

PREFACE

The main objective of this report is to document the changes Tewa's grant has brought in the lives of women, the grantee organizations and communities. Tewa, its grantee groups, volunteers, donors and people interested in Tewa's work can benefit from this report. Tewa conducts process monitoring and evaluation of the grants to analyze the changes created by the projects at different levels: individual, family, community and systematic. Tewa's Learning, Monitoring and Evaluation Unit have conducted evaluation of the completed projects and the ongoing projects were assessed through process monitoring framework. The LM&E Unit has deployed various methodologies to collect and analyze data. Field visits, observation and discussions were conducted. At the same time where field visits were not possible the team engaged themselves in extensive telephone call.

This report portrays the changes brought by 24 projects granted to 22 partners of different geographical regions of Nepal. This report analyzes and interprets the findings of the monitoring and evaluation framework. These frameworks give complete account of the changes made through the interventions. To sum up, this report gives a comprehensive account of interventions made, changes brought, outcomes with quantitative and qualitative indicators, achievements made in terms of objectives, challenges faced and lesson learned from the 24 projects implemented by the grantee partners. The grantee partners have selected interventions as the need of their projects. Some projects focus on socio-economic empowerment while some focus on leadership development, capacity and knowledge building and organization development. Overall, all the 24 projects are in line with Tewa's grant making goals and are a good platform for women to build their capacity and for the growth of their organization.

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Introduction of Tewa's Learning Monitoring & Evaluation Model

Tewa is women's fund established in 1995 to empower women particularly marginalized and bring positive transformation in their lives. Tewa actualizes and promotes self-reliant development through modern philanthropy. Based on Tewa's mission and theory of change, Tewa locally raises funds and gives grants to community based women groups to support these groups' initiatives to empower women from most vulnerable section of society that aims to bring positive transformation in the lives of these women, leading and connecting them to movement building and campaigning for formulation, implementation and reform of policy locally and nationally.

- **Tewa's Vision:** A country without discrimination and injustice in which women enjoy their rights, freedom and peace.
- **Tewa's Mission:** Through funding and capacity development, Tewa supports women to organize, raise their voices collectively, and transform discriminatory policies, systems, norms and practices.
- **Tewa's Theory of Change:** When women struggling with poverty, marginalization and invisibility organize collectively, they amplify their voices, strengthen their leadership, and overcome injustice. Our role as Tewa is to support such groups of women by funding their initiatives, enhancing their capacities, and connecting them to other relevant groups and national initiatives and processes.

Tewa's Learning Monitoring & Evaluation unit conducts process based monitoring and evaluation. Rather than in result Tewa focuses in changes that grantees' initiatives bring. Tewa's Learning Monitoring Unit is involve in the process as the grant is approved by regular follow up of the projects and monitoring and evaluation of the projects. Learning Monitoring and Evaluation Unit works in close coordination with grant making unit of Tewa and grantee partners. This report is based on Right based Approach, Feminist Principle and Appreciative Inquiry.

Grant Making/ Grant Giving

Tewa's grant making programme is the heart of Tewa's work. Keeping Tewa's Theory of Change in center, Grant making unit approves the projects that ensure to transform women's life by promoting their social and economic rights, help women to collectivize and voice their concerns and strengthen their network to make their concern visible in local as well as at national level.

The grant making goals, as outlined in Tewa's grant making strategy are:

Goal 1: Support initiatives aimed at transforming the lives of women especially the most vulnerable and marginalized through strengthening of their capacity.

Goal 2: Assist to help enhance decision making and leadership so as to amplify women's voices and make their concerns visible.

Goal 3: Strengthen movement building so that there is a critical mass of women that can participate, advocate, and influence and strengthen politically.



Collective Analysis of the Projects

Among the projects listed below, the projects that are completed have been evaluated and the ongoing projects were monitored. The information data that has been collected have been analyzed through compilation of the frameworks together. The components in the framework has been collectively measured and analyzed further in this report below.

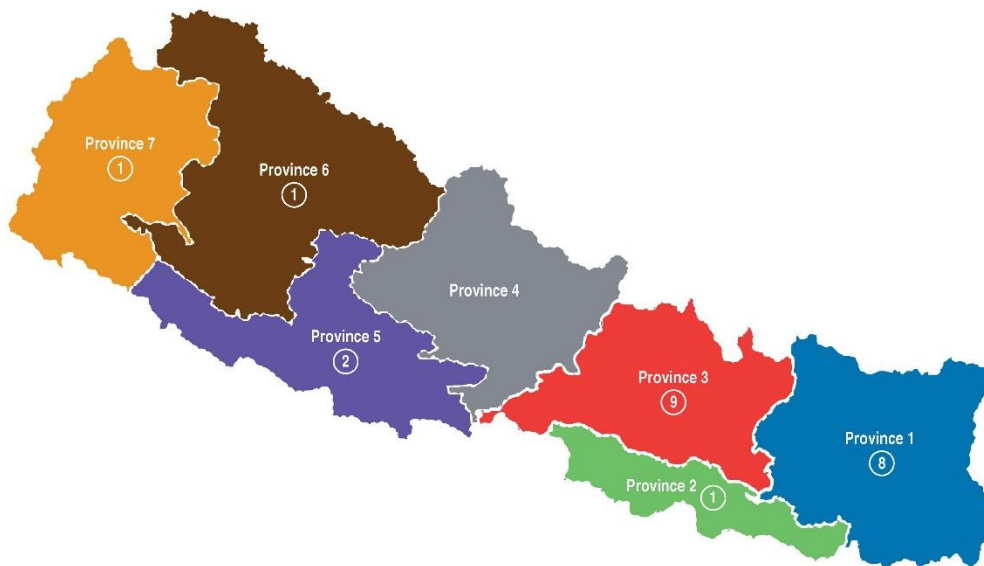
Table: List of the Grantees' Projects Monitored and Evaluated in the year 2017/2018.

| S. No. | Organization | Location/ Province | Project Year | Type of Framework |
|--------|---|-----------------------|------------------------|--------------------|
| 1. | ApangaSewa Kendra | Kathmandu/Province | 2017/2018 | Process Monitoring |
| 2. | ApangataAdhikar ka lagiMahilaSamuha | Kathmandu/ Province 3 | 2017/2018 | Process Monitoring |
| 3. | BhrikutiMahilaBachatSamuhaSanstha | Kailali/ Province 7 | 2016/2017 | Evaluation |
| 4. | Chetana Nepal | Salyan/ Province 6 | 2015/2016 | Evaluation |
| 5. | ChetansilMahilaSamuha | Udayapur/ Province 1 | 2013/2014 | Evaluation |
| 6. | JagaranMahilaBikasSamaj | Kathmandu/ Province 3 | 2017/2018 | Process Monitoring |
| 7. | JanajagaranMahilaSangh | Bardiya/ Province 5 | 2014/2015 | Evaluation |
| 8. | MahilaJagaranSangh | Panchthar/ Province 1 | 2015/2016 | Evaluation |
| 9. | MahilaPunarsthapanaSewa Kendra Nepal | Dhankuta/ Province 1 | 2013/2014 2016/2017 | Evaluation |
| 10. | MahilaSasaktikaranTathaBahudhesiyaSamaj | Kathmandu/ Province 3 | 2017/2018 | Process Monitoring |
| 11. | ManaswiParijatMahilaBikas Kendra | Lalitpur/ Province 3 | 2017/2018 | Process Monitoring |
| 12. | MatribhumiBikas Nepal | Sarlahi/ Province 2 | 2017/2018 | Process Monitoring |
| 13. | Morang NetrahinSangh | Morang/ Province 1 | 2016/2017 | Evaluation |
| 14. | Nepal Mahila Sip BikasManch | Dang/ Province 5 | 2013/2014 | Evaluation |
| 15. | PragatisilMahilaAapasiBikasSangstha | Makwanpur/ Province 3 | 2017/2018 | Process Monitoring |
| 16. | Sahara Foundation Nepal | Lalitpur/ Province 3 | 2016/2017 | Evaluation |
| 17. | SamaBikaskolagiNawaBhumi | Kathmandu/ Province 3 | 2017/2018 | Process Monitoring |
| 18. | ShidhipurMahilaSasaktikaranSamaj | Lalitpur/ Province 3 | 2017/2018 | Process Monitoring |
| 19. | Shree Sahayatra Nepal | Ilam/ Province 1 | 2015/2016 | Evaluation |
| 20. | Shree SayapartiBahudhesiyaKrishakMahilaSanstha | Tehrathum/ Province 1 | 2017/2018 | Process Monitoring |
| 21. | Shree Sinha Devi BahudeshyaBikas Kendra | Tehrathum/ Province 1 | 2013/2014 2016 | Evaluation |
| 22. | Women Group for Community Awareness and Development | Dhankuta/ Province 1 | 2017/2018 | Evaluation |

This report analyzed the projects from 2013 to 2018. 45.83% projects (11 out of 24) fall under the grant year 2017-2018. Out of 24 projects 20.83% (05) fall under the grant year 2016-2017. 04 projects (16.66%) fall under the grant year 2013-2014, 12.5% (03) projects falls under the year 2015-2016. Only 01 project (4.16%) was from the year 2014-2015.

Geographic Analysis

40.9% of 22 grantee partners analyzed, (9 out of 22) are located in province 3. 36.36% of the partners (8 out of 22) are located in province 1. Likewise, 9.09% (2 out of 22) of the partners are located in province 5 and 4.54% of the partners in province 6 and 7 each.

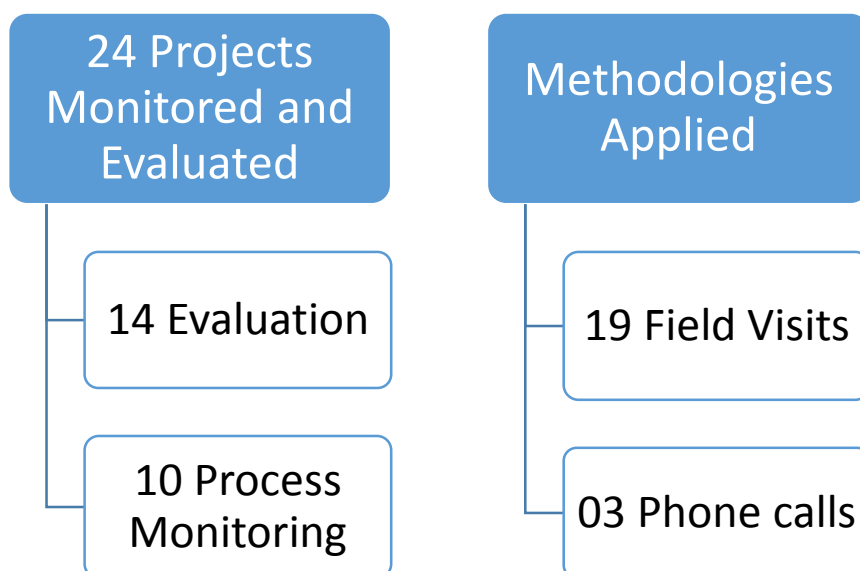


Methods

Tewa uses various methodologies to monitor and evaluate the activities and outcomes of the grantee partners. Tewa maintains close contact with its partners through field visits, phone calls, written reports and meetings. The LM & E Unit of Tewa carried out 19 field visits in the due process of learning, monitoring and evaluation of their projects in this year.

This LM&E report is based on data collected during the field visits. To collect qualitative data, Focus Group Discussions (FGDs) were carried out with grantee members, primary and secondary stakeholders. FGDs information was collected through audio recording and by taking notes. The information were analyzed and interpreted at Tewa.

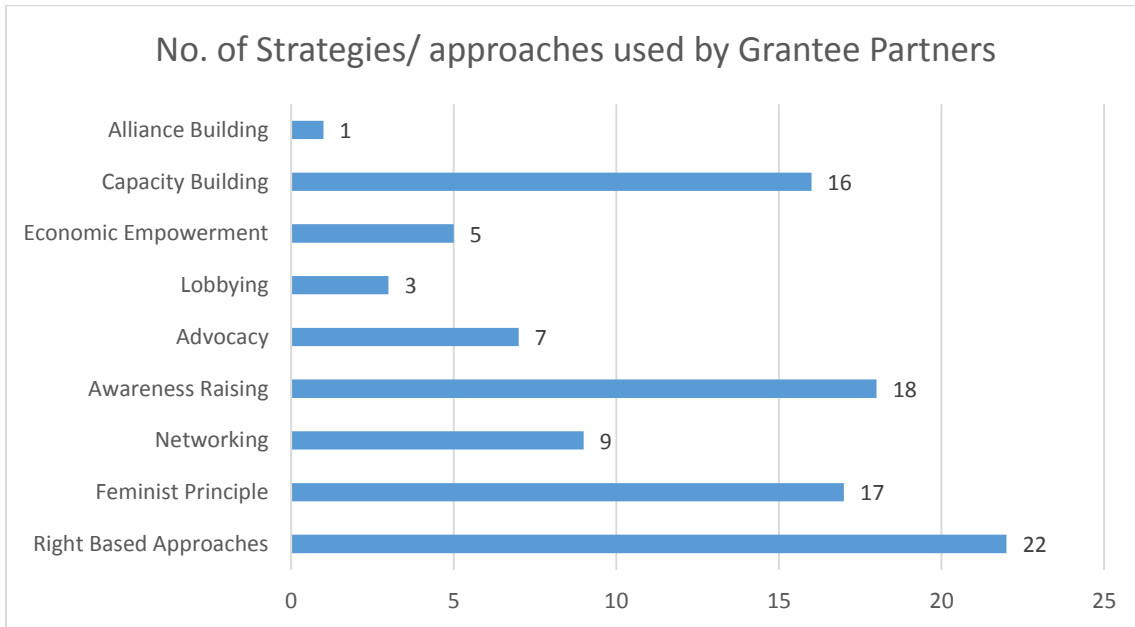
Tewa monitored and evaluated a total of 24 projects conducted by 22 grantee partners. Out of 24 projects, 14 completed projects were evaluated, 10 ongoing projects were monitored and analyzed through process monitoring (PM).



Analysis of Framework Components

Grantee partners used various strategies and approaches for implementation of the project. Applying various strategies in implementing projects is based on nature of the project. The grantee partners' knowledge on organizational system, values, needs and experiences also determine the strategies and approaches for project implementation.

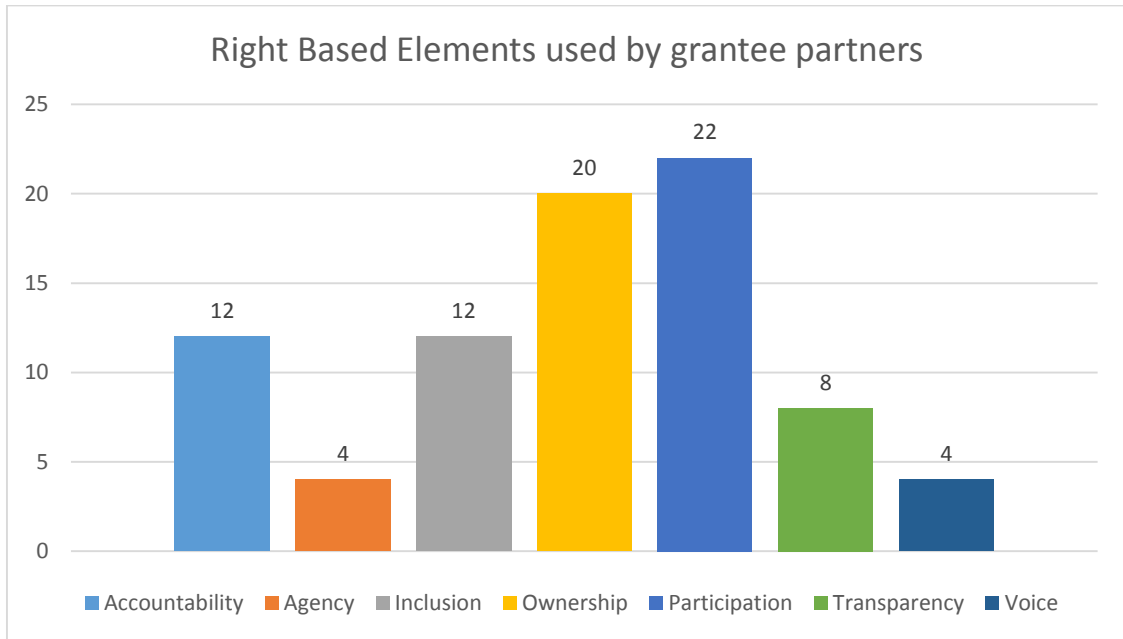
Right based approach is widely used by the grantees with application of one or more elements. Similarly, *awareness raising*, *capacity building* and *networking* were also used by most of the grantee partners. Relatively, *lobbying* is the least used approach as it demands substantial resources and capacity to follow the process. Quantitatively, all 22 grantee partners used right based approach. *Awareness raising* approach was used by 18 partners, 16 partners used *capacity building* strategy. *Networking* was used by 09 partners, 07 partners used *advocacy*, and 05 used *economic empowerment* while only 3 partners used *lobbying* during project implementation.



Elements of Right Based Approach (RBA)

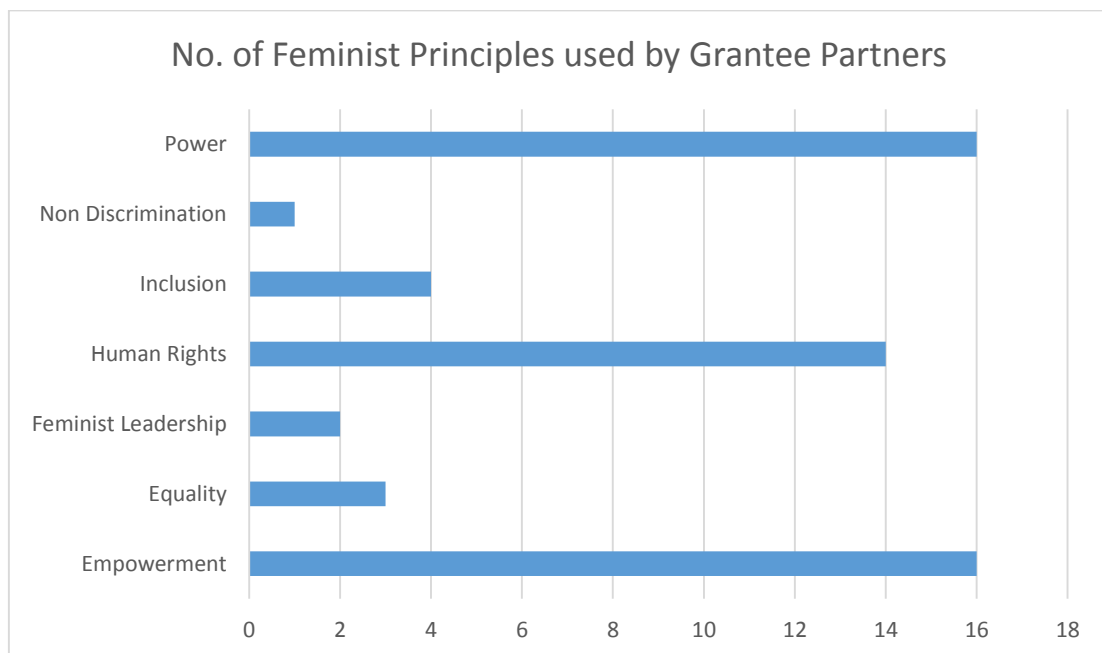
Learning, monitoring and evaluation process is based on **Right Based Approach (RBA)**.

Right based approach is further analyzed to see how grantees are aware of the approach and how they have applied it in their projects. The data rendered for using RBA elements are analyzed based on the focus group discussions held with grantee partners and stakeholders. Among 10 elements of RBA, some are easy to identify with their action, thought and behavior but few are difficult to confirm in a visit. An average of 3 elements of RBA is used by each grantee partners out of 7 elements mostly practiced. Upon analysis of RBA elements, Tewa's grantee partners are more aware on *participation*. The members of grantee partners come from various ethnic backgrounds. All 22 grantee partners have implemented the element, *participation*. The other element implemented by most of the partners (20 out of 22) is *ownership*. The elements like *inclusion and Accountability* were implemented by 12 grantee partners each. *Transparency* is implemented by 08 grantee partners. *Voice and Agency* were implemented by only 4 partners each. *Equality, Non Discrimination and Obligation* are experienced to be unusual elements to analyze without being in the whole process of project implementation which is not feasible through monitoring alone. Therefore, those elements are not incorporated in analysis process.



Elements of Feminist Principle

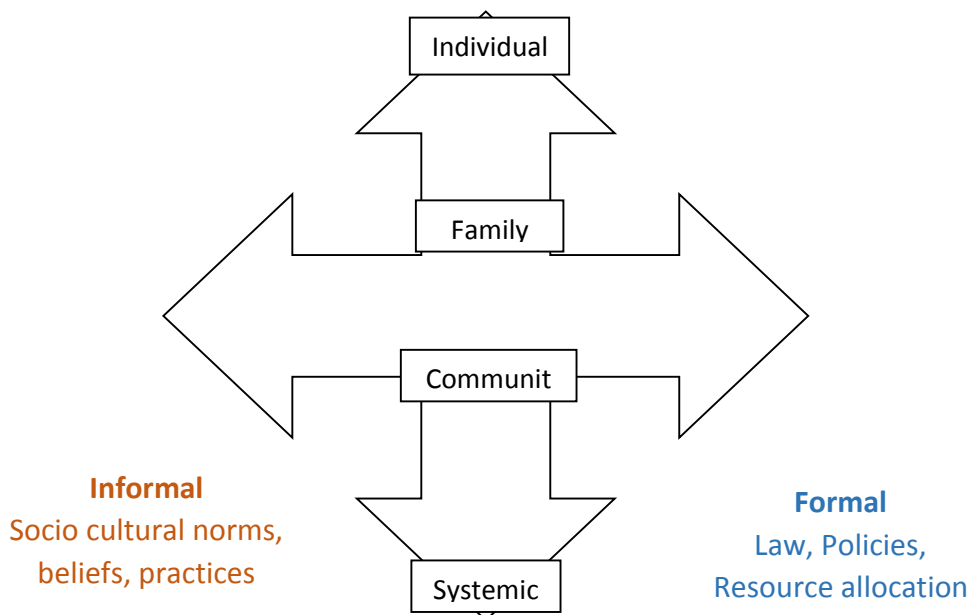
Feminist Principle is relatively new to grantee partners as this term is infrequently used in daily practice. However during project implementation period, grantee partners have tried to incorporate the elements of feminist principle into their practices. Majority of the grantee partners have implemented 3 elements of Feminist principles. Empowerment/power is the most implemented element of all. Out of 22, 16 partners have focused with element *empowerment/power* of the women by providing different skill and knowledge based trainings, which enabled them to understand their rights in making decision, accessing resources and having their own control over the resources. The second element used more in number is *Human Rights* (14 partners). And *Inclusion, Equality, Feminist Leadership* and *Non Discrimination* are the less implemented elements. Other elements like *Forward Thinking, Freedom, Non Violence, Peace* and *Visionary* were not seen being implemented in their project, as the grantee partners had because of limited knowledge on Feminist principle and ideas on incorporating them into the projects.



Domain of Changes

Internalization, acceptance and bringing into practice of the new ideas is the process of change being observed through Domain of Changes. The changes Tewa's grant has made is analyzed in four levels; *Individual, Family, Community* and *Systemic*. Most of the projects have impacted in more than one level. A minimum of two impacts were observed in the projects selected for monitoring.

On the other hand, the Domain of Changes can be further classified into Formal and Informal areas. Laws, policies and resource allocation are the formal areas where the Domain of Change can be analyzed in community and at systemic levels. To observe change or bring about change in the process require time and continued effort. So, for the grantee groups of Tewa, who grow from grass root level require constant support, encouragement and guidance to reflect change in their works. All projects evaluated are found to be successful in imparting impact on individual level: in informal areas of socio-cultural norms, beliefs and practices. These traits can be visible in the personal attitude, behaviors and practices. Since the project interventions directly involve the women at personal level, it is more visible and they can immediately influence their families to bring the changes. Further analysis according to the Domain of Changes at various levels is depicted below.



While mapping the impacts on individual level, the grants were found to be successful in bringing positive changes in behavior, thought and attitude. Most of the women, who received trainings on reproductive health rights, understood menstruation cycle actually is a natural biological process but patriarchy has linked it with religious beliefs and now they have started avoiding restrictions on mobility during menstruation period. Some elderly people also abandoned their conservative thoughts and started to be flexible with the juniors. Regarding the projects on creating awareness against violence and gender the large shift of changes is observed on identifying the rights of victims to access social remedies through legal documents like obtaining citizenships, marriage certificates, children birth certificates etc. Self-realization on discriminating between sons and daughters was one good change observed in individual thoughts and behavior. Likewise, projects on communication skill, women's rights and informed participation brought the change by increasing participation and leadership in community. Eagerness in participating in next election was a notable change observed in the thought of women.



Back to better health and active life

Anita Gothe from *Itachhen, Bhaktapur* had neurological disorder and was also suffering from psychological problems. Twelve years ago when she had a seizure due to epilepsy, she fell down over a heater and left part of her face was burnt. After that, she remained confined within her home, not getting along with others. Since then, anxiety, stress and fear of meeting people start to build up in her.

She had epilepsy from her childhood but was only provided traditional treatment. After a long period only, she was taken to hospital for proper medical treatment. This improved her neurological problem but psychosocial problem still remained. Previously she used to knit caps and sweaters but she lost her interest in them and stopped visiting community center in *Bhaktapur* where she used to visit often.



Aapangata Adhikar kolagi MahilaSamuha, one of the grantee partners of Tewa approached Anita to enroll her into Peer Support Project and was provided 6-months service on counseling and therapy sessions. When Anita first came for the peer support, she had a phobia and could not speak to people during first few months. Gradually she started to develop her confidence and started talking to people. After a series of counseling sessions with psychologist and her peers, Anita developed an easiness to talk with people around and rejoined the Community based Rehabilitation Center (CRB) in *Bhaktapur*. She participated in trainings and other programs run by the center and kept herself busy in learning and sharing skills/ knowledge. Now she has restored her mental health and also teaches knitting to others and can knit 7-8 woolen caps in a day. In the days when she has order, she earns up to Rs. 350 by knitting. Anita often takes part in programs and events organize in the center. She was seen in leadership building training organized by another grantee, Access Planet in *Bhaktapur*. She was observed very active in group exercise and was interacting with the trainer. She was also supporting visually impaired participants to move around in hall. She performed a role play with others and expressed her opinion. Anita has shown shift on positive changes, transforming herself to confident and independent woman.

Anita is one of the beneficiaries from our grantee partners in two grants awarded. Learning, Monitoring and Evaluation team first met Anita at *Tarkeshwor, Kathmandu* in December, 2018 and later when we met her again at *Bhaktapur* in May, 2019, many positive changes in here were distinctive and she said she is feeling much better than the last time we met her.

Some women have been observed to change themselves in formal ways by making their own decisions and accessing resources through livelihood projects. They decide their own mobility, manage income in household expenses and make savings in cooperatives/groups etc. few grantee members have started to bring change at local level decision making activities by holding positions in active roles in formal committees.

The other domain of change that projects have impacted in is family level. Out of 22 projects 12 were observed to have impact on family level. The common changes seen in families are as follows:

- With additional resources and women's earning, some families were able to balance their living expenses.
- In some families, positive thoughts and support increased for women's political participation.
- After obtaining skills and earning through some income generation projects, the women were able to receive positive response and more respect.
- A shift in change was brought by persuading elderly women to change their thoughts regarding menstruation hygiene and seeking cooperation from youth to break the superstitious rule within families.
- Families have understood the importance of registering social events change and brought into practice of registering the events at the earliest.
- Families support on increasing women's participation and mobility in community was a common positive change seen in many projects.

Impacts on community level were observed in 6 projects monitored. Adoption of Tewa's model of practicing philanthropy was done by Nepal Mahila Ship Bikash Manch, Dang and it has inspired people and institutions to make donations for a cause on a regular basis. Through the project intervention, the communities have started to bring about change in their perspectives on responding positively to women and build trust while undertaking responsibilities in programs and activities at community level. The members of grantee partners who have carried out projects on violence against

women have experienced a respectful behavior towards the women in community. A network for organizing campaigns and voice women's rights has been created which has brought about a change and awareness at community level.

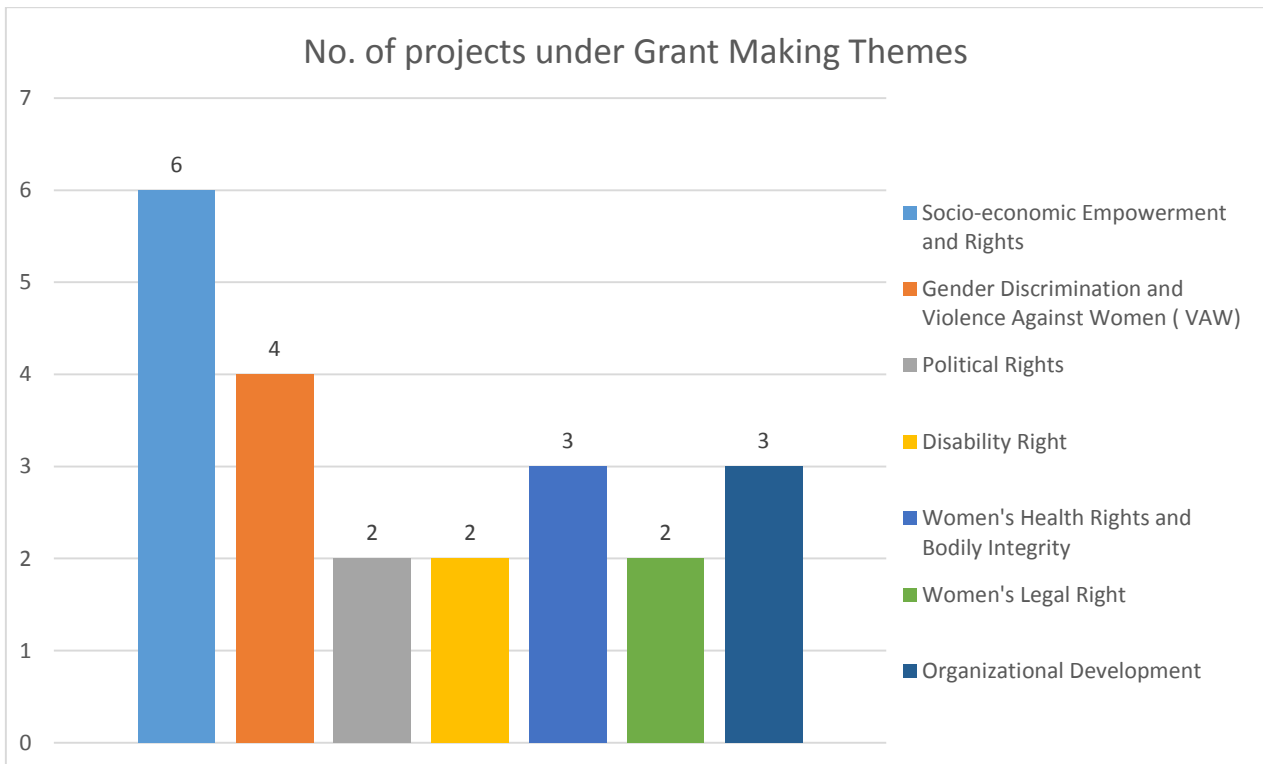
Though creating impact on systemic level is a challenging one for the women who have started to grow from grass root level, an example has been cited during the process of learning, monitoring, and evaluation. Mahila Punarsthapana Kendra Nepal, Dhankuta has accessed the service entitled by the Government of Nepal for the victims of violence and has established One Step Crisis Management Committee. Likewise, among 10 women from grantee groups who filed for their candidacy in the local election, 5 of them were elected in the positions of members of their respective wards. From the discussions with the grantees during field visits, they have shared their experiences on accessing to the grants from government agencies.

The main objectives of the interventions made are to bring positive changes in the lives of people. All the grantee partners have put their efforts for the changes. Despite some obstacles like political pressure, unavailability of raw materials, space constraint, subject matters of orientation/ training, existing power relation between women and men, and between different castes, grantee partners were successful to overcome them and move on the pathway of change.



Grant Making Themes

Tewa supports grantee partners in 11 thematic areas. Some projects of the grantee partners are based on a single theme whereas and some grantee's projects are based on multiple themes. Analyzing the grant making theme, 22 grantee partners have implemented projects based on 07 themes. Most of the grants (6 out of 22) are based on the theme *Socio-economic Empowerment and Rights*. *Women's Health Rights and Bodily Integrity* has been integrated in 03 grants. *Gender Discrimination and Violence against Women (VAW)* have been integrated in 04 grants. *Political Rights*, *Disability Rights* and *Women's Legal Right* have been incorporated by 02 grants each.



Besides the grant in above mentioned areas, Tewa has supported its partners for their Organization Development so that their capacity to perform could be enhanced. Providing grants in Organization Development has further two sub sections; one is capacitating the staffs and members of the organizations and the second is to provide equipment supports so that organization could perform even better. Out of 22 partner 03 got grants in this area. The grant was provided in the following areas:

- Training for members on proposal writing, account keeping.
- Training for members on volunteering
- Training for members in communication skill
- Training for members on strategic planning
- Support grantee partners with office equipment

Intervention undertaken by the Grantee Groups:

Interventions undertaken by Tewa's grantee partners are based on Tewa's Grant Making goals 1 to 3. The table below portrays intervention undertaken by Tewa's partners according to Tewa's Grant Making goals.

| Goal#1. Support initiatives of transforming lives of women especially the most vulnerable and marginalized through strengthening their capacity. | | Goal#2. Assist to help enhance decision making and leadership so as to amplify women's voices and make their concerns visible | | Goal#3. Strengthen movement building so that there is a critical mass of women that can participate, advocate and influence and strengthen politically. | |
|---|---------------------------|--|---------------------------|--|---------------------------|
| Kind of Intervention | # of projects done | Kind of Intervention | # of projects done | Kind of Intervention | # of projects done |
| Goat distribution | 2 | Awareness on VAW | 4 | Volunteering Training | 1 |
| Candle making training | 1 | Awareness on Reproductive Health | 3 | Orientation on women's informed and effective participation in local election | 1 |
| Beads item making training | 1 | Training on Leadership Development/ Proposal Writing/ Account Management/ Communication Skill | 5 | 1-day Interaction on Access to Justice | 1 |
| Training on off seasonal vegetable farming | 2 (1 Refresher Training) | Peer support for women having psychosocial problem | 1 | Training on new constitution and rights of Disable | 1 |
| Training on mushroom farming | 1 | Orientation on Registration of Social Events and Women's Entitlement | 1 | | |
| Seed Money for handicraft production | 1 | Training Gender Equality and Social Inclusion | 1 | | |
| Training on negative effects of pesticides | 1 | Training on Women's Right and Legal Awareness | 1 | | |
| Office equipment support | 2 | | | | |
| TOTAL | 11 | | 16 | | 4 |

Project Outcomes

| Grant Making Goal#1 Outcome Example: Economic Empowerment | Grant Making Goal#2 Outcome Example: Raised Awareness, Leadership Building | Grant Making Goal#3 Outcome Example: Network and Movement Building |
|---|---|---|
| Women acquired knowledge and skills to raise goat, mushroom farming, candle making, off seasonal vegetable farming and earning from the skills. They also gained knowledge on storing seeds, designing plastic tunnels. | Groups were formed to discuss the issues of women rights. Knowledge and skill sharing by the participants in their respective communities. Promotion of philanthropy for community development. | One Step Crisis Management Committee is formed to support the survivors affected from violence. |
| Women's confidence enhanced as they realized that they can be active in income generating activities. Positive changes were visible in their socio-economic status. | Women became aware of Violence Against Women, menstrual health, Women's Right, Reproductive Health, Political Right, Election procedure, constitutional provision. | Leading role in solving violence issues and well recognized by the district stakeholders. |
| Women were able to support their children's education and household expenses. | Increased participation of women in local committees, confidence to voice their opinion. Raised voices for candidacy and against gender discrimination within their parties. | Nominated in local election and were able to represent in local body. |
| Initiations in fund raising and positive response from individuals/groups were obtained. | Women's issues and voice are being listened in the community and are being helped. | Organized fund raising activities and provided financial support to local organizations. |
| Established endowment fund by a grantee partner. | Lobbying and advocacy skills developed along with leadership quality. | Established a good bonding with government agencies and local organizations. |
| Started monthly saving in groups. | Participants demanded right of women and disable people. Moreover concerns grew on the budget allocation of local bodies. Advocated for budget allocation to women. | Women were collectivized through goat raising project and built strong bond. |

Remarkable outcomes of Organization Development grants are as follows:

- Successfully adopted Tewa model for organization sustainability: an organization has been practicing various fund raising events at community level and provided financial support to local groups and organizations. Few organizations have established endowment funds too.
- Maintained good system of record keeping and report writing; usage of multimedia in the works increased programs and activities.
- Enhancement of knowledge on organizational skills and willingness to take roles and responsibility.
- Enhancement of leadership quality.
- Developed proposal writing skills
- Well maintained accounting system
- Drafted multiple years strategic plans



Quantitative Indicators of the outcome Mapped

Tewa maps the outcome of the projects by assessing both quantitative and qualitative indicators. Quantitative indicators are assessed to measure the exact numbers of stakeholders benefitted from the grants. According to the analysis of above projects, the grants have successfully reached to 1344 stakeholders through various skill and knowledge based training.

❖ 174 benefitted under grant making goal#1

- 48 women were reached via revolving goat project
- 17 women were trained in candle making skill and 03 are earning from the skill
- 72 women received mushroom farming and off seasonal vegetable farming and 14 of them are making earning from it
- 17 women received sewing and cutting training and 9 are earning from it
- 20 people with disability received beads item making training and organization has earned Rs. 370,00 by selling the beads items

❖ 528 fall under Tewa Grant Making Goal#2

- 121 women have increased knowledge on Reproductive Health Rights
- 296 were made aware on Violence Against Women, Gender Equality/ social Inclusion and disability right
- 50 women were made aware of importance of vital document
- 10 women with mental illness received peer support
- 25 victims of violence were provided rehabilitation and reintegration service
- 06 cases of violence against women handled
- 03 Dalit children enrolled in school
- 11 women in social leadership(developed leadership quality to manage VAW, Gender and rights)
- 06 women hold position in public committee



❖ 149 fall under Tewa Grant Making Goal#3

- 137 women were oriented on issues of Political Rights/ access to justice
- 11 women contested in local election and 06 of them won. 01 of them is in judicial committee and 01 is in executive committee
- 01 network at district level was formed to handle the cases of VAW

❖ 188 individuals and 20 groups fall under Organization Development

- 133 women got training on capacity building and volunteering
- 35 women enhanced their knowledge on developing strategic plan
- 20 women developed communication skill (02 of them are now well recognized for MC in ward level programs and are hosting programs)
- 08 women groups were provided financial support
- 04 fund raising groups formed by a grantee partner
- 02 organization received office equipment support
- 06 organizations drafted strategic plans



Qualitative Indicators

Qualitative indicators are accessed to map the quality changes in terms of grantee partners' perception, opinion, attitude and beliefs, that can't be measured in numbers. Changes observed in the behavior, thought, perception, beliefs, performances, capacities are comparable. Levels of changes observed before and after the implementation of the projects in terms of those points are assessed during Learning, Monitoring and Evaluation process.

| Indicators | # of Grantees | Qualitative Change |
|------------------------------------|---------------|--|
| Advocacy/ Political Involvement | 4 partners | Filed for nomination in local election, Able to be nominated for representation in local government, obtained vital documents, made access to local government agencies and got actively involved in planning, budgeting and voiced for right of women and disabled. |
| Capacity | 15 partners | Able to carry out income generation activities through learned skills, mobilization of volunteers. Able to speak publicly and prepare and compile official documents. Development of marketing and negotiation skills. |
| Community Interest | 5 partners | Gradual acceptance of gender equality, building of trust with community, increase in mobility and participation in meetings and programs. |
| Confidence | 15 partners | Public speaking, decision making, share learnt skill with others, approaching government offices for obtaining vital documents, speak up and act against VAW, discuss the issues of women's reproductive health |
| Donor Access | 03 partners | Resource allocation from local stakeholders, acceptance of modern philanthropy by donors, proposals submitted to local government |
| Feminism | 01 partner | Knowledge enhanced on feminism, initiated to address women's issues |
| Knowledge Building | 14 partners | Gained comprehensive knowledge on responsibility of elected representatives, strategic planning, budget planning and allocation in local bodies, gained knowledge on violence against women, gender equality and social inclusion, sexual and reproductive health, maternity health, importance of organic farming, new constitution, constitutional provision for women, rights of women, federal system, issues of mental health |
| Leadership | 07 partners | Raised voice for women's right, representation in consumer's committee, and make representation in local bodies by securing seats in local election, representation in network to support the victims of violence. Raised voice against unsatisfactory decisions made by the local bodies. |
| Networking/Knowledge sharing | 04 partners | Skills and knowledge acquired are widely shared. Network formed to support victims of violence. Working with local government and organizations. |
| Publicity | 01 partner | Recognition and respect from government |
| Respect at Home/Decision Making | 03 partners | Got respect from family members and increase in decision making ability |
| Saving Money | 02 partners | Increased saving habits, formation of monthly saving groups. |
| Self-reliance/Independence | 07 partners | Increased self-dependency by learnt skills and the office equipment supported made organization independent to document official papers. By adopting Tewa model of modern philanthropy organizations became self-dependent. |
| Stakeholders' Involvement | 05 partners | Transparent financial transaction built trust between and within partners and stakeholders, men shared household chores, local organizations are collectivized for carry out campaigns and for day celebration |
| Trauma Resilience | 01 partner | Positive changes in women having psychosocial problem |
| Unity/Empathy/ Social Support | 06 partners | Supportive in groups, community women showed interest to join activities and events, showed enthusiasm to acquire more knowledge, women made aware of the importance of the vital documents. Victims were supported to protect their rights, access to justice, legal documents etc. |
| Women Earning | 03 partners | Women earning from mushroom farming, off seasonal vegetables, candles, goat raising, sewing cutting, beads item making. Incomes from the productions are managed by themselves. |
| Women Controlling Earnings | 04 partners | Manage household expenses, started small business |

At an individual level, with increase in capacity building, confidence and knowledge building amongst the stakeholders of grantee partners, the leadership in those grantee groups has improved. Creating an opportunity of the local election, those leaders participated in the elections and came up with some remarkable results as being elected into some designations in their respective wards. Women's empowerment can be observed through quality of changes on decision making, income generating, controlling, making savings and their self-reliance. Community level qualitative changes are indicated through the factors like advocacy, community interest, feminism, networking, publicity, unity, empathy and social support.

Project Objectives versus Achievements:

Grantee partners have set certain objectives while designing the projects. And they have carried out numbers of interventions to achieve those objectives. In general, the project achievements have been analyzed to verify if the project objectives are met and during intervention, positive changes and outcomes are accessed in project achievements. In this Learning, Monitoring and Evaluation process, those achievements are observed in a broader aspect than in a detailed way. Number of objectives set for the projects varied as per their nature. Since most of the projects were based on socio-economic empowerment, awareness on violence against women, women's health and organizational development, the objectives set for those projects were common in nature. So, objectives set by grantee partners on these themes have been grouped accordingly. The table below portrays project achievements made by the grantee partners in terms of the objectives they have set. The achievements met are both of qualitative and quantitative in nature. All the grantee partners have obtained more than 1 achievement during the implementation those projects. The table below shows some significant achievements made by the grantee partners.

| Project Objectives | Project Achievements |
|---|--|
| To enhance socio-economic status of women, Dalit women and people with disability | Transformation in life of 174 women through various capacity building interventions. Women have understood importance of saving and have taken it to their practices in their saving groups. Their economic condition has improved through various incomes generation activities. It has ultimately resulted into gaining respect from family members also. |
| To build up the capacity of the staffs and the executive members of the organizations | Organizations started keeping record of financial transactions and maintained transparency. They were able to prepare and submit proposals to municipalities and other funding agencies. Women's social leadership has developed. Women were able to represent in consumer's groups. |
| To purchase necessary equipment for the organization | Purchased office equipment: computer, printer and projector. Increase in frequency of events and programs with availability of the office equipment. Became able to prepare reports and office documents economizing expenses and time. |
| To become able to prepare 5 years strategic plan and necessary documents of the organization | 05 organizations have drafted their organization's strategic plans. Brought about improvement in organization's objectives and made the members responsible towards them. |
| To create awareness on women's participation and leadership in local election 2074 among the women from marginalized and indigenous community | Acquired knowledge on political rights, federal structure, election procedure, constitutional provision etc. Women are well recognized because of their involvement in election process and are trusted by the community. The women are moving ahead to ensure their political rights. 10 women in Imadol, Lalitpur filed for their candidacy in the local election and 5 of them were elected. Out of 5 elected candidates, 2 belonged to Dalit community. |
| To create healthier environment for the women with psycho-social problems | Conducted sessions on dance and music therapies, counseling, peer support and meditation for 10 women with psycho social problems. Improved mental health condition of stakeholders. |

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|---|---|
| To enhance communication skill of indigenous women. | Managed to empower women with communication skill. Women built confidence in public speaking and in formal meetings and programs. Few women were recognized as good speakers. |
| To create awareness/ enhance capacity of women and representatives of women coordination committee and women network on gender based violence | Able to identify the act of violence occurring in their personal lives and in community. 04 cases of violence were disclosed. Some cases of violence were solved in the community and men were made aware of negative impacts of alcoholism. Formation of 'One Step Crisis Management Committee' to support survivors/victims of violence. The team of activists was involved together in one mechanism of victim support system at local level. Well recognized for their service to victims of violence. |
| To create awareness on maternal, sexual and reproductive health rights among community women | Acquired knowledge and information on women's reproductive health. Change in perception and behavior of stakeholders on menstruation hygiene, avoided restriction imposed on them during menstruation period. |
| To create awareness on negative effects of using pesticides on women's health | Acquired knowledge and skill on organic farming methods, awareness on cancer. 15 women started to prepare and use organic pesticides in their kitchen gardens. Learned to check the symptoms of breast cancer by own self and also got aware on uterus cancer. |
| To create awareness about the registration of social events in the community | Women became more conscious to prepare personal documents and started to talk with each other about acquiring those documents. During the training period 02 members obtained marriage certificates and another participant helped other 03 women to obtain these documents. |
| To enhance capacity of elected women representatives of Pakhribas Municipality and Sahidbhumi Rural Municipality in Dhankuta | Women representatives' increased participation in meetings and confidence to give opinion. Advocated for budget allocation in women's issue with local government. |
| To train executive members on TMAI (TEWA Model Adaptation Initiative) for organization sustainability | Succeeded in implementing TMAI, raised funds through various fund raising activities and disseminated fund to local groups and organizations. Established endowment fund by Nepal Mahila Ship Bikash Manch, Dang with support from 120 donors. Knowledge built and acquired skills to mobilize volunteers, fund raising and providing grants. |

The table above shows Tewa's grantee partners' achievement in terms of the objectives they have set and it portrays that most of the project objectives have been achieved. However, some of the objectives are vague and for them, the grantee partners need to be made aware on them and be oriented on designing the project objectives SMART.

A training was eye-opening for decision making

Blind and Visually Impaired Association, Morang had organized a 5-days training on "Rights of women in new constitution and gender" from 27th to 31st March, 2017. This training was a good learning ground for the participants to be aware of current legal issues with gender equality, gender friendly planning and development. Bishnu Maya Ghimire, a visually impaired women, aged 45 from Urlabari-5, Morang was one of 25 participants in the training. She had to move out of her husband's home due to violence and discrimination she had to face. Currently she is staying at her maternal home. Earlier, Bishnu Maya was gifted a piece of land by her parents which her husband constantly tried to persuade to transfer it to him. Due to her ignorance on laws on property of women, she thought her husband has a claim over the land and it was stressful to her. But after attending this training, she became clear about legal ownership of the land and the rights to property and other rights of women. With this enlightenment, she has now become more aware of her rights and is able to talk about her rights with concerned people and places.

Enabling Factors

Grantee partners have observed some factors that played vital role to successfully implement the projects. Listed below are some of the enabling factors observed by the partners during focused group discussions with them:

- a. 08 grantee partners were observed with commitment, interest, dedication and ownership of the grantee partners and their stakeholders are enabling factors.
- b. Enabling factor of 06 projects according to the partners and stakeholders was good facilitation skill and expertise of the trainers.
- c. Factors that enable success of projects among 03 grantee partners were regular follow up by grantee members.

Tewa's Grant as Contribution

Tewa's grants largely contributed to knowledge building of stakeholders by disseminating information on issues on women empowerment, violence against women, reproductive health rights, rights of people with disability, federal system, political rights etc., which ultimately created a responsive mass in community to raise voice against social and political injustice. In addition to economic independence of the stakeholders, the skills and capacities of the grantee partners and organizations were enhanced by providing necessary office equipment and organizational skills.



Challenges faced during project implementation

Challenges are definitely opportunities that paves road for betterment. Tewa takes challenges that come across project implementation as an opportunity to further analyze and develop projects accordingly. Tewa's partners too have overcome more than one challenge during project implementation.

10 grantee partners cited resource constrained/ lack of material as major challenge they faced while implementing project. Partners had difficulties to manage large number of aspirant participants because of limited budget. 8 partners faced challenges from external factors like disease in goat, political parties trying to influence selection of participants and staffs recruitment process, participants' lack of commitment, threat from perpetrators. Similarly, irregularity and lack of punctuality during training, over number of participants were challenges 06 partners cited. Resistance from family to women to come out of home and participate in the training, difficult to convince community about mental health issue, motivating women to participate in the training were challenges 05 partners have come across. 04 grantee partners faced problems like late participation in training. 02 partners faced accommodation problems for physically challenged participants. Unavailability of transportation to reach the training venue was another challenge faced by a grantee partner. Since discussion related to reproduction is taken as taboo in community, conducting training on reproductive health issue was a challenge for a partner.



Despite multiple challenges partners faced during project implementation period, they have adopted different strategies to deal with those challenges and successfully carryout the projects. Challenges like lack of raw materials, packaging large volume were dealt by coordinating with community and arranging materials available there. Restrain from family members to women for participation in the program was dealt with by regular conversation with family, counseling and motivated women to participate. Influence from political parties was overcome by frequent meetings, where they were convinced of the benefits the project would bring to the stakeholders.

Challenges overcome during project implementation are good learning opportunity for both the grant provider and grantee partners. On one hand Tewa could take the challenges as opportunity to revise the project selection and implementation procedure, on the other hand the grantee partners could take this as opportunity to capacitate themselves for better performance, ultimately adds to organizational growth.



Mapping Tewa's Theory of Change

WHEN WOMEN STRUGGLING WITH POVERTY, MARGINALIZATION AND INVISIBILITY ORGANIZE COLLECTIVELY, THEY AMPLIFY THEIR VOICES, STRENGTHEN THEIR LEADERSHIP AND OVERCOME INJUSTICE. OUR ROLE AS TEWA IS TO SUPPORT SUCH GROUPS OF WOMEN BY FUNDING THEIR INITIATIVES, ENHANCING THEIR CAPACITIES AND CONNECTING THEM TO OTHER GROUPS, NATIONAL INITIATIVES AND PROCESS.

In the course of Learning, Monitoring and Evaluation of 24 projects implemented by 22 grantee partners, achievements of the projects carried out have been evaluated as per the MLE frameworks for the projects. These achievements also relate to Tewa's Theory of Change. Creating a platform for their exposure, interaction and learning through Grantee Capacity Building Trainings, the grantee partners are supported from the initiation and further guided for their project intervention.

Organizing series of fund raising events, exposure visits, participation in different national forums and organizing additional trainings on climate change, disaster preparedness, adoption in agriculture and access to available for environmental issues have given an extra mileage for the women's groups and grantee partners to enhance their capacities and connect them to other groups, national initiatives and process in addition to the interventions through projects that Tewa has supported to different grantee partners.

This year, through the grants awarded, Tewa has been able to reach up to 417 women and raised awareness and carried out advocacy on VAW, GESI, Sexual and Reproductive Health. 6 cases of violence were addressed by the grantee groups and rehabilitation service was provided to 25 victims (in a year) of violence at Dhankuta. The assumption of awareness raising/ advocacy projects were to educate stakeholders on the issues of VAW, Women's Right, Sexual and Reproductive health, Legal Rights, helped them to identify and disclose the cases of violence and provide necessary legal, medical or counseling support to the victims. The interventions made in this regards are successful to disclose the cases of violence, form network to address the incidents of violence, provide necessary support for victims.

Transforming life with support and care



Pabitra Gajmer, 43 years in age is a married woman with two children and lives with her family in Mauwa Village in Panchthar. Her husband is away for foreign employment to support the family. In his absence, Pabitra takes care of her in-laws and children. Pabitra had to give up her studies after her marriage but later, as she wanted to continue the studies, she studied till 10+2. During her studies, she came in contact with some organizations in her community and started to get engaged in social works. Active involvements in social activities were misinterpreted by some people negatively and were falsely conveyed to her husband. He then tried to forbid Pabitra from getting involved in those activities. While participating a 3-days training on "Women's rights and legal awareness" by Mahila Jagarn Nepal, Pabitra was called frequently by her husband and was forced to drop the training. To help her, Mina Rijal, President of Mahila Jagarn Nepal talked to her husband and convinced him that Pabitra is doing works for good. This helped to convince her husband and now, Pabitra is actively working in community to help others. With a good guidance and support, she filed for her candidacy for the local election held on April, 2017 and she was elected as a ward member in ward no. 3, Tumbeba rural municipality, Panchthar.

Buddhiman, husband of Pabitra is very happy with the progress and achievements of his wife and also regrets for not supporting his wife from the beginning. Pabitra is grateful to the grantee for their motivation and counseling they provide to couples. She now looks forward to helping the women who are deprive of opportunities and knowledge about their rights.

Economic empowerment for the women has been observed in 174 women through 6 grants awarded. Interventions on income generation as goat raising, candle making, mushroom farming, off seasonal vegetable farming, sewing and cutting and bead making trainings have increased women's access and control over resources.

The projects were successful to achieve this by capacitating and equipping women with skills and knowledge to have their own income and a decision making ability to utilize that income. Formation of groups and saving in monthly basis has boosted women's confidence level, their capacity to share the household expenses have gained respect and recognition in family as well as in community.

Keeping in focus on the organizational development of the organizations for women, Capacity development trainings and activities have directly benefited 208 members and staff of the grantee groups. Trainings on staff capacity building, proposal writing, communication skills, volunteering, and strategic planning were carried out under this. 6 organizations have now drafted their strategic plans and are planning to implement them. Grantee partners have started to approach for funds allocated by the government and also to other donor agencies. Some members of grantee groups filed for their nomination in the Local election held in the year 2074 and among them 5 of the nominees were elected as members in their respective wards.

Referring to Tewa's theory of change, collective efforts and voices are powerful to bring positive changes in the lives of ordinary people. Recognizing the power of collectivism, Tewa has supported those efforts of the grantee partners that strengthen their leadership quality and capacitate them to speak up for social injustice. Tewa's grants are successful in collectivizing marginalized section of society and helping them to build knowledge on the issues of social concern. Positive changes are visible in women's decision making capacity and their capacity to collectively voice their concern. Women came forward to take leadership in community and also in local government. Women have formed network to collectively address the social injustice happening to women and make the service providers aware and accountable to the issue. Overall, 24 projects monitored and evaluated in this report are in tune with Tewa's theory of change.



Small but meaningful change: A case presented is an example of change, shared by a woman during focused group discussion held on September 4, 2018 during a field visit.

Kabita Sanjel is a middle aged woman living in Kathmandu at Old Sinamangal with her husband and 3 children and in-laws. Kabita had to take all responsibilities of household chores and also manage her duties at school. Being a patriarchal family, her husband never did any works at home nor did her in-laws let him do anything.

Kabita managed time to participate in a 2-days training on Gender and Social Inclusion, organized by one of the grantees (Women Empowerment and Multipurpose Society) on 14-15 October, 2017. She built confidence in herself to bring changes in her home. She realized that gender is a social discrimination and is determined that she will change the perception of her husband. Kabita started first by asking her husband to make a cup of tea for her. At first, he was surprised but made tea for her. Gradually, she asked him to help with shopping and buying vegetables. He did them heartily and now, it has been a routine that he prepares morning tea, goes for a walk and on his way back, buys vegetables. Kabita is very happy to see the positive changes in her husband and feels happy he shares some responsibilities of home.

This experience implicates that with a small initiative, women themselves can break patriarchy mindset in their family.

Lesson Learnt

All the learning from activities carried out during project interventions are summarized under Lesson Learnt. These learning are valuable assets of an organization since they guide the organization to move forward addressing the problems they could encounter. The main purpose of documenting lesson learnt is to share and use the learning. Good practices are encouraged to continue in future interventions. During learning, monitoring and evaluation process of 24 projects for this year, Tewa has gained some learning which are important since these learning will help Tewa to incorporate the good practices in future interventions and drop out the practices that create much obstacles and move forward with greater zeal. Tewa and its grantee partners gained some knowledge which will be beneficial to both parties. Below are some of the significant learning from these interventions. The learning are categorized in 2 parts: one for Tewa and the other for grantee partners.

| Regarding Grantee Partner | Regarding Tewa |
|--|---|
| On Approach | |
| <p>The grantee partners were aware of the Right based approach. Feminist principles need to be more familiarized and be adopted in their activities.</p> <p>More than 1 element of RBA in the project are being incorporated. Grantee partners need to be inspired to incorporate components like alliance building and lobbying into their practices.</p> | <p>Tewa should deliver information on Right based Approach and Feminist Principle effectively and help to incorporate them during project implementation.</p> |
| On Domain of Change | |
| <p>Grantee partners shall require to develop projects that could impact more on community and systemic levels during project implementation.</p> | <p>Tewa needs to enhance knowledge of grantee partners on Domain of Change and help create a vision of the works grantee partners do.</p> |
| On intervention | |
| <p>While designing income generation/ skill development projects, grantee partners should analyze availability of raw materials and demand of products in the market.</p> <p>Regarding interventions in providing space for women with mental health problems, it is a positive approach to create acceptance and space in the families for the patients.</p> <p>Grantee partners need to be more sensitive and careful during delivery of project and management of</p> | <p>Tewa should continue its learning towards finding more issues and their relevance to women and encourage grantee partners to work on it.</p> <p>Encourage participation of genders in comprehending women's issues and acting on them accordingly to bring positive changes.</p> |

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| resources required for it. | |
| On Enabling Factors for project's success | |
| Grantee partners should carry out a feasibility study of the projects with regard to available resources and their own capacity prior to applying for grant. | Empower and motivate grantee partners during Grantee Capacity Building Trainings and through follow ups during project period. |
| Commitment, dedication and ownership should be demonstrated throughout the project implementation period by the grantee partners and active participation by all members should be encouraged. | Regular follow up from the grantee partners and facilitation of expert are factors contributed for the successful implementation of the project |

Recommendations

- ▶ Proper orientation on feminist approach, right based approach and appreciative inquiry should be provided to the grantee partners so they could be aware of approaches and tools during intervention of project activities and bring into practice for positive changes in people's lives.
- ▶ Tewa needs to work more closely with the grantee partners focusing on Feminist Principle as the organization supports and strengthen the capacity of women groups so that these groups could have collective voice to transform discriminatory policies and practices, system and norms.
- ▶ Grantee partners should be encouraged to analyze well the situation of their locality. In project development period, a thorough analysis of stakeholders, availability of raw materials should be done. However, sharing all the challenges and the ways the partners adopted to overcome those will help all the partners as well as Tewa to learn and incorporate those learning in further capacity development and project development.
- ▶ For effective implementation of projects, active participation of all stakeholders, based on the nature of interventions is necessary and involvement of personnel from all sectors is recommended.
- ▶ Awareness session on Gender and Social Inclusion is recommended to be incorporated in the projects so that the grantee partners are aware of and incorporate GESI at individual and collective levels.
- ▶ Cross learning, exposure visits and sharing among the stakeholders and grantees of different organizations and regions should be provided for achieving effective changes in them.
- ▶ Grantees report writing skill needs to be enhanced based on LM & E framework.
- ▶ Tewa needs to further support and capacitate grantee organizations to develop projects that could impact more on community and systemic levels.

Conclusion

Main impact of Tewa's grant was seen in increased awareness level of women on VAW, rights of women and positive changes on women's reproductive health care issues. It has enhanced women's leadership capacities and has created visibility in the political sector. The awakened groups of women participated in the local election in the year 2074 BS and were able to be elected as the representatives at rural municipal level. The grant has shown positive impact on organization development of the partners. The members became more aware of their role and responsibility as a member of an organization. Six grantee partners have drafted strategic plans for their organization. Grantee partners were also able to write proposals and apply for grants to the government and donor agencies. For a proposal submitted, Janajagaran Mahila Sangh, Bardiya has been awarded a project by donor agency.

The Learning, Monitoring and Evaluation Unit in Tewa has systematized the overall monitoring and evaluation process of Tewa's grants. For the monitoring and evaluation of the ongoing projects, Tewa's Learning, Monitoring and Evaluation unit conducted field visits, phone calls to the grantee partners. Besides these written progress report submitted by the partners are the base of process monitoring. Project evaluation is carried out for the completed projects.