this advice has been useful to women and girls?
- 4.a. Are there any changes in the reporting of violence in the last three years in terms of number? (police):
 Increased / Remained the same / Decreased / Cannot say

- 4.b. What do you think might be the reason for the changes/ no changes in reporting?
5. Do you feel the reported cases reflect the real nature of VAW cases in the community under study? If no, then what are the possible reasons?
6. Traditional practices/ customary laws in tribal societies may be inherently violent toward women and girls. What have you done as a law enforcement official/ legal functionary about such practices over the last three years?
 - i. Put forward recommendations to suitable authorities so that these practices can be covered under existing legal provisions/ new legislations—we have to be firm about the need for legal provisions
 - ii. Participated in making the community aware of these practices and in advocating for change in mindset
 - iii. We have avoided such issues since we are outsiders to the community
 - iv. We have avoided such issues as raising them might lead to law and order problems
7. Do women's councils, mentors-in-VAW prevention, GBV observatories ever refer any VAW case to you? How many women/ girls have been referred to you in the last 6 months by these community mechanisms?
8. What factors have encouraged them to refer cases to you?
9. Have you ever referred any victim survivor of VAW to Women's Councils, Mentors-in-VAW prevention for psycho-social support or counseling? How many women have you referred in the past 6 months to any of the community based support mechanisms? Have you enlisted the help of these CBOs in dealing with any VAW cases in the last 2 years?
10. Have you ever interacted with women's councils or Mentors or EC caretakers in order to take steps towards VAW prevention? How many times in the past one year have you interacted/ attended meetings to find ways of preventing VAW in the area under your jurisdiction?
11. In how many cases of VAW/ VAG have you been able to take effective action because of the activities undertaken by Pragma?
12. To what extent have you found the following to be useful in dealing with (preventing or taking legal action) VAW cases and with VAW in general (sensitization)?
 - i. GBV observatories
 - ii. Women's Councils
 - iii. Mentors-in-VAW prevention
 - iv. Know your rights campaign
 - v. IEC materials and edutainment
 - vi. Justice for Women Campaign
13. Are you aware of / are a member of the Inter-Agency Task Force to prevent VAW/ VAG? What has been the contribution of the task force to prevent/ minimize VAW? To what extent and how can this be a platform for collective action to prevent VAW?
14. Have you received any training or any other form of support to help you work for VAW/ VAG prevention from Pragma?
15. As you interact with the women and with other people of the target community, do you notice any change or shift in their behavior regarding their awareness of their rights over the past 3 years? Which of the following can you say is definitely true?
 - i. Women display increased awareness of rights when they approach you
 - ii. Community councils/leaders displays more gender sensitive response and supports the women in the legal journey to justice
 - iii. Family (when not the site of violence) supports the woman in the steps towards law-based justice
 - iv. Women are vocal about the violence they face and show confidence in reporting it
 - v. Women have more legal awareness
 - vi. There is more reporting and follow through of VAW cases
 - vii. There are some people/ groups in the community who support the survivor in her legal journey
16. Since you are acquainted with the work of Pragma, which of the above do you think is an impact of their work.

VII. FGD Guide- for the Target Community:

1. What is the condition of the women in your village vis-à-vis the following:
 - i. Adequate food: Yes / No
 - ii. Access to healthcare: Yes / No
 - iii. Access to health care for safe maternity: Yes / No
 - iv. Access to education and information: Yes / No
 - v. Being treated equal as men or boys
 - vi. Equal rights in workplace – equal wages as men: Yes / No
2. Do you think that women should be consulted in every decision that the family takes? Which decisions should she not take, or not be consulted for?

3. Do the girls in your village attend school? Why do they not attend/ drop out? What is more important for girls, marriage or education?
4. Do women of your village attend gram sabha?
5. What do they do in the gram sabha? Do they express their opinion in gram sabha/ other village meetings?
6. Under which circumstances do they speak in village meetings?
7. Do you think women in your village suffer from violence? How many say yes: How many say no:
8. How widespread are the following problems in your village?
 - a. Physical violence on women (e.g. wife beating)
 - b. Emotional abuse as a way of subjugating women?
 - c. Restricting the movement of women and girls
 - d. Child marriage
 - e. Not giving women any right to her income
 - f. Son preference leading to multiple pregnancies
 - g. Son preference leading to burden of work on girl children, and no education for girl children
 - h. Son preference leading to female feticide, infanticide
 - i. Dowry related violence, dowry related deaths
 - j. Not allowing women to attend or to express their opinion in village council meetings
 - k. Not giving women any share in property or land
 - l. Witch hunting
- Are there any traditional/ cultural practices/ customary laws that contribute to VAW/VAG? Which are these?
7. Collectively, as a community, have you done anything, especially in the last three years, to stop these forms of violence? What kind of support did you have from Pragya in preventing VAW/VAG?
8. a. Are you aware of/ have you participated in the "Know your rights campaign" which advocates for the rights of women and girls?
- b. Can you recall any of the messages of the campaign? What is your opinion on these messages? (can be discussed one by one)
9. Do you see any changes in the community, men, women, any other post the campaign?
- 10.a. As community leaders what special advantage do you have in preventing VAW? (for community leaders)
- b. What kind of support did you get over the last three years in preventing VAW?
- c. Did you find any of the following useful in preventing VAW:
 - Women's councils
 - Mentors in VAW prevention
 - Empowerment centres
11. How have you used your training (organized by Pragya) to end violence against women? In what ways has it helped you end to deal with/ prevent VAW?
12. What steps (could be activities or strategies) have you taken in the last 3 years to prevent/ end VAW/VAG?
13. Can you identify any factors that helped you to prevent VAW?
14. What factors have hindered your work on VAW prevention?
13. Perhaps many of you participate in village level planning for village development?
 - a. Do women participate in the village level planning meetings? How many women were there and how many men in the last planning meeting?
 - b. You had just pointed out the urgent needs of women. Which of these needs have been included in your next plan and budget?
14. As community leaders, do you conduct only women meetings in order to find out their problems and look for solutions?
15. Can you mention any activities that were part of your village level plans and that were undertaken in the last two years?
16. How successful were these activities to end/ prevent VAW/VAG?

VIII. Key Informant Interview guide – for SLK staff / EC Caretakers

1. Since when have you been part of GBV observatories as SLK staff/ EC caretakers?
2. Before and apart from your association with Pragya's work, were you involved in any kind of community work or were you a member of any group? Please specify.
3. Which of these problems are most commonly faced by the women of your community?
 - i. Domestic violence due to dowry
 - ii. Domestic violence due to other reasons
 - iii. Problems related to harassment/ ill-treatment at workplace
 - iv. Problems related to wages
 - v. Problems related to sexual harassment at workplace/ public places

- vi. Problems related to child marriage and discontinuation of education
- vii. Witch hunting
- viii. Son preference leading to female feticide, female infanticide, and different ways of denying the girl child her rights
Please state any other dominant form of VAW that the women/ girls of your community face.
4. In addition, are there any traditional practices (and customary laws) in your society that are harmful for the women and girls of your community?
5. What mainly has been your work as SLK caretaker/ for GBV observatory?
6. To what extent were women and girls of your community aware of their legal rights at the start of your/ Pragma's work through SLKs?
7. Would you say they are more aware of their legal rights now?
8. In what ways has this awareness benefitted women and girls of your community? Also, please assess the changes in women's/girl's lives according to the following parameters
 - a. Women display increased awareness of rights and show confidence in asserting their rights: High increase / Moderate increase / Slight increase / No increase
 - b. Women are vocal about the violence they face and show confidence in reporting it: High increase / Moderate increase / Slight increase / No increase
 - c. Women have more legal awareness: High increase / Moderate increase / Slight increase / No increase
9. In what ways has your work benefitted the women and girls of your community in relation to:
 - a. Increased legal reporting of VAW/VAG
 - b. Number of women who continue to pursue the legal course to relief and justice
10. What are the factors that helped you to reach your goal of VAW/VAG prevention? Please consider in relation to your work for GBV observatory. Please consider the social, political and economic factors that helped you work towards VAW prevention
11. What factors prevented/ hindered you from reaching your goal of VAW/VAG prevention. Please consider in relation to your work for GBV observatory. Please consider the social, political and economic factors that hindered your work towards VAW prevention.
12. Were you able to deal with these and continue your work? Please mention your learnings from this.
13. In what ways has Pragma supported you in your work to prevent VAW/VAG. (This could be training related to the work, help in liaising, financial support, support in dealing with resistance, etc.)
14. As the SLKs became Empowerment Centres, do you think you can better deal with VAW prevention? Please mention why you think so. Can you offer better support to survivors of VAW as EC, how? What additional services are you offering through the ECs?
15. How will you ensure that the socio-legal focus of the SLKs is not diluted/ lost by becoming an Empowerment Centre?
16. In what ways has the community resisted/ still resisting your work through the Empowerment Centres? What strategies have been adopted to deal with this opposition/ resistance?
17. a. As an EC Caretaker, which of the following groups did you work with to prevent VAW:
 - i) Other groups formed by Pragma – Mentors, SLK.
 - ii) Other existing groups in the community – gram panchayat, youth groups, women's groups
 - iii) Other NGOs
 - iv) Government department workers
 - v) Law enforcement officials
- b. In what ways has this helped you in VAW prevention in your community?
18. How has the work you have done impacted your personal life, belief systems? Has it brought about any changes in you that you want to share?

IX. Interview Schedule for Pragma Field Staff

1. Since when are you a part of this project (how many years)?
2. Which are the most common forms of VAW in the area of your work?
3. If there are any traditional practices (and customary laws) that are harmful for the women and girls in the area of your work, please specify.
4. Which dominant forms of VAW have you and your team tried to tackle?
5. Did you try to tackle any cultural norms and practices that were inherently gender-biased or perpetuating VAW? What kind of problems did you face in tackling these issues? What strategies helped you to deal with such practices and norms? Were you able to reduce VAW vis-à-vis these practices?
6. a. Were other organisations (state/ CSOs) also working at the same time, in the same area, on the same issue/ any other issue? Did you work in collaboration with them? If you did, what were the points of collaboration? Did it help your work in any way? Please elaborate.
- b. If it hindered your work, please state reasons for the same.
- b. Was there anything significantly different in Pragma's approach compared to that of the other organisations working on the same issue?

- c. How did this 'different aspect' add to your work or did it pose a challenge?
7. In the course of your work, were there any changes in the social structure (e.g., changing social family structures- women-headed households due to outmigration) that necessitated a change in your approach, methodology, activities? What were the social changes? How did these impact your work? What changes did you make to the activities, strategies, approaches that you had to adapt to the field?
8. Similarly, were there any political changes, (e.g., a new PRI government) that posed any hindrances to your work or helped you work better? What were these changes and what were your strategies to adapt to the changed circumstances?
9. Were there any economic developments (e.g., a new livelihood scheme that diverts participation of women from VAW meetings or makes them financially more confident) that posed hindrances to your work or supported your work? What were these? How did you (activities, strategies) adapt to the changed situation?
- 10.a. To what extent do you think that women's councils were successful in VAW prevention?
- b. What were the reasons for the success?
- c. Do you think that WC is appropriate in tribal culture and society?
11. What factors acted against the councils (internal and external factors) :-
 - a. In their formation
 - b. In their functioning
 - c. In their impact
- 12.a. Did you think that methodology of the women's council has potential as a first-response unit to cases of VAW in ethnic communities?
- b. Do you think WC methodology can be used for VAW prevention in other ethnic communities? Why?
- 13.a. To what extent do you think that Mentors were successful in VAW prevention?
- b. Which of the activities and approaches had the greatest success?
- c. Do you think Mentors activities were well received in tribal culture and society?
- 14.a. What hindered the work of mentors, posed obstacles in their functioning? (internal, external)
- b. What hindered the impact of their work?
15. Did you think that methodology of the Mentors council can be used for VAW prevention in other ethnic communities? Why?
16. To what extent have the SLK/GBV/Empowerment Centres been effective in reducing VAW in the community?
 - a. Which of its activities have had the greatest impact on VAW and why?
- 17.a. What hindered the work of the SLK/GBV observatory, posed obstacles in their functioning? (internal, external)
- b. What hindered the impact of their work?
18. Did you think that methodology of the SLK/GBV observatory can be used for VAW prevention in other ethnic communities, communities in general? Why?
- 19.a. To what extent have you been successful in forming the Inter Agency Task Force in the areas where you work?
- b. Is this Task force functioning?
- c. What is its contribution in dealing with VAW prevention in the areas where you work?
- d. Has the task Force succeeded in preventing VAW/VAG in the areas of your work? How can you assess the change?
20. What factors have hindered the TASK Force from making the desired impact? What factors have facilitated its work in VAW prevention?
21. Do you think the Inter Agency Task Force can be an effective vehicle for VAW prevention in ethnic communities? Please mention the reasons for your answer.
22. Do you think the following led to a reduction in VAW in the target community?
 - a. Know your rights campaign
 - b. Justice for women kit
 - c. IEC materials
 - d. Edutainment
 Please state the reasons for their being effective.
23. Please state reasons why the above methods/activities may not have been as effective as expected in the target communities? Please consider internal (planning/ implementation) as well as external factors.
- 24.a. What actual changes do you see in the lives of women and girls as a result of the project's implementation?
- b. Which of the forms of VAW/VAG, dominant in the area, and targeted by Pragya's work have reduced, to what extent?
25. Are there any changes in the attitudes of men and boys towards women and girls as a result of the project's implementation? Is there any reduction in inflicting of violence?
- 26.a. To what extent was the project successful in engaging with community leaders for VAW reduction?

- b. Did community leaders advocate for VAW reduction? (please include any event, campaign where they advocated against VAW, for women's rights)
- c. Do you think that VAW has been reduced due to involvement of community leaders?
- d. Were there any instances where community leaders have supported survivors of VAW and in which Pragya has played an important role?
27. Has there been any incorporation of VAW/VAG issues in development planning (participatory PRI planning) and in budgets (annual budgets of PRIs) in the project period? In what ways has Pragya advocated/ sensitized for this? Or, To what extent do you think this was a result of Pragya's work (advocacy, sensitization)?
28. a. To what extent have you been successful in building/improving relationships/ linkages between the community and institutions in relation to VAW? (Law Enforcement)
- b. Is there a change in their attitudes to women and in their response to VAW?
- c. Do you think this relation building has reduced VAW? Please mention the reasons for your answer.
29. What problems did you face in improving/ establishing this relation?
30. What strategies have been adopted to ensure that LE continue to approach VAW with sensitivity toward gender justice?
31. a. How many CSOs, CBOs have you engaged with in order to achieve your goals of VAW/VAG minimization?
- b. To what extent this has led to reduction in VAW in the community?
- c. Has Pragya been able to address gender bias inherent in many CBOs/ CSOs?
- c. In what ways these collaborations have helped Pragya in its work?
- d. What have been the most common problems of these joint efforts?
32. How many decision makers and shapers have you reached through your activities? What kind of response have you received from them regarding your strategies and activities for VAW prevention?
33. Did you see any positive result of your work that is not related directly to VAW? Were there any negative outcomes (not related to VAW) resulting from Pragya's work?
34. To what extent there is ownership of VAW prevention as a goal for the community? (What are some of the irreversible changes – sensitization of women and men; what are some of the areas that can be difficult to maintain – integration of VAW in budgets?)
35. What threats can be perceived to the continuity of the following:
 Women's councils
 Emergence of women leaders
 Mentors-in-VAW prevention
 GBV observatories/ empowerment centres
 Is there any plan regarding how to deal with these threats?
36. Are mechanisms are in place (as project strategies) to ensure that these community-based mechanisms are self-sustaining/ can work with some support to effectively minimize VAW in the community? What are these mechanisms?
37. What is your learning regarding women's rights, especially in the context of ethnic groups in (north) India? How has this project enhanced your understanding of VAW/VAG, added new dimensions to it?
38. Which of your learnings from the project should become a part of your next work on VAW prevention in ethnic communities in India?
- a. In terms of theoretical understanding
- b. In terms of strategies
39. What kind of support did you have from Pragya for building your capacity and for continuing your work? In which ways should the organisation's support to field staff be enhanced to meet project goals better?
40. Were there any methods/tools that you used to assess the impact of your methods on VAW prevention and understand the extent of your progress toward your goals? To what extent were these tools useful?

X. Interview Schedule for Project Staff – Head Office

1. How did your choice of strategies/activities address the critical gaps in VAW prevention in rural areas?
2. How did your choice of strategies/ activities address critical gaps in VAW prevention in ethnic communities?
3. What were the main challenges of working with ethnic communities? How did you deal with those challenges?
4. If there were social, political or economic changes in the contexts of your target communities, could your project adapt to these? What mechanisms did you put in place to ensure that your project could adapt to these changes and continue to work towards the goal of VAW prevention? Please provide two instances of the same.
5. To what extent do the women and girls of targeted tribal communities show the will and confidence to resist and protest violence and assert their rights? To what extent does the primary beneficiary group show solidarity in breaking out of repression? Please support your answer with instances/ evidence

6. Would you say that accessible and participative modes for VAW-prevention have been established in the target communities? Do you think there is meaningful involvement of women and girls in these groups or processes? Please mention the reasons for your answer.
 7. Did the Justice for women kit and Know your rights campaign have the desired effect on VAW prevention?
 8. Did the GBV observatories serve the purpose of VAW prevention in target communities? In what ways, please mention. Do you think the GBV observatories could be implemented in other tribal areas with a high incidence of VAW?
 9. Do you think the women's council has been effective as a strategy to reduce VAW? Please give reasons for your answer.
 10. To what extent does it have the potential as a model for VAW prevention in ethnic communities? What aspects of it would you change, if any, in future models?
 11. How effective have been the IEC materials, edutainment activities to reduce/ prevent VAW in target communities?
 12. Has there been a significant change in the attitudes of members of local governance structures and key development actors in target areas which can reduce VAW? Which are some of the visible markers of the change?
- What mechanisms or strategies can ensure that positive attitudes towards gender equality and equity can be sustained?
13. Would you say that the strategy of Mentors-in-VAW prevention has helped reduce VAW in target communities? How? Would this continue to be a part of future VAW prevention models? Are there any major learnings from the field that you wish to integrate into this strategy for uptake as a model for VAW prevention?
 14. Do staff of local institutions for law enforcement in tribal areas demonstrate enhanced understanding of and sensitivity towards women's issues? Is there improved responsiveness to VAW by LE staff as well as by civil society actors? What strategies have been used and can be adopted to ensure that the change in attitudes and responsiveness towards VAW continue?
 15. Pragma had a multiple stakeholder involvement strategy in order to address the widespread nature of patriarchy and VAW supportive structures and to have holistic approach to VAW prevention. To what extent have you been successful in reaching and engaging these stakeholders in VAW prevention? Civil society stakeholders, Law enforcement officials, State development actors, Non-state development actors. What could be the reasons for the success? What have been the main challenges and how have these been resolved?
 16. What hurdles did you face in implementing the Inter Agency Task Force for VAW prevention? In what ways has this approach been effective in reducing VAW/VAG in ethnic communities? What is its potential in VAW reduction in the future?
 17. Would you say that the overall understanding of VAW and the overall responsiveness to it among different stakeholder groups in tribal areas have improved as a result of your work? What have been some of the indicators you have used to assess it in the course of implementing the project?
 18. In what ways has your methodology and strategies been different from other similar initiatives in the area? How have you been able to differentiate the impact of your work from that achieved by other similar initiatives?
 19. Which other VAW prevention programmes were concurrent with Pragma's work? Was there any collaboration, please mention?
 20. How has Pragma's work added value to the ongoing VAW prevention work in general? And, specific to the locations/ communities you worked with?
 21. Were there any outcomes that were not intended initially but which were the result of Pragma's work? Did these help in your work or did they pose fresh challenges? Are there any major learnings from this that you want to take on board while planning for VAW prevention models?
 22. Have you been able to take the results of your activities and your learnings from the field to decision makers and shapers? What has been their response and how do you think this can be built in your future work to minimize VAW/ VAG?
 23. How did your project strategies and methods help in efficient utilization of your resources? Please consider in relation to:
 - Human resources – staff
 - Human resources – community
 - Human resources – civil society
 - Financial resources
 24. Do you think the human and financial resources have been efficiently utilized toward achievement of project goals? Please mention the reasons for the same.
 25. Which social factors contributed towards project impact?
 26. Which economic factors contributed towards project impact?
 27. Which political factors contributed towards project impact?
 28. Which social factors hindered project impact?

29. Which economic factors hindered towards project impact?
30. Which political factors hindered project impact?
31. Which monitoring methods/tools used by you have been the most useful in tracking progress toward project goals?
32. Which monitoring methods have helped capture the contribution or the drawbacks of the different units of project delivery most accurately?
33. Which monitoring systems have not been relevant or efficient in tracking progress toward project goals?
34. How has this project enhanced your understanding of VAW/VAG? Do you think that earlier theories on VAW have been validated or have new dimensions been added to it? Please explain.

Obtaining Consent from Respondents

We are conducting a study on the work done in this district by Pragya to address women's issues. We would talk to you about the incidence of violence against women and ask you some questions about the changes with regard to it in the last 3 years.

We assure you that everything you tell me will be kept strictly confidential. While we will try to understand the problem better through what you tell us, your name and other personal information will not be revealed at any time. When we write the report we would remove any specific description that may lead to identification of any respondent.

We ask you to feel free in answering the questions. There are no right or wrong answers. You may find that some of the questions bring up difficult memories and you should feel free to take your time answering and you could decline to answer as well.

Your participation in this research is voluntary. You do not have to participate if you don't wish to, and if you agree to participate as well, you could stop the interview if you change your mind at any point during it.

Your responses will only be used to help other women who have had similar experiences and who have similar needs.

The interview will take approximately 30 minutes.

Do you agree to be interviewed? Is this a good time and place to talk?