

Integrated Development Trust (IDT)



EVALUATION REPORT

2018-19

Submitted by

SPARK

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1. Acknowledgement

SPARK takes this opportunity to express our deepest appreciation to the Management of IDT and the coordinators of Assisi Aid Projects for providing us an opportunity to conduct this evaluation study and for all the support rendered to carry out the study successfully. We would like to extend our special gratitude to Mr. Sathiyaseelan, Regional Manager, IDT, who also served as the commissioning Manager for Assisi Aid Projects for his contribution in stimulating suggestions and encouragement, helped us to coordinate the evaluation study.

Furthermore we would also like to acknowledge with much appreciation the crucial role of all the staffs of IDT, who facilitated us in the field visits and document verifications which equipped us to have sufficient data and resources to prepare the report. Last but not least, many thanks go to the head of IDT projects, Sr. Stella D.M whose has invested her full effort in guiding the team in achieving the goal. SPARK was privileged to be welcomed well and supported wholeheartedly for undertaking the evaluation study and preparing the report. We were happy to be a part of the community development initiatives undertaken by IDT which is really beneficial to the economically poor marginalized community of the project areas. It was a great learning experience and joy to be a part of community building process. Wishing IDT the very best wishes for all its endeavours and extending all our cooperation in future initiatives, we conclude

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2. Executive Summary

The evaluation carried out in the Single Women Project and Children Project implemented by IDT has brought out the specifications in the progress of interventions at multi dimensions. It is apparent that IDT is transferring development objectives to the under privileged sections of society via pre planned activities and various implementation strategies. The interventions are resulted in the reduction of social stigma and transformations in the cultural barriers and social norms of society towards single women. Socialization and mobility of women have improved. They were directed to enhance the accessibility of welfare schemes and they are able to initiate actions on their demands to negotiate with government at times. Economic activity assistance supported from the project assisted the women to bring reasonable increase in their income along with additional asset creation. Dependency on unhealthy credits and financial linkages has reduced and the women have started to consider their savings as primary source of credit in emergencies.

Education assistance to the children has made vibrant changes among the children in curricular as well as co-curricular activities. Awareness on the importance of education is improved among children and parents. It is remarkable that even the children from tribal community have started to exhibit efficiency in handling English and mathematics. The centres inculcated the habit of savings among children. Parents particularly mothers have started to show interest in their children's education and they are motivated to send their children for higher education. They have nurtured the feeling that investment for education will be worth for the future of the child.

3. Introduction to the Project

IDT is an organization registered under the Indian Trust Act with a vision to establish a society based on Love, Peace and Justice and with that focus, project objectives are aligned towards SDG goals on gender, reducing inequality and poverty, quality education, general health and environmental protection. The projects implemented by IDT aim to address social norms impacting gender equity and attitudes towards single women in particular. It is focused upon bringing transformational change in the lives of 1679 female-headed families, in 4 districts of Tamil Nadu. The families include widows, separated and unmarried women, who are subjected to culturally accepted discrimination and social exclusion, impacting their psychological state, dignity, self-esteem and physical health. As widows, they have lost their family income so face poverty and disadvantage, which also impacts their children.

Through the establishment of Self Help Groups, women improve their leadership skills, functional literacy, advocacy skills, political participation, and receive psychological care if required. Various livelihood training and support are given to increase family income. The project provides 4 village-level and 2 district level people's banks to manage women's savings and provide revolving loans. To challenge systematic discrimination against widows, the self-help groups have formed 'Velicham' Federation, registered under the Society Act in 2018. Representatives of this federation have a membership of the NGO's network program and participate in state-wide meetings and press meetings advocating for widow's rights.

The education program has helped 766 children in rural and tribal communities to receive a quality education, including sessions on leadership, gender equity, life skills and healthcare. By engaging fathers in the program, we aim to change gender discrimination across the generations. The programs are implemented within a Community-Based organization (CBO) with a participatory approach. Besides that, there is a good relationship strengthened with local schools, banks, and NGOs and government departments, for the program sustainability.

4. Purpose of the Evaluation

The primary purpose of the evaluation is program improvement. The evaluation will include recommendations to improve effectiveness and efficiency and to maximize the positive impacts of the projects. Lessons learned from the project evaluation will be utilized by the on-going and future programs in the target communities and other projects managed and implemented by

IDT.

The two projects are:

1. Education, development and wellbeing for rural families in Kanchipuram District.
2. Enhanced livelihood opportunities for single women families in Tamil Nadu.

5. Objective of the Evaluation

The entire evaluation process is formulated to serve the following objectives for the improvement of project in its efficiency and effectiveness.

- 1) Evaluate project effectiveness and impacts
- 2) Evaluate project processes
- 3) Focus on gender analysis
- 4) Focus on sustainability
- 5) Provide recommendations

6. Methodology

The evaluation was carried out through data collection in the following two stages-

- ▶ From **primary sources** through *interview (target group, key informant/ major stake holders, staffs), focused group discussions (different groups and community structures formed by the project), observation and house visit*
- ▶ From **Secondary sources** through *document verification and review of literature*

Primary data was collected during the 3 day field visits from 19th to 21st July 2019 in Kanchipuram and Trichy Districts of Tamil Nadu where IDT is having the ASSISI Funded projects. All categories of staffs, members of single women project, representation from networked agencies, local political leaders, members from the children project etc., were interviewed in individually and also as group, based on different social structures formed in their respective areas. 6 Villages were visited for the evaluation of women project, 3 each from Kanchipuram and Trichy Districts and 3 villages were visited for the evaluation of Children Project, all from Kanchipuram District. Besides, 22 respondents were in additional interviewed using a gender analysis tool for the assessment of their gender awareness and organization as a whole was assessed for the same using a separate tool.

7. Evaluation Findings

The findings of the assessment are brought under the objectives of the evaluation as prescribed in the ToR, for better understanding under the existing frame of reference. However, additional sub-heads are added for the convenience and ease of understanding.

▪ Project effectiveness and impacts

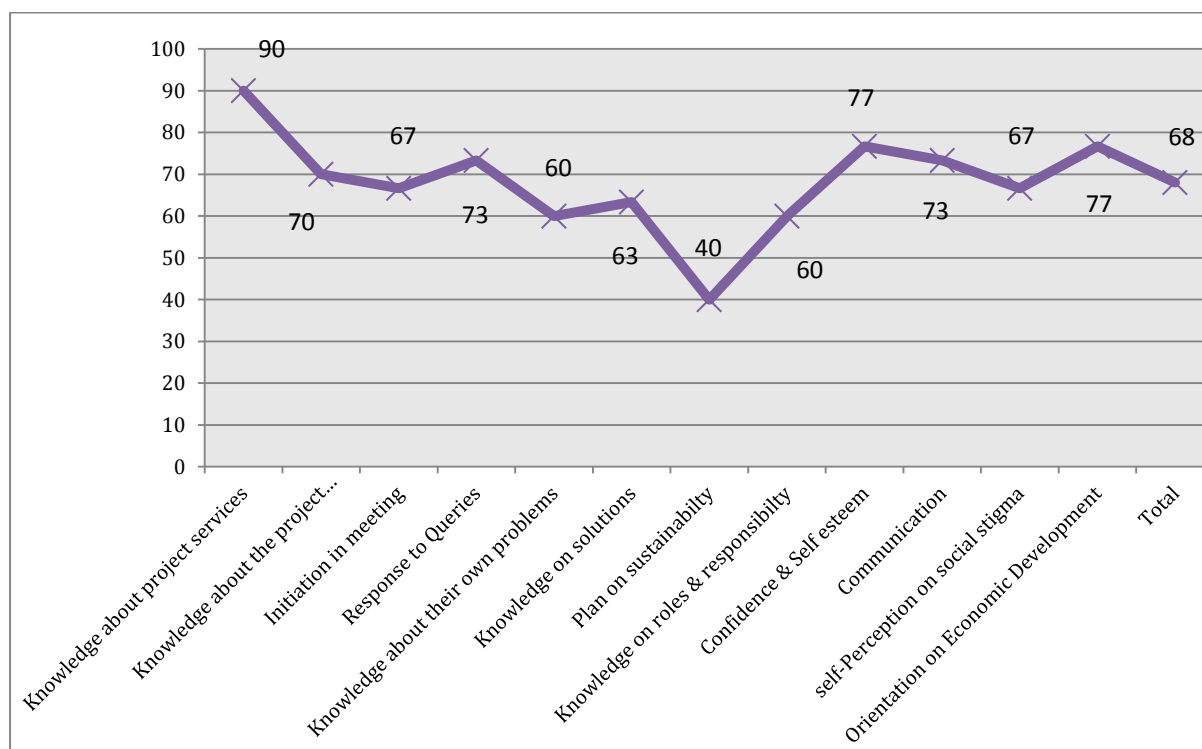
The activities are implemented as per the project plan except in-case of addressing the issues of substance abuse, which may lead to resistance from government systems, if intervened directly. Thus the AA group formation, references of alcoholic individuals is not happening instead the project is focusing on awareness programmes against substance abuse, which is also good in the context. But it is not sufficient to address the issue, if implemented in the current level as it was found to be the most detrimental issue of the target community. Otherwise, all the activities have been positively contributed towards the welfare of the community; however there are variations in its results, which will be elaborated in the following sections of the report. There were no negative and untended results identified in our observations and assessments and everything was on to the positive side. The project is relevant to the community and the strategy is appropriate in the given circumstances, but we strongly recommend the need of efficiency to be improved and the evaluation team is of the opinion that IDT as an organization and the project team is capable to deliver better results with adequate training and orientation under a competitive environment. Project wise assessment is given below, which will provide a vivid picture on the reasons behind the observations in a more systematic way.

a) Women project

The women project was evaluated using 12 criteria to get an overall impression about the project outputs and outcomes. The criteria used for assessment are given below:-

1) Knowledge about project services, 2) Knowledge about the project structures, 3) Initiation in meeting, 4) Response to Queries, 5) Knowledge about their own problems, 6) Knowledge on solutions, 7) Plan on sustainability, 8) Knowledge on roles & responsibility, 9) Confidence, motivation & Self-esteem, 10) Communication, 11) Self-Perception on social stigma and 12) Orientation on Economic Development. Each criterion is scored in 5 point scale- 5-very good, 4-good, 3- satisfactory, 2-poor and 1- very poor and the individual scores are consolidated into a total score. The scores are further tabulated into percentage score for meaningful interpretation and further reflections. The diagrammatic representation of the evaluation based on the criteria is given below with its explanation following.

Chart 1: Women Project- Overall Analysis



As per the results knowledge about the project services (90%) is very high among the target group. Confidence, self-esteem and orientation on economic development (77%) are also good among the target group. Sustainability plan awareness (40%) was found to be the minimum among the target group. Knowledge about their own problems (60%) and its solutions (63%) and their roles & responsibilities (60%) was also found to be in the lower side which further throws light in the need for focusing on those areas. The overall total for the women project is 68% which clearly indicates that they above mentioned aspects have to be taken care to get the best result from the project interventions.

Chart 2: Women Project- District Wise Comparison

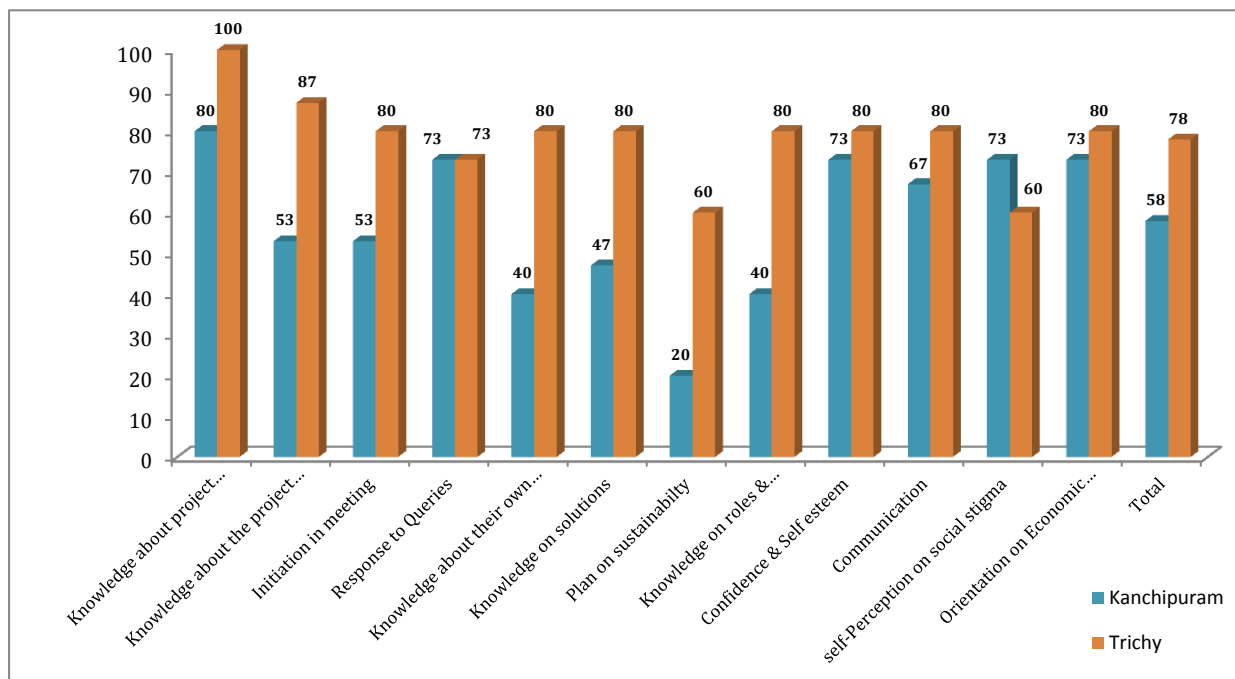
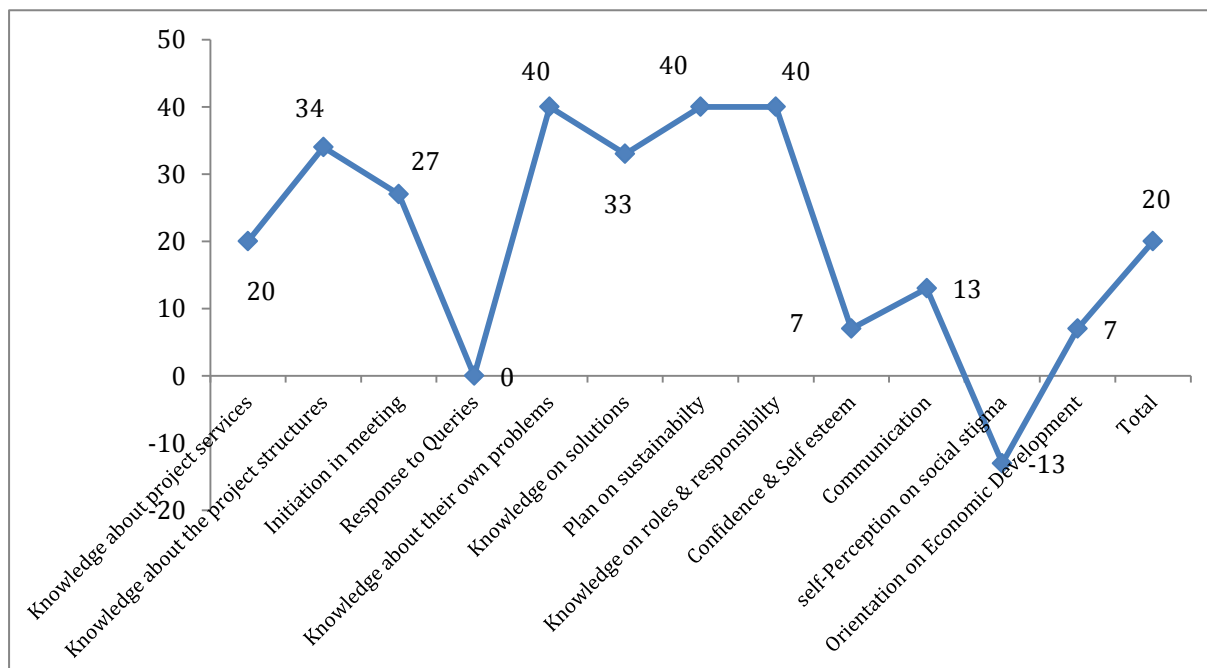


Chart 3: Women Project- District Wise Comparison -Deviation Analysis



District wise comparison was also done for better understanding and strategic planning. Target group from Trichy was ahead of those in Kanchipuram in all aspects, except the self-perception on stigma (-13% deviation), which are quite understood considering the longevity of project interventions in those regions. The total deviation between the results of Trichy to Kanchipuram is 20%. However there are areas which were found to be having great deviation.

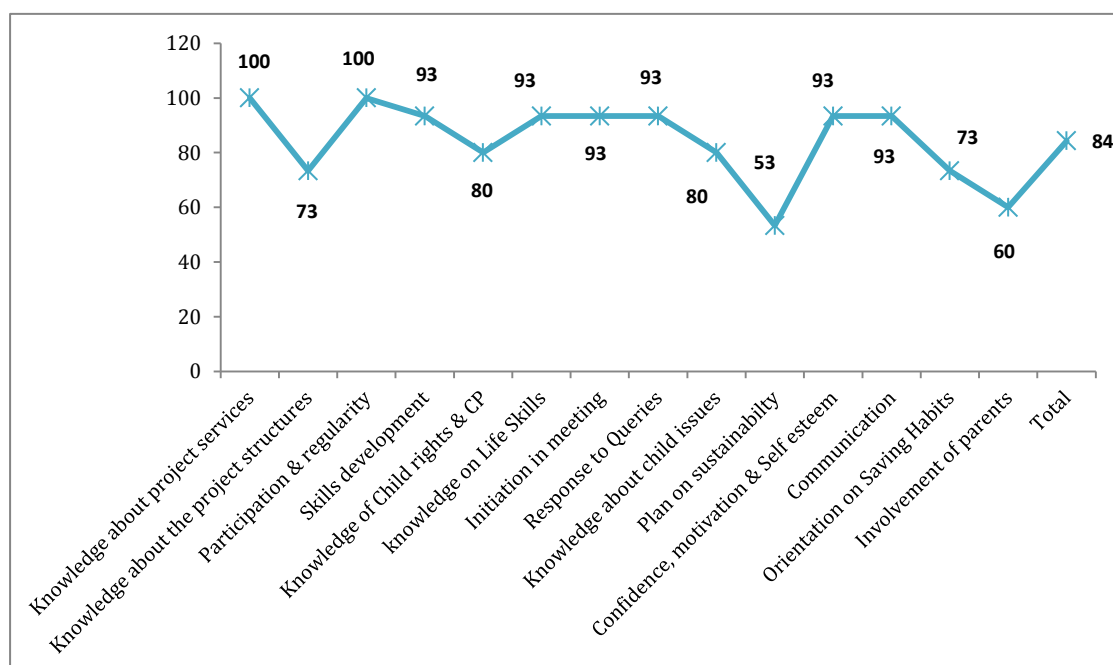
Sustainability plan, Knowledge about their own problems and their roles & responsibilities (40% deviation) were the 3 areas found to be the first in the list, followed by knowledge on project structures (34% deviation) and knowledge on the solutions of their problems (33%).

b) Children project

The Children Project was evaluated using 14 criteria to get an overall impression about the project outputs and outcomes. The criteria used for assessment are given below:-

1) Knowledge about project services, 2) Knowledge about the project structures, 3) Participation & regularity, 4) Skills development, 5) Knowledge of Child rights & CP, 6) knowledge on Life Skills, 7) Initiation in meeting, 8) Response to Queries, 9) Knowledge about child issues, 10) Plan on sustainability, 11) Confidence, motivation & Self-esteem, 12) Communication, 13) Orientation on Saving Habits and 14) Involvement of parents. Each criterion is scored in 5 point scale- 5-very good, 4-good, 3- satisfactory, 2-poor and 1- very poor and the individual scores are consolidated into a total score. The scores are further tabulated into percentage score for meaningful interpretation and further reflections. The diagrammatic representation of the evaluation based on the criteria is given below with its explanation following.

Chart 4: Children Project- Overall Analysis



As per the results knowledge about the project services and participation & regularity in project activities (100%) is complete among the target group. Sustainability plan (53%) was found to be the minimum among the target group. Involvement of parents (60%), orientation

on saving habits and knowledge about project structures (both 73%) were found to be in the lower side which further throws light in the need for focusing on those areas. Otherwise all criterions were in the higher level and the overall score is 84%.

▪ **Project Processes**

1) Personnel Management

The project is having a well set organization system with clarity in roles and responsibilities among the team and the lines of communication are found to be transparent with each stake found to be accountable with his/ her duties. The monitoring system is well in place with sufficient tools for assessment. Sustainability plans and adequate knowledge on the expected results in the outcome/ impact level has to be developed which is currently limited in the output level. The managers were found to be having adequate knowledge and clarity in their roles which has to be further disseminated in the next levels till the bottom for getting desired results. The knowledge and clarity can be built up on presenting the achievements with reference to the proposed objectives/indicators of the project. Achievement of activity target is something which should not be considered as complete accomplishment and the indicator level achievement have to be focused, which we found to be improved within the team. The morning working hours are found to under-utilized as the target group are available only in the evening hours. It was found that networking and lobbying activities are done but it was articulated with less focus and the documentation in this regard have to be improved, to further support the cause. The field level monitoring to track the performance/ work quality of field staffs can be improved and it seems the shortage of professional social workers have its significance in slowing down the progress of project.

Commitment of staffs, willingness to work hard is highly appreciable. Community centric approach of the staff found appropriate in achieving the project objective. Staffs are working effectively without considering time barriers and they are able to facilitate the community on the project. There is an effective coordination between the staff and this will help the project to meet its target as per the plan as well as contribute towards project efficiency. Good rapport with the community & target group in particular. The interactions were so cordial and with positive intent and attitude. Understanding on the importance of documentation and maintaining too many documents is at the same time something to be appreciated as well as to be reduced. This has resulted in maintaining a bundle of records; among majority of them are replications. So it is found that this kind of documentation reduces the effectiveness of work time as well as burden to the staff.

Leadership from senior staffs are exemplary. It is found that the senior staffs having more than 10 years of experience are well versed in project implementation and monitoring of the progress of the project. They are also good in foreseeing the challenges and are able to identify best possible ways to overcome the challenges. This kind of leadership guides the fellow staff to get involved in the project with more focus on expected outcomes and results. Staff appraisal systems are not developed adequately for performance assessment and thereby development. Lack of staff welfare measures especially having EPF, ESI and other statutory social security initiatives will surely affect the moral of the team members and such things can be introduced with immediate effect which will be positive in long-run, even though there will be some practical hassles initially.

2) Documents Management

Overall the project is maintaining adequate documents for the activities implemented and staffs are updating it regularly. The reporting pattern or style was not found to be uniform in similar type of activities which is affecting the minimum standard of certain documentation, for example training reports, minutes of various group meetings etc. The complex nature of the project log-frame was found to be difficult to be understood by project staff in the lower cadre. Documentation for linkages & lobbying, health tracking and network tracking is either absent or not developed adequately. The case study reporting was inadequate and less in content.

3) Financial Management

Verification of accounts and project financial management system was found to be efficient and maintained well with required supportive documents and transparent procedures. The financial planning and the channels of communications were found to be impressive and well communicated.

4) Project Wise Assessment

Besides the assessment based on criteria mentioned in the earlier section of the report, the following findings are listed below under each project head. These findings are specific to the given context and impressions that evaluation team received during their interactions with individual and groups in the 6 sample villages visited.

a) Women project

- IDT is remembered for some specific programmes like providing easy loans, widow's day, IGP support etc., and people are thankful for the services offered. There are other

aspects of IDT interventions which have resulted in the empowerment of women and it seems that they are not able verbalize those services adequately.

- Level of functional literacy of the target group has to be improved significantly and there are members who are unable to put their signature and/ or write their names.
- It is observed that the women are able to explain about their IGP and their investment. But when it comes about income and profit, there lack clarity. There are no records for the cost-benefit analysis and economic growth assessment. So it is impossible to validate the economic growth of an IGP. Though there is an IGP assessment process is maintained in the project it is not comprehensive.
- Lack of knowledge about Child Protection Policy (CPC) and the Child Protection Officer (CPO of IDT) was evident in our interactions, even though people are aware about the child rights. Child- line telephone number itself is not popularizes enough and the procedures for reporting abuse is yet to be registered among the beneficiaries.
- The knowledge on gramasabhas and its relevance was found to be poor. They are not able to say gramasabha commencement dates and its importance. Their presence and level of participation was not up to the mark.
- Sustainability part of the project is not completely realized by the target group and this it can be emphasized to enable them start thinking about the condition to continue after the project withdrawal.
- Even though technically a Legal support centre is in place, practically it is more on linkages with a lawyer for legal aid. The major service provided under this activity is availing widow pension and some other welfare schemes.
- Village Development Committee (VDC) as a structure is there in the project but the target group lack clarity on its role and responsibilities.

Observations based on the specific questions/ areas specially mentioned as the objective of evaluation are given below.

- i. **Application of vocational skills-** Only 3 women skill trainees were met and they said that acquired skill in cutting and tailoring is beneficial for them with a focus on reducing stitching/dress making expenses in their family itself. One of the trainees is now working as the tailoring instructor in the centre of IDT. Other two women opined that they are confident that they now have an alternative skill and they are able to stitch their dresses, thereby there is no need to pay a big amount to outside tailors. They have also the plan

to purchase sewing machines for taking outside orders and they want to learn the next level training in cutting and tailoring like embroidery, fashion designing, etc.

- ii. **How women are applying functional literacy skills-** The functional literacy trainings have reached to about 80% of the women and considering their rural background and poor exposure the results are good. However, the utilization of those skills was not that much visible and it will take some significant amount of time to achieve the desired results. Even the women who are engaged in IGPs are not maintaining cost benefit analysis of their business. Women who are SHG leaders have improved cash handling skills and thus the financial transparency has improved.
- iii. **How women could feel respected-** All the women (100%) felt respected which was not the case earlier. Now the women are able to access equal participation in everywhere particularly in public meeting and gatherings like Gramasabha meetings. They are invited and their opinions are welcomed and valued by men and officials. Collective efforts and strength of women are recognized by the community and they support women to become more proactive in the growth of the family as well as the village.
- iv. **Leadership skills and its actualization-**Improved leadership qualities are visible with 60% of women especially with group leaders and VDC members. It is evident from their words that now they have started to come forward and take lead in every matters like addressing their issues, family , running the groups, organizing events, etc. Improved leadership is a reason for the sustenance of the groups which are evolved in the project.
- v. **Group management skills-**Group management skills of women have improved among 70% of the SHG members and it has contributed for the improved functioning of the group. The improvement is in regard to group governance and financial management. More focus should be given on establishing second line leadership that will enhance the sustainably as well as the proper functioning of group.
- vi. **Improved well-being components-** It was observed that economic viability through income generation programmes and access of credits as the major means for well-being. They believe that financial independency gives them self-confidence and courage to run their life. Socialization, participation in common affairs, accessibility of welfare schemes from Govt. education of children and improved health were also given emphasize during the discussions as the parameters for well- being. The well-being components are achieved to about 70% in majority of the target group and economic

well-being is an area for further improvement as the climatic changes and shortage of jobs have affected their income.

- vii. **Involvement of women in decision making-** Women have started to realize their role in getting involved in decision making both in family and in the community. They have said that that they are being involved in household decision making and few of them have started to involve in community level decision making process. This improved roles in decision making is seen in 100% of the women. Involvement of women is welcomed by the men folk which are appreciable and positive indicator for the empowerment of women at all levels.
- viii. **Changes due to improved participation of women-** Women participation in social events which was earlier less than 10% have improved to more than 95% as a result of project intervention. The voices of women are heard and their opinions have been considered during decision making process. They have developed as a lobbying force in their villages and their needs are been raised in appropriate forums.
- ix. **Changes of women due to women-** As a result of advocacy for women by women have resulted in the development of women and 85% of the target group is benefited due to the project interventions in various degrees. Needs of women are internalized and emphasized in gramasabhas and this has given more weightage to the women in addressing issues related to women.
- x. **Has the women been able to apply these skills-** 70% of the women have become independent. They have started to recognize their strength and now they have the confidence to run their life in any difficult situations. Though the women are economically weak they have the urge to achieve something in their life.
- xi. **Cultural changes and responses-**Majority (95%) of the single women have emphasized the changes in the perception of society towards single women. Now they have been started to included and involved in social gatherings and ceremonies which was considered as bad omen in the earlier times. They have started to wear bindhi and flower. They themselves are convinced that it our right to enjoy the life like others in all means.
- xii. **Support of men VDC members for women empowerment-** Men VDC members (95%) are supportive for women and they assist them in accessing welfare measures and also participate in negotiating for their rights.

xiii. **Measures adopted for reducing caste barriers-** Common gatherings and group meetings have paved way for the women from different caste to join together. 100% of the women have the opinion that these initiatives have reduced the caste barriers evidently.

b) Children Project

- Awareness on child line and its services is moderate. They were not able to explain the whole concept of child line and bring it to the first place while reporting child abuse. The awareness on child rights, child abuses was good, however parental abuses like scolding/punishments was not considered as serious and the cultural norm that parents do it for their good is widely accepted both among children as well as parents.
- Skill level of children has to be improved with focus on imparting basics of language to smaller children. It is evident that efforts are taken to improve linguistic and arithmetic skills of children, which has to be further escalated to bring desired results.
- The project is able to cultivate saving habits among children, however there is no clarity on the purpose of their savings. They save a little money with which they purchase books or stationaries in the beginning of every academic year. The number of children involved in savings and the amount generated is not adequate based on their total strength.
- The planning about the sustainability measures was not evident, especially with regard to tuition centre. The nominal fees collected from children will not be sufficient to meet the honorarium of the teachers and continuing the system.
- Involvement of male parent, the father is minimal in the project intervention as well as in the academics of children. It is the mother who visits school; tuition centres and enquires the progress of their children. Lack of interest of interest or job nature was cited as the reason for their passiveness in children affairs.
- Knowledge about Child Protection Committee (CPC) and the Child Protection Officer (CPO) of IDT is missing. Lack in clarity on the concepts like child clubs, children parliament etc., was also evident in the interactions. They know about child help line and its services where the knowledge lacks on the existing structure of the project.

The organization in general compliance with the policies of the funding agencies and all such documents and procedures are in place. With regard to book keeping and financial management high standards of accountability and transparency is evident. The evaluation team is of the impression that awareness on child protection policy can be improved with special

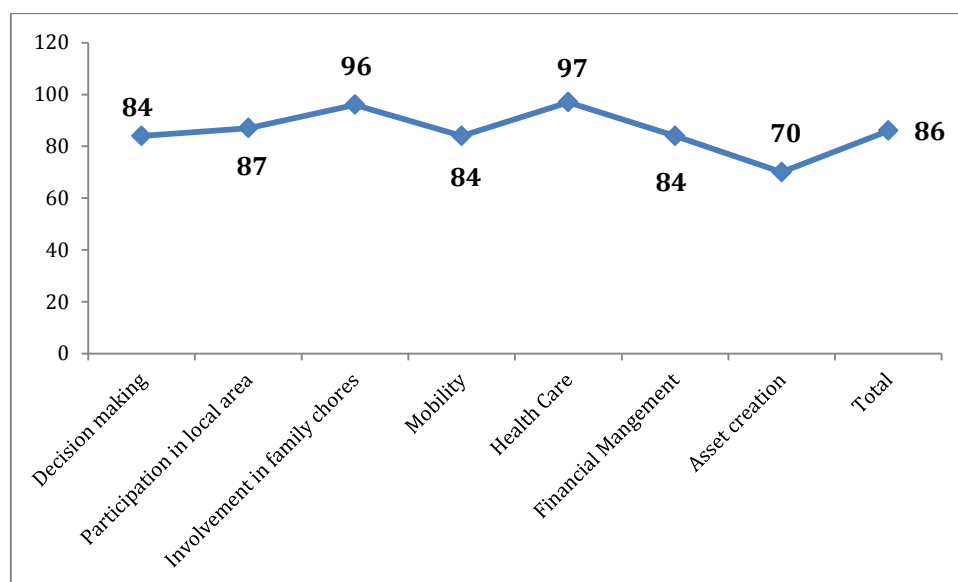
focus to the reporting system and case management. Disability and environmental related initiatives are yet to be developed including more activities to mainstream it in the general programme implementation. Community level interactions and participation from stakes other than the target group is yet to be utilized fully and there are areas of functional relationship which can take the project to the next level.

c) Gender Analysis

Gender analysis and level of awareness among the various stakes were assessed in two different levels. An interview guide with indicators for assessment of individual level gender analysis was set for target group and UNICEF Gender Toolkit was utilized for assessing the gender awareness of the organization. The findings are provided under separate headings below.

Individual level gender analysis was conducted through interviews and FGD among 22 women, 4 men and 6 village level groups. The 7 indicators are 1) Decision making, 2) Participation in local area, 3) Involvement in family chores, 4) Mobility, 5) Health Care, 6) Financial Management and 7) Asset creation. The overall analysis of the project and the district wise comparison is also given below.

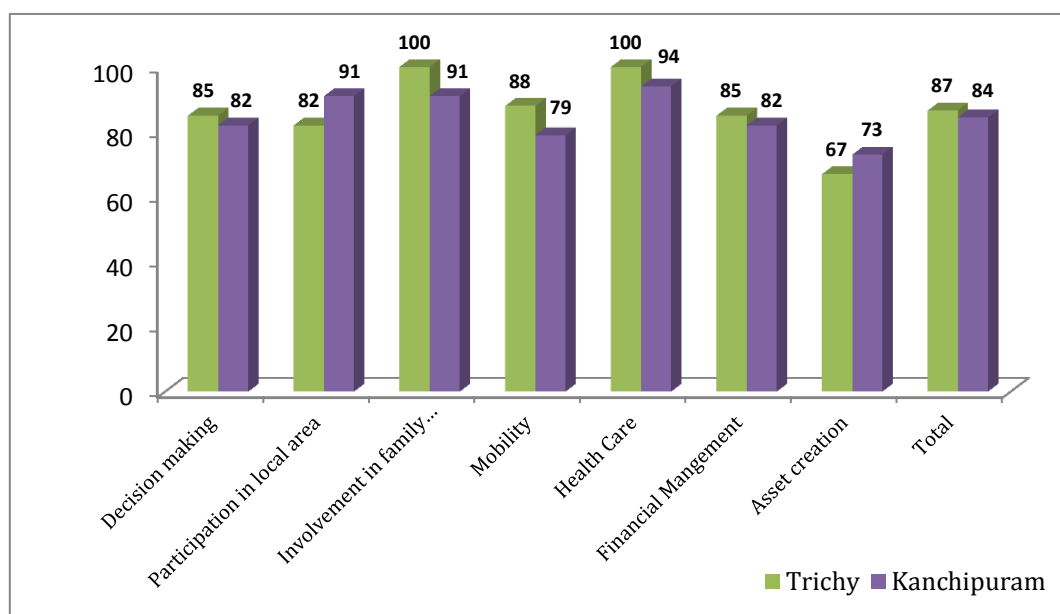
Chart 5: Gender - Overall Analysis



Women have greater role in health care of the family (97%), involvement in family chores (96%). They have improved their participation in local functions (87%), have a significant role in financial management (84%) and can decide about their mobility within their local area and family circle (84%). Creation of assets in the area which is low when compared to

other indicators, which is not found to be an issue for the women in the community and they are happy of being having property in the custody of their husband. The overall gender analysis in project area gives a total score of 86% which clearly indicates that gender equality is well in place.

Chart 6: Gender Analysis- District Wise Comparison



All indicators are high in Trichy District when compared to Kanchipuram, except in case of asset creation among women and also in the participation local area and there is an increase in 3% in the overall score. Even though there is greater deviation in the case of project impacts in the 2 districts, the gender equality is almost similar in both districts.

When the gender sensitization in organizational level is assessed using the UNICEF gender toolkit, it was found that all the required aspects are in place and gender equality is integrated in its policies and programmes. Both in project implementation and project monitoring the gender equality was mainstreamed. Poor participation of men in project implementation is an area which can be focused for further improvement. Currently the gender equality messages are more communicated among women alone, and thus the male attitude is not changed in a significant level.

d) Sustainability

Irrespective of the project, the clarity about sustainability and project strategies was evident throughout. There are sufficient social structures and mechanisms in the proposal and most of them are initiated, but not developed and implemented fully to meet the desired results. Networks and linkages are minimal and a collective of like-minded organizations and

individuals are necessary to get support for the continuation of project results even after its withdrawal. Currently the target groups are not able to recognize the different structures and hence understand their roles and responsibilities in respective structures. Community in general share the same shortcomings which has reduced in the impact of project in higher level as major change agent in the project area. The concept of federation and revolving fund will play a vital role in ensuring sustainability of the project.

8. Recommendation

Based on critical observation and experiences from the field visits, the following suggestion and recommendations are made by the evaluators to improve each project's impact, effectiveness, relevance, efficiency and appropriateness. The provided recommendations can be utilized in the project planning, implementation and monitoring. Staff can be trained and equipped to be competent to meet the challenges and bring the best out of them. A total of 33 recommendations are given under 4 sections- I) Documentation, II) Women Project, III) Children Project, IV) General Suggestions and V) Suggestions from Key Stakes.

I. Documentation

- 1) Reframing the action plan and reporting format by compiling it together with additional columns for outcome and deviation in action plan.
- 2) Maintain separate training file according to the type of programmes. This file should have the training report, participants list and feedback form.
- 3) Translate LFA it into local language, in a simpler structure and circulate among the staff and important stakes from the community for improving the understanding on the project concept.
- 4) Files for linkages & lobbying can have more supportive documents and proper evidence. Filing a copy of the memorandum given to Panchayat Raj Institutions with focus to gramasabha and online receipts/application for filing RTE, RTI can be practised.
- 5) Format of case study can be elaborate. It is suggested to include heading likes background, intervention, present situation and feedback from the client.

II. Women project

- 1) Orient the stakes about all the components of the project which will result in improved participation of community in the project implementation.
- 2) Give more concentration on the basic literacy by the project team or by the literate

women who are a part of the SHGs.

- 3) IGP book keeping by the beneficiary and IGP assessment by the project can be introduced. It is suggested the project to keep an eye on the economic progress and development of IGP.
- 4) Strengthen the knowledge of the community on the systems developed in the project for ensuring child protection in the villages.
- 5) Give more focus in orienting the women on Gramasbha and its related concepts and thereby improving their participation.
- 6) Withdrawal policy has to further elaborated and communicated to the community to enable them to take ownership and provide necessary training to equip them for the same.
- 7) The legal support provided by the project was no documented adequately to make those interventions visible

III. Children project

- 1) Organizing exposure for the children to child help line and improving the awareness on its services and also about the Child Protection Policy and systems of IDT.
- 2) Strengthen the knowledge of the community on the systems developed in the project for ensuring child protection in the villages.
- 3) Functional literacy of children has to be improved with focus on imparting basics of language to smaller children. English language and mathematics are to be given more focus.
- 4) Proper orientation children savings and its purpose have to be provided for improved participation.
- 5) Discussion on sustainability and the maintenance of the tuition centre with beneficiaries and stakeholders have to be scaled up for them to realize the sustainability measures and to improve the chances of continuity of the programme.
- 6) Strengthen the VDCs and enhance its functioning through regular periodical meetings and capacity building trainings.
- 7) Sensitize men to have equal participation in the education of their children.
- 8) Tutor performance assessment format can be developed for understanding the efficiency of teachers in view of student, parent, community facilitator and reporting officer in charge.

- 9) Organizing talent hunts and competitions in district level, which is currently undertaken in child clubs, will improve the children capacity and enhance the overall functioning of the tuition centres.

IV. General Suggestion

- 1) The morning hours can be utilized better for networking and linkages and marketing the project and the organization is important for growth and improving the lobbying power. It is suggested to establish more linkages with Govt. departments and private institutions which can be source for sustainability as well as to serve the community better.
- 2) A few more qualified people with a social work degree could be included in the manager's team and field level monitoring have to be improved.
- 3) Involvement of important stakes in programme meetings is beneficial for the marketing of project. Organizing more events and observations with public involvement will absorb community participation and attention.
- 4) Awareness programmes against alcoholism and substance abuse have to be further focused even though the community does not feel it as big issue, being habited to such unhealthy practices.
- 5) Village level bank accounts for students savings can be implemented with 2 signing authority in which one should be the representative of IDT and other one should be from the community- 1 male parent, 1 female parent It is suggested to open a savings account for each village in which one representative from IDT, one parent and one selected child can be the account operators which will bring sustainability to the intervention.
- 6) Staff benefits and social security schemes like EPF, ESI etc., can be incorporated for the welfare and sustainability of staff, boosting their morale.

V. Suggestions from Key Stakes

- 1) IGP or vocation training to be given on different topics and additional IGP can be promoted for increased income. Suggested vocational skill trainings are tailoring, wire bag making, candle making etc.
- 2) Considering the nearby hamlets for children project and starting a tuition centre for those children. A valid suggestion came from one of the school head master that among 5 tribal hamlets only 2 hamlets are covered in the project. So the children from those

villages are able to access project services. So he commented that if the project can cover the other 3 hamlets, it will have a greater impact as it contributes to the reduction of school dropouts.

- 3) Vocation training for school dropouts and youth on trades with demand like mechanic, driving, tailoring etc. was suggested for tribal families through which they will be able to find employment opportunities. This kind of activities will restrain the children from getting into the immoral ways of life and will enable them to lead a productive life.
- 4) School counseling can be introduced and increase the number of visits and programmes in schools in the project area. It is suggested to visit the school at frequent intervals and to have conversation to change the mindset of children. It is also suggested to develop a rapport with the children and provide counseling for them. Another suggestion was to organize sensitization programmes and video presentations in the schools to influence the children for guiding them to be responsible in their life.
- 5) Promotion of extracurricular activities, especially sports through sports camps, tournaments, sports club etc. It was suggested to organize sports events for the children and also to form a team of players which can have a greater impact on the lives of children especially from the tribal families.
- 6) Improving male participation in project interventions will help to achieve gender analysis in a more realistic way.

9. Conclusion

IDT in general has done some really commendable things to the community, reaching out to their needs- IDT has initiated certain activities such as single women network, tuition centre, IGP credit services, legal aid services, support and guidance for person with disabilities. The foremost thing is that the intervention with single women could really wipe out the social stigma, thereby the women have improved their self-esteem and this has resulted in improved participation and involvement in public functions. They know what their rights are and how to protest if it gets denied. IGP credit support helped the women to initiate/establish their employment, followed to that their income is increased. Dependency on micro finances and money lenders is reduced. Legal aid services assisted the women in tapping available govt. schemes and services for their well-being importantly widow pension. Person with disabilities are also enrolled in single women groups which gives them a feeling of inclusion and support mechanisms are derived to help them in accessing their rights.

Village tuition centre is having the best positive vibe and most beneficial to the community. Village tuition centres are a place where the more positive changes has occurred and explicitly showcased. It is realized that tuition centres are one of the major component that the stakeholders are looking forward. Parents, VDC and community members are keen in observing the functioning of the centres and they take the ownership. The academic and non-academic changes are visible in children and the children are able to articulate the same. It is also found that considerably tribal children are very progressive and outward in their education. Tuition centres also helped the children to inculcate savings habit and children have improved their linguistic, arithmetic skills.

Glimpses of field Visit

a) Women Project



b) Children Project



10. Annexes

- UNICEF Gender Analysis Tool for Organizations
- Women Project- Simplified LFA
- Children Project- Simplified LFA
- Planning Format
- Counselling Report
- Networking Data Collection Format-*Can be used for linkages as resource file*
- Networking Tracking Format- *To monitor the regularity and continuity*