

IMPACT STUDY TO ASSESS THE EFFECTIVENESS OF NETRITWA PROJECT AMONG DALIT WOMEN AND ADOLESCENT GIRLS



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SAVE THE CHILDREN

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ABBREVIATIONS

ANC	Antenatal Care
FCHV	Female Community Health Vounteer
FGD	Focused Group Discussion
GBV	Gender-based Violence
HCD	Human Centered Design
IDI	In-depth Interviews
KAP	Knowledge, Attitude and Practice
KII	Key Informant Interviews
MSC	Most Significant Change
PwD	People with Disability
PNC	Post Natal Care
RM	Rural Municipality
RRPK	Rastriya Rojagar Prawardhan Kendra
SBC	Social and Behavior Change
SWC	Social Welfare Council
WCRC	Ward Child Rights Committee

EXECUTIVE SUMMARY

Save the Children Nepal implemented NETRITWA project from January 2022 to December 2022 in two municipalities (Balara Municipality, Sarlahi and Pipara Rural Municipality, Mahottari). The Netritwa project started as a leadership and capacity-building approach for Dalit women given that the project found multiple factors that accounted to the increase in inequality and discriminatory practices in Madhesh Pradesh which curtailed the rights and well-being of women and girls. Cases of sexual abuse, child marriage, and caste-based discrimination had escalated over the past few years. According to a recent report by WOREC (2020), “women and girls are subjected to ostracization, and their issues is dealt with by community formed, ‘Panchayats’ (Kangaroo court), mostly led by men.” The project also found through a critical review that most of the survivors of caste-based discrimination and violence in Madhesh Pradesh belonged to the most marginalized, Dalit women community, along with those with disability. Therefore, the purpose of this independent evaluation was to assess the overall relevance, effectiveness and efficiency of the various components and interventions of the project and the progress made to date towards achieving its planned results. The finding of this endline evaluation is expected to provide an opportunity for Save the Children to capture lessons learned that can be applied to ensure future programming is effective, efficient, and will create sustainable impact.

The team used a qualitative research approach to collect data including Focus Group Discussions (FGDs), Key Informant Interviews (KIIs) and In-depth Interviews (IDIS). At the local level, the study team interacted with multiple primary stakeholders for all three components. They interacted with adolescent girls, community male and female members, community leaders, trainers/mentors, Female Community Health Volunteers (FCHVs), police personnel and local partners. At the municipality and local government levels, the study team extended the interactions to include Mayor, Deputy Mayor, Ward Chairperson, Department of Women and Children and Senior Citizen and National Inclusion Commission.

Overall, the project has contributed to a shift in the knowledge and attitude towards social norms such as child marriage, social discrimination (untouchability), gender-based violence and gender discrimination. The project has also encouraged women to take up leadership positions and build their capacity in areas of governance functions, vital registration, social laws and educational awareness. There also has been a ripple effect through the training of Dalit girls and women who have started working as community mobilizers and volunteers and also shown massive interest in running for local elections for the next term. The overall effectiveness has been slow but it cannot be denied that few women have been taking large strides in inspiring both fellow beneficiaries and the community as a whole. The stories from the Dalit women beneficiaries have also translated into eight Most Significant case studies which are detailed in the report.

Similarly, the project has shown high relevancy given the status of marginalized Dalit women, the lack of budget for the social sector in the municipalities and the overall project design components. However, the project still had a lot of social and project design challenges to tackle. In terms of social challenges, there were reservations towards Dalit women from the restrictive and conservative community, lax response from municipality towards social issues and limited education among the beneficiaries hampering the full delivery of the project interventions. In terms of project design challenges, the project had suffered due to the limited time duration of

the project, limited number of beneficiaries as well as lack of networking and alliance for the beneficiaries. The most pressing issue was the limited time frame of the project that has rendered the study team unable to analyze the impact. It also left loopholes in the overall sustainability over long-term impact, unclear exit strategy and lack of interest from the side of municipality. The project was also behind in terms of efficiency due to minimal staff mobilization, uniform training packages for beneficiary's and lack of livelihood intervention.

Given the scenario, the project has offered a few detailed recommendations for the project to overcome. First, the project recommends that separate trainings need to be conducted for the literate and non-literate categories of Dalit women since educational background has affected the overall efficiency of the training. Second, the training should be extended to surrounding periphery such as family members and community as they play a crucial role in empowering the Dalit women beneficiaries and assuring that a smooth transition of learning occurs from post-training to transference in their daily lives. Third, the engagement of the municipality needs to be increased plus ownership of the local level towards training new mentees needs to be upgraded to meet the existing gap. Fourth, the project and training duration both needs to be increased as assessing the effectiveness and ensuring behavioral change among beneficiaries needs more than a year's worth of intervention. Fifth, minimal livelihood interventions need to be created to meet the poverty issue that remains a primary challenge for the beneficiaries in the community. Sixth, a network/alliance of the beneficiaries need to be formed to make sure the sustainability aspect of the project is strengthened and the beneficiaries have a safe space to discuss about their role, challenges and growth in the community post project ending.

I. INTRODUCTION

The fifth goal of the Sustainable Development Goal aims to achieve gender equality and empower all women and girls.



One of the major targets of this goal is to ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life which is measured through two indicators:

Proportion of seats held by women in (a) national parliaments and (b) local governments.

Proportion of women in managerial positions

In Nepal, women face a variety of discrimination. They are frequently denied access to basic schooling and health care, and they are victims of abuse and prejudice. They have a disproportionate representation in political and economic decision-making processes. The condition of women in Madhesh is even worse. The election results of the province help to reflect the situation. There were 15,780 women candidates in this province during the last local level election, out of which 2,770 have got elected. If the mandatory numbers of 1,271 elected women members and 1,265 elected Dalit women members gets deduced from the total elected number, the actual number of women who won the election comes to be 234 only.¹

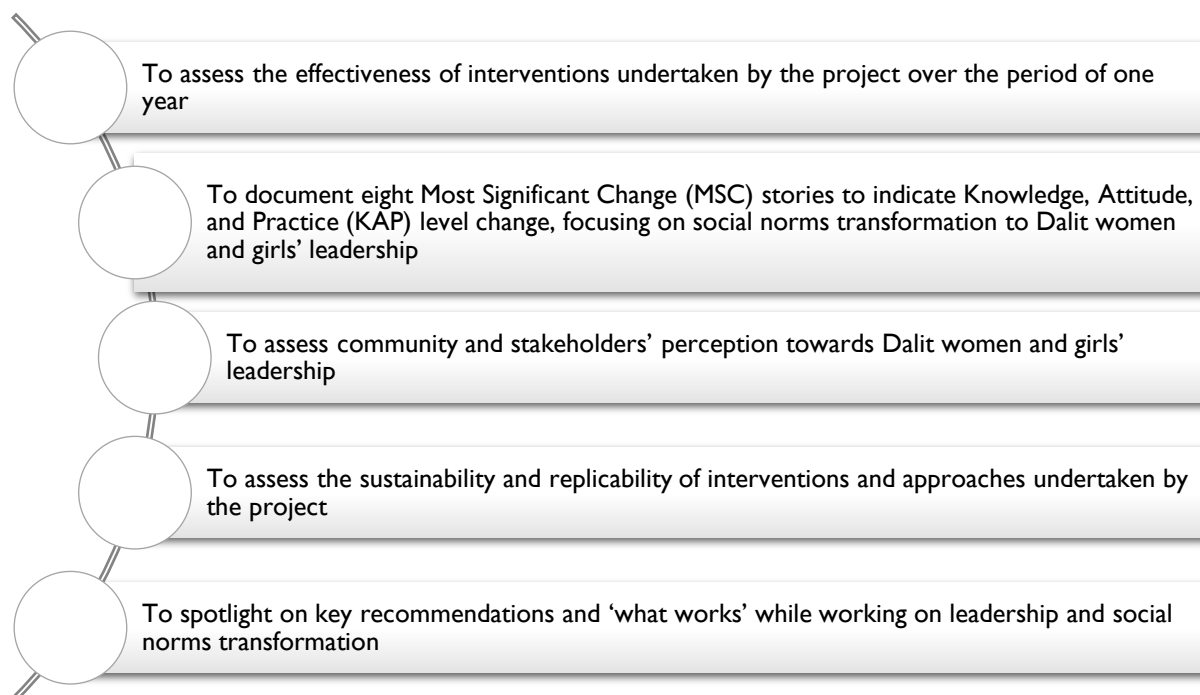
As per the ToR, FDM understands for the NETRITWA project, Save the Children International is working to address the existing inequal and discriminatory practice in the community through various interventions to aspire women and girls to be the future leaders of the community. This project has selected young girls and women from the Dalit community to engage them into leadership training through a Social and Behavior Change (SBC) informed Human Centered Design (HCD) approach. Using this approach, the project envisions to empower women leader to bring about a significant change in attitude, knowledge and practice of the beneficiaries which

¹ Nepal Election Commission

will enable them to address the issues of GBV. The project envisions women as change makers who will engage with men and boys in the community to address the issues such as gender-based discrimination, caste-based discrimination as well as inequality.

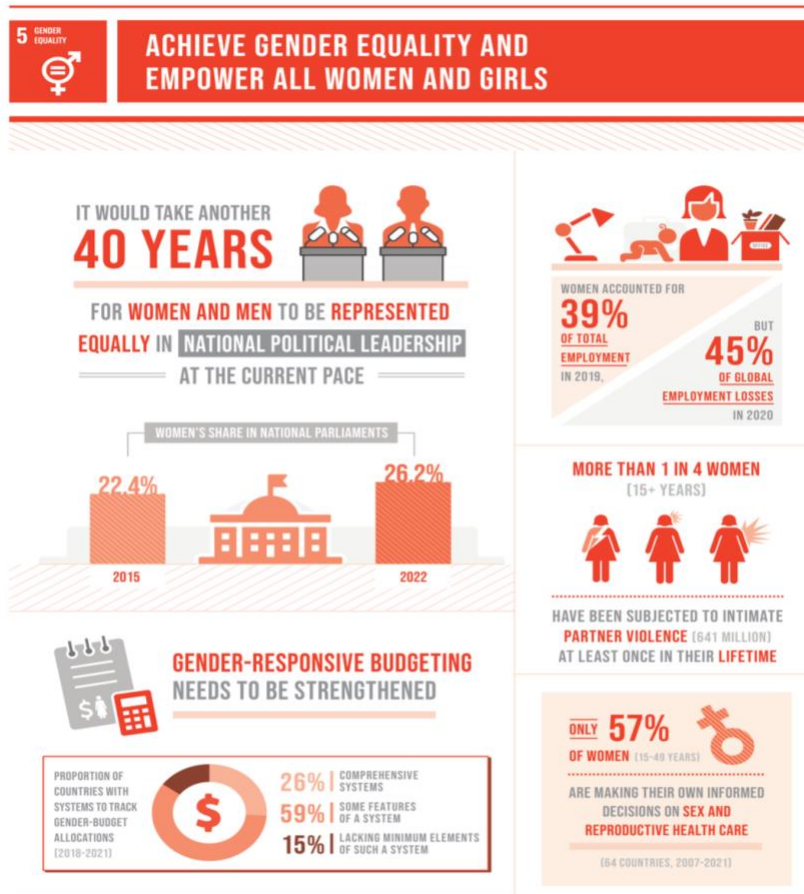
2. PROJECT OBJECTIVES

NETRITWA started from Jan 2022 in two municipalities (Balara Municipality, Sarlahi and Pipara Rural Municipality, Mahottari). Cases of sexual abuse, child marriage, and caste-based discrimination has escalated over the past few years in Madhesh Pradesh due to multiple factors. Moreover, majority of the survivors of caste-based discrimination and violence belong to the most marginalized, Dalit community, along with those with disability. In this context, this assignment aims to fulfill the following objectives:



3. CONCEPTUAL FRAMEWORK/AREAS OF INQUIRY

The major concept of this study focuses on the issue also outlined under SDG 5.5. that women remain underrepresented in leadership and management level positions in the public and private sectors. While quotas have been implemented to boost women's participation in politics and corporate boards, parity is far from reality. And the situation is even worse for women and girls from marginalized and socially discriminated backgrounds.



THE SUSTAINABLE DEVELOPMENT GOALS REPORT 2022: UNSTATS.UN.ORG/SDGS/REPORT/2022/

Since no baseline has been conducted for the project, FDM has proposed a set of indicators, and means of verification to gather information for these indicators based on SDG 5.5. as well as the documents sent by the project team.

Outcomes	Tools	Tentative respondents	Indicators
Significant change in the knowledge and attitude of the beneficiaries regarding governance functions and social awareness	FGD KII IDI MSC	Women and adolescent Girls Mentors Project Staffs	<ol style="list-style-type: none"> Increase in Knowledge about GESI, policies, and policies related to women, especially Dalits. Understanding of social norms and campaigns and laws related to GBV. Participation in training, workshop, and programs

			<ul style="list-style-type: none"> d. Change in knowledge and attitude towards social norms and campaigns. e. Change in knowledge and attitude towards laws related to GBV and help-seeking mechanisms.
Self-Leadership Practices and Capacity Building	IDI, KII, FGD	Women and Adolescent Girls	<ul style="list-style-type: none"> a. Participation in Leadership trainings/Internships b. Participants reporting an increase in confidence in their ability to participate in community-led and informed decision-making process. c. Increase in Self-efficacy and self-motivation of respondents leading to independent decision-making capabilities and access to employment opportunities. d. Participants report increased knowledge and understanding of collaborative leadership principles and skills after the training.
Increased awareness and understanding of social norms such as gender discrimination, untouchability, child marriage and GBV issues faced by women	KII FGDs IDI	Women/Adolescent Girls Local Representative Police official Official from the department of Women and Children	<ul style="list-style-type: none"> a. Participants' ability to identify and articulate the issues of violence and discrimination among Dalit women and girls and their efforts to address them. b. Commitment to active engagement in local and national issues related to gender discrimination faced by women and girls.

and girls from the Dalit community			c. Evidence of the case management of the registered cases in the judicial committee/police
Increased in participation of women and girls in local and national level governance	KII FGDs IDI	Community leader Representatives from National Dalit Commission, Nation Women Commission Representative from Department of Women and Children	<ul style="list-style-type: none"> a. Partnership efforts with local communities b. Commitment to forge collaborative partnerships with men and boys to address discrimination issues. c. Number of engagements with National Dalit commission, National Women’s Commission, Judicial Committee, to spotlight the need and issues of Dalit women and girls in Madhesh Province. d. Policy and Legal reforms- to address the discrimination and violence

4. METHODOLOGY

a. Evaluation Design and Tools

The evaluation team adopted a qualitative approach for data collection administering Focus Group Discussions (FGDs), Key Informant Interviews (KIIs) and In-depth Interviews (IDIs). The FGDs was conducted with adolescent girls, community male and female members. Similarly, key interviews were conducted with the representatives from Department of Women and Children and Senior Citizen; National Dalit Commission; National Women Commission; Mayor/ Deputy Mayor; community leaders, trainers/mentors, Female Community Health Volunteers (FCHVs), police personnel and project staffs. Meanwhile, considering sensitive issues regarding GBV and discrimination, IDIs were conducted with women and adolescents. IDIs also supported in the generation of case studies that helped in coming up with the MSC (Most Significant Change). A structured checklist was developed for KIIs, FGDs and IDIs. The checklist was finalized after consultation with the project team. All the interviews and discussions were electronically recorded by the researchers with the consent of the respondents. Likewise, a desk review of the available secondary information was a major part of the analysis of the study.

b. Evaluation questions

The evaluation will primarily be guided by the following questions:

Relevance

- Was the project designed in a way that is relevant to and addresses the community needs?
- Were the activities implemented in the community-level relevant to achieve the broader project goal?
- Was the project relevant in terms of context, urgency, timeframe, resources used by the project to achieve the project goal?

Effectiveness

- To which degree did the activities meet the objectives and results set out in the project (as outlined in the logical framework)?
- What were the strengths and weaknesses in preparation, design and implementation that affected the performance and outcome of the project?
- What were the perceived shifts in knowledge, attitude and behavior related to program messaging in the target community (among women, men, girls and boys)?
- What were the approaches and messages that most engaged local communities to understand different aspects?

Efficiency

- Was the process to achieve result was efficient? Were the resources effectively utilized?
- Did the project justify value for money with each activity?
- Were there any factors that reduced/enhanced the efficiency during implementation?
- Could different approach to project implementation have produced better results?

Sustainability

- What is the extent that the benefits of the projects are likely to be sustained after completion of project?
- Are the results achieved so far sustainable?
- What are the potential opportunities and cautions for replicating the project in other communities?

Impact

- Do the current situation/results exhibit that the project will contribute to the goal it had envisioned?
- Were there any unforeseen positive/negative effects of the activities?

Core Humanitarian Standard Commitments

- Are the staffs supported to do their job effectively, and are treated fairly and equitably?
- Has the program built on local capacities and work towards improving the resilience of communities and people affected by crisis?
- Has the project learnt, innovate and implement changes on the basis of monitoring and evaluation, and feedback and complaints received?

c. Tools

Focus Group Discussion (FGD)

The main purpose of FGDs was to draw upon the attitudes, feelings, beliefs, experiences and reactions particularly of targeted project beneficiaries. Since FGDs elicit a multiplicity of views and emotional processes within a group context, it was particularly useful to gather a vast amount of data. The collective views were helpful not only in validating the information within the group but will also help in providing a contextual background to the experiences.

Key Informant Interviews (KII)

The purpose of the KIIs was to collect information from a wide range of stakeholders who can provide first-hand knowledge about the community, existing practices, persisting problems as well as opportunities. Therefore, in the context of this proposed assignment, KII respondents were expected to provide information relating to the existing barriers in women leadership, recent changes and if the change is the result of the project interventions. KIIs were conducted with the male community members to explore their roles in enabling women's participation in leadership roles in addition to their perception in the matter.

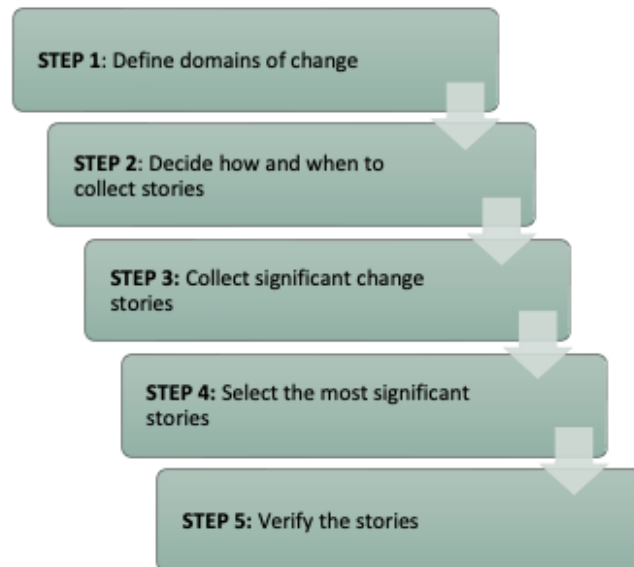
In depth Interview (IDI)

The goal of the IDI was to gather rich and detailed data about the participant's experiences, especially adolescent beneficiaries of this project. Since IDIs involved one-to-one interaction between the adolescent and the researcher, this allowed for adolescent to be more open on sensitive topics. A thorough rapport building exercise was conducted with the adolescent before commencing the IDIs.

Most Significant Change (MSC)

The Most Significant Change (MSC) technique is a form of participatory monitoring and evaluation. It involves the collection and selection of stories of change, produced by programme or project stakeholders. MSC can be used in projects and programmes where it is not possible to precisely predict desired changes beforehand, and is therefore difficult to set pre-defined

indicators of change. FGDs and IDIs will help in generating the Most Significant Change Case Studies among the beneficiaries. The steps to conducting a MSC are as follows:



Immersion

FDM researchers used the immersion approach whereby each of the researchers stayed at least the entire day with one of the sample households. During this course, the researchers engaged in information conversation and observation rather than following the structured FGD/KII checklist. The information thus gathered will be used to cross-verify as well as triangulate the information generated through FGD, KII and IDI.

Immersion is a unique research tool that FDM has adopted in its earlier research studies and will act as a tool to validate the collected information. The concept of immersion is based on the principles of ethnography but it unlike ethnographic research, it has been adapted to development projects to make it shorter and more concise. As with any ethnographic research, immersion requires researchers to stay in the natural habitat of the research subject by living with them for at least a day throughout which they engage in informal conversation and observations to gather in-depth finding. Immersion helps capture people centric data and has been helpful in capturing unmeasured and dynamic everyday experiences, awareness and aspirations of people.

d. Sample

Tools	Respondents	Sarlahi	Mahottari
FGD	Women	2	2
	Adolescent Girls	2	2
	Men	2	2
KII	Community leaders	1	1
	FCHVs	1	1
	Mayor/Deputy Mayor	1	1
	Police Personnel	1	1
	Representative of Department of Women and Children at the municipality	1	1
	Child Club Representative	1	1
	National Dalit Commission representative	1	1
	Project staff	1	1
	Local partner/PNGO	1	1
	Trainers/mentors	1	1
IDI *	Adolescents	2	2
	Women	2	2
Total		20	20

GRANT TOTAL SAMPLE: 40

5. QUALITY ASSURANCE MECHANISM

Stages	Quality Assurance Mechanism
Tools/Checklist Designing	<ul style="list-style-type: none"> To ensure that the checklist address the objectives of the research, FDM held series of consultative meetings with the study team to seek information as well as feedback on draft documents. FDM made sure that all the activities carried out during the study will meet the defined standard of gender-sensitive including the language used in the questionnaire.
Data management, privacy, and protection	<ul style="list-style-type: none"> All aims, instruments, and methodology were discussed with the prospective respondent prior to the investigation. FDM ensured that the human resources employed in the

	<p>study have a sound understanding and are aware of data privacy and protection.</p> <ul style="list-style-type: none"> • FDM paid special attention to safeguarding the respondent’s identity and ensure that their name, picture, or any other form of identity is not revealed through any means. • The recorded files were stored in an electronic recording device, transferred to an official encrypted laptop whenever feasible, and then stored on the secure research and learning server online
Data Collection	<ul style="list-style-type: none"> • The researchers were all well versed with the project objectives and the questionnaires designed. • FDM’s researchers followed- the guidelines for child protection and safeguarding, and FDM’s ethical consideration guidelines during the field visit.
Data analysis	<ul style="list-style-type: none"> • The data collected for the assignment was transcribed and stored safely in FDM’s office. The soft transcripts are only be accessible to the core research and analysis team assigned for this study. • The reports were produced by the FDM research team as per the guidance of SCI Nepal
Reporting	<ul style="list-style-type: none"> • To ensure that the report contains the all the information required by the project, FDM provided a draft version to the project team as soon as the field visit ends. Based on feedback, a revised version of the report will be prepared. • Besides that, the assigned team complemented the findings by triangulating their findings with relevant past studies. • The report was finalized only after thorough review of donor/project team.
Gender and disability sensitive	<ul style="list-style-type: none"> • To ensure that the endline was gender and disability sensitive, FDM conducted a separate GESI sensitive session during its training to the enumerators. All the qualitative researchers that FDM has proposed for this study were already GESI and child safe-guarding trained.

	<ul style="list-style-type: none">• Special attention was be provided to the language of the questionnaire to ensure that it was GESI sensitive. Following the completion of the questionnaire, it was reviewed by a dedicated FDM’s internal GESI expert
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6. ETHICAL CONSIDERATIONS

As the respondents for the study were adolescents and women, FDM understood the need to safeguard them due to their vulnerabilities and dependencies. Considering this fact, the Child Safeguarding Policy of FDM was strictly followed in this assignment to ensure the protection of the children regardless of their disability, race, sex, ethnicity, or religion. Along with following Child Safeguarding Policy, FDM worked with in these standard ethical considerations throughout the assignment:

Informed consent

The interview was be taken only after consent was received from the participants. In case of children, consent forms were provided, and the contents of the form were read to both parents and children in case of difficulty so that they understood what the research was about and why FDM was taking their time. Only after getting the approval from both parents and children, the interview was conducted.

Respondents’ right to reject

Researchers respected the respondents’ right to reject or refrain from answering certain questions or talking about issues that they were not comfortable with. For instance, some of the respondents were reluctant to talk to researchers during the interview. In case of such reluctance, the researchers were instructed not to force the respondents to take part in the consultations.

Gender-sensitive

FDM ensured that each of its research tools was made gender-sensitive in accordance to the orientation and language of all the tools. The research tools were designed in close collaboration with the project team and in the process, conscious effort was be made to ensure that checklists did not contain insensitive remarks or derogatory terms. Important sensitive issues were explored through interaction with general community members and immersive observation at the respective communities.

Anonymity and confidentiality

The anonymity and confidentiality of the respondents was strictly maintained. FDM paid special attention on safeguarding the respondents' identity and ensured that their name, picture, or any other form of identity is not revealed through any means. The views and ideas of the individual participants were only used for the research and will not be disseminated to a larger population. All the data we acquired will be destroyed after their purpose has been fulfilled.

Sensitivity

FDM made sure to remain sensitive towards the respondents and their situation throughout the survey. The questionnaires did not contain insensitive questions that might affect the participants in a hurtful manner. The researchers were also aware and careful while collecting data with respondents living in fragile state.

Data protection

The information collected throughout the assignment will be strictly protected. The contents will be properly filed and stored inside a locked cabinet. The soft data will be stored in a web-based folder with secured access/passwords given to only a few key authorized research team members. After completion of the study, the folder will be removed and will not be accessible.

Safety

FDM proceeded with the field visit for the study only after considering the feasibility of travel arrangements, time, duration, location and completed training (data collection tools, research ethics, and child protection). Along with that, the safety of the respondents was ensured while travelling to the designated location for data collection and back to their homes. FDM team made sure that the time was appropriate for the respondents, they are comfortable to answer in the said environment and the questions does not compromise on their livelihood and household duties.

7. FINDINGS

The major findings by the study team have been presented below based on the OECD-DAC criteria.

a. Relevance

Based on its analysis of relevant findings, the study has rated² the overall performance of the project under as **'Very Good'**. To begin with, the relevancy component of the project activities was found to be high in both the districts. It was because the project had helped the beneficiaries in leadership skills and capacity-building mostly targeting women and girls from marginalised and Dalit communities such as *Ram, Pashwan, Dom*. The concept of training elected women representatives at the local level along with other general participants who had limited education, opportunities and knowledge on a multitude of social and governance level issues was found to be highly relevant. Further breakdown on relevancy is presented as follows:



Figure 1. Project Relevancy Scale

i. Relevancy based on beneficiaries and their social context

The project activities were found to be highly relevant due to its focus on marginalized and Dalit women as they are either illiterate or have low level of education as well as low awareness about socio-political issues in general. As of now, these beneficiaries have not been targeted by another project. The project was also largely relevant for being able to empower beneficiaries which has been validated by all community and local level stakeholders as well. The Social Development Officer of Balara municipality relayed that Dalit women had been lagging behind in terms of both education and poverty. He quoted:

“In Balara municipality, there is a wide disparity between rich and poor. Thus, Dalits are always facing hardship in the absence of productive asset, limited education and exposures. Their access to government services is also very limited.”

-Social Development Officer, Balara municipality

The project selected Dalit women from all wards in both Balara municipality as well as Pipra Rural Municipality. There was at least 1 woman from each ward who were either elected representatives in the local election or women belonging to Dalit communities. Regardless of their educational status, the range of the women was wide from those who had no education to

² For all the components, the study team has provided a rating of 'poor', 'average', 'good', 'very good' and 'excellent'. A component has been rated as Average if the impact/effectiveness of the activities under it have produced mixed results – meaning that some activities have produced positive impact but there are still many activities, which remain unimplemented or ineffective. 'Good' rating has been provided to a component in which the activities have been largely effective and the impact is clearly visible; however, there are skepticisms regarding the implementation of some of the activities and questions over sustainability might also persist. A component has been rated as 'Very Good' if the activities do not have any questions over sustainability and impact and the activities have had visible positive impact and effectiveness.

those who had gone to school or colleges. In this context, the project attempts to include them as one of the primary beneficiaries is highly relevant. They had been elected due to quota system and were expected to play meaningful role in their respective wards. The study team has understood that even though multiple opportunities exist for Dalit women at the local level, they have not been able to capitalize on the opportunities due to limited confidence and exposure in the community. Even timing-wise, the project is relevant as the local level elections took place not too long ago around November 2022 and the timing to train the elected women representatives was considered very opportune. Some of the elected representatives are older in age with very little to no educational background and limited capacity/skills due to which the intervention's timing and intervention both was found to be relevant. The representative of National Inclusion Commission who was a part of the project activities also quoted:

“Though the Dalit representatives were elected, they could hardly speak up in public. But the project has been able to at least build their confidence enough to make them put forth their views”

Additionally, the project is also relevant for the non-elected beneficiaries as they possess some level of basic education and can play a meaningful role in the community. Few of them may also contest for the next election making the project's intervention relevant for both elected and non-elected beneficiaries.

ii. Relevancy based on program design

All the program contents were relevant. The selection process was inclusive as it included elected women representatives as well as homemakers regardless of their educational or working status. In terms of topic selection for project activities, almost all the key activities such as traineeship, mentorship, exposure visit and intergenerational dialogue was found to be highly relevant. The concept is really unique and curated to improve leadership and capacity of Dalit women in the community. Though it was difficult for the project to find participants in the initial stages, there has been a generation of increased interest among other women and girls once the project was implemented.

iii. Relevancy based on the need at municipal level

Since the priority of both the municipalities was on infrastructure projects, very little amount was spent on social sectors in both municipalities. The elected leaders were reluctant to spend on social sector and inclined to spend on infrastructure instead. For instance, Balara municipality spent NRs 30 lakhs for construction and infrastructure and no budget was aside for social sector. The project staff in Balara also mentioned how the Mayor comes occasionally and asks for help in construction with the project staff. However, he once sent him back saying that since only 1% of the local level budget is relevant to work in social sector, he cannot provide any support. Similar was the case of Pipra as well. In this context, Netritwa's attempt to focus on the social sector with special emphasis on capacity building of marginalized communities is highly relevant. It may take some time for elected leaders to understand the importance of social sector investment. It is encouraging to note that newly elected Mayor of Balara municipality is now realizing the importance of social sector investment and plan to spend some budget on awareness and capacity building.

b. Effectiveness and Impact

Since the project is implemented for one year duration, it may not be pragmatic to assess the impact of the project as it may take some time to see the benefits. Therefore, our analysis is more focused on assessing the effectiveness of the project duration its implementation. We assume that once the project is effective, it will definitely contribute to the positive impact in the long run.

Based on its analysis of relevant findings, the study has rated divided the overall effectiveness of the project separately as the progress for both districts (Palikas) differ and the study team thinks it would be feasible if the varying findings are not generalized under the same scale for better coherence and future interventions. The study team has therefore rated “**Good**” in Pipra RM, Mahottari while “**Average**” for effectiveness in Balara municipality, Sarlahi. The effectiveness for Pipra was found to be comparatively better in Pipra than Balara which has been further elaborated in the sections below.



Figure 3. Effectiveness Scale in Pipra RM



Figure 2 Effectiveness Scale in Balara Municipality

Regarding overall effectiveness, the direct major achievement was the significant change in the knowledge and attitude regarding local level governance and social awareness; increased self-confidence, leadership and capacity building of the beneficiaries; changes in social norms related to untouchability, child marriage and gender-based violence; increased interest towards local level interventions. Indirect achievement included ripple effect in community awareness and increased value towards education. The change in practice of the beneficiaries and the community may not have changed drastically as expected but the attitude and knowledge has definitely shown notable changes. The project still has areas to improve in terms of expanding outreach to a wider population in all the intervention districts, external challenges of poverty and illiteracy among the beneficiaries, poor municipality response and project design limitations. However, even with limitations in implementation, the project’s concept remains relevant to meet the needs of the beneficiaries and community as a whole.

Further breakdown on the impact area of the project followed by rating in both municipalities is presented as follows.

S.N.	Impact areas	Pipra Rural Municipality	Balara Municipality
1	Significant change in the knowledge and attitude of the beneficiaries regarding local level governance and social awareness	4/5	3/5
2	Increased leadership and capacity building of women and girls from the Dalit community	4/5	3/5
3	Change in social norms regarding untouchability, child marriage and gender-based violence faced by women and girls from the Dalit community	4/5	4/5
4	Increased participation and engagement of women and girls in local and national level of governance	2/5	2/5
5	Ripple effect in the community regarding awareness (positive unintended consequence)	4/5	3/5
6	Increase in awareness of education (positive unintended consequence)	3/5	3/5

Further analysis of the impact along with evidences are presented as follows:

i) Significant change in Knowledge and Attitude of Dalit women

The study team found that the project had significantly contributed towards the knowledge building and attitude improvement of the project beneficiaries regarding GESI policies and policies related to Dalits; understanding of laws related to GBV and help-seeking mechanisms. This was possible due to participation of beneficiaries in training, workshop, exposure visits, intergeneration dialogue and mentorship programs. The program also provided participants with opportunities to learn about social norms and how it impacted the overall development process.

Even though the project was short-term, there has been some visible changes in the knowledge of the beneficiaries especially that of locally elected representatives towards governance. The most liked aspect of the project was that the training involved both learning along with aspect of entertainment. Similarly, participants were very appreciative of exposure visits.

A beneficiary from Pipra RM mentioned that the Netritwa project's approach was very helpful for her as she was very lost about her roles and responsibilities. They did not even know how to sign or take notes. She was not invited for meetings and she would be made to sign meeting minutes at home without knowing what was written in it. After the project training, she has understood that she should not sign anything without understanding the text completely. If it is still hard for her to comprehend the text, she sometimes asks her kids to read it for her. Similarly, another elected Dalit beneficiary shared that prior to participating in Netritwa project, she faced multiple key constraints in the local government activities as she was not able to figure out the official documents needed as well as the appropriate room numbers assigned for the tasks.

"I was very timid to ask for help or repeat the questions. After the project, I understand the documents, letters and the local authority who will look after a particular issue."

-Dalit woman (Elected local representative), Balara municipality

The project has also been able to make notable changes in the understanding and practice of the beneficiaries towards issues related birth certificates, disability cards and maternity healthcare. For example: In Balara municipality, the study team was informed that a lot of people did not have birth registration certificates as the parents themselves did not possess certificates resulting in the children being certificate-less as well. This situation was applicable for not only people from Dalit backgrounds but non-Dalit backgrounds as well. The lack of certificates kept many children out of school as well. The practicality of this knowledge was highlighted by a beneficiary in Balara who said that the issue is quite serious and therefore she has been directly working in conducting awareness about birth certificates in multiple wards.

Regarding attitude, the women were found to be more confident than before the start of the project. The confidence has not changed drastically enough for them to start challenge the social norm but they were found to be confident enough to conduct awareness sessions in the community on their own. One Dalit woman beneficiary from Balara municipality shared that both traineeship and mentorship sessions helped her in learning as well as influencing both her family and community a little.

“I did mentorship in the local government. Now, I am volunteering in the community and working towards empowering children and making them aware of their rights and duties.”
-Women beneficiary, Balara Municipality

The study team also noted that the changes in overall KAP in Pipra was better compared to that of Balara. The team analysed this finding based on a number of factors. Firstly, Pipra RM was found to be less remote than the Balara Municipality in general. The remoteness in Balara affected the learning and exposure prospect for the beneficiaries and the community as a whole.

Secondly, the status of Dalit people was found to be better in Pipra RM compared to Balara municipality in terms of both education and work. The children of Dalit families went to schools in Pipra and the family members worked in the farmlands of higher caste people even though they did not possess much land. This exposure to education and work opportunities was important in differentiating why Dalit community of Pipra fared better in comparison.

Thirdly, even in terms of family environment, husbands were found to be more supportive towards their wives in Pipra. For instance: a Dalit beneficiary from Pipra RM mentioned that she had been successful in changing the gender norms around her own household including treating her own daughter equal to her son as well as convincing her husband to help her out in performing household chores. She shared how her husband cooks and cleans in the house. As she lived in one of the most remote villages in Mahottari, even coming out of the community was challenging for her but she was able to overcome it due to the support of her husband and mother-in-law. The FGDs done with the male members/husbands also showed that they acknowledged the importance of sharing knowledge gained from the training with other family members. The male respondents feel that the wife has empowered her family members and helped them learn new things as well. Such positive attitude is very crucial. This positive attitude is crucial in creating a supportive environment for women to participate in such programs.

There were few exceptions in Balara municipality as well. Initially, there were reservations/restrictions for the Dalit women in terms of mobility and participation from their own families. In the last 2-3 years, there has been a change as families allow the girls to venture outside. The parents do not stop the girls from participating in trainings. A respondent from Balara said that the family environment was supportive of her joining the project. She was even ready to join work outside home even before Netritwa had started. The supportive environment in general allows her to venture outside of the household.

“My mother-in-law was the one who registered my name for the project. The mother-in-law takes care of the babies too.”

-Woman beneficiary, Balara Municipality

Additionally, she also mentioned that there are changes in her own family as previously the perception was that one should not marry a literate or educated person. But they are not too critical of the educational status now and do support educated girls too. The earlier stereotype was that if the boys were married to educated girls, they would start politics in the home and sway the husband away from the family.

However, the study team noted that all the changes related to mobility cannot be attributed to the project activities only. But the project has contributed further in this regard.

ii) Increase in self-leadership skills and capacity building

Overall, the project was successful in enhancing the leadership skills and capacity building of the Dalit women. Our study shows that this was the most effective aspect of the project interventions. Our consultations revealed that women are actively involved in different activities following the project interventions. Some of the evidences comprises of their pro-active role in stopping child marriage, raising the voices of women and Dalits in appropriate forum, involvement in micro-finance, working full time in local NGOs, volunteering in several programs and encouraging women to participate in the local activities and providing tuition to the students. During our consultation meetings, we observed one interaction program organized by local police to hear the voice of marginalized women in the community. We have been informed that the one of the participants of Netritwa project were instrumental in bringing around 80 Dalits and women from marginalized group in this program. We have also first-hand observation of trained Dalit women encouraging participants to speak up in the meeting. She also very confidently discussed Dalits issues with the Senior Superintendent of Police (SSP) of Mahottari. We therefore consider this as a big achievement. To quote her:

“Netritwa program has given us a chance to interact with personals from different commissions. We now have a clear idea of the existing social norms and the need to change existing bad practices.”

-Woman beneficiary, Pipra RM

The collective package of traineeship, selective mentorship, exposure visits and intergenerational dialogue have boosted the confidence of women and encouraged them to lead in their respective fields. The FGDs revealed that the exposure visits were particularly helpful because they got a chance to meet people from different walks of lives especially those in higher authorities and hear

their perspectives plus put out their own opinions. A beneficiary shared that girls and women who had never stepped foot outside of their villages were taken on excursion and given training which helped them exercise their rights and break the restrictions of social barriers. Additionally, the beneficiaries who had children were allowed to bring their children along with an additional family member for babysitting when the woman was attending the sessions.

The women selected for mentorship training also received a chance to work as interns in the different department of the local government such as health, administration, women & children as well as social service. After the mentorship training was over, a sharing session was also held towards the end in every ward. The mentees were encouraged to share their learnings by the project staff as sharing helps in inspiring others as well. The respondents also mentioned that it had increased their willingness to work as government employees. Some of the women were also planning to give their candidacy in the next election which indicates the effectiveness of the sessions.

“We want to represent Dalit women in the next election and come up as an individual candidate so that we do not have to follow the instruction of any political party.”

- Women beneficiary, Pipra RM

When comparing the two intervention areas, in Balara, the leadership training was found to be less effective than that of Pipra. The field team observed that the beneficiaries in Pipra were more vocal about their opinion and engaged in more leadership work compared to that to Balara municipality. One key reason why Balara was found to be falling behind in terms of leadership skills despite the training and project activities was due to limited education among the beneficiaries. It was observed that the beneficiaries who had better educational background or were literate up to certain grades fared better after the project in terms of both capitalizing on the trainings and opting for work opportunities thereby signifying better improvement post project intervention. This view was also resonated by the Ward chair who agreed that some improvement in the leadership qualities had been noticeable among the participants. He disclosed that improvement was more pronounced among educated Dalits women who participated in the program compared to those with limited education who were mostly elected Dalits representatives. This points to the understanding that education is a key factor to initiate any skills development programs.

“Women who had never gone to schools and who had passed minimum SEE are in the same class receiving training. The knowledge difference might have impacted the learning among different groups.”

-Ward Chair, Balara municipality

The study team analyzed that the mentorship training was a significant project intervention. In Pipra, the intervention was effective as the local partner Ratauli Yuwa Club was able to select appropriate beneficiaries and the Dalit beneficiaries could leverage the learnings after the project had ended. However, the same could not be said about the women beneficiaries from Balara municipality. The consultations with the respondents revealed that there was no productive engagement after the mentorship training as the mentors were found to be weak and ineffective in delivering the trainings to the mentees. Except the elected representative, only one other training graduate had been working as field mobilizer in full-time position in RRPK while four of

them were volunteers who worked in child clubs. Other training graduates were not working or volunteering.

*“There is little to no opportunity for the Dalit females in Balara.”
-FGD (Dalit Women), Balara*

The study team reached the conclusion that there was a lack of orientation for the mentors of the project after the consultation with the representative from the Department of Women and Children. She failed to show that she was familiar with the project activities outside of the mentorship program. Her role in the department primarily involved collecting information about persons with disabilities (PwD), recording it, and providing a different card for PwD. The mentorship program allowed one of the Dalit women beneficiaries to be appointed as a mentee in the same department under her. However, the mentor’s limited scope of work may not have provided the trainee with a comprehensive understanding of the department’s operations and functions. The mentor’s lack of understanding of the project outside mentorship activities also suggested that she may not have been adequately briefed or trained on the overall objectives and components of the initiative.

It was also noted that there was a regular monitoring of the mentor from the project. However, the study team found that the support provided by the municipality to be far from satisfactory. Based on our findings, it appeared that her training and mentorship were inadequate, as the trainee only received limited knowledge about the working modality of the department. This points at a need to review the modality of the mentorship program in future programs. This finding was also verified by the community mobilizer of Sponsorship Program in Mahottari who shared:

“It seems that they (municipal officers) have given very little time to participants of the mentor program. This is due to lack of motivation and also high workload of the officials.”

In terms of leadership, another important factor that was noted was that the Dalit women who had been elected in the local elections were representatives who had stood through political parties and not on an individual basis. As a result, even though representation and election of Dalit women was achieved, it was seen that the voice of the party was higher than the voice of the Dalit women herself indicating the influence of the party over individual goals. The lack of effectiveness was also seen as the elected Dalit representatives did not really have an active participation in the local government. This sentiment was also echoed by other non-elected Dalit beneficiaries. Most of the women were not satisfied with the working mechanism of the elected representative as they have not been doing much regarding the issues of Dalit women. One respondent shared:

*“Dalit elected representatives do not work for the betterment of the status of Dalit women, rather they work for their respective political parties and ignore our needs”
- Dalit woman beneficiary, Mahottari*

One of the key lessons from this finding is that in future, the Netritwa project or other like-minded CSOs should encourage local political parties to file candidacy with some qualifications

whether it is for Dalit Ward Representatives or Deputy Mayor. In the absence of basic education, they are not able to fulfil their roles and responsibilities.

iii) Understanding of caste discrimination, child marriage and gender-based violence

The study found that the majority of the participants now had a good understanding of impact of caste discrimination, child marriage and gender-based violence. The knowledge imparted during the training program was very beneficial to them but they also said that training duration was too short to learn everything. With the growing knowledge on these social issues, they are now advocating for the elimination of caste-based discrimination child marriage and gender-based violence. Majority of the respondents shared that the incidence of untouchability has been reduced to a greater extent due to the increasing education and awareness activities. The current project interventions also contributed in improved understanding. But despite of the reduced cases of untouchability, poverty still played a huge role in the Dalit communities being discriminated in the community. For instance, in Balara's Ward 8, the socio-economic conditions of the Dalit were very poor as they do not have productive assets or property. Majority of them relied on daily wages and others have to migrate to India in search of jobs. Therefore, any program which aims to improve the plight of the Dalits must have income generating activities as a major component. Without this, the program is bound to fail because Dalits are too poor and unable to prioritize other activities before their own livelihood.

“The cases of untouchability have drastically reduced in the last two decades but the economic plight of the Dalit's remains the same.”
-Ward Chair, Balara municipality

The incidences of child marriage were also on a downward trajectory. The cases of girls below the age of 20 getting married was very low as per the stakeholders. According to the project staff, majority of the changes have occurred due to 'fear of law'. The law on child marriage in Nepal states that one is only lawfully eligible to marry after the age of 20. A Dalit women participant from Pipra Rural Municipality shared that since her community still practiced child marriage, she has been actively involved in raising awareness against child marriage and reporting/stopping a few cases. Her work to reduce child marriage was inspired by the learnings from the trainings she had received from Netritwa.

“I initially tried to counsel the parents whose child was getting married but they refused to hear me. After that, I told them of the legal repercussions if reported after which they agreed to revoke the marriage”
-Dalit woman beneficiary, Pipra RM

But the entire change cannot be attributed to only Netritwa project only as there had been other projects running simultaneously in the intervention districts for a longer period of time. Additionally, other projects by Save the Children have also been running simultaneously alongside Netritwa (Sammunnati Program) in the same district and therefore it can be concluded that the changes are not only exclusive to Netritwa.

However, other respondents mentioned that even with the decrease in the practice of child marriage, the practice still had not been eradicated. One respondent mentioned that the parents of the poor family have no choice than to get their daughter married early because the older the girl is the more dowry, they have to give to the groom side.

The beneficiary disclosed that knowledge gain on gender-based violence and how to deal with them was useful but they felt that such orientation was also required for those who were involved in the violence like husband, in laws and other family members. The general consensus was that the cases of gender-based violence have been reduced lately due to the intervention of various stakeholders and government strict policies. However, this does not mean that GBV has been eradicated completely.

During the consultations, the respondents revealed that most of the GBV cases are not discussed openly in public but rather solved within the household as those cases are considered to be not a public matter. Some extreme cases are only reported to police and ward level. However, again they end up getting solved in the house itself. Another respondent mentioned how going to the police was not helpful at all. Few other women were not able to articulate GBV in the community. The project concluded that they must be hesitant to talk about personal issues outside of home and feigned ignorance as it is considered shameful to bring up issues of GBV outside their homes. One respondent remarked that addressing GBV needs to address its root causes and she thinks only training and orientation will not suffice. Two major reasons for GBV was high consumption of alcohol and poverty in the community. According to her, if alcohol consumption is banned and if there is some income generating activities, it will definitely contribute to reduce the GBV.

Another good aspect was that majority of Dalits children had started attending schools though their regularity is still a major issue. The wards in collaboration with the municipality had been encouraging Dalit children to attend schools.

iv) Limited participation of women and girls in household decision making and local levels

The study reveals that project has achieved limited success in changing social norms, especially in household decision making and participation of women in major activities. The study team understands that deep rooted social norms cannot be changed with limited interventions targeted to one particular group (Dalit women in this case). There is a need to have long term engagement by including other stakeholders who have larger say in the decision-making process.

In terms of household decision-making, it was revealed that the male members still made majority of the household decisions. Due to limited education and rigid social norms, women find it difficult to participate in the decision-making process even if they are empowered. Although capacity of women in terms of leadership had increased, it was found to be difficult to implement them in practice. Some women have shown immense courage in speaking up in public. For instance, in the inter-generational dialogue, few women were said to be very vocal in front of Mayor and Social Development Officer. This has been appreciated by all stakeholders. There were a few exceptions where women had supportive parents, in-laws and husbands who listened to what they had to say.

“Project has slightly changed the gendered norm at least in my family. I tell my parents about the discrimination based on gender and explain how it is a bad practice. The family is also slowly trying to change their gender norms.”

-Dalit woman beneficiary, Balara Municipality

The study team analyzed that it was not fair to expect the women to challenge decisions made by male as the cultural context is such as the community is patriarchal and male-dominated as a whole. The males are the one in the proactive roles. Even if she is capacitated, she is not able to raise the issue in front of husband, father-in-law and other senior person. These findings were also backed up by the ward chair who mentioned that even in ward level meetings, women hardly oppose their decisions. The only remarkable change was that she could speak and contribute during the meetings. This shows the requirement of long-term engagement.

Similarly, Dalit women's participation in the development activities at the local was found to be very poor. Those who have been elected in local elections hardly played any role in the ward meeting according to the Ward Chair.

“They are like a mere spectator. It is a wastage of time and resources to elect Dalits women in the current way. Since they can't make any meaningful participation, it is better for them to stay at home.”

-Ward Chairperson, Balara Municipality

The ward chair also opined that minimum education qualifications should be made mandatory for Dalit women to contest in the elections as majority of them were illiterate.

In fact, even the elected women were only ceremonial representatives at office as their husbands acted as the major spokesperson and decision-maker at the local levels. This observation was found to be consistent in both districts visited. In fact, this observation was also backed up by the project staff in Balara who shared that the Deputy Mayor of Sarlahi will not be available to meet as the husband represents her. The project staff relayed that it was a common practice among the Madeshi communities for the husband to take position even if the female wins the election. This clearly indicated that the discrimination against women still exists as even though women are elected, majority of the decision making is done by the husband.

The lack of local level participation was also directed to be due to unsupportive local representatives. One respondent mentioned that the voice of Dalits especially women have not been heard in the decision-making process and that she had argued about it with the existing Deputy Mayor in Pipra as well. Due to the training, the women were well aware of their rights and the services that can receive from the government. They know about the Dalit quota reservation of the government as well as the scholarships provided by the government in higher education. However, they complained that when any vacancy is open, the local level hand over most of the available jobs to male Dalits even though the female Dalit members are best suited for the jobs. Therefore, they have been advocating in the Palika level to bring a separate quota for Dalit women.

“She (Deputy Mayor) tries not to involve Dalit women in any program or events. She says that every training does not need to have proportionate representation and she will give the next training to Dalit women only.”

- Dalit women beneficiary, Pipra RM

Since the success of the program depends on the support given by men, the project team noted that it would be better if related orientation was provided to men before the project activities to inform them about the programs and its objectives. This step would be helpful in the later stages when women slowly start implementing the learnings from the interventions. This notion was also shared by other stakeholders of the project.

“It would be good to have a mixed training for men and women together so that they will develop a habit of speaking in front of men and the latter will also feel that they are a part of the program.”

-Ward Chair, Balara municipality

v) Ripple effect in terms of awareness and knowledge

Regarding impact, the project has been able to create a ripple effect by being able to disseminate information on social norms such as consequences of early marriage, social discrimination in the community, role of women in the decision-making process and so on. This learning has been further disseminated in the community through the women beneficiaries who have volunteered, directly worked with local organizations or indirectly conversed in the community through their participation in project activities.

A Dalit beneficiary from Balara Municipality was able to land a job in the office of the local partner RRPK after Netritwa had ended. She sat through an examination and got selected to work as a community mobilizer. She had been working for 2 months and had received the job offer for a total duration of 3 months. She was trained by the project and was engaged in conduct meetings for women group (*Aamasamuhas*), conduct internal meetings at RRPK and get data from schools as well as Antenatal Care (ANC) and Postnatal Care (PNC) data from hospitals. In her household of 9 people, she is the only literate person in the family and has been receiving monthly salary at present. This opportunity has helped her not only create an income source for herself and her family but also share her knowledge with the community and create direct impact in multiple sectors.

Additionally, the FGD consultations with the women also revealed that many beneficiaries were preparing for the exam of public service commission. They were very enthusiastic about bringing a change in the society and were also willing to start a network amongst themselves.

“I am currently preparing to work in the public service commission. I want to influence the society and people of my community”

-Dalit beneficiary, Balara

Additionally, the study team also consulted with police personnel and Female Community Health Workers (FCHVs) to understand if there had been direct intervention between the project and them. Both respondents were aware of the project. However, no direct interaction or

involvement was seen with FCHVs. In case of police personnel in Mahottari, they were found to have conducted their own awareness programs in every ward regarding gender-based violence. During the time of field consultation, the study team also observed an interaction program organized by the police for marginalized Dalit women which included open talk regarding land dispute, gender-based violence, caste discrimination, alcohol induced domestic violence and other issues.

One of the most notable findings was that many Dalits women, who were reluctant to participate in the project activities, were now very keen to be involved. This is due to the demonstration effect of those who have been trained by Netritwa. They found the trained women to be articulate and confident in the community which also inspired others to participate in the program. This is one of the positive unintended consequences of the project.

vi) Education's importance as an indirect consequence

The study team also found that the project was able to change the perspective of almost all of the beneficiaries towards education. An IDI with a beneficiary showed that she previously was not regular in schools but after she joined Netritwa, she is now regularly attending school. She was aware about the importance of education and about the heights where education will lead. Additionally, there has been other case where an elected representative herself recommended scholarships for a young couple who eloped so that they could finish their education before getting married early. This shows that the beneficiaries have also taken up responsibility to encourage the younger children towards receiving higher education.

“There was a couple who eloped at a young age. So, I sat down with their parents and requested them to get married at their right age. I also recommended them for scholarship for grade 11 and 12. Now both of them are studying”

- Elected Dalit Representative, Pipra RM

Most Significant Change Stories

This section summarizes our findings on the 8 Most Significant Changes observed among the project respondents. It should be noted that the interventions were for about only one year, therefore, it is not pragmatic to expect dramatic changes in the beneficiaries due to few factors. First, their limited exposure and education is a major barrier. Second, changing social norms is a time-consuming process and it also demands engagement from other stakeholders. Third, the context of project is also critical. Since local governments are more inclined to investing in infrastructure, bringing them on board to support project activities is difficult. Fourth, since the interventions were targeted for a few (1 to 2 representatives from a ward), it would be difficult to influence the change.

In spite of the above constraints, the project has done some remarkable work to empower Dalits women which have contributed positively in their lives. It should be noted that since all beneficiaries are not alike, some have made significant achievement while other have lagged behind.

The success stories of 8 Dalit women who participated in the project activities are as follows:

I. With awareness comes responsibility

Medha (name changed) is a 25-year-old mother of 4 children and lives with her family. She got married when she was 10 years old and left her studies when she got married. Her husband wanted her to continue her studies but she never continued as she was very shy as her friends used to tease her because she was married. Medha belongs to the “Dom” community which is considered as an untouchable caste in the Terai community and is among the most deprived caste even inside the Dalit hierarchy.

Through the project, she learned a lot about cleanliness, child marriage, untouchability, gender violence, and functioning of the government offices. She has been particularly focused on cleanliness of the community for better health. Her community still practices child marriage so she has been actively involved in raising awareness against child marriage. She also managed to stop one child marriage last year after the completion of this project. She came to know that the parents of the boy and girl had fixed the date of the marriage. She was against this marriage as she learned about the negative effects of child marriage during the training sessions. She tried to convince her community members about the correct age for girls and boys to get married. She was successful in convincing the parents from both sides to stop the marriage and let the children continue their studies.

The most significant change through the project in her life is she has stopped discriminating between her son and daughters. She has been successful in changing the gender norms in her house. Her husband did not used to help her in household chores but now, he helps her cook and clean the house and even washes clothes. Another change that has been very significant is she can confidently speak with community and influence them.

According to her, the credit for change in her persona and her perspective goes to Netritwa project. Because even in such a short duration, the project was able to leave an impression in her life. Coming out of the community was very challenging for her, however, her husband and

her mother-in-law always supported her. They never stopped her from going to trainings. There are many women like her who want to come out of the house but cannot because their families do not support them. In this regard, the project should try to convince the family members before implementing such programs.

2. Freedom from veil

Nita (name changed) is a 24-year-old and currently residing in Banaula. Her husband is a migrant worker in Dubai. She lives with her in-laws and has a child. She was a housewife before she joined the project. But now, her husband appreciates her working outside.

In her case, the impact of the project has been very good as she is actively involved in advocacy. She has conducted about 5 informal meetings in her community and provided awareness about the rights of women. She has also been preparing herself for the examination of public service commission as she thinks that being in a position of authority is the best way to help people and community.

The most significant change that can be seen in her is she gave up the '*ghumto pratha*³' that was prevalent in her society. When she was criticized by her community for not wearing a ghumto, she argued with them by saying that respect is not earned through a piece of cloth above the head but rather earned through behavior. Similarly, she has become more vocal when people try and discriminate her based on her caste. She has even made a police complaint when someone tried to discriminate her by calling her an untouchable.

For her, the best part of this project is that it is targeted not only towards women but especially to Dalit women. When asked about the involvement of men in the project, she thinks that women are the main influencers in a household therefore, if women are trained and sensitized correctly, there is no need of men to be in training to change their perception. She has been able to influence her in-laws regarding gender norms and patriarchy. However, she believes that it is a slow process and needs time to change as one cannot expect change overnight.

³ Ghumto Pratha is a tradition where married women cover their head in public. The literal meaning of Ghumto is veil which is used by married women to cover their faces. They do not show their faces to males other than their husbands

3. Education empowers all

Bittu (name changed) is a 21-year-old currently studying Bachelors in Education. She aims to be a teacher and influence people around her. She learned about Human Rights, Child Rights, Dalit women rights, and climate change through the trainings. She also worked as an intern in the Department of Women and Children and learned about the working mechanism of social development and administration. She has realized the importance of vital registration and its importance. Plus, she learned about the process of getting vital registration. She also observed few meetings of the municipality which provided some idea on how to conduct the meetings. She is currently working as a volunteer in the community.

The project has significantly changed her perspective towards education. She herself being a student did not used to attend school on a regular basis but after she joined Netritwa, she was extremely influenced by the exposure visits. She received awareness about the importance of education and about the places and positions where education can lead. While working with the local level, she also learned about the importance of vital registration in the future.

The most significant change that was observed during the project tenure was the change in perception of girls and women and their family members. Bittu along with other project beneficiaries had gone for exposure visit to Kathmandu. In the same time, there was a rumor in the community that one of the Bittu's friends had eloped with the guy. The whole community was talking about it; however, the girl's parents told the community members that they trust their girl and they do not need to clarify anything to the people outside their family.

Bittu thinks that education is the key component that can help women come out and fight for their rights. Therefore, the immediate need of the women in her community is education and awareness through which change is possible.

4. A leadership dream come true

Meetu (name changed) is a 35-year-old Dalit elected representative from Pipra. Prior to being elected as a ward member, she was a housewife. She was very active in her mother's group where she was named as "Neta", a leader. Then she wanted to give politics a try and become a real "Neta" and she succeed in becoming one. She thinks that this project was very important for her to learn about her roles and responsibilities as a leader. She is now well aware about her role to uplift the status of women and to make the society better.

She has gained more confidence after joining the training provided in the training. She was very clear and confident in her thinking. She can easily speak with the Mayor and police personals. She has argued with the Deputy Mayor regarding the participation of women and their representation. She became an inspirational idol for other women of her community as well.

Before taking part in the project, she was not able to read and write and used to sign the meeting minutes without taking part in the meeting. But now, she can read the minutes and does not sign until and unless she understands what's written in it. She is also trying to learn about English from her children and now she can write her name and sign in English. Another significant change that took place in her personal level is her way of draping saree. Prior to the

project, she used wear saree in a traditional style by keeping a veil but now, she wears saree in modern way without the veil. This might be a very simple change for the outsiders but for her it reflects her confidence.

She gives credit to Netritwa project as it not only helped her in personal level but in professional level as well. After being a part of the project, she has understood the importance of education and is planning to rejoin school in the upcoming session as her other colleagues are also plan to rejoin school. She is a real inspiration to other women of the community.

5. Fueling impact

Nita (name changed) is a 40-year-old resident of Pipra, Janakpur. She is the elected Dalit female representative of Pipra-I. She has never been to school. The respondent being illiterate could not have passed the selection process for the project if there was a written examination as a criterion. But since the project only looked for Dalit women and girls who are interested and educated (if possible) at the grassroots level or were an elected official, she had the benefit in the selection. Therefore, the respondent is happy with the selection procedure as well. The topics taught were also useful and the activities were unique and engaging. She took leaves from the office to participate in the training of the project.

The respondent mentioned that the project was beneficial in all levels i.e., personal level, family level, and community level. The respondent found the theory classes and exposure visits to be very useful and resourceful. On a personal level, she is more confident now. She is aware of various social and legal issues. She can express her thoughts and ideas without any hesitation. Before the training, she was not confident enough to share her opinions or even talk to her seniors but that is no more the case.

Talking about her work, the most significant change she went through was that unlike in the past, she signs documents and minutes of meetings only after understanding what is written in the paper. Unlike in the past, she now actively participates in the meetings and gives feedbacks. She also said that the project has made a good impact on her family. She helped her husband get rid of his addiction to alcohol. Since then, the environment of the family has been better. She gives credit to the training for being able to take this step for her family. On the community level, she encouraged children to attend classes in school. She also warned a group of boys using weed in the village. She asked them to throw it away or else she would call the police. She stated that had it been prior to the project, she would not have been able to speak up with that confidence.

Looking at the condition of the Dalit women/girls in her community, she thinks that there is a need to bring improvement in the education system. She stated that education is the most essential need for Dalit women and girls in the community today. She also shared that other girls in the community express their interest to joining such training sessions. They are highly impressed by what the training has done to the trainees. The change and confidence have impressed their families and other females in the community.

6. Building Self-Confidence

Rashi (name changed) is an 18-year-old girl from Balara municipality. She lives with her parents and elder brother. Her family is involved in agriculture and daily wage labor. She is volunteering in the community and currently engaged in empowering the children and making them aware of their rights and duties.

The impact of project has been positive on her. It has boosted her confidence and she is able to speak in public without any hesitation. She also did mentorship in the local government where she received exposure regarding the functionality of the local government. Similarly, after the mentorship, she along with her other friends who completed the training gave some informal sessions in all the wards of Balara Municipality. The sessions were more focused on awareness raising campaigns towards issues such as untouchability, gender norms and GBV. She also found the exposure visits to be particularly helpful as she got a chance to meet different people and hear their perspectives.

The most significant change for her has been the increase in her self-confidence. Previously, she found it difficult to participate in the local government activities as she was not able to figure out the official documents or the room number that she had to go. She was even shy to ask for help or repeat the questions. Now she can distinguish between the documents, letters and the local authority who will look after that particular issue. She finds that her social network has also been strengthened due to this project. The project has also slightly changed the gendered norm in her own family. She is able to talk her parents about issues related to gender discrimination explain why it is a bad practice. Her family has been slowly trying to change the traditional social norms at home. Not only that, she also finds that the way society looks at girls and women has gradually changed. According to her, when people look at girls like her, they want their daughter and daughter in laws to be empowered like her as well.

The program has been very effective however, in order to make the program more effective, she thinks that the project should work for a longer period. The local government should bring out more plans and policies targeting Dalit women, and focus on their livelihood and income generation. The local government should also focus on other awareness programs.



7. Homemaker to Community Mobilizer

Sandhya (name changed) is a 26-year-old woman who is currently working with RRPK (one of the implementing partners of the Netritwa project). She lives with her husband and 2 children in Balara municipality. She has completed her +2 but was not working before her engagement in the Netritwa project. The project staff came to her place and asked if there was someone literate in the household or not. This was how she ended up being a participant in the training.

She now works as a field mobilizer for RRPK. Her job includes data collection from schools and health post. She also goes to different wards for information sharing and also volunteers at child clubs. She has significantly enhanced her social networking and confidence. Prior to the project, she was homebound.

As Sandhya had never stepped out of her house, Netritwa has helped her boost her confidence. She can speak in a crowd full of people and has conducted awareness program in every ward of Balara Municipality. She has also stopped a child marriage in her community and has helped people with disability get disability cards. She has understood that child marriage is bad and they have initiated talks for birth registration certificates of the children and awareness in the community to the parents about the need to register birth certificate of the child. This has been one of her biggest work commitments and the community now follows her instructions as well.

She credits the project for all the significant changes that has taken place within herself. She is now well aware about the working mechanism of local government and had made her community aware as well. The training has enabled her to be an inspiration for other young girls and women to come forward in the community as well. The respondent finds the project useful from the aspect of education as well. She herself was confined to her household but due to the support of the project she has been able to work and walk around as well as earn money.



8. Stepping outside the house

Beenu (name changed) is a 33 years old woman who is residing in Balara Municipality-10. She has completed her +2 and prior to the project she was a housewife. She did not have any aim or future plan of her own. She was looking after her children and home.

Her family was reluctant to send her to the training as they thought that letting her out of the house would tarnish their reputation. Finally, after multiple sessions of counseling, her family agreed to let her take part in the training. She was very impressed by the training and the sessions. She was highly influenced by the representatives from the Dalit and Women commission. Now, she is confident enough to be engaged in any work.

The way she has emerged out from the training is commendable. She was also selected for the mentorship where she had first-hand experience of how the local government functions. Using the platform of mentorship, she was able to implement her learnings and also give her opinions to government officials. She also had to deal with diverse service seekers while working in the local government which helped with her confidence. And she has been very successful in sharing information she has learned with her own community as well. At present, her family has been very supportive towards her for going out and empowering the community.

Even though the project was very short but the impact it has put on the life of Beenu is admirable. However, she thinks that this sort of empowerment program and training should be provided to more women along with livelihood opportunities which could make the impact more sustainable.



c. Efficiency

The study team analyzed that the project performed “**Average**” in terms of efficiency. The rating is based on a number of factors such as human resource mobilization, balance of the intervention activities and the “one glove fits all” design concept of the project. On the good side, the project has been able to create positive trails among the beneficiaries and the community within a short period though it is far from leaving a deeper impact. But the project still has a lot to work on especially with regard to its efficiency.



Figure 4. Project Efficiency Scale

Firstly, there was only one staff to manage the entire project in each municipality/RM which indicated low human resource mobilization by the project.

Secondly, the concept of the project activities was really good. However, the study team analyzed that there was imbalance in the intervention of the project activities as less focus was provided on the mentorship trainings and more resource was spent on the

exposure visit. The mentorship trainings required more focus as the mentees had an extremely crucial role in one-to-one training of the beneficiaries while the exposure visit though beneficial could have been focused on less.

Another significant factor when it comes to efficiency is that the trainings provided was a one-for-all package and could not therefore meet the needs of the diverse participants. Though all the participants belonged to Dalit backgrounds, their educational status reduced the efficiency of training delivery. Some of the beneficiaries were educated while others were not and therefore the trainings became less efficient when it was received.

There were other notable factors as well to be considered that affected the efficiency of the project which includes the lack of support from the family and community.

Other external factor that has made the project less efficient was that the elected women representatives had to attend trainings by missing out on their official work which was loss in their opportunity cost.

d. Challenges

This section summarizes the challenges encountered during the project implementation and it will serve as a learning for future programs. The challenges are broadly summarized in following sections.

Social Challenges

i) Restricted community views

The consultations during FGD with the Dalit beneficiaries revealed that the status of Dalit women was found to be very vulnerable in the community. Women from Dalit communities are home bound and more likely to face discrimination from the society. They do not have any source of income due to which they are more vulnerable as they have to depend upon their husbands or father for money. They are deprived from education, basic health and livelihood opportunities. Society is patriarchal and does not allow women to work out of the house. A respondent relayed how the community and people around her spread rumors of her eloping when she participated on an exposure visit from the project. However, her own family was very accepting of her participation in the project activities and supported her throughout the project period. She mentioned that the community has become more open and accepting now unlike in the earlier days of the project.

“There are many women who want to come out of the house but cannot because the family does not support them. In this regard the project should try to convince the family members before implementing such programs”

-Dalit beneficiary, Pipra RM

The argument about conservative society was also given by the project staff who admitted that if anyone who belongs to the Dalit community participates in any activity in the community, they are sometimes pressurized by others. The social context was such that originally the Dalits used to work in the farms and fields but the same is not the case at present. It is not common to have Dalit people work in the fields now as they have more better options for earning wages. The Social Development Officer of Balara also agreed that the oppression of the poor Dalits by the richer landlords was a common occurrence in Balara. Initially, the higher caste people in the community were opposed to the project activities as per the beneficiaries but it decreased later on.

“There was also resentment from other caste as project are only meant for the Dalits.”

-Local partner, Balara municipality

ii) Lax response from municipality towards social issues

The ward chair disclosed that there were no specific policies aimed at Dalit women by the municipality due to several reasons. First, the community had been demanding for better infrastructure and therefore the previous Mayor was tempted to invest on infrastructural progress which is not only visible but also an opportunity to make money. Second, the municipality had extremely limited base for revenue which was only around NRs 7 lakhs per annum. As a result, they were not able to allocate budget on social awareness programs. Third, a misconception exists among the municipal officials that the awareness program is NGOs territory making them not so keen to invest in social projects. All of these reasons contributed to the poor investment towards Dalit women's' empowerment programs in Balara despite having a huge need for social interventions. The situation of Pipra is also similar where priority has been placed on infrastructure, compared to awareness program.

The project staff in Sarlahi district did mention that the new Mayor of Balera was more open to spending on GESI and vocational trainings aside from the construction. Women-targeted

programs are slowly being conducted due to the input and orientation of the project during the budget planning phase through the medium of Ward Child Rights Committee (WCRC). The project also has another training planned through WCRC since there is opportunity for budget planning. The project is planning a 3 days training on budget, responsibility of WCRC and role of women and children. Additionally, the representative of National Inclusion Commission also mentioned that they have only been able to work with marginalized communities such as Dalits and women based on coordination but there is lack of budget separated which limits them from working in a full-fledged manner.

i) Limited education qualifications hampering delivery of project

The study team observed that majority of elected Dalit representatives were illiterate and they had little clue about their roles and responsibilities. Most of them could not even sign or read documents. Therefore, the project's attempts to train them was laudable. But the general argument is that the trainings provided to them were not adequate. Because of their limited education, training modality needs to be modified so that they can grasp what has been taught in the class. This view was expressed by multiple stakeholders including the Ward Chairperson in Balara municipality who noted that limited changes have been observed in the behavior of women who participated in the trainings. Another beneficiary of Balara shared that:

“The ones who were literate since before are able to get few works but the ones who are not literate just sit at home.”

Project design Challenges

This section summarizes the project design challenges. Although the project activities were very innovative, the design was confronted with three major challenges comprising limited beneficiaries with limited time duration of the project, lack of exit strategy and absence of livelihood components. These are discussed in detail below.

i) Limited impact due to limited number of beneficiaries and limited duration

Though there has been visible change among the 25 Dalit beneficiaries, the change was only seen among the ones who were trained and not outside of the beneficiaries. The limited number of project beneficiaries has raised questions about the long-term impact of the project.

“Providing training to 25 Dalits women is a good move but it is not adequate. To bring about tangible change, more should be trained so that they can bring about substantial changes.”

-Social Development Officer, Balara municipality

Time duration of the project was another factor which hindered the project activities from extending its behavioral change aspect among the beneficiaries. Since the project duration was only for 7-10 months, the study team analyzed that it was not enough to see behavioral changes among the beneficiaries.

There is also limited focus on the capacity building of municipal officials, and other stakeholders which have impacted the effectiveness of the project. For instance, municipal officers were not trained on their role as a mentor. In addition, there is no orientation for husbands and in laws on their role and how they can help the Dalits leaders in the process. Other stakeholders also mentioned the need to expand project activities for the families and community stakeholders around the Dalit women.

“The attitude and thought towards a social issue need to be uniform in the community to fully ensure that a lasting impact has been created. For this, we need to include both non-Dalits and men in the project activities as well.”-Representative, National Inclusion Commission

There is also issue of limited staff in the project management. It has been disclosed that there is only one project staff to manage the whole project which makes her job difficult.

ii) Lack of networking and alliance

No alliance was found to have been formed since the project ended. This was due to very minimal number of beneficiaries from each ward (only 1 or 2) therefore reducing the chance for social networking as it is not feasible for the beneficiaries from multiple wards to come together and form an alliance due to the distance and their home or work priorities. A beneficiary from Balara mentioned that:

“Since the project got over, I do not have contacts with the remaining members.”

iii) Livelihood component as a missing gap

The study team analyzed that the Dalits were highly dependent on daily wages due to poverty. Thus, leadership development alone will not meet the needs of the beneficiaries. It should be supplemented by income generating activities which was found to be the most important and immediate need for the women in the community. This view was shared by almost all the participants in Pipra RM who agreed that it would have been better if the project had also provided any livelihood or income-generating training activities. The women stay in their houses all day looking after their family. So, if they earn it will support their family and increase their standard of living. They can afford better education for their children.

*“If we are financially stable, nobody will look down upon us and we can also be self-employed.”
-Dalit beneficiary, Pipra RM*

In Balara, the beneficiaries unanimously mentioned about the need of education and skill development training to enhance their income status. In Pipra, it was also revealed that the training group was planning to open a cooperative through which they can make a savings account and use it in during emergencies. Similarly, through cooperative they aim to aware the society about GBV, untouchability and other social issues like bad practices of alcohol drinking and gender discrimination.

The need for livelihood as a key component to supplement the project has also been relayed by the people around the beneficiaries. One FGD session with the male members in Balara showed that the husbands also believed that training programs providing additional support for the livelihood of the participants was very pertinent. One respondent further highlighted that it was essential to recognize that training alone may not be sufficient to improve the economic conditions of the participants.

*“Providing employment opportunities or supporting their existing livelihoods can go a long way in ensuring the sustainability of the training programs”
-Male respondent, Balara*

e. Sustainability

The study team rated the sustainability aspect of the project as **“Good”** as the overall concept is laudable but the short-term duration of the project, unclear exit strategy and lack of concern from municipal stakeholders were three major hindrances to the project meeting sustainability in the long-term.

Firstly, the project activities were found to be targeted for short-term only. A year-old intervention is too short of a duration to consider impact, behavioral change as well as sustainability. Though study team agrees that the Netritwa project made good progress in the 1 year run period but the majority of stakeholders including the local partner argued that if it is not continued, all the current positive feedbacks will end up being lukewarm.

According to the project staff, a project needs to be conducted for at least 5 years to see actual changes because the Palika will have already forgotten who participated and who did what. Additionally, case stories need to be drawn and therefore the 5 years project timeline is imperative to come up with impactful and life changing case stories. Case stories need to be reviewed just like baseline and midline evaluations to identify real changes. On the beneficiary number, majority local level stakeholders agreed that if the project timeline had been increased, more beneficiaries could be added. For instance, selection of uniform women from each ward would be more representative and fruitful during networking.

*“The women need to be capacitated enough for them to become Ward Chairpersons. This is why longevity of project is required.”
-Representative, National Inclusion Commission”*

Second, the study team analyzed that there was no proper long term or exit strategy in place. The good aspect in terms of sustainability is the effort and dedication shown by local partners to provide work to the Dalit women beneficiaries who were direct participants in the project activities. However, their work is either temporary or short-term (3 months) which does not guarantee long term sustainability for the participants. Additionally, the project team analyzed



Figure 5. Project Sustainability Scale

that if there was a livelihood component added to the project, it could have been more sustainable.

“It would have been better if the project was a little longer and they could provide us with more opportunities to implement the learned knowledge and skills. A training on skill development would also be helpful”-Dalit women (FGD), Balara

Third, the long-term sustainability of the project is also under question as the municipality was found to be unresponsive and did not prioritize social projects according to the respondents. Their overall notion was that the NGOs and INGOs will take care of social issues while the municipality's sole focus should be on construction and infrastructure. In the past, the municipality were more interested in infrastructure activities because of demand from people and its visible impact according to the elected officials in Balara municipality. But there have been gradual changes as the new Mayor was said to be allocating resources on awareness activities.

8. Conclusion and Recommendations

In a nutshell, Netritwa as a project has contributed to a shift in the knowledge and attitude towards social norms such as child marriage, social discrimination (untouchability), gender-based violence and gender discrimination. The project has also encouraged women to take up leadership positions and build their capacity in areas of governance functions as well as vital registration, social laws and educational awareness. The project has also caused a ripple effect through training of Dalit girls and women who have in turn started working in the community in the capacity of elected women representatives, community mobilizers, volunteers and so on. The project has also raised awareness about the need to educate girl child in an indirect way. Though the effectiveness when it comes to direct practice is still not huge enough, the concept of the project remains valid and commendable. The evidences observed and collected by the study team in the field shows that the change is slow but positive and few women have been taking large strides in the community inspiring not only fellow beneficiaries but also the community as a whole.

There are multiple social as well as technical challenges the project needs to tackle such as restrictions for the women to implement the learnings due to the restrictive nature of the community, lack of education among the beneficiaries limiting them from further understanding and practice of the learnings as well as chronic poverty issues which shifts the priority of the beneficiaries from attaining empowerment to meeting their basic needs first. Though the relevancy of the project remains; the gray areas of efficiency and sustainability of the project also still need improvement. The limited time frame of the project has rendered the study team unable to analyze the impact. It has also left loopholes in the overall sustainability which includes questions over long-term impact, unclear exit strategy and lack of interest from the side of municipality to take ownership of social projects/issues. Other than that, the project is also behind in terms of efficiency due to minimal staff mobilization, uniform training packages for beneficiary's despite of different educational qualifications and lack of livelihood intervention given poverty is a key challenge for the beneficiaries.

Given the limitations, the study team has therefore come up with a few recommendations for the project team to tackle existing project challenges and target long-term sustainability for other similar future projects as well. The recommendations are as follows:

1. Separate trainings need to be conducted for the literate and non-literate categories of Dalit women. As relayed in the findings section, having women from backgrounds who had never been to school and women who had at least finished their SEE exams would have different understanding and comprehension capacities. For women who cannot read or write, they can be more hesitant to question or raise their voice. Since it was seen that a majority of elected representatives were illiterate, a tailored package approach needs to be followed to identify separate needs of these beneficiaries based on their educational qualifications.
2. The training should not only be curated for women but needs to extend to surrounding periphery of the Dalit women such as their immediate family and community. Since the family and community plays a large role in determining whether a beneficiary is able to smoothly transition from the implementation phase of the project to the post project phases through family support and community encouragement, the beneficiaries need to be upsized. Inclusion of husbands, in-laws, parents and neighbors will allow better transference of knowledge and a wider impact on the community as a whole.
3. Involvement of the local level leadership is a must to ensure ownership of the mentorship session conducted. The project found a gap between the mentors and mentees mostly due to insufficient orientation and training period for the mentors themselves. In this regard, the ownership of the local level towards training new mentees needs to be upgraded through support programs.
4. A network/alliance of the beneficiaries need to be formed for sustainability. Currently, hardly any alliance exists which restricts women from scouring for work opportunities, and post training networking. For this, the number of beneficiaries from each ward need to be increased. For instance: there can be 5-10 participants from each ward so that a network or alliance can be created.
5. Minimal livelihood interventions need to be created to support the beneficiaries and their families as the families also play a huge role in influencing behavioral changes among the women. Since poverty is one of the most pressing issues among Dalit communities, supporting the leadership component with additional skill development training or livelihood opportunities would be beneficial for both in short-term as well as long-term.
6. The project and training duration both needs to be increased as the time was too short to see critical behavioral changes. The average training period was only 7 months in Balara municipality and 10 months in Pipra Rural Municipality. Also, the training needs to be timed in accordance with the forthcoming local elections so as to have the Dalit women prepared fully in advance to take office.

7. The focus of the Palika towards Dalit women and GESI issues is extremely less or non-existent which indicates that local level interventions are required at the Palika level to sustain the efforts of the project and provide opportunities for the Dalit beneficiaries. The engagement of the municipality needs to be increased as the current municipal focus is negligible towards social issues of the community in both locations. The budget towards the social sector needs to be increased to balance that of other budget spent towards construction and infrastructure.

9. ANNEX: CHECKLIST

Focused-Group Discussions

a) FGD: Women/Girls

Namaste. My name is and supporting me in taking notes is We are from a research organization called Foundation for Development Management (FDM). We are currently collecting field level information for the impact assessment of Netritwa project implemented by Save the Children Nepal. We would like to seek permission to speak with you for a while. We would also like to assure you that your identity will be kept confidential in our reports. Are you willing to participate?

Background

1. Brief introduction (age, number of children if married, ethnicity, occupation)
2. Can you give us an idea of the status of Dalit women and girls in your community? *[Probe: Social status, discrimination, livelihood opportunities, early marriage, access to finance, income generation, etc.]*
3. Are you aware of the Netritwa project implemented by Save the Children? Can you briefly explain. From whom did you learn about the project?
4. How were you involved in this project? How long were you engaged in this project?

Relevance

5. In your opinion, what are the immediate and long-term needs of the Dalit groups in your community? *[Probe: Social discrimination, untouchability, livelihood enhancement, access to finance, educational attainment, etc.]*
6. Do you think the project activities were suited to meet the needs of that you just mentioned? Which of the project activities did you find most relevant and why? Were there any irrelevant activities as well? Why?

Effectiveness and impact

7. Were you a part of the mentorship group? What do you think about the training sessions? What kinds of activities or issues were given priority or discussed in the sessions? How effective and helpful are these sessions? *[Probe: Community empowerment, coordination with local government, Dalit issues heard, etc.]*
8. Are you aware of the rights of and services for the Dalit groups? Please explain some of them.
9. Have you participated in awareness sessions carried out by this project? If yes, what kind of awareness sessions have you participated in? Did any of these awareness activities make any difference? *[Probe: New governance structure, Dalit rights, jurisdictional issues, local government, etc.]*
10. In your opinion, how do these interventions relate to the education of Dalit children? Please explain with examples. *[Probe: Parental support for education, increased educational resources, etc.]*
11. Are you in any alliance or network formed by this project? If yes,
 - i. How is this alliance mobilized?
 - ii. What kinds of activities or issues are given priority in this group?

- iii. How effective and helpful are these groups in terms of enhancing the livelihood, and Dalit awareness about rights and services?
- 12. What were the key constraints to participate in the local government activities in the past? Do you feel the project has impacted the participation of Dalits (female specifically) in services and decision-making at the local government? If yes, how has the project have been instrumental in overcoming the constraints faced by your group in the participation?
- 13. Are there still challenges and constraints for the effective participation in the local government activities?
- 14. How effective were the exposure visits in understanding the work of the local government at the rural and provincial levels?
- 15. Do you feel the project has brought about a change in the way gendered norms (*like how women are expected to be limited to household chores*), violence, and women are looked at in the community? (*Probe: an increasing number of women in income generation activities, people are more aware of their rights, people are speaking up against discrimination, reporting cases of violence*)
- 16. Are there any other cases where the project might have brought unexpected results? (*For instance, violence against women for participating in activities outsides*)

Sustainability

- 15. After the project phase-out, how do you plan to carry on with the activities taught during mentorship period? Do you think you can do it without the project support?
- 16. Do you think the changes brought about by this project will continue/ last for a longer run? [*Probe: Income generation, employment, sensitization, knowledge of rights, etc.*]

b) FGD: Men

Namaste. My name is and supporting me in taking notes is We are from a research organization called Foundation for Development Management (FDM). We are currently collecting field level information for the impact assessment of Netritwa project implemented by Save the Children Nepal. We would like to seek permission to speak with you for a while. We would also like to assure you that your identity will be kept confidential in our reports. Are you willing to participate?

Background

1. Can you give us an idea of the status of Dalit women and girls of your *Palika* in terms of their livelihood, opportunities for them, the challenges they face?
2. Do you know about Netritwa project implemented by Save the Children? What do you think about it?
3. Has any female member from your family participated in any of the training organized by the Save the Children? Could you tell us the kind of training was that?
4. Did the project reach out to you/your institution for any training or awareness activities? If yes, can you please elaborate.

Effectiveness and Impact

5. Have you noticed any changes among the women who were involved in the project activities: traineeship, mentorship, exposure visits, dialogue series? (Probe: increase in confidence, knowledge/awareness/behavior) If someone from your family has participated, can you give some examples on the changes?
6. How do women mostly spend their time on day-to-day basis? Do you think that women should have more exposure to such trainings? Why? Why not?
7. What type of support do female members in your family get so that they can participate in activities outside home? Personally, how do you contribute?
8. Are the female members allowed to take decisions in your household? What types of decision do female members in the family usually take?
9. Do you feel the project has brought about a change in the way gendered norms (*like how women are expected to be limited to household chores*), violence, and women are looked at in the community? (Probe: *an increasing number of women in income generation activities, people are more aware of their rights, people are speaking up against discrimination, reporting cases of violence*)

Sustainability

10. In the absence of project support, how do you see Dalit women and girls meeting their needs and addressing their challenges in the future? How can men contribute to sustaining the project activities?

In-depth Interviews (IDIs): Women/Girls

Namaste. My name is and supporting me in taking notes is We are from a research organization called Foundation for Development Management (FDM). We are currently collecting field level information for the impact assessment of Netritwa project implemented by Save the Children Nepal. We would like to seek permission to speak with you for a while. We would also like to assure you that your identity will be kept confidential in our reports. Are you willing to participate?

Background

1. Could you briefly introduce yourself to us? Probe:
 - i) Age, members of your family, profession/education
 - ii) Livestock, main profession/sources of income (how many people in the family are actively engaged in economic activity)

Relevance

2. What are the immediate and long-term needs of Dalit women/girls in your community? In this context, how relevant was the mentorship trainings conducted by Save the Children?
3. Can you tell us about the training you received from the project? Where did you learn about the training? How were the candidates selected in the training?
4. In your opinion, what are the immediate and long-term benefits of being a trainee in Netritwa project? Personally, how have you benefited? Some examples.
5. Do you think the most deserving candidates were selected in that training? Was there any conflict in the candidate selection process? Are there any barrier/challenges for women to participate in this training? If there are, was it the same for you? Some experiences/examples.

Effectiveness and impact

6. How did the traineeship training impact your life? What changes has it led to in terms of your understanding and daily practice? What about your livelihood?
7. Can you tell us what component of the training was particularly helpful? (This could be exercise, information sharing, presentations, exchange visits etc.)
8. How useful was the support provided by the project in reaching out to other people in your community? (*Probe: men in the family, other non-Dalits in the community*) How receptive and supportive were your family members and the people around you?
9. Was there any unexpected impact of the training on yourself and your family? This could be anything from increase of confidence, to the way the community perceived you and your family.
10. In case of any obstacle since the project, how did you overcome them? Can you give us some examples?
11. In your opinion, how do these interventions relate to the education of Dalit children? Please explain with examples. [*Probe: Parental support for education, increased educational resources, etc.*]
12. What were the key constraints to participate in the local government activities in the past? Do you feel the project has impacted the participation of Dalits (female specifically) in services and decision-making at the local government? If yes, how has the project have been

instrumental in overcoming the constraints faced by your group in the participation? (Probe: planning process, service delivery)

13. Are there still challenges and constraints for the effective participation in the local government activities?
14. How effective were the exposure visits in understanding the work of the local government at the rural and provincial levels?
15. Do you feel the project has brought about a change in the way gendered norms (*like how women are expected to be limited to household chores*), violence, and women are looked at in the community? (Probe: *an increasing number of women in income generation activities, people are more aware of their rights, people are speaking up against discrimination, reporting cases of violence*)
16. What are the instances of GBV or discrimination being reported in the community? Where do people usually report about these incidents? How receptive are the police or the judicial committees during such reporting or hearings? Have you ever had to face any circumstance like that? Please elaborate.
17. Are there any other cases where the project might have brought unexpected results? (*For instance, violence against women for participating in activities outside*)

Sustainability

18. What do you think the local government should do that will benefit more numbers of people, especially the extremely poor/marginalized people in the community?
19. What challenges or threats do you think you will face without the project supporting the women from Dalit communities?
20. How would you summarize, or evaluate this program? What should have been done or what could be done in the future to make this program even effective?

Key Informant Interviews (KIIs)

a) KII: Representative of Dalit Women at Palika level

Namaste. My name is and supporting me in taking notes is We are from a research organization called Foundation for Development Management (FDM). We are currently collecting field level information for the impact assessment of Netritwa project implemented by Save the Children Nepal. We would like to seek permission to speak with you for a while. We would also like to assure you that your identity will be kept confidential in our reports. Are you willing to participate?

Background

1. Can you give us an idea of the status of Dalit communities in this *Palika*? [*Probe: Social status, discrimination, livelihood opportunities, early marriage, access to finance, etc.*]
2. Are you aware of the Netritwa project implemented by Save the Children in this *Palika*? Can you briefly explain?
3. Was there any coordination/ collaboration between you/your organization and the Netritwa project? If yes, can you please explain?

Relevance

4. In your opinion, what are the immediate and long-term needs of the Dalit communities in this *Palika*? [*Probe: Social discrimination, untouchability, livelihood enhancement, access to finance, educational attainment, etc.*]
5. What policies does the local government have in relation to the Dalit women and adolescent girls? (*This could be policy relating to reducing discrimination, generating awareness, their livelihood, income generation, support from the local government*)
6. Do you think the project activities of Save the Children were suited to meet the needs that you just mentioned? Which of the project activities did you find most relevant and why? Were there any irrelevant activities as well? Why?
7. Can you think of any additional interventions that could have better addressed the Dalit needs?

Effectiveness and impact

8. Are you aware of the project's interventions for Dalit women and girls? If yes, what are your views about this intervention?
9. To what extent do you think the training helped Dalits overcome their existing challenges? Please explain with examples. [*Probe: Evidence of livelihood enhancement, income generation, any specific benefits seen among Dalit women*]
10. In your opinion, how do these interventions relate to the education of Dalit children? Please explain with examples. [*Probe: Parental support for education, increased educational resources, etc.*]
11. Have you noticed any changes in Dalits' tendency to seek their rights in recent years? If yes, what kinds of changes? Can you give us any examples? [*Probe: Awareness about rights, available government services, development planning, etc.*] What do you think caused these changes among Dalits?
12. Has there been any significant change in the government's functioning and attitude towards Dalits in recent times? Please explain. [*Probe: Any attribution to project activities –*

awareness- raising activities, training, policy dialogues with the government, expense allocation, public hearing, etc.]

13. Is there a separate budget targeted towards upliftment and support of Dalit women and girls? Please elaborate (*Probe: budget for participation, awareness, lobbying and advocacy*)
14. Do you feel the project has impacted the participation of Dalits in services and decision-making at the local government? How?

Others

15. Are you aware of the cases registered by Dalit women or adolescent girls related to GBV, discrimination or other issues? Can you elaborate on how these cases are handled/managed and how responsive the community is towards their issues as a whole?

Sustainability

16. After the project phase-out, will you be able to carry on without support from the project?
17. Has the project taken the initiative to hand over this or any other activities to other local CBOs like yours?
18. In your opinion, which of the project's achievements will last even after phase-out? [*Probe: Livelihood, awareness, participation, etc.*]

b) KII Palika Representative (Mayor/Deputy Mayor)

Background

1. Can you give us an idea of the status of Dalit women and adolescent girls of your *Palika* in terms of their livelihood, opportunities for them, and the challenges they face?
2. Are you aware about Save the Children's activities in the Dalit and marginalized community? What are the interventions?
3. How did Save the Children collaborate with the *Palika* to implement its project activities?

Relevance

4. In your opinion, what are the immediate and long-term needs of the Dalit women and girls at present?
5. What policies does the local government have in relation to the Dalit women and adolescent girls? (*This could be policy relating to reducing discrimination, generating awareness, their livelihood, income generation, support from the local government*)
6. Do you think the Netritwa's project activities were suited to meet the needs that you just mentioned? Which of the project activities did you find most relevant and why?
7. What additional intervention could have addressed the needs of the beneficiaries in a better way?

Effectiveness and Impact

8. Do you feel that the project has been able to bring about a change among the beneficiaries (before and after project)? How?
9. Do you feel the project has had an impact on the participation and representation of women in the local level? How? (*Probe: partnership efforts with local communities, engagement at the local level, etc.*)
10. Has there been any significant change in the government's functioning and attitude towards Dalits in recent times? Please explain. [*Probe: Any attribution to project activities – awareness-raising activities, training, policy dialogues with the government, public hearing, etc.*]
11. Is there a separate budget targeted towards upliftment and support of Dalit women and girls? Please elaborate and (*Probe: budget for participation, awareness, lobbying and advocacy*)
12. Throughout the project implementation period, did the project submit reports or discuss with you the human rights situation of Dalit communities and lobby to formulate or enact any specific policies to ensure Dalit human rights? If yes, how did this make a difference?

(In case government representatives do not know specifically about the project, ask only general questions related to the thematic area).

Others

13. Are you aware of the cases registered by Dalit women or adolescent girls related to GBV, discrimination or other issues? Can you elaborate on how these cases are handled/managed and how responsive the community is towards their issues as a whole?

Coherence

14. How does the local government monitor the project? If yes, what have you found in those monitoring visits?

Sustainability

15. Once the project phases out and no longer provide its support, then how do you see the beneficiaries meeting their needs and addressing their challenges in the future?

16. Additionally, has the project made any thoughts or plan of handing over the project achievement and other project intervention to the local authority?

17. How can the local government participate or contribute to making such project efforts sustainable?

c) KII: Representatives of the Women and Children Department at Palikas

Background

1. Can you give us an idea of the status of Dalit communities in this *Palika*? [*Probe: Social status, discrimination, livelihood opportunities, income generation access to finance, etc.*]
2. What is the status of gender-based violence in the Dalit community? (*Probe: Physical, mental, sexual and other types of violence including child marriage*)
3. Are you aware of the project implemented by Save the Children in this *Palika*? Can you briefly explain? How did the project coordinate/ collaborate with your department/ *Palika* during project design and its implementation?
4. Do your department or *Palikas* has any plans or programs to uplift the status of Dalit groups in this community? Can you elaborate?

Relevance

5. In your opinion, what are the immediate and long-term needs of the Dalit communities in this *Palika*? [*Probe: Social discrimination, untouchability, livelihood enhancement, access to finance, educational attainment, any specific women issues, etc.*]
6. Do you think the project activities were suited to meet the needs that you just mentioned? Which of the project activities did you find most relevant and why?
7. What kind of activities do you think should be done to enhance the livelihood of Dalit women?

Effectiveness and impact

8. Are you aware of the project's interventions for Dalits? To what extent do you think the training helped Dalits overcome their existing challenges? Please explain with examples.
9. *Do you feel the project has had an impact on the participation and representation of women in the local level? How? (Probe: partnership efforts with local communities, engagement at the local level, etc.)*
10. Has there been any significant change in the government's functioning and attitude towards Dalits in recent times? Please explain. [*Probe: Any attribution to project activities – awareness-raising activities, training, policy dialogues with the government, public hearing, etc.*]
11. *Is there a separate budget targeted towards upliftment and support of Dalit women and girls? Please elaborate and (Probe: budget for participation, awareness, lobbying and advocacy)*
12. Throughout the project implementation period, did the project submit reports or discuss with you the human rights situation of Dalit communities and lobby to formulate or enact any specific policies to ensure Dalit human rights? If yes, how did this make a difference?

Sustainability

13. After the project phase-out, do you think mentees will be able to continue learning sessions? How will they carry forward their learnings or activities?
14. Has the project taken the initiative to hand over this or any other activities to the local government?

d) KII CommunityLeader

Background

1. Can you give us an idea of the status of Dalit women and girls of your *Palika* in terms of their livelihood, opportunities for them, the challenges they face?
2. Are you aware of the Netritwa project implemented by Save the Children in this community? Can you briefly explain? How did the project engage you in its activities?

Relevance

3. In your opinion, what are the immediate and long- term needs of the Dalit women and girls at present?
4. Do you think the Netritwa's project activities were suited to the meet the needs that you just mentioned? Which of the project activities did you find most relevant and why?
5. What additional intervention could have addressed the needs of the beneficiaries in a better way?

Effectiveness and Impact

6. Are you aware of the project's intervention sessions for Dalit women and girls? If yes, how do you assess the performance of the girls and women mentored by the project? (*Probe: understanding of social norms and knowledge of laws*)
7. If no, what has prevented beneficiaries from not being able to capitalize from the project activities? (*Probe in which aspect do they think the change has been satisfactory and in which aspect it hasn't been satisfactory*)
8. The project has provided various trainings to beneficiaries. Do you feel the beneficiaries have an encouraging environment to make use of these understanding and skills? Why/Why not? If not, what should be done differently?
9. Do you feel the project has had an impact on the participation and representation of women in the local level? How? (*Probe: partnership efforts with local communities, engagement at the local level, etc.*)

(In case community leader does not know specifically about the project, ask only general questions related to the thematic area and if there has been any change in recent years in these areas).

Others

10. Do you feel the project has brought about a change in the way gendered norms (like how women are expected to be limited to household chores), violence and women are looked at in the community? (*Probe: increasing number of women in income generation activities, people are more aware of their rights, people are speaking up against discrimination, reporting cases of violence*)
11. Are you aware of the cases registered by Dalit women or adolescent girls related to GBV, discrimination or other issues? Can you elaborate on how these cases are handled/managed and how responsive the community is towards their issues as a whole?
12. Are there any other cases where the project might have brought unexpected results? (For instance, violence against women for participating in activities outside)

Sustainability

13. In the absence of project support in the coming years, do you think beneficiaries can sustain their understanding and skills as present? How?
14. Has the community started owning up the support provided by the project? Was there some sort of handover?

e) KII Project Staff

Background

1. Can you share with us your experience of implementing the project? How long have you been engaged in this project?
2. How was your experience working with Save the Children? Did you face any challenges?
3. What would you say are the project's biggest achievements?
4. What are the biggest challenges to the project? Some examples.

Relevance

5. What are the immediate and long- term needs of the Dalit women and girls at present? Do you think working with women solely would generate the desired changes?
6. Do you think the Netritwa's project activities were suited to the meet the needs that you just mentioned? What additional intervention could have addressed the needs of the beneficiaries in a better way?
7. Since the project is working around positive transformation in KAP of Dalit women and girls, what sort of policies are needed to make a more conducive environment?

Effectiveness and Impact

8. Has the training program supported by the project improved knowledge, attitude and practice among Dalit women and girls? Can you provide some examples on how the trainings helped? How is it different than before (the project intervened)? Probe: mentorship/traineeship/excursion/intergenerational dialogue
9. Has the project brought about a change in local participation and engagement of the Dalit women and girls? Please give us some examples of some of the initial challenges you faced or best practices.
10. Have you noticed any changes in Dalits' tendency to seek their rights throughout project implementation? If yes, what kinds of changes? Can you give us any examples? [*Probe: Aware of rights, available government services, development planning, etc.*] How are the men contributing to it?
11. Has there been any significant change in the government's functioning and attitude towards Dalits in recent times? Please explain. [*Probe: Any attribution to project activities – awareness-raising activities, training, policy dialogues with the government, public hearing, etc.*]
12. Has the project's support brought about any change in the community as a whole (among men, non-Dalits)? How?
13. The project has provided mentorship trainings to beneficiaries. Do you feel the beneficiaries have a conducive environment to make use of these learnings and skills? especially at home and their financial and social ability?
14. Have all those who have taken the trainings been able to promote themselves at the local or national levels? If no, what has prevented selected trainees from doing so?
15. Did the training of Dalit women bring about any change in parental support for children's education? How? Any examples?
16. MSC: In the last one year, what do you think was the most significant change among the women beneficiaries?

Coherence

17. How did the project coordinate with the local government as well as other CBOs, NGOs to roll out its intervention?
18. How has the project considered caste and gender aspect both in the project design and its implementation of activities?

Monitoring

19. Does the project have any internal monitoring aspect to monitor what level of impact its project has had on beneficiaries? What are some of the challenges encountered during those monitoring? If yes, what have you found in those monitoring visits?

Others

20. Do you feel the project has brought about a change in the way gendered norms, violence and women are looked at in the community? Are there any other unintended consequences that the project might have brought about?
21. What are the unintended positive and negative consequences of the project?

Core Humanitarian Standard Commitments

22. Are the project staff supported to do their job effectively, and are treated fairly and equitably?

Sustainability

23. In the absence of project support, how do you see the beneficiaries meeting their needs and addressing their challenges?

f) KII Mentor

Background

1. Can you share with us your experience of working as a mentor for the project? What sort of challenges did you have to face?
2. Can you tell us about the trainings that you delivered? (*Probe: the topic of the training, the modality, the objective, duration, and participant*)
3. Could you tell us who were your participants and how they were in terms of receptivity, understanding, and creativity?
4. Was the content and number of days enough for the desired output?
5. What would you say are the project's biggest achievements? What are the biggest challenges to the project?

Relevance

6. How relevant were the topic or issues that the session covered for the the rights and the needs of the Dalit women and girls in this community?
7. Do you think the Netritwa's project activities were suited to the meet the needs that you just mentioned? Which of the project activities did you find most relevant and why?
8. What additional intervention could have addressed the needs of the beneficiaries in a better way?

Effectiveness/Impact

9. Please share us your experience of training Dalit community members? How different is this from training other communities?
10. In your opinion, what impact did your training have on the understanding, self-efficacy and leadership of the participants? Can you provide some examples?
11. Does such session help in enhancing the participation and raise voice for the rights of Dalit groups?
12. Are the participants regular to such sessions? How comfortable and willing are the participants or beneficiaries in exploring their problems?
13. What are the major challenges for the participants or beneficiaries to participate in the mentorship session?
14. Are all the issues raised in the sessions addressed by the project team? What are the most common types of issues?
15. Are there any other additional benefits of mentorship session for beneficiaries?

Sustainability

16. Since the project is working around positive KAP transformation of Dalit women and girls, what sort of policies are needed to make a more conducive environment?
17. In the absence of project interventions, do you see Dalit women and girls being engaged in the community at both local and national levels? What problems should they anticipate and how can they overcome it?

g) KII FCHVs

Background

1. Can you give us an idea of the status of Dalit women and girls of your *Palika* in terms of their health and health challenges they face? (Probe: maternal and ASR health status)
2. Do you know about the Netritwa project implemented by Save the Children? What do you think about it?
3. Did the project reach out to you/your institution for any training or awareness activities? If yes, can you please elaborate.

Effectiveness and Impact

4. Has there been any changes in the Dalit women and girls (participants) towards their general, ASR and maternal health care concerns? Can you give us some examples? Can the change be attributed to the activities of the project/mentorship?
5. Has there been any healthcare campaigns/policies/interventions organized by the beneficiaries after the training? Please elaborate.
6. The project has been providing mentorship for Dalit women and girls and one aspect also includes change in understanding regarding policies and laws which also extends to healthcare benefits. Does your institution provide any benefits or special interventions to bring in women and girls from Dalit communities in terms of ASRH and maternal healthcare? If yes, can you elaborate on the activities/benefits. Are the benefits/provisions enough to accommodate all of them?
7. Has the healthcare system been able to accommodate women and girls from Dalit backgrounds? Are there any specific policies to encourage them to seek for better healthcare options?
8. Are there any reservations from non-Dalit communities in the healthcare sector towards Dalits? Please elaborate.
9. Do you feel the project has brought about a change in the way gendered norms (*like how women are expected to be limited to household chores*), violence, and women are looked at in the community? (Probe: *an increasing number of women in income generation activities, people are more aware of their rights, people are speaking up against discrimination, reporting cases of violence*)
10. What are the instances of GBV or discrimination being reported in the community? Where do people usually report about these incidents? How receptive are the police or the judicial committees during such reporting or hearings? Please elaborate.
11. Are there any other cases where the project might have brought unexpected results? (*For instance, violence against women for participating in activities outside*)

Sustainability

12. What do you think the local government should do that will benefit more numbers of people, especially the extremely poor/marginalized people in the community in seeking better healthcare services?

h) KII Police Personnel

Background

1. Can you please elaborate on the legal issues faced by Dalit women and girls in your community? (Probe: caste-based discrimination, GBV, livelihood)
2. Do you know about Netritwa project implemented by Save the Children? What do you think about it?
3. Did the project reach out to you/your institution for any training or awareness activities? If yes, can you please elaborate.

Effectiveness and Impact

4. Has there been any changes among the Dalit women and girls towards laws and legal policies in general? Can you give us some examples? Can the change be attributed to the activities of the project/mentorship?
5. Do you feel the project has brought about a change in the way gendered norms (*like how women are expected to be limited to household chores*), violence, and women are looked at in the community? (Probe: *an increasing number of women in income generation activities, people are more aware of their rights, people are speaking up against discrimination, reporting cases of violence*)
6. Are there any other cases where the project might have brought unexpected results? (*For instance, violence against women for participating in activities outsides*)
7. What are the instances of GBV or discrimination being reported in the Dalit community? What do the victims usually do about these incidents?
8. What is the process that police or the judicial committees follow during such reporting or hearings? Please elaborate.
9. Do you think the access of law to women and girls from Dalit communities are similar to that of non-Dalits? If yes, can you elaborate. If no, why do you think the same access is not available? What can be done under such circumstances?

Sustainability

10. Through a legal aspect, what do you think the local government should do that will benefit more women and girls from Dalit communities?

i) KII Child Club Members

Background

1. Can you tell us about the child club and how you are connected to Netritwa project implemented by Save the Children? How did the project engage you in its activities?
2. Can you give us an idea of the status of Dalit women and girls of your *Palika* in terms of their livelihood, opportunities for them, the challenges they face?

Relevance

3. In your opinion, what are the immediate and long- term needs of the Dalit women and girls at present?
4. Do you think the Netritwa's project activities were suited to the meet the needs that you just mentioned?

Effectiveness and Impact

5. How effective was the intergenerational dialogue series? (*Probe: women's leadership role, collaborative and inclusive leadership to address harmful social norms*) Can you share your experience.
6. If not, why do you think the series was not effective? (*Probe in which aspect do they think the change has been satisfactory and in which aspect it hasn't been satisfactory*)
7. How was the learning environment for the project?
8. Did you receive any feedback from the leaders in the session? Did you incorporate any feedback in your daily life? Please elaborate.
9. How accessible were the leaders and local level representatives who were a part of the intergenerational dialogue? Could you give examples.
10. Do you feel the project has had an impact on the participation and representation of women in the local level? How? (*Probe: partnership efforts with local communities, engagement at the local level, etc.*)

Others

11. Do you feel the project has brought about a change in the way gendered norms (like how women are expected to be limited to household chores), violence and women are looked at in the community? (*Probe: increasing number of women in income generation activities, people are more aware of their rights, people are speaking up against discrimination, reporting cases of violence*)
12. Are you aware of the cases registered by Dalit women or adolescent girls related to GBV, discrimination or other issues? Can you elaborate on how these cases are handled/managed and how responsive the community is towards their issues as a whole?

Sustainability

13. In the absence of project support in the coming years, do you think beneficiaries can sustain their understanding and skills as present? How?
14. What additional intervention could have addressed the needs of the beneficiaries in a better way?