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# MONITORING REPORT

## Women-led Community Resilient Local Governance (wCOREL)

<b>Project Title</b>	Women-led Community Resilient Local Governance (wCOREL)
<b>Project Start Date</b>	April 2021
<b>Project End Date</b>	March 2024
<b>Monitoring Report number</b>	1st Monitoring Report
<b>Date of Report</b>	5 January 2024
<b>Project ID</b>	W+ database ID (Assigned by WOCAN)
<b>Monitoring Period</b>	October 2021 - October 2023
<b>Prepared by</b>	Larissa Eugenia Dominguez Fuentes with support from Dibya Gurung, Tanushree Bagh & Barun Gurung
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## Summary

WOCAN conducted the application of the W+ Standard to measure the impacts of the ***Women-led Community Resilient Local Governance (wCOREL) implemented by the Swayan Shikshan Prayog (SSP) in Maharashtra, India on women's empowerment.***

Two domains of the W+ Standard: Income & Assets and Leadership were employed to measure the impacts from the Project's investment that yield benefits to women and their communities through increased incomes, improved agribusiness skills and access to external resources.

The following summarizes the impacts in the two domains and the number of W+ credits generated:

### Income & Assets domain

The Income & Assets domain was applied to measure the changes in 75000 women's income as assets.

- The change in income for beneficiaries is IRS 5,798 per individual.
- The overall percentage of change from baseline conditions is 101.2%
- The total number of W+ credits generated is 759,186

### Do No Harm

There was minimal harm encountered by a few beneficiaries as a result of their engagement with the project. These are mainly related to additional time that they spent to participate in the training/meetings that limit their time allocation for other activities

### Leadership domain

The Leadership domain was applied to measure the changes in 1500 women leadership capabilities.

- The percentage of change in women's leadership capabilities from baseline conditions is 127%



- The total number of W+ credits generated is 19,099.7

### **Do No Harm**

There was minimal harm encountered by beneficiaries as a result of their engagement with the project. These are mainly related to additional time that they spent to participate in income generating activities and trainings related to the project, which limit their time allocation for other activities. There was no harm encountered related to GVB and conflict within the community was reported only as jealousy without causing harm.

### **Challenges and Recommendations**

The changes that have been measured are largely positive and have benefited women's empowerment through increase in their incomes and leadership roles. It needs emphasizing however, that gender asymmetries embedded in the social and cultural context need to be acknowledged through strategies that aim to mitigate their negative influences, while sustaining the positive changes in women's lives.

#### **Recommendation 1: Build male allyship**

It is important to address this fundamental challenge cited above by building male allyship through programming that builds on gender awareness and sensitivity for male champions to support women's leadership.

As outlined in the Project design Document (PDD) that preceded this report, a gender analysis identified that women are time poor.

In focus group discussions, women discussed the 'triple burden' resulting from their roles as caregivers, while also engaging in productive and community work. Typically, they spend an average of 5.5 additional working hours on household and community chores, compared to men. Please refer to PDD for additional details on the gender analysis.

Compounding women's time poverty are the types of 'resistance' that women are confronted with, both from the community and from family members, when they enter the public space (see Appendix). For instance, the highest number of women



leaders responding to the survey cited ‘the cooperation and support from family’ as the most important factor that assisted them to move forward into the public space (see table 15 in Appendix).

**Recommendation: 2. Ensure intentionality is integrated in the project design and it is explicit.** (refer to the women’s empowerment action plan in the PDD)

Intentionality refers to the equity strategy in programming to ensure inclusion of intersectional needs of various sectors of the beneficiary population. Specifically, project Intentionality refers to ensuring that at least two of the following five criteria are present in the project:

- Policy or mandate for women’s gender equality or women’s empowerment
- Budget targeted for women’s empowerment
- Monitoring and Evaluation plan for women’s empowerment
- Internal capacities for gender analysis and women’s empowerment
- Selection criteria of beneficiaries to demonstrate equal opportunity for women from different social groups(inter) and within social groups (intra).

While the SSP demonstrated an acute awareness of intentionality as described above, particularly in their practices, they however remain largely implicit. Observations during the interviews led us to assume that intentionality<sup>1</sup> was not explicit in the project design, which could potentially lead to interventions benefiting some while excluding others, particularly within the same social group. For additional details please refer to PDD’s section 4 on the Women’s Empowerment Plan (WEP), the PDD has been included in Annex I for ease of reference.

There is a risk in viewing women, both from different social groups and particularly within a specific social group as a monolithic category.

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<sup>1</sup> Intentionality refers to adopting a gender equity approach in the project design. The United Nations define equity as the “Process of being fair to men and women. To ensure fairness, measures must often be put in place to compensate for the historical and social disadvantages that prevent women and men from operating on a level playing field. Equity is a mean. Equality is the result.”



- Risks: When intentionality is not explicit and it happens by accident, it can potentially result in benefiting at the exclusion of others. Additionally, if intentionality is not present in the selection criteria, the project might be unintentionally selecting beneficiaries that are privileged within a particular disadvantaged group, or could be treating a disadvantaged group as a homogeneous category.



## 1 PROJECT DETAILS

### 1.1 Summary Description of the Implementation Status of the Project

SSP's work is focused on women who are traditionally at the margin of society and economy. Activities target low income and climate threatened communities. Prior to the implementation of the project, women farmers were disproportionately exposed to the impacts of climate change through water scarcity and food insecurity. Lacking access to economic opportunities and subsistence alternatives, they relied primarily on cultivating 'water-guzzling' crops such as soybean, cotton and sugarcane, while creating more dependence on chemical fertilizer inputs, resulting in limited incomes and increased rural distress.

Prior to the implementation of the project, women had no access to social protection services for health and nutrition, often having to pay for these needs from their own meagre resources and assets. Periods of food insecurity, no rights to land ownership, limited participation in decision making at the household and community levels all combined to exacerbate the already diminished condition and position of women, especially those from marginalized groups based on caste and marital status.

The objective of the project is to promote community driven resilience and change by and for women at all levels – households and communities to markets and local governance systems - resulting in sustainable livelihoods and well-being for all women and families.

The overall objectives are to ensure that:

- Women become agricultural and household decision makers gain access to land rights and assets and impact well-being of women girls and families.
- Women collectively have enabled the co-creation, implementation and scaling of alternative food secure agriculture value-chains and the development of an enabling environment that fosters women's economic empowerment, sustainability and resilience.
- Strengthened grassroots women's action groups are embedded in government systems, aware of local government plans on health services and social protection and impacting the local government planning.



The activities to achieve the objectives include the following;

- ✓ Orientation and providing support to women farmers – producer group for planning meetings.
- ✓ Women- led climate resilient farming model (WCRF) workshops for CRPs/facilitators with Maharashtra State Rural Livelihoods Mission (MSRLM).
- ✓ Creation of farmers training manual.
- ✓ Developing monitoring systems for tracking adoption of WCRF model and convergence.
- ✓ Mapping of government schemes and online tracking system in partnership with Haqdarshak or other agency with technology platform relevant to target groups.
- ✓ Strengthening farmer producer groups for market engagement.
- ✓ Management training workshops for value chain enterprise business leaders.
- ✓ Workshops with government officials, financial institutions and private sector companies
- ✓ Trainings to enhance women’s leadership to expand the 1-Acre model and enhanced participation of women in Panchyat water plans. mapping of government flagship programs on food security, livelihoods and social protections, and challenges for access to vulnerable families;
- ✓ creation of leadership handbook;
- ✓ skill development workshops for WILL Resource Team members; Formation and strengthening of WILL Action Groups
- ✓ Establish District/Block Level Joint Platform – Sahayog Mala for convergence with key government departments.
- ✓ Dialogue workshops between the women leaders and concerned Block, district & state officials for women’s land rights & entitlements
- ✓ Creating process & evidence based – Advocacy document
- ✓ WILL Leaders Best Practices and Video Documentation

## 1.2 Project Developer

Organization name	Swayam Shikshan Prayog (SSP)
Contact person	Upmanyu Patil
Title	Program Director



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### 1.3 Other Entities Involved in the Project

<b>Organization name</b>	WOCAN
<b>Role in the project</b>	Providing technical assistance
<b>Contact person</b>	Dr. Jeannette Gurung
<b>Title</b>	Executive Director
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### 1.4 Project Start Date

The wCOREL project started in April 2021 and the expected end date is March 2024

### 1.5 Project Crediting Period

October 2021- October 2023

### 1.6 Project Location

The project is implemented in the state of Maharashtra in five districts of Osmanabad, Solapur, Latur, Jalna and Nanded. Of the five districts, the project implementation is most intensively implemented in 3 districts. The project covers 8-10 blocks in each district and about 500 villages.





## 1.7 Title and Reference of W+ Methods

Measuring changes in women's **Leadership** and **Income & Assets** generated through SSP's activities

## 2 IMPLEMENTATION STATUS

### 2.1 Implementation Status of Project Activities

The project started in April 2021 and is continuing. Activities currently being implemented are:

#### *Income & Assets*

- Strengthening farmer producer groups for market engagement.
- Management training workshops for value chain enterprise business leaders.
- Workshops with government officials, financial institutions and private sector companies.

#### *Leadership*

- Trainings to enhance women's leadership to expand the 1-Acre model and enhanced participation of women in Panchyat water plans. mapping of government flagship programs on food security, livelihoods and social protections, and challenges for access to vulnerable families;
- Creation of leadership handbook;
- Skill development workshops for WILL Resource Team members; Formation and strengthening of WILL Action Groups
- Establish District/Block Level Joint Platform – Sahayog Mala for convergence with key government departments
- Dialogue workshops between the women leaders and concerned Block, district & state officials for women's land rights & entitlements
- Creating process & evidence based – Advocacy document
- WILL Leaders Best Practices and Video Documentation



**2.2 Where applicable, describe how non-double counting measures are being implemented.**

NA

**2.3 Where applicable, describe how non-permanence risk factors are being monitored and managed.**

NA

**2.4 Methodology Deviations**

NA

**2.5 Project Description Deviations**

NA

**3 DATA AND PARAMETERS**

**3.1 Data and Parameters Available**

### Income & Assets

<b>Data / Parameter</b>	Number of women beneficiaries
<b>Data unit</b>	Wc.p
<b>Qualitative data</b>	NA
<b>Description</b>	Number of women beneficiaries of the wCOREL project participating in income generating activities
<b>Source of data</b>	W+ Income & Assets survey
<b>Justification of choice of data or description of measurement methods and procedures applied</b>	<p>Sample size parameters:</p> <ul style="list-style-type: none"> <li>• <i>Population size: 75.000</i></li> <li>• <i>Assumed proportion: 50%</i></li> <li>• <i>Level of acceptable error: 10%</i></li> <li>• <i>Level of significance: 90%</i></li> <li>• <i>Required sample size: 69</i></li> <li>• <i>Final minimum required sample size: 70</i></li> </ul> <p>Two sets of surveys were applied: beneficiaries of the income generating activities organized by the project and non-beneficiaries</p>
<b>Purpose of the data</b>	The purpose of the data was calculation of improvement in women's lives in Income & Assets. To establish the improvement in Income & Assets by beneficiaries of the wCOREL project by comparing it to non-beneficiaries
<b>Comments</b>	NA

### Leadership

<b>Data / Parameter</b>	Number of women beneficiaries
<b>Data unit</b>	Wc.p
<b>Qualitative data</b>	NA
<b>Description</b>	Number of women beneficiaries of the
<b>Source of data</b>	W+ Leadership survey

<b>Justification of choice of data or description of measurement methods and procedures applied</b>	<p>Sample size parameters:</p> <ul style="list-style-type: none"> <li>• <i>Population size: 1.500</i></li> <li>• <i>Assumed proportion: 50%</i></li> <li>• <i>Level of acceptable error: 10%</i></li> <li>• <i>Level of significance: 90%</i></li> <li>• <i>Required sample size: 66</i></li> <li>• <i>Final minimum required sample size: 77</i></li> </ul> <p>Two sets of surveys were applied: beneficiaries of the income generating activities organized by the project and non-beneficiaries</p>
<b>Purpose of the data</b>	<p>The purpose of the data was calculation of improvement in women’s lives in Leadership. To establish the improvement in Leadership by beneficiaries of the wCorel project by comparing it to non-beneficiaries</p>
<b>Comments</b>	<p>NA</p>

### 3.2 Data and Parameters Monitored

#### Income & Assets

<b>Indicator</b>	<p>Income</p>
<b>Data unit(s)</b>	<p>Increased income generated by participating in marketing activities of the wCOREL</p>
<b>Description</b>	<p>Established by comparing income and assets survey results of users with that of non-users, calibrated on a per person basis</p>
<b>Source of data</b>	<p>Survey developed following the Income &amp; Assets W+ method</p>

<b>Description of methods to collect information and procedures to be applied</b>	Enumerators were trained and employed to apply the surveys. Data was collected using the ODK collect application. At the end of each day, enumerators submitted their results.
<b>Purpose of the data</b>	This corresponds to the income/assets formula
<b>Comments</b>	NA

<b>Indicator</b>	Savings
<b>Data unit(s)</b>	Average funds saved per month
<b>Description</b>	Established by comparing income and assets survey results of users with that of non-users, calibrated on a per person basis
<b>Source of data</b>	Survey developed following the Income & Assets W+ method
<b>Description of methods to collect information and procedures to be applied</b>	Enumerators were trained and employed to apply the surveys. Data was collected using the ODK collect application. At the end of each day, enumerators submitted their results.
<b>Purpose of the data</b>	This corresponds to the Leadership formula
<b>Comments</b>	NA

### Leadership

<b>Indicator</b>	Socio cultural challenges and obstacles
<b>Data unit(s)</b>	Types of resistance
<b>Description</b>	Obstacles that come from their need to balance the often, competing interests of home and work. It is not uncommon for many women to



	assume the larger share of cooking, child-care and care for the elderly parents or in-laws while contributing to household productive work. Women are also more likely to be confronted with limited physical mobility and hence, limit themselves to opportunities such as attending self-improvement programs or those that require travel away from home (e.g. field visits, workshops, etc.).
<b>Source of data</b>	Survey developed following the Income & Assets W+ method
<b>Description of methods to collect information and procedures to be applied</b>	Enumerators were trained and employed to apply the surveys. Data was collected using the ODK collect application. At the end of each day, enumerators submitted their results.
<b>Purpose of the data</b>	This corresponds to the Leadership formula
<b>Comments</b>	NA

<b>Indicator</b>	Emotional challenges
<b>Data unit(s)</b>	Conflicting and competing interests, self-doubt, internal dilemmas
<b>Description</b>	<p>Women are more prone than their male counterparts to be confronted with self-doubt and may become vulnerable to “stereotype threat”, wherein an individual underperforms to suit social stereotypes of women (e.g. weak, indecisive, prone to gossip rather than work etc.)</p> <p>Emotional challenges can also manifest in a high degree of uncertainty from not knowing where the change one has initiated will lead to or having to exert additional attention on not challenging the existing ‘gendered’</p>
<b>Source of data</b>	Survey developed following the Leadership method

<b>Description of methods to collect information and procedures to be applied</b>	Enumerators were trained and employed to apply the surveys. Data was collected using the ODK collect application. At the end of each day, enumerators submitted their results.
<b>Purpose of the data</b>	This corresponds to the Leadership formula
<b>Comments</b>	NA

<b>Indicator</b>	Growing leadership through engaging with obstacles
<b>Data unit(s)</b>	Overcoming emotional challenges, overcoming resistance inside the household, overcoming socio-cultural challenges
<b>Description</b>	The ability to transform one's potential by confronting the obstacles and challenges. The resolve required to engage with obstacles and challenges is an important emotional and intellectual skill that underscores effective and sustainable leadership practice.
<b>Source of data</b>	Survey developed following the Leadership W+ method
<b>Description of methods to collect information and procedures to be applied</b>	Enumerators were trained and employed to apply the surveys. Data was collected using the ODK collect application. At the end of each day, enumerators submitted their results.
<b>Purpose of the data</b>	This corresponds to the Leadership formula
<b>Comments</b>	NA

<b>Indicator</b>	Generating counter narratives
<b>Data unit(s)</b>	Access to resources and trainings, Access to knowledge and skills, Cooperation and support from family members, Income generating opportunities, Supportive network inside their organization, Active lobbying, having an active role in accessing and creating opportunities

<b>Description</b>	The ability to generate 'counter narratives' that oppose the prevailing status quo. This is closely linked to individual agency, or the ability of an individual to expand the limiting boundaries (e.g. social, cultural, structural etc.) that inhibit or eclipse new ideas or ways of doing things that lead to innovation and change.
<b>Source of data</b>	Survey developed following the Leadership W+ method
<b>Description of methods to collect information and procedures to be applied</b>	Enumerators were trained and employed to apply the surveys. Data was collected using the ODK collect application. At the end of each day, enumerators submitted their results.
<b>Purpose of the data</b>	This corresponds to the Leadership formula
<b>Comments</b>	NA

<b>Indicator</b>	Affecting changes in group structure
<b>Data unit(s)</b>	Moving ahead in the organization, Mentoring and training others, advocating for change within the organization, mobilizing other stakeholders, achieving an increase in access to budget and resources, assessing needs and situation of their village, Good coordination and teamwork, Contributing to policy development
<b>Description</b>	Changes affecting the group can be viewed as formal or informal. Usually, informal changes affect changes in attitudes, values of members with no concomitant change in the group's structure (e.g. policy, programming direction). Formal changes result in generation of funds and services for the group from external sources.





<b>Source of data</b>	Survey developed following the Leadership W+ method
<b>Description of methods to collect information and procedures to be applied</b>	Enumerators were trained and employed to apply the surveys. Data was collected using the ODK collect application. At the end of each day, enumerators submitted their results.
<b>Purpose of the data</b>	This corresponds to the Leadership formula
<b>Comments</b>	NA

<b>Indicator</b>	Affecting behavioral changes
<b>Data unit(s)</b>	Using skills to negotiate better prices, using their skills to acquire additional knowledge, using skills to increased decision making power at household and community level
<b>Description</b>	Affecting changes in one's own or others' behavior is an important component of leadership that requires vision, skillful communication and an ability to engage others with different views while not being perceived as a direct 'threat' to the existing status quo.
<b>Source of data</b>	Survey developed following the Leadership W+ method
<b>Description of methods to collect information and procedures to be applied</b>	Enumerators were trained and employed to apply the surveys. Data was collected using the ODK collect application. At the end of each day, enumerators submitted their results.
<b>Purpose of the data</b>	This corresponds to the Leadership formula
<b>Comments</b>	NA





### 3.3 Monitoring Plan

#### Income & Assets

Outcomes: Income & Assets	Indicators	Risks	MoV
<p>End outcomes:</p> <p>Enhanced agency and increased economic resilience and access to value chain ecosystem resources for marginal women farmers</p>	<p>Number of people they have supported to access financial institutions</p> <p>Number of mentees</p>	<p>Can't turn additional income into assets</p> <p>Income of farmers' communities are in high risk due to mono cropping and market rate fluctuation</p>	<p>Women's statements</p> <p>Written record of transactions</p>
<p>Intermediate outcomes:</p> <p>Conversion of income into assets.</p>	<p>Number of assets they bought</p> <p>Type of assets they bought</p>	<p>Women farmers may not get credit from agency like National Bank for Agriculture and Rural Development (NABARD) due to the change in priorities due to the pandemic</p>	<p>Women's statements</p> <p>Records from transactions</p>
<p>Immediate outcomes:</p> <p>Increased income</p>	<p>Amount of increased income in numbers</p> <p>Number of business established</p>	<p>Non-availability of government loans and subsidies for women farmers</p>	<p>Bank accounts (quantitative)</p> <p>Recording amount of people</p> <p>Recording the amount of income</p>
<p>Outputs</p> <p>Trainings implemented and number of people that participated</p>		<p>Increased competition from large companies</p>	
<p>Inputs</p>			



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<ul style="list-style-type: none"><li>● Access to markets through collective action</li><li>● Entrepreneurship training</li></ul>		following the Farm Bill and market risks related to price fluctuation of farm produce/commodities	
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## Leadership

Outcomes: Leadership	Indicators	Risks	MoV
<p>End outcomes</p> <p>Enhanced agency, participation and influencing decision making at all levels</p>	<ul style="list-style-type: none"> <li>Number of decisions influenced from their leadership position (end)</li> <li>Ability to negotiate decision making (end)</li> <li>Influencing decisions at household level (it can be divided into income, education, health, etc)</li> </ul>	<p>Women not being able to access decision making spaces in the community and governance spaces</p>	<ul style="list-style-type: none"> <li>Record of meeting's minutes</li> <li>Number of women in official governance position</li> <li>Other women's statements – Number of awards received</li> </ul>
<p>Intermediate outcomes</p> <p>Increased grassroots women leaders participation in advocacy with policy makers for development priorities and alliance building to support marginalized communities</p> <p>Increased grassroots women leaders voices and leadership in governance spaces</p>	<ul style="list-style-type: none"> <li>Number of women in leadership positions</li> <li>Number of awards received</li> <li>Number of committees/governance spaces they are members of</li> </ul>		<ul style="list-style-type: none"> <li>Number of women holding leadership position</li> <li>% of proposals accepted that were generated by women</li> </ul>
<p>Immediate outcomes</p>	<ul style="list-style-type: none"> <li>Number of trainings provided by women leaders (ToT) (immediate)</li> <li>Number of women mobilized (immediate)</li> </ul>		<p>Women's statements (qualitative)</p> <p>Bank accounts (quantitative)</p>



<p>Outputs</p> <p>Trainings implemented and number of people that participated</p>			
<p>Inputs</p> <p>Trainings to enhance women’s leadership to expand the 1-Acre model and enhanced participation of women in Panchyat water plans. Specific activities include: mapping of government flagship programs on food security, livelihoods and social protections, and challenges for access to vulnerable families; creation of leadership handbook; dialogue workshops between the women leaders and concerned Block, district &amp; state officials for women’s land rights &amp; entitlements</p>			

**Do No Harm indicators**

**Income & Assets**

<b>Indicators</b>	Women participating in project did not have to invest their own resources to participate in the project
<b>Questions</b>	<ul style="list-style-type: none"> <li>• Have you experienced any problems in participating in the project?</li> <li>• Did the time needed to participate in the project prevent you from participating in other income-generating activities or employment?</li> </ul>



	<ul style="list-style-type: none"><li>• Did you have to invest too much time building the income or assets you gained from the project?</li><li>• Have you had to sell assets (jewellery, livestock, etc) or get a loan in order to pay for aspects of the project?</li></ul>
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<b>Indicator</b>	Women have not suffered any physical or emotional abuse, social sanctions, violence or marital troubles because of their participation in the income generating activities in the project
<b>Questions</b>	Has the increase in income or assets led to any physical or emotional abuse, social sanctions, violence or marital troubles?



## Leadership

<b>Indicator</b>	Women's leadership role is not affecting their time burden
<b>Questions</b>	Does your leadership role affect your time burden?

<b>Indicator</b>	Women have not faced any conflict or GBV inside the household due to their leadership role
<b>Questions</b>	Does your leadership role create any conflict inside the household? Have you faced any GVB?

<b>Indicator</b>	Women's leadership role has not created conflict in the community
<b>Questions</b>	Has your leadership role created conflict in the community? (isolation, aggression, jealousy)





## 4 W+ RESULTS

### 4.1 Results

#### Income & Assets

<b>W+ Domain</b>	<i>Income and Assets</i>
<b>Indicator</b>	Increase in income and assets from participating in the wCOREL project
<b>Description</b>	Income and assets increased by 101.2% from baseline conditions.
<b>Situation</b>	<p>Women received trainings on land preparation, use of their own seeds, storage, germination and sowing methods with new technologies. They also strengthen their capacities in soil fertility and learned how to prepare bio fertilizers and pesticides, including pest control methods and storage. Additionally, women received support to create market linkages and for self-organizing among women in the community to increase their access to the market, which 93% of women reported as the main contributor to an increase in their income.</p> <p>Women reported an increased income from selling vegetables and cereals of over 80%, an increase of 76% in the sale of pulses and an increase of 12% in the sale of bio slurry. During the surveys, women specified that before the project, they did not know how to make bio slurry, so there was no income generated from this in the past.</p>
<b>Prospects</b>	It is important to address this fundamental asymmetry through future programming on gender awareness for women and particularly men to become gender-sensitive and support women in 'care work' to relieve their work burden. Even though the increase in income and assets has resulted in enhanced decision making and income equality in the household, women reported that their increased participation in income generating activities was contributing to their time poverty, since they were still the ones responsible for household chores, mainly cleaning, cooking and looking after children.



## Leadership

<b>W+ Domain</b>	Leadership
<b>Indicator</b>	Increase in Leadership from participating in the wCOREL project
<b>Description</b>	Leadership increased by 127% from baseline conditions.
<b>Situation</b>	SSP has invested extensively in the learning and education of local women beneficiaries, which has been foundational in developing the leadership potential of women, while contributing to increased incomes/assets that are now available to them. Women have received training on climate resilient farming, water management and leadership skills. While these have resulted in an increase in leadership for the women beneficiaries, women also reported that their leadership role was increasing their work burden and putting more pressure on their time poverty. Additionally, observations during the interviews and focus group discussions led the W+ team to assume that in the future the project could potentially benefit women at the exclusion of others and could be treating disadvantaged groups as a monolithic category.
<b>Prospects</b>	<p>Observations during the interviews led us to assume that intentionality<sup>2</sup> was not explicit in the project design, which could potentially lead to benefiting at the exclusion of others and treating disadvantaged groups as a monolithic category.</p> <p>It is important to have a selection criteria that considers intersectionality and to develop the appropriate indicators. Additionally, intentionality should be integrated in the project design.</p>

## 4.2 Summary Analysis of Results

### 4.2.1. Current Performance

The wCOREL project promotes community driven resilience and change by women at all levels –households and communities to markets and local governance systems – resulting in sustainable livelihoods and well-being for all women and families. The project focuses on women-led climate resilient farming. SSP is working on de-risking agriculture and promoting women’s decision-making by encouraging organic cultivation of multiple indigenous food crops and livelihood diversification to ensure household health, nutrition

<sup>2</sup> Intentionality refers to adopting a gender equity approach in the project design. The United Nations define equity as the “Process of being fair to men and women. To ensure fairness, measures must often be put in place to compensate for the historical and social disadvantages that prevent women and men from operating on a level playing field. Equity is a mean. Equality is the result.”



and income security. The Women-led Climate Resilient Farming (WCRF) model (also called 1-acre farming model) transforms marginalized women farmers in climate-risk areas into resilient leaders, with better livelihoods and wellbeing by positioning them as agri-innovators and decision makers.

SSP is focused contributing to women becoming agricultural and household decision makers and gaining access to land rights and assets and impact well-being of women girls and families, and strengthening grassroots women's action groups.

The implementation started in April 2021 and has benefited over 75,000 women.

#### 4.2.2. Calculation of the number of W+ units

The total increase in income for women benefiting from SSP is calculated by comparing the increase in their income compared to the non-beneficiaries.

#### Income & Assets

The income was asked about the project supported activities.

Table 1 below shows the average monthly income of the beneficiary and non-beneficiary households from different activities. The average total income of the beneficiary household is 11,525 INR/month, compared to 6,727 INR/month that of non-beneficiaries.

**Table 1:** Average monthly income of SSP-supported beneficiary and non-beneficiary households

Household Type	n	Monthly average Income per month (INR)	Std Dev
Beneficiary (TTsu)	171	11,525	10,996
Non-Beneficiary (TTsnu)	128	5,727	4,102

In order to calculate the percent change of income increase from baseline we calculated the average income gained by beneficiary women compared to that of non-beneficiary women and then divided it by baseline value.

The percentage of change of income is calculated by

$$\left[ \frac{\text{Income of beneficiaries} - \text{Income of non-beneficiaries}}{\text{Income of non-beneficiaries}} \right] * 100$$

**Table 2:** Details the calculation of the percentage change for income and assets

<b>Income change</b> (Beneficiary income – Non-Beneficiary income)	5,798
Percentage Change of income (I) <b>[(TTsu- TTsnu)/ TTsnu]*100</b> [(Beneficiary income – Non-Beneficiary income)/Non-Beneficiary income]*100	101.2%
Total beneficiary (Wc,p)	75,000
<b>Total W+ units<sup>3</sup> [Wc,p*% change if income*0.1= 75000*89.2*0.1]</b>	759,186

## Leadership

Table 1 below shows the average Leadership score of the beneficiaries before and after the project intervention. The average Leadership score of the beneficiaries after is 130, compared to the score before the project interventions, which is 57.2.

**Table 3:** Average leadership skill composite score before and after training

Respondent type	n	Average Leadership score	Std. Dev.
Beneficiary after	51	130.0	11.5
Beneficiary before	51	57.2	16.2

The results showed that at the baseline (Or before training) all respondents exhibited a more or less similar level of leadership skill. After training, there is significant change occurred in leadership skill and this is higher for the respondents who are at higher levels in leadership positions.

**Table 4:** Leadership skill score by level of respondents

Level as of position	Freq.	Average Composite Score	
		Before Trainings	After trainings

<sup>3</sup> Every 10% difference from the baseline =1 unit per women



Level 1	18	58	125
Level 2	17	57	126
Level 3	9	58	137
Level 4	7	52	143
<b>Total</b>	<b>51</b>	<b>57</b>	<b>130</b>

In order to calculate the percent of change of Leadership from baseline, we calculated the average leadership score of beneficiaries after the training when compared to the average leadership score of beneficiaries before the training divided by baseline value.

The percentage of change of Leadership is calculated by  $[(\text{Leadership composite score after training} - \text{Leadership composite score before trainings}) / \text{Leadership composite score before training}] * 100$

**Table 5:** Details the calculation of the percentage of change for Leadership

Change in leadership score (Leadership composite score after training - Leadership composite score before trainings)	72.8
Percentage Change [(Beneficiary score after training - Beneficiary score before trainings) / Beneficiary score before trainings] * 100	127%
Total beneficiaries (Wc,p)	1,500
<b>Total W+ units</b>	<b>19,099.7</b>

Additional calculations were carried out to determine the percentage of change between women beneficiaries that belong to the L1 group and the L5 group.<sup>4</sup> For this calculation, composite scores were calculated for level 5 and level 1 members, a comparison between the two provided the change in leadership score. The percentage of change was calculated by comparing composite scores and dividing them by the composite score for level 1 members. As shown in table 4, the percentage of change between the two levels of beneficiaries is 61.3%. The percentage is lower compared to the one calculated before

<sup>4</sup> The project interventions allocated women different leadership levels depending on the time they had been involved in the project and the trainings they had attended. L1 refers to the entry level and L5 refers to the highest leadership level.



and after training 127% (refer to table 3), which demonstrates that there was a significant impact for women beneficiaries even after only being exposed to a few training sessions (Level 1).

**Table 6:** *Percentage of change between L1 and L5 members*

Change in leadership score (Leadership composite score for Level 5 members - Leadership composite score for Level 1 members)	49.4
Percentage Change (Leadership composite score for Level 5 members - Leadership composite score for Level 1 members) / Leadership composite score for Level 1 members	61.3%



**Signature(s) of Preparer(s)**

This W+ Monitoring Report was prepared by:

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Name	Title	Organization	Date
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Signature



## APPENDIX X: DETAILED ANALYSIS OF FINDINGS

### Introduction

The SSP has invested extensively in the learning and education of local women beneficiaries, which has been foundational in developing the leadership potential of women, while contributing to increased incomes/assets that are now available to them.

SSP's investments in the capacity development of women beneficiaries include numerous activities aimed at developing their technical skills to apply agricultural technologies as well as enhancing their leadership potential. Importantly, this attention to capacity development interventions is underscored by the political commitment demonstrated by the project management team and its leadership.

Some of the key interventions for capacity development include the following:

### **Climate resilient farming (1 Acre Model)**

1. Technology input
2. Management practice
  - a. Land preparation
  - b. Use of own seeds, not purchased-train on seed selection and storage, germination
  - c. Sowing methods with new technologies
    - i. Broad
    - ii. Raised lands
    - iii. Dibbling
    - iv. Transplanting
  - d. Soil fertility
  - e. Preparation of bio fertilizers and pesticides
  - f. Pest control methods
  - g. Harvesting
    - i. V selection
  - h. Storage
  - i. Crop residue
3. Marketing linkages

### **Water management:**

#### Major themes of the training

1. Sensitization and mobilization





- a. Awareness about water situation and water use in agriculture, livestock,
2. PRA
  - a. How to conduct a PRA
    - i. Village situation: geographical situation to understand needs: crops, water channels, rivers, water sources, slope, type of land
    - ii. Existing water infrastructures
    - iii. Planned structures – what exists and what is needed – water structure needs assessment
    - iv. Population
    - v. Livestock population
    - vi. Total area
  - b. Type of infrastructures
3. Water budgeting
  - a. Population
  - b. Livestock
  - c. Which types of crops are better
  - d. Water surplus and water deficit
  - e. How to plan according to the needs of your
  - f. Understand if the village water access is sufficient or deficient and what you should do (this is covered in the watershed concept and development
4. Water infrastructure development
  - a. Which types of structures are suitable for your type of land, crops, etc
5. Plan of action based on the PRA: Watershed concept and development
  - a. what it is and main characteristics
6. Accessing government resources

This section outlines a more detailed narrative description of the changes affected in the income/assets of beneficiaries, and the leadership actions of women that ensued as a result of project interventions.

## Income & Assets

### Household Head by Gender

**Table 1: Gender of household head**

Gender of Hh Head	Beneficiary		Non-Beneficiary	
	N	%	n	%
Male	106	68%	98	77%
Female	49	32%	30	23%

### Primary source of income

The primary sources of income for beneficiaries differs from that of non-beneficiaries. Over 94% of the beneficiaries reported their primary source of income as agriculture followed by home based informal business (65%), and dairy poultry (47%). The major sources for income for the non-beneficiary follow the similar pattern with lower percentage of households involved compared to that of the beneficiary households (Table X).

**Table 2: Sources of income**

Income Source	Beneficiary (n=155)		Non-Beneficiary (n=128)	
	n	%	n	%
Agriculture -cereal /vegetable sale	149	96%	95	74%
Dairy Poultry	79	51%	26	20%
Non-agricultural labor	4	3%	5	4%
Business professional	57	37%	34	27%
Home-based informal business	105	68%	35	27%
Remittances	0	0%	1	1%
Biogas slurry sale	24	15%	2	2%
Other	19	12%	19	15%

Source: Field Survey 2023 (\*Total may be greater than 100% as it is multiple choice question)

### Increased income due to their participation in the wCOREL project

Women beneficiaries of the wCOREL project received trainings on land preparation, use of their own seeds, storage, germination and sowing methods with new technologies. They also strengthen their capacities in soil fertility and learned how to prepare bio fertilizers and pesticides, including pest control methods and storage. Additionally,

women received support to create market linkages and for self-organizing among women in the community to increase their access to the market.

This resulted in an increased income from selling vegetables and cereals of over 80%, an increase of 76% in the sale of pulses and an increase of 12% in the sale of bio slurry. During the surveys, women specified that before the project, they did not know how to make bio slurry, so there was no income generated from this in the past.

**Table 3:** Perception on increase in income compared to previous year

Perception on increase in income compared to previous year	Beneficiary (n=155)		Non-Beneficiary (n=138)	
	n	%	N	%
Income from sale of vegetables has increased from previous year	138	89%	21	16%
Income from sale of cereal has increased from previous year	127	82%	34	27%
Income from sale of pulses has increased from previous year	118	76%	18	14%
Income from sale of bio slurry has increased from previous year	18	12%	2	2%

**Table 4:** Income of the households from different activities in FY 2023 compared to previous year

	Average monthly income in INR			
	Current Year		Previous year	
	Beneficiary (n=155)	Non-beneficiary (n=128)	Beneficiary (n=155)	Non-Beneficiary (n=128)
Income from sell of Vegetables	3795	957	2026	764
Income from sell of Cereals	5748	4059	4587	3311
Income from sale of Pulses	1793	669	1154	464
Income from sale of Bio-slurry	188	43	52	2
<b>Total Income</b>	<b>11,525</b>	<b>5,727</b>	<b>7,819</b>	<b>4,542</b>

The major contributor to an increase in their income, is better access to markets. Followed by increased production and getting better rates for the produce. As part of their increased capacities, women mentioned they were being able to get better rates for the produce thanks to their negotiating skills. Additionally, women were also able to get better prices for inputs by staying informed on the market prices and self-organizing to negotiate better prices – highlighting strengthening collective action as one of the key aspects of the project and one of the most beneficial ones for women beneficiaries. Through self-organizing, they also managed to access government schemes and benefit from them. Additionally, women reported an increase in access to the government schemes due to effectively utilizing the different trainings and opportunities, which resulted in increasing and diversifying the funding sources for their micro-businesses.

**Table 5:** Major contributors for increase in income in the current year 2023

	Beneficiary (n=155)		Non-Beneficiary (n=128)	
	n	%	n	%
Better access to market	144	93%	52	41%
Increased production	133	86%	54	42%
Better rates for the produce	117	75%	54	42%
Lower prices for inputs	53	34%	10	8%
Access to better technical inputs and equipment	30	19%	0	0%
Saving from using biogas	37	24%	11	9%
Others	3	2%	1	1%

### Use of additional income

Results show that most women are using additional income to put money in their saving group, followed by investing in education for their children. These were also identified as priorities by non-beneficiaries, with the difference being that beneficiaries had a significant amount of additional income to invest in their priorities. Daily food consumption for beneficiaries was not a such a big concern as it was for non-beneficiaries.

**Table 6:** Use of additional income

Use of increased income	Beneficiary (n=155)		Non Beneficiary (n=128)	
	n	%	n	%
Invested in Property	53	34%	18	14%
Scooter, tractor	12	8%	5	4%

Re-invest in income-generation business	105	68%	25	20%
Education	109	70%	50	39%
Daily food consumption	102	66%	66	52%
Technology communication	36	23%	2	2%
Entertainment or Recreation	21	14%	19	15%
Put money in SHG saving	116	75%	50	39%
Medical treatment	62	40%	47	37%
Jewellery	10	6%	4	3%
Others	2	1%	2	2%

### Benefits of additional income

Additional income and savings have also generated some moderate to small benefits in the areas of enhanced decision making, income equality in the household, and growing existing businesses as a consequence of the additional income, women have increased input into household decisions, including decision making of the big expenses in the house and in and off farm activities. Additionally, the additional income has allowed them to grow their own businesses, which has also become a priority for their investments, as shown in the above table, 68% of women are using their additional income to re-invest in their income generating business. This was also identified as their main goal if additional resources were to flow from the sale of W+ credits

**Table 7:** Perceived benefits resulted from the additional income

	Beneficiary (n=155)		Non Beneficiary (n=128)	
	n	%	n	%
Increased input into household decisions	145	94%	69	54%
Increased access to community decisions	105	68%	26	20%
Greater income equality in household	104	67%	21	16%
Growing business	122	79%	29	23%
Time for income-generating activities	52	34%	22	17%
Health	80	52%	38	30%
Well-being	102	66%	9	7%
Others	0	0%	15	12%

**Table 8: Benefits of additional income and savings**

	Rankings				
	1 (Lowest)	2	3	4	5 (=Highest)
<b>Cereal, vegetables, and pulses grown for consumption</b>					
<b>User</b>	3%	5%	7%	35%	50%
<b>Non-User</b>	59%	24%	10%	5%	1%
<b>Cereal, vegetables, and pulses grown for consumption</b>					
<b>User</b>	3%	5%	14%	34%	45%
<b>Non-User</b>	64%	20%	11%	2%	2%
<b>Decision on sale of dairy production</b>					
<b>User</b>	12%	5%	12%	35%	37%
<b>Non-User</b>	55%	22%	16%	7%	1%
<b>Decision on sale of poultry production</b>					
<b>User</b>	42%	7%	12%	25%	15%
<b>Non-User</b>	80%	13%	4%	2%	1%
<b>Decision on sale of bio slurry</b>					
<b>User</b>	57%	5%	5%	25%	7%
<b>Non-User</b>	76%	14%	5%	4%	1%
<b>Decision on Non-farm activities</b>					
<b>User</b>	15%	5%	17%	30%	32%
<b>Non-User</b>	55%	21%	17%	5%	1%

### Do no harm assessment

The main challenge reported by women was the amount of time they needed to invest in building the income and assets gained from the project. While an increase in Income & Assets has translated into increased decision making power and mobility for women, it has also increased their time burden. Women reported being more involved in productive and income generating activities, but also reported there was no alleviation on the time they needed to spend on household chores. Often women became the main breadwinner within the household, but they are still the ones responsible for cleaning, cooking and taking care of children.

**Table 9: What type of problems/challenges did you face?**

	Yes	
	n	%
Have you experienced any problems in participating in the project?	65	42%

Did the time needed to participate in the project prevent you from participating in other income-generating activities or employment?	57	37%
Did you have to invest too much time building the income or assets you gained from the project?	66	43%
Has the income gap between women and men increased?	89	57%
Have you had to sell assets (jewelry, livestock etc.) to pay for aspects of the project?	10	6%

**Table 10:** Information and training on maintenance and operation of the project

	Beneficiary HH	
	N	%
Provided more to men	62	40%
Provided more to women	93	60%

**Table 11:** Information on physical or emotional abuse

Has increase in income or assets led to any physical or emotional abuse		
	N (171)	%
Physical abuse	4	2%
Emotional abuse	44	26%
Social sanctions	16	9%
Violence	0	0%
Marital trouble	2	1%
None	105	61%
Physical abuse	1	1%
Emotional abuse	36	23%
Social sanctions	14	9%
Violence	0	0%
Marital trouble	1	1%
None	103	66%

## Leadership

### Training and coaching on leadership skills

The project had a significant focus on providing training to women beneficiaries. The subjects of the training varied from technical capacities for farming and water management, to strengthen their capacities for self-organizing, accessing government benefits, reporting, and providing dialogue spaces for exchange of experience among



women. The lists below provide an overview of the main subjects that the women were trained on.

Leadership-specific training:

- a. Training on leadership skills
- b. Development of the Leadership handbook
- c. Dialogue workshops between the women leaders and concerned Block, district & state officials for women's land rights & entitlements
- d. Trainings to enhance women's leadership to expand the 1-Acre model and
- e. Trainings to enhance participation of women in Panchyat water plans.
- f. Orientation and providing support to women farmers – producer group for planning meetings.

Even though most the trainings provided were not focused specifically on leadership skills, the participation of women in these trainings led to an increased recognition of women's agriculture decision making capacities, especially related to the sustainable use of natural resources, and the improved food and income security for their families. This also translated in an increased decision making power within the household, ranging from decisions related to the farm, the market, and the generated income.

Overall, women reported feeling more self-confident due to the trainings and recognized this increase in Knowledge & Education as the key stepping stone to exercising their leadership. Women reported trainings as the main aspect and the first step towards building their leadership skills, after the trainings, they felt confident enough to participate in legislative processes, making decisions within their households and communities, networking and mentoring others. Women leaders that participated in the trainings built partnerships with key stakeholders and their recognition in the community increased. Education was also reported as the key element that allowed women from the most vulnerable sectors in the community to gain respect and influence their communities.

The following sections provide additional details on these changes.

### **Socio cultural challenges and obstacles**

Women reported that in the initial stages, they faced significant discouragement from family members to exercise their leadership roles. This resistance primarily stemmed from prevailing time constraints experienced by women and an overarching perception that





assuming such roles would diminish the time dedicated to household responsibilities. However, women's leadership role brought an increased recognition from their families and community and an additional income. Subsequently, a significant number of women reported a shift in attitude among their spouses and other household members, who not only became supportive of their leadership roles but also provided practical assistance, such as facilitating transportation for attendance at various training sessions and meetings. In contrast to the situation before the project, where most women reported not being allowed to leave the house or access any education opportunities, revealing a positive transformation in household dynamics after the project. Women reported that some of their husbands faced external discouragement from fellow community members due to their supportive stance toward their wives' leadership roles, they recognized the multifaceted benefits generated from these positions and chose not to succumb to such discouragement.

Women were also self-organizing to support each other when one of them was facing challenges within the household, for example mobility limitations. Often providing support through discussions with family members to better explain what the leadership role consisted on and what the benefits were. Balancing conflicting interests of home and work was not an issue before the training, however, with the new responsibilities their leadership role entailed, some women faced difficulties at the beginning, mostly related to time and mobility.

During the interviews, women reported caste and marital status as two of the key elements determining the obstacles they faced. While obstacles reported by women were all the same, women from scheduled castes and widows are facing disproportionate levels of these challenging conditions because of the systematic exclusion from important decisions due to caste, ethnicity, class and marital status. Interviewed members from the scheduled caste reported that because of the education they received through the project, they were recognized in the community and given access to public spaces within the village that would have otherwise been inaccessible for their caste. Widows that participated in the interviews also reported a shift after receiving mentoring and trainings from women leaders in their communities. This resulted in securing loans for establishing independent businesses, thereby generating income without relying on male support from the community. Income generation was identified as another key aspect that shifted the



perception community had of widows, resulting in accessing positions of power within their communities and recognition.

The table below shows that all the challenges followed the same trend, before the project interventions, most of the women recognized these issued as highly challenging. After the project intervention, the table shows that, while the challenges are still there, all women recognized them as moderately to lowly challenging. Discouragement from family members, moving to higher positions despite one’s gender, and limited networking opportunities are the three challenges where women reported the greatest impact, with the three of them becoming the least challenging after the intervention. On the other hand, financial limitations, access to information, and inappropriate conditions for women are still recognized as moderately to highly challenging.

**Table 12:** *Ranking of challenges experienced by women before and after the project*

	Rankings				
	1 (Lowest)	2	3	4	5 (=Highest)
<b>Creating inappropriate conditions for women (timing of meetings, etc)</b>					
Before	12%	0%	0%	6%	82%
After	16%	37%	37%	8%	2%
<b>Selective/Systematic Exclusion from important decisions within the group based on gender, ethnicity, class, etc.</b>					
Before	17%	0%	10%	14%	59%
After	24%	45%	27%	4%	0%
<b>Lack of support from men and women peers for your leadership</b>					
Before	18%	0%	0%	25%	57%
After	29%	35%	34%	2%	0%
<b>Limited networks or networking opportunities</b>					
Before	43%	0%	0%	4%	53%
After	65%	20%	15%	0%	0%
<b>Poor access to information and communication</b>					
Before	18%	0%	0%	6%	76%
After	22%	35%	37%	6%	0%
<b>Financial limitations (lack of access to budget especially for work on gender issues)</b>					
Before	2%	0%	2%	6%	90%
After	20%	25%	51%	4%	0%
<b>Difficult to move higher than a certain level within the group’s hierarchy because of one’s gender</b>					
Before	69%	0%	0%	0%	31%



After	78%	8%	14%	0%	0%
<b>Family members actively discourage your assuming leadership roles at work (e.g. too time consuming; does not pay off; paid more than the husband; create too many enemies at work; not a woman's role etc.)</b>					
Before	4%	0%	4%	14%	78%
After	59%	27%	14%	0%	0%
<b>Balancing conflicting interests of home and work (e.g. time limitations, limitations on mobility)</b>					
Before	18%	2%	0%	25%	55%
After	20%	37%	35%	8%	0%

Despite the positive outcomes, these have also resulted in an increased time burden for women. Work burden and time poverty continue to be the main challenges identified by women, especially women leaders. As identified in the gender analysis, the causes of women's work burden can be attributed to several factors: gender roles that primarily associate women with 'care' responsibilities, that include all household chores such as cooking, cleaning, looking after children and family members, with little or no support from male members of the family, while also significantly assuming 'productive' roles that are usually associated with men. Women's engagement in productive roles such as farming, livestock management, income generation through small home-based businesses are extensive. The gender analysis showed that women are significantly engaged in production activities while also assuming household and community-level responsibilities outside the home. On average, women spend an additional 5.5 hours working compared to men. It is important to address these gender asymmetries and to target men with specific activities to make them more gender sensitive. As shown in the table, lack of support from men is still identified as a significant challenge. The lack of support was reported as lack of support in household chores and other unpaid labor that is typically carried out by women, which increased women's time poverty.

### Emotional challenges

A predominant emotional challenge reported by most women in their leadership roles is feeling out of control and the high level of uncertainty from not knowing where change will lead. However, the women highlighted a key element contributing to their confidence in managing change: the mentoring provided by other experienced women leaders within their group. This mentorship played a crucial role in equipping them with the necessary skills and resilience to confront uncertainties and navigate through the complexities



associated with their leadership roles. Despite encountering a heightened level of uncertainty regarding the outcome of the changes they were spearheading, the women expressed confidence in their ability to navigate through the transformations. Having enough time for mental and emotional adjustment to change was identified as a second challenge and finally, managing conflicting interests within their respective followers or groups. This last challenge poses difficulty in effectively representing all stakeholders and fostering consensus.

Throughout the interviews, a notable development was identified in the women's enhanced capacity to articulate their concerns, facilitating a more streamlined problem-solving process compared to the previous scenario where articulating and confronting issues was accompanied by discomfort and uncertainty. Furthermore, the women reported an increased ability to manage their emotions, particularly anger, when faced with challenges and failure in realizing some of the desired changes for their communities.

**Table 13:** *Emotional challenges faced by women before and after the project*

Emotional challenges	Challenge level	Before (n=51)	After (n=51)
Feeling out of control and High degree of uncertainty from not knowing where the change will lead	Most challenging	27%	4%
	Moderately challenging	0	67%
	Least challenging	73%	29%
Lack of time to mentally and emotionally adjust to change	Most challenging	27%	0
	Moderately challenging	0	67%
	Least challenging	73%	33%
Conflicting interests of followers/groups may make it difficult to generate consensus	Most challenging	16%	0
	Moderately challenging	0	49%
	Least challenging	84%	51%



### Growing leadership through engaging with obstacles

According to the interviews, socio-cultural challenges were considered a major obstacle for 98% of the women before the project interventions, afterwards, 73% of women reported significant progress and 4% reported to have completely overcome these challenges. A similar situation can be observed for emotional challenges, which were considered a major obstacle for 80% of women before the project intervention, which resulted in 73% of women reporting significant progress and 2% reporting that they have completely overcome these challenges.

Given that most women are working only with SSP, resistance from leadership and peers within the organization was not an obstacle. On the contrary, women referred to SSP staff as allies in exercising their leadership role, while resistance came from the community and their households. Most women reported successfully influencing and mobilizing their family members to garnered family support: from husband and children, including in-laws (e.g. looked after their shops), to support their leadership role. As shown in the table 98% of women considered this a major obstacle, after the project interventions, only 22% of women still considered this a major obstacle, while 68% reported significant progress and 10% reported to have completely overcome this obstacle. While women reported a shift from resistance to support within their household, the support did not translate into family members, mainly the husband, taking an active role in unpaid housework activities to alleviate time burden for women.

The table below shows that, while significant progress has been achieved in the three types of challenges, obstacles are still there, and for 23% of women, these are still considered major challenges for their leadership role.

**Table 14: Obstacles and level of improvement**

Obstacles they could overcome after the leadership training	Level of improvement	Before	After
Resistance from leadership/peers within your organization and community	Still a major obstacle	98%	22%
	Progress, but still an obstacle	2%	68%
	Completely overcome	0%	10%
Socio-cultural Challenges	Still a major obstacle	98%	23%



	Progress, but still an obstacle	2%	73%
	Completely overcome	0%	4%
<b>Emotional Challenges (emotional challenge in moving forward)</b>	Still a major obstacle	80%	25%
	Progress, but still an obstacle	16%	73%
	Completely overcome	4%	2%

### Generating counter narratives

The project presented diverse opportunities that assisted women in moving forward. These opportunities were recognized by women as avenues to question and challenge traditional gender roles while concurrently fostering the development of their leadership skills. The women acknowledged these opportunities as instrumental in building self-confidence, enabling them to advocate for their rights, access various opportunities, and actively participate in decision-making processes.

The opportunity that has assisted women the most has been cooperation and support from their family and/or community. Table 4 shows the level of relevance that women allocated to the different opportunities, with cooperation and support from family members receiving 47% of relevance, making this the opportunity that assisted women the most in moving forward. Considering the time constraints of women and the strict cultural norms that women face, having the support of their families was identified as crucial to exercise their leadership role. The backing of their families emerged as indispensable for the effective exercise of their leadership roles. This support manifested in practical ways, including assistance with transportation, household chores—particularly cooking—and support with childcare responsibilities. Furthermore, the women underscored the significance of the respect garnered from family members and the shift in societal perceptions towards women within their communities as key factors facilitating their progress.

Income generating opportunities was reported as the second main opportunity that allowed women to move forward, with a ranking of 45% relevance for women as a key opportunity. This opportunity was closely related to access to education, training and



resources (29%). Both education and income generation were reported as fundamental stepping stones for women that belong to the most vulnerable sectors, especially widows and women belonging to scheduled castes. These women reported that through education and income generation, they could shift the perception of the community, giving them recognition and even access to decision making spaces that would have otherwise been inaccessible. They reported using their influence to mentor other women from the most vulnerable groups, and using their influence to talk with members of the community to enable this shift in perception. Using their influence and leadership role to create opportunities for other women in the communities was reported by all the women that were interviewed, not only those belonging to vulnerable groups.

Support within their organization was reported as the third main aspect that allowed them to move forward. The services and support provided by SSP was identified as one of the key aspects from women. While women acknowledged the importance of income-generating opportunities and increased knowledge, they emphasized that these became accessible primarily due to the support provided by SSP, thereby positioning SSP's assistance at the forefront of the opportunities presented. The relevance given to income generating opportunities, is closely followed by access to resources, trainings and programs. Overall, the combination of increased knowledge and income, has translated into an opportunity for women to move forward, it has also assisted women with recognition within the household and the communities as decision makers and key actors, meaning that there has been a shift in the perception of the role of women thanks to an increased recognition of their education and their capacities to generate and invest additional income.

**Table 15:** *Opportunities that assisted women to move forward*

Opportunities that assisted women to move forward	Rankings - Relevance of the opportunities				
	1 (Lowest)	2	3	4	5 (=Highest)
Access to resources, training and programs	10%	6%	18%	37%	29%
Cooperation and support from family and/or community	27%	2%	0%	24%	47%
Income generating opportunities	8%	8%	19%	20%	45%





Support within and external to your organization	7%	4%	15%	45%	29%
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The interviewed women reported on the role they've had in creating and accessing opportunities for themselves and other women in the community. Active networking came as the main activity where they have been playing a major role, with 23% of women reporting having a major role in networking with external organizations and stakeholders post-training, enhancing their communication skills and serving as intermediaries between the government, SSP, and other stakeholders. Their heightened confidence allowed them to articulate key issues in decision-making spaces, often resulting in positive outcomes. Effective 18% of women reported having a major role in effectively communicating their role and vision to frame key issues. Their efforts extended to advocating for women's concerns, fundraising, accessing government schemes, and influencing local-level policy-making to mobilize resources, access markets, and adopt technologies for increased production. They reported reframing proposals to show women's benefit through the support and successful lobbying with the government.

Only 6% of women reported having a major role in active lobbying with donors, this 6% coincided with the women that had the higher leadership levels within the organization, these women also had better access to donors and high level policy makers. These results show that additional efforts could be made to increase women's role and active participation in lobbying with donors to generate support, especially for women that have lower leadership levels within the organization.

**Table 16: Role of women in accessing opportunities using their knowledge and leadership skills**

Opportunities that assisted women to move forward	Rankings – Role in accessing opportunities		
	Minor role	Medium role	Major role
Active networking to develop allies (within and external to the organization)	8%	69%	23%
Effective communication of your role and vision to others (naming, (re) framing key issues)	8%	74%	18%





Active lobbying with donors, funders, policy makers, project staff, development organization to generate support/build allies around your ideas	45%	49%	6%
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### Affecting changes in group structure

Providing training to other women was reported as the main way of using their leadership skills and knowledge acquired through the project interventions, with 39% of women identifying this as the main use, which was also reported as a key aspect when they were moving forward, as shown in the above section. During the interviews women emphasized the importance of mentoring each other and sharing their knowledge, which was not limited to sharing the technical capacities they acquired during the trainings, but also navigating emotional and social challenges inherent to their leadership role. Specially to navigate potential issues within the household and navigating the shift in perception from the communities. Women reported using their skills to mentor and advocate for issues such as stopping child marriage in their communities, increasing access to education for young girls, mentoring for investments and business opportunities, among others.

While only a minority of women, 16%, identified getting a promotion and moving ahead as priorities for utilizing their leadership skills, it was mostly articulated as a collective aspiration to progress together. Nonetheless, several women reported getting promotions after their training, mostly due to the recognition of their knowledge and expertise, they were recognized as key agents within their communities, which facilitated access to promotions and decision-making roles previously beyond reach. 20% of women identified advocating for change and mobilizing others as a priority they were using their skills for.

**Table 17: Key activities women are using their leadership skills and knowledge for**

How are women using the leadership skills and knowledge	Rankings – Using their skills		
	1 (least)	2	3 (most)
Get a promotion/moving ahead	2%	82%	16%
To provide training to others	2%	59%	39%
Mentor others (unofficially), how many mentees?	2%	82%	16%



Advocate for change and mobilize others (within your organization and/or with partners; regional/national policy bodies etc.)	51%	29%	20%
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A primary outcome reported by women was their contribution to securing budgets and increased incomes for themselves and others through the initiation and diversification of income-generating activities. The table below shows that women were engaged more highly in accessing budget, with 25% of women reported a high involvement and 75% reported a moderately to high involvement in these achievements. Increased incomes were also identified as a key outcome, with 23% of women being highly involved and 65% of women being moderately to highly involved. This outcome is linked to the need and situation assessment and the good coordination and team work of their organization. Women successfully brought pertinent issues to decision-making spaces, orchestrating self-organization with women from their communities to demand solutions. Another notable result highlighted by women was the establishment of bank accounts in the name of their Village Saving Groups, giving women increased control over resources and facilitating access to government schemes and benefits due to complying with the necessary documentation.

**Table 18:** Key contributions of women using their leadership skills and knowledge

Key contributions of women	Rankings – Role in contributing		
	1 (least)	2	3 (most)
Accessing budget	0%	75%	25%
Increase in incomes of yourself/others through initiation of income generating activities	12%	65%	23%
Need and situation assessment of the village/program	18%	63%	19%
Good coordination and team work	19%	67%	14%

### Affecting behavioral challenges

Key achievements stemming from their leadership initiatives include a notable increase in self-confidence, particularly evidenced by their confidence in engaging with government officials, actively articulating demands, and negotiating for their needs. This



transformation has also resulted in an increased trust in the government's ability to fulfill their requirements and respond to their advocacy. Additionally, women reported elevated expectations concerning the outcomes they could achieve, encompassing the number of mentees they could guide, benefits obtainable from the government, augmented income generation, and potential investments, among others. The table shows that 31% achieved an increase in self-confidence and agency, 51% made progress but still lacked confidence, and 18% did not achieve this increase.

Women reported an increased confidence to make decisions at both the household and community levels. Several women were recognized with awards in their villages for their social contributions, contributing to an overall enhancement of their personal reputation within their groups and communities. This positioned them as key figures in decision-making processes. This positive outcome extends to women from scheduled castes and widows, who are now acknowledged by their communities and entrusted with decision-making responsibilities at the community level. The table shows that 18% of women achieved an increase in trust from other in the organization and communities, 57% achieved an improvement but still lacked confidence, and 25% did not achieve increased trust.

As shown by the table, there was a significant improvement for over 75% of the women in the project, however, the remaining 25% is still facing difficulties and will require additional project interventions to continue to build up on the ongoing results of the project and achieve behavioral changes.

**Table 19:** Key achievements of women's leadership role in behavioral challenges

Key achievements of leadership actions	Rankings – Level of confidence		
	1 (least)	2	3 (most)
Increase in your self-confidence and agency	18%	51%	31%
Increased trust from others in the organization and/or community	25%	57%	18%

### Do No Harm

Women reported their time burden being affected by their leadership role because it implied additional responsibilities, however, they mentioned it was worth it because the



benefits they were getting significantly outweigh the challenges. However, only a very small number of women reported receiving support from their partners with household chores, leaving them overwhelmed with responsibilities and increasing their time poverty.

There were no reports of GVB, some tension was created inside the household, mostly at the beginning of the trainings, but it was mostly dealt with through mentorship and visits from senior leaders to the household.

There was no report of conflict in the community. Women reported jealousy from some other women in the communities and criticizing by some households, however, this did not become a big issue and never arrived to aggression and isolation.

Overall women reported identified these as expected challenges and were confident on knowing how to deal with them, especially knowing they have the support of their family and organization.

**Table 20:** *Do no harm information*

	Yes	
	n	%
Does your leadership role affect your time burden?	6	12%
Does it create any conflict inside the household? (Have you faced any GVB?)	1	2%
Has your leadership role created conflict in the community? (Isolation, aggression, jealousy)	1	2%



**ANNEX I: Project Design Document (PDD)**

**Women-led Community Resilient Local Governance (wCOREL)**

Swayam Shikshan Prayog (SSP)

Document Prepared By *W+ team, WOCAN*

<b>Project Name</b>	Women-led Community Resilient Local Governance (wCOREL)
<b>W+ Project ID</b>	
<b>Project Start Date</b>	April 2021
<b>Project End Date</b>	March 2024
<b>Date of PDD</b>	26 November 2023
<b>Prepared By</b>	W+ team, WOCAN
<b>Contact</b>	Barun Gurung 77-6412 Kepano Pl, Kona, HI 96740 +1-808-746-1799



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**SSP’s work is focused on women who are traditionally at the margin of society and economy. Activities target low income and climate threatened communities ..... 61**

**Prior to the implementation of the project, women farmers were suffering the impacts of climate change, mainly water scarcity. This was made worse by the lack of economic opportunities. They lacked alternatives for farming, so despite the drought, they continued cultivating water-guzzlin soybean, cotton and sugarcane, using more chemical inputs and resulting in not just loss of cinome, but also increasing rural distress. Moreover, women were not recognized and were treated as workers in their own farms, having very limited decision making power related to crops grown. Prior to the project, out of pocket expenditure on health, falling quality of nutrition and lack of social protection led woment o fall into provewrty, often depriving women of their already meager resources and assets and no right to land and linkages to credit or markets. Women were facing food and income insecurity, exacerbated by their lack of participation in decision making at all levels. This intersection of depravation instensified with vulnerable groups – widows and women headed households. .... 61**

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**SSP, as a non-profit organization, has the authorization to receive and use foreign contributions from various sources under the Foreign Contribution Regulation Act (FCRA). The organization has a strong governing structure and financial management mechanisms, overseen by a dedicated and experienced financial team, along with an up-to-date audit system. SSP has well-established channels such as the Farmer’s Producer Companies, (FPC) women farmers groups, and value chain groups to allocate resources to its grassroots women's leaders’ groups..... 81**



## 1. DESCRIPTION OF WOMEN'S EMPOWERMENT ACTIVITIES

### 1.1 Summary Description of the Women's Empowerment Activities Implemented

a) The location of the Project.

The project is implemented in the state of Maharashtra in five districts of Osmanabad, Solapur, Latur, Jalna and Nanded. Of the five districts, the project implementation is most intensively implemented in 3 districts. The project covers 8-10 blocks in each district and about 500 villages.

b) Conditions prior to the project's implementation

The work of **Swayam Shikshan Prayog (SSP)** is focused on women who are traditionally at the margin of society and economy. Activities target low income and climate threatened communities Prior to the implementation of the project, women farmers were suffering the impacts of climate change, mainly water scarcity. This was made worse by the lack of economic opportunities. They lacked alternatives for farming, so despite the drought, they continued cultivating water-guzzling soybean, cotton and sugarcane, using more chemical inputs and resulting in not just loss of income, but also increasing rural distress. Moreover, women were not recognized and were treated as workers in their own farms, having very limited decision making power related to crops grown. Prior to the project, out of pocket expenditure on health, falling quality of nutrition and lack of social protection led women to fall into poverty, often depriving women of their already meager resources and assets and no right to land and linkages to credit or markets. Women were facing food and income insecurity, exacerbated by their lack of participation in decision making at all levels. This intersection of deprivation intensified with vulnerable groups – widows and women headed households.

c) A description of the W+ domain(s) and *activities/measures* to be implemented by the Project.

#### Education and Knowledge

Advancing women's social leadership and community resilience; Forging inclusive governance and convergence; Building partnerships with key stakeholders for sustainability. Women become agricultural and household decision makers gain access to land rights and assets and impact well-being of women girls and families.





## Income and Asset

Promoting economic resilience for women’s collectives as farmers, producers. Target group of beneficiaries is rural women from small marginal farming households with land; landless households, mothers, widows, women-headed households and girls belonging to poor communities across 500 villages across five districts in Maharashtra.

The project will outreach to at least 50,000 households from socially vulnerable groups / women headed households; Six Value Chain Enterprises created with over 6000 farmers on essentials; 200 Government Community Resource Persons will be activated; 300 commodity wise producer groups will be established; 120 value chain enterprise leaders created and 10 member block level resource team/ Women’s Initiative to Learn and Lead (WILL) Facilitators will be created and WILL Action Groups will be formed and active in all project villages.

## Leadership

Advancing women’s social leadership and community resilience; Increased grassroots women leaders’ participation in advocacy with policy makers for development priorities and alliance building to support marginalized communities; increased grassroots women voices and leadership in governance spaces

## 1.2 Project Sector(s) and Type(s)

Climate resilient farming

## 1.3 Project Implementer(s)

Organization name	<b>Swayam Shikshan Prayog (SSP)</b>
Contact person	Upamanyu Patil
Title	Program Director



Address of Home Office and Field Office	(Headquarters) Swayam Shikshan Prayog 102 First Floor, Gayatri Building, Orchid School Lane, Balewadi Phata, Baner, Pune – 411045 Maharashtra, India
Telephone	+91 8605016700 / +91 9323557456
Email	upmanyupatil@gmail.com

## 1.4 Other Entities Involved in the Project's and Women's Empowerment Activities

Provide contact information and roles/responsibilities for any other entities (public, private, foundations, agencies, etc.) involved in the implementation of women's empowerment activities if different from the project developer.

Organization name	WOCAN
Role in the project	Providing technical assistance
Contact person	Dr. Jeannette Gurung
Title	Executive Director
Address	77-6412 Kepano Place, Kona, HI. 96740
Telephone	+1 808 464 1703
Email	jeannettegurung@gmail.com

## 1.5 Project Activities Start Date

Project activities started on April 2021



### 1.6 W+ Domain(s) and Crediting Period(s)

<i>W+ Domain and title of related activities</i>	<i>Start Date</i>	<i>End Date</i>	<i>Crediting period: Total Years/Months</i>	<i>Any Associated Standard (e.g. CDM, VCS)</i>
<b>Education and Knowledge</b> <ul style="list-style-type: none"> <li>• Orientation and providing support to women farmers – producer group for planning meetings.</li> <li>• Women- led climate resilient farming model (WCRF) workshops for CRPs/facilitators with Maharashtra State Rural Livelihoods Mission (MSRLM).</li> <li>• Creation of farmers training manual.</li> <li>• Developing monitoring systems for tracking adoption of WCRF model and convergence.</li> <li>• Mapping of government schemes and online tracking system in partnership with Haqdarshak or other agency with technology platform relevant to target groups.</li> </ul>	April 2021	March 2024	2 years	None
<b>Income and Asset</b> <ul style="list-style-type: none"> <li>• Strengthening farmer producer groups for market engagement.</li> <li>• Management training workshops for value chain enterprise business leaders.</li> <li>• Workshops with govt officials, financial institutions and private sector companies.</li> </ul>	April 2021	March 2024	2 years	None
<b>Leadership</b> <ul style="list-style-type: none"> <li>• Trainings to enhance women’s leadership to expand the 1-Acre model and enhanced participation of women in Panchyat water plans. mapping of government flagship programs on food security, livelihoods and social protections, and challenges for access to vulnerable families;</li> <li>• creation of leadership handbook;</li> <li>• skill development workshops for WILL Resource Team members; Formation and strengthening of WILL Action Groups</li> <li>• Establish District/Block Level Joint Platform – Sahayog Mala for convergence with key govt depts.</li> </ul>	April 2021	March 2024	2 years	None



<ul style="list-style-type: none"> <li>• Dialogue workshops between the women leaders and concerned Block, district &amp; state officials for women’s land rights &amp; entitlements</li> <li>• Creating process &amp; evidence based – Advocacy document</li> <li>• WILL Leaders Best Practices and Video Documentation</li> </ul>				
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## 1.7 Description of the Project’s Activities

### Education and Knowledge

Orientation and providing support to women farmers – producer group for planning meetings. Introducing the Women- led climate resilient farming model (WCRF) and providing workshops for CRPs/facilitators with Maharashtra State Rural Livelihoods Mission (MSRLM). Creation of farmers training manual. Developing monitoring systems for tracking adoption of WCRF model and convergence. Mapping of government schemes and online tracking system in partnership with Haqdarshak or other agency with technology platform relevant to target groups.

### Income and Asset

Trainings for value chain enterprise business leaders and workshops with government officials, financial institutions and private sector companies. Provided support to access government schemes to benefit their businesses.

### Leadership

Trainings to enhance women’s leadership to expand the 1-Acre model and enhanced participation of women in Panchyat water plans. Specific activities include: mapping of government flagship programs on food security, livelihoods and social protections, and challenges for access to vulnerable families;; creation of leadership handbook; skill development workshops for WILL Resource Team members; Formation and strengthening of WILL Action Groups; establishing the District/Block Level Joint Platform – Sahayog Mala for convergence with key govt depts; dialogue workshops between the women leaders and concerned Block, district & state officials for women’s land rights & entitlements; Creating process & evidence based – Advocacy document WILL Leaders Best Practices and Video Documentation



### 1.8 Project's Activity(ies) Boundary and Scope

Target group of beneficiaries is rural women from small marginal farming households with land; landless households, mothers, widows, women-headed households and girls belonging to poor communities across 500 villages across five districts in Maharashtra.

The project is implemented in the state of Maharashtra in five districts of Osmanabad, Solapur, Latur, Jalna and Nanded. Of the five districts, the project implementation is most intensively implemented in 3 districts. The project covers 8-10 blocks in each district and about 500 villages.

### 1.9 Conditions Prior to the Project's Initiation of Activities

SSP's work is focused on women who are traditionally at the margin of society and economy. Activities target low income and climate threatened communities

Prior to the implementation of the project, women farmers were suffering the impacts of climate change, mainly water scarcity. This was made worse by the lack of economic opportunities. They lacked alternatives for farming, so despite the drought, they continued cultivating water-guzzling soybean, cotton and sugarcane, using more chemical inputs and resulting in not just loss of income, but also increasing rural distress. Moreover, women were not recognized and were treated as workers in their own farms, having very limited decision making power related to crops grown. Prior to the project, out of pocket expenditure on health, falling quality of nutrition and lack of social protection led women to fall into poverty, often depriving women of their already meagre resources and assets and no right to land and linkages to credit or markets. Women were facing food and income insecurity, exacerbated by their lack of participation in decision making at all levels. This intersection of deprivation intensified with vulnerable groups – widows and women headed households.

### 1.10 Compliance with Laws, Statutes and Other Regulatory Frameworks

The project is in compliance with all national laws, statutes and regulatory frameworks of India

### 1.11 Project Implementer's Right to Engage in the Project

There are no barriers to SSP's right to engage in this Project or W+ Standard measurement process.



### 1.12 Other Forms of Environmental or Social Credit

The project is not seeking and has not received any form of environmental or social third-party certification

### 1.13 Additional Information Relevant to the Project

None



## 2. GENDER ANALYSIS

A gender and stakeholder analysis was conducted with 75 women by the W+ team during the same period as the measurement of results was being conducted between 26 September – 8 October 2023. The results of the analysis are presented below. This also provides an assessment of the opportunities for improvement in women’s empowerment within the project area in one or more of the six W+ Domains, based on women’s inputs to the consultations.

Women’s work burden and time poverty are the main challenges identified by women, especially women leaders. However, women leaders specified that the benefits they obtained as leaders outweighed the challenges their leadership role brings, specifically in matters of time commitment. The causes of women’s work burden can be attributed to several factors: gender roles that primarily associate women with ‘care’ responsibilities, that include all household chores such as cooking, cleaning, looking after children and family members, with little or no support from male members of the family, while also significantly assuming ‘productive’ roles that are usually associated with men. Women’s engagement in productive roles such as farming, livestock management, income generation through small home-based businesses are extensive.

The tables below are the result of the Activity Profile that was conducted with a random sampling of 75 women (project beneficiaries and non-beneficiaries). The sample included women leaders, whose activities had variations compared to non-leaders. The Activity Profile shows the extent of women’s engagement in household, production and community activities, that contribute to their work burden.

Women are significantly engaged in production activities while also assuming household and community-level responsibilities outside the home. The money obtained from their production activities is used for the benefit of the family, and mostly they reinvest in assets for their small businesses. Women also demonstrated to be very savvy in accessing government schemes, including organizing the community to access these benefits. However, this was still identified as a challenge.

Results show that women leaders that have been part of the project are more involved in irrigation agriculture, and participate more in marketing and selling activities. During the focus groups with women leaders, women mentioned that not only they participated more in marketing and selling, but also hold more decision-making power in these activities. In the household of women leaders, women also mentioned a shift in the division of work with their partners, even though men are not getting involved in household chores, men are adjusting their



activities to be more supportive to women, mainly with transportation to and from meetings with the community and the leaders' groups. However, women overall have a bigger burden when it comes to household chores, mainly related to cleaning and taking care of children. While men are sometimes involved in activities related to buying clothes, food, etc.

The activity profile for the community, shows that women that have been trained to become leaders, are assuming public roles in addition to their care work. Public roles for women include attending meetings to mediate conflicts. attend health awareness campaigns, regular meetings of village savings groups and other training events

**Activity Profile:**

Activity (Productive)	Women	Men	Comment/Women leaders
Removal of dung cleaning cow shed	✓	✓	
Milking cow	✓	✓	
Cutting fodder	✓	✓	
Feeding water to animals	✓	✓	
Washing animals	✓	✓	
Irrigation of agriculture	✓	✓	X
Vegetable sowing	✓	✓	
Putting biological fertilizer	✓	✓	
Preparation of pesticide	✓	✓	
Vermi compost	✓	✓	
Seed germination	✓	X	
Seed treatment	✓	✓	
Marketing	X	✓	✓
Selling vegetables	✓	✓	✓ men don't do
Rose nursery	✓	✓	
Rose selling	X	✓	✓





Goat farming	✓	✓	
Selling goats	X	✓	
Horticulture farming	✓	✓	
Horticulture marketing	X	✓	✓
Ploughing	X	✓	
Weeding	✓	✓	
Poultry farming	✓	✓	
Poultry selling	X	✓	✓
Dal (lentils) processing	✓	✓	
Dal (lentils) selling	✓	x	✓
Papadum making	✓	X	
Planting trees	✓	✓	
Grading of finished goods??			

Activity (reproductive)	Women	Men
Sweeping	✓	X
Dish washing	✓	x
Preparing breakfast and tea	✓	X
Cooking?	✓	X
Washing clothes	✓	X
Fetching water	✓	✓
Child care	✓	✓
Worship preparation	✓	X
Morning praying/worshipping	✓	✓
Weekly grocery shopping	✓	✓
Buying vegetables	✓	✓



Vegetable cleaning	✓	X
Bed making	✓	X
Caring for the sick	✓	✓
Husking (mill)	✓	X
Carrying flour from the mill	✓	✓
Clothes shopping	✓	✓
Sewing	✓	X

Activity (community)	Women	Men	
Village meeting	✓	✓	Women leaders are equally involved in village meetings
Savings groups meeting	✓	X	
Trainings	✓	X	
Joining processions	X	✓	
Religious travel	✓	✓	
Conflict management	X	✓	Where women leaders are doing this, men are not involved anymore
Health awareness	✓	✓	This was only mentioned by women leaders
Mentoring professional women	✓	X	This was only mentioned by women leaders

### Time poverty

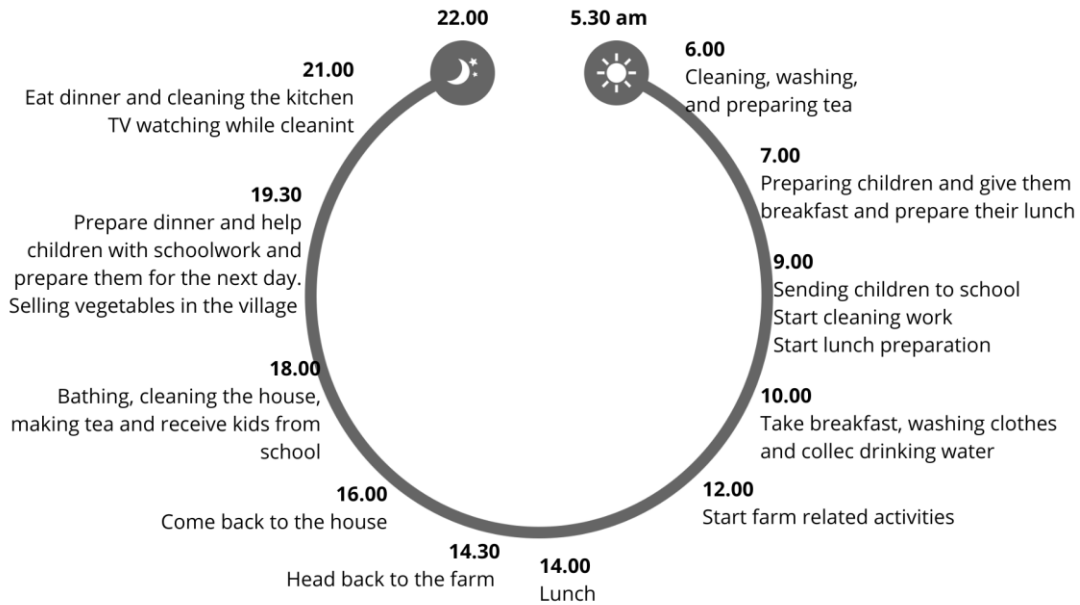
An important consequence of women's work burden is time poverty. A daily time chart below demonstrates the number of hours a woman typically works in a 24-hour period, usually waking up between 5.00 to 5.30 am and going to bed around 10.00 pm. In between, she cleans and washes the house before the rest of the family wakes up, she also prepares the children to go to school, giving them breakfast and preparing their lunch. She then proceeds to finish cleaning the



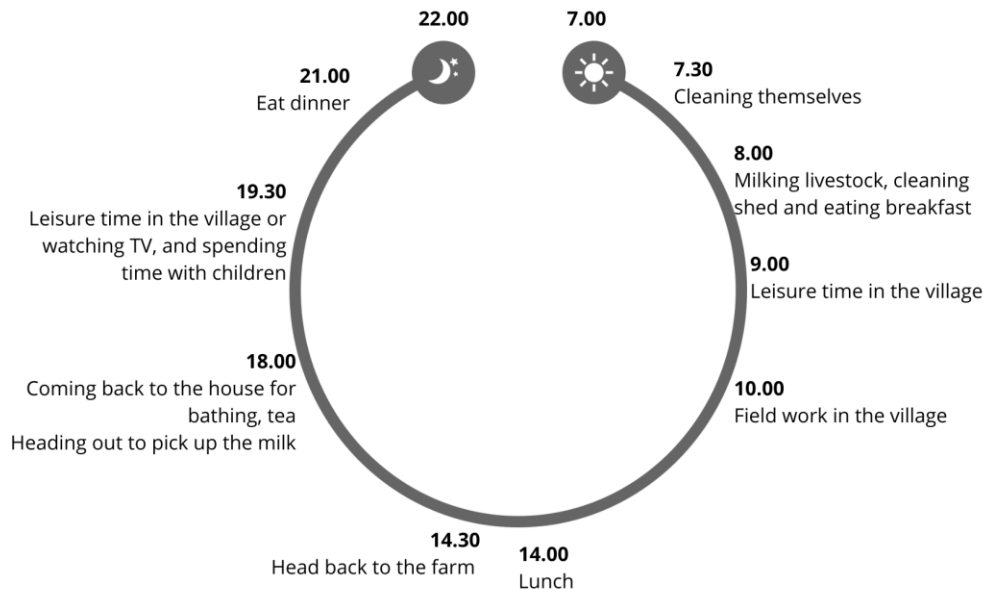
house and washing clothes before heading out to fetch water. She starts farm work around noon, with a break for lunch around 14.00 and heading back to the farm around 14.30. She returns to the house around 16.00, to bathe the children, assist with schoolwork, and prepares dinner. In some households, women will head out to the village around 19.30 to sell vegetables and fruits. They eat dinner round 21, then bedtime is usually preceded by cleaning chores, and sometimes some television watching while cleaning the kitchen.

Women leaders also have to allocate time for attending meetings, however, they mentioned these meetings only take place one a month, which is why they were not including them in the activities identified for the daily clock.

### Women



### Men





Overall, the main challenge for women is time poverty and accessing government schemes. Even though women have seen a significant impact to access government schemes, the requirements and process is still too cumbersome and they could benefit from having additional mentoring. Even though women leaders have successfully accessed government schemes and organized the community for this purpose, they still identify this as the main challenge. It would be beneficial for women to have access to technical support for machine repair, access to agricultural insurance and access to high quality inputs.

Additionally, women leaders have faced some challenges within the communities due to their new status as leaders. However, they did not identify this as a major challenge, since they have the tools to navigate the issue, mainly through collective support of other women leaders and SSP. Women leaders identified collective action as a key element that allowed them to navigate the different challenges. Having a support and mentoring network was cited as an important project intervention that allowed them to develop skills to navigate and manage household and community level conflicts.

Women leaders particularly emphasized how these skills allowed them to negotiate with household members to have time away from home to participate in project/community activities. This process was true for women from both privileged caste groups as well as for those from marginalized social groups.

### **3. SELECTION OF W+ DOMAINS**

*Provide an assessment of the applicability of all six of the W+ Domains, using the table below.*

<b>W+ Domain</b>	<b>Benefits</b>	<b>Challenges/Risks</b>
Knowledge & Education	Women farmers with improved recognition as agriculture decision makers' capacities for sustainable use of natural resources with improved food and income security for their families	Lack of time to attend trainings  Lack of access to resources/materials to apply their knowledge



<p>Leadership</p>	<p>Increased grassroots women leaders' participation in advocacy with policy makers for development priorities and alliance building to support marginalized communities Increased grassroots women leaders' voices and leadership in governance spaces</p>	<p>Women not being able to access decision making spaces in the community and governance spaces</p>
<p>Income &amp; Asset</p>	<p>Increased economic resilience and access to value chain ecosystem resources for marginal women farmers</p>	<p>Income of farmers' communities are in high risk due to mono cropping and market rate fluctuation</p> <p>Women farmers may not get credit from agencies like National Bank for Agriculture and Rural Development (NABARD) due to the change in priorities due to the pandemic</p> <p>Non-availability of government loans and subsidies for women farmers</p> <p>Increased competition from large companies following the Farm Bill and market risks related to price fluctuation of farm produce/commodities</p>



## 4. Women’s Empowerment Plan (WEP)

Based on the gender and stakeholder analysis and the selection of the W+ Domains, please include a Women’s Empowerment Plan. It can be included as a table using the below template or as narrative. The Women’s Empowerment Plan needs to include two components:

- a) Theory of change
- b) Statement of intentionality

The Theory of Change includes the causal relationship between activities and expected results, and the Project’s intentionality describes the steps to achieve women’s empowerment goals that are included in the project design/plan.

- a) Theory of change

Based on the gender and stakeholder analysis and the selection of the W+ Domains, please prepare a Women’s Empowerment Plan. It can be included as a table using the below template or as narrative.

### Income & Assets

Outcomes: Income & Assets	Indicators	Risks	MoV
End outcomes: Enhanced agency and increased economic resilience and access to value chain ecosystem resources for marginal women farmers	Number of people they have supported to access financial institutions Number of mentees	Can’t turn additional income into assets Income of farmers’ communities are in high risk due to mono cropping and market rate fluctuation	Women’s statements Written record of transactions
Intermediate outcomes: Conversion of income into assets.	Number of assets they bought Type of assets they bought	Women farmers may not get credit from agency like	Women’s statements Records from transactions
Immediate outcomes: Increased income	Amount of increased income in numbers	National Bank for Agriculture and Rural Development (NABARD)	Bank accounts (quantitative) Recording amount of people



	Number of business established	due to the change in priorities due to the pandemic	Recording the amount of income
Outputs Trainings implemented and number of people that participated		Non-availability of government loans and subsidies for women farmers	
Inputs <ul style="list-style-type: none"> <li>• Access to markets through collective action</li> <li>• Entrepreneurship training</li> </ul>		Increased competition from large companies following the Farm Bill and market risks related to price fluctuation of farm produce/commodities	

### Leadership

Outcomes: Leadership	Indicators	Risks	MoV
End outcomes Enhanced agency, participation and influencing decision making at all levels	<ul style="list-style-type: none"> <li>• Number of decisions influenced from their leadership position (end)</li> <li>• Ability to negotiate decision making (end)</li> <li>• Influencing decisions at household level (it can be divided into income, education, health, etc)</li> </ul>	Women not being able to access decision making spaces in the community and governance spaces	<ul style="list-style-type: none"> <li>• Record of meeting's minutes</li> <li>• Number of women in official governance position</li> <li>• Other women's statements – Number of awards received</li> </ul>
Intermediate outcomes Increased grassroots women leaders participation in advocacy with policy makers for development priorities	<ul style="list-style-type: none"> <li>• Number of women in leadership positions</li> <li>• Number of awards received</li> <li>• Number of committees/governance</li> </ul>		<ul style="list-style-type: none"> <li>• Number of women holding leadership position</li> </ul>





and alliance building to support marginalized communities  Increased grassroots women leaders' voices and leadership in governance spaces	spaces they are members of		<ul style="list-style-type: none"> <li>% of proposals accepted that were generated by women</li> </ul>
Immediate outcomes	<ul style="list-style-type: none"> <li>Number of trainings provided by women leaders (ToT) (immediate)</li> <li>Number of women mobilized (immediate)</li> </ul>		<p>Women's statements (qualitative)</p> <p>Bank accounts (quantitative)</p>
Outputs  Trainings implemented and number of people that participated			
Inputs  Trainings to enhance women's leadership to expand the 1-Acre model and enhanced participation of women in Panchyat water plans. Specific activities include: mapping of government flagship programs on food security, livelihoods and social protections, and challenges for access to vulnerable families; creation of leadership handbook; dialogue workshops between the women leaders and concerned Block, district & state officials for women's land rights & entitlements			

b) Project's Intentionality:

The women's empowerment plan also needs to demonstrate evidence of project's Intentionality. These include at evidence of at least two of the following criteria from the table below:



WOCAN assessed the project’s intentionality during the technical assistance process.

Policy for gender/women’s empowerment	Budget targeted for women’s empowerment	M&E plan for women’s empowerment	Internal capacities for gender analysis and women’s empowerment	Project’s selection criteria of beneficiaries to demonstrate equal opportunity for participation of women from all social groups in project activities
Yes/No	Yes/No	Yes/No	Yes/No	Yes/No
<p>Through interviews with the project staff and the revision project reports, WOCAN concluded that even though there was no written policy, the project operations were following a set of unwritten guidelines, principles, and strategies aimed at promoting women’s empowerment</p>	<p>Budget documents and budgetary revisions shared by SSP</p>	<p>Included in the project document</p>	<p>WOCAN assessed SSP’s internal capacities for gender analysis and women’s empowerment and concluded it was satisfactory. Continuous gender sensitive trainings for their staff to ensure they are able to integrate a gender perspective into their activities and strategic planning. They have dedicated focal points. They provide tools for staff to conduct gender analysis, data collection and disaggregation. SSP also has mechanisms for receiving feedback from staff, beneficiaries, and stakeholders on gender-related issues.</p>	<p>Through interviews with the project staff and the revision of list of project beneficiaries, WOCAN identified that, while not formally written, SSP follows a criteria for the selection of project beneficiaries to ensure the participation of women from all social groups in their activities. SSP proved to have awareness of intersectionality and took specific measures to ensure women could participate in spite of their cast, marital status and economic status. They often target the most vulnerable sector for specific activities to ensure equality of opportunities</p>



## 5. Monitoring & Evaluation Plan

W+ Domain	Project activities	Number of Beneficiaries	Required sample size
Knowledge & Education	<ul style="list-style-type: none"> <li>• Orientation and providing support to women farmers – producer group for planning meetings.</li> <li>• Women- led climate resilient farming model (WCRF) workshops for CRPs/facilitators with Maharashtra State Rural Livelihoods Mission (MSRLM).</li> <li>• Creation of farmers training manual.</li> <li>• Developing monitoring systems for tracking adoption of WCRF model and convergence.</li> <li>• Mapping of government schemes and online tracking system in partnership with Haqdarshak or other agency with technology platform relevant to target groups.</li> </ul>	75.000	68
Income & Assets	<ul style="list-style-type: none"> <li>• Strengthening farmer producer groups for market engagement.</li> <li>• Management training workshops for value chain enterprise business leaders.</li> <li>• Workshops with government officials, financial institutions and private sector companies.</li> </ul>	75.000	68
Leadership	<p>Women’s leadership to expand the 1-Acre model and enhanced participation of women in Panchyat water conservation plans.</p> <ul style="list-style-type: none"> <li>• mapping of government flagship programs on food security,</li> </ul>	1.500	77



	<p>livelihoods and social protections, and challenges for access to vulnerable families;</p> <ul style="list-style-type: none"> <li>• creation of leadership handbook;</li> <li>• establishing the District/Block Level Joint Platform – Sahayog Mala for convergence with key government departments;</li> <li>• dialogue workshops between the women leaders and concerned Block, district &amp; state officials for women’s land rights &amp; entitlements</li> </ul>		
Total			

**Outcomes:**

**Income & Assets**

Results	Indicators	Risks – including Do No Harm risks	Means of verification	Collection methods	Frequency	Responsibility
End outcome (Long term): Enhanced agency and increased economic resilience and access	<p>Number of people they have supported to access financial institutions</p> <p>Number of mentees</p>	<p>Can’t turn additional income into assets</p> <p>Women farmers may not be getting access to credit</p>	<p>Women’s statements</p> <p>Written record of transactions</p>	<p>Documents and records</p> <p>Interviews and surveys</p> <p>Focus groups</p>		



to value chain ecosystem resources for marginal women farmers		Non-availability of government loans and subsidies for women farmers				
Intermediate outcome (Medium Term) Conversion of income into assets.	Number of assets they bought  Type of assets they bought	Participation in the project prevent you from participating in other income-generating activities or employment	Women's statements  Records from transactions	Documents and records  Interviews and surveys		
Immediate outcome (Short Term) Increased income	Amount of increased income in numbers  Number of business established	Having to invest too much time building the income or assets you gained from the project?  Income gap between women and men increased  Having to sell assets (jewelry, livestock etc.) or get a loan to pay for aspects of the project	Bank accounts (quantitative)  Recording amount of people  Recording the amount of income	Documents and records  Interviews and surveys		



		Increased in income or assets led to any physical or emotional abuse, social sanctions, violence or marital troubles				
Outputs						

**Leadership**

Results	Indicators	Risks – including Do No Harm risks	Means of verification	Collection methods	Frequency	Responsibility
End outcomes  Enhanced agency, participation and influencing decision making at all levels	Number of decisions influenced from their leadership position  Ability to negotiate decision making  Influencing decisions at household level (it can be divided into income, education, health, etc)	Women not being able to access decision making spaces in the community and governance spaces  Leadership role affects your time burden  Conflict inside the household	Record of meeting’s minutes  Number of women in official governance position  Other women’s statements –enough women saying that the women are like that  Number of awards received	Documents and records  Interviews  Focus groups		



Intermediate outcomes	Number of women in leadership positions	Leadership role creates conflict in the community (isolation, aggression, jealousy)	Number of women holding leadership position	Documents and records		
Increased grassroots women leaders' participation in advocacy with policy makers for development priorities and alliance building to support marginalized communities	Number of awards received  Number of committees/governance spaces they are members of		% of proposals accepted that came from women	Focus groups  Interviews and surveyed		
Increased grassroots women leaders' voices and leadership in governance spaces						
Immediate outcomes	Number of trainings provided by women leaders (ToT)  Number of women mobilized		Women's statements  Bank accounts	Documents and records  Surveys and interviews		
Outputs						

**Do No Harm:** Provide an initial evaluation of potential negative impact of the project against the applicable W+ 'Do No Harm Indicators'. Include any mitigating measures that will be taken to ensure Do No Harm requirements are met.



### **Knowledge & Education**

- Have you experienced any problems in participating in the project?
- Did you spend more time than anticipated in the training?
- Did the time needed to participate in trainings prevent you from participating in other income-generating activities or employment?
- If the project generated employment: Has the income gap between women and men increased in the household?
- Has the participation in the training led to any physical or emotional abuse, social sanctions, violence, or marital troubles?
- Have you had to sell assets (jewellery, livestock etc.) to pay for aspects of the project?

### **Income & Assets**

- Have you experienced any problems in participating in the project?
- Did the time needed to participate in the project prevent you from participating in other income-generating activities or employment?
- Did you have to invest too much time building the income or assets you gained from the project?
- If the project generated employment: had the income gap between women and men increased?
- Have you had to sell assets (jewellery, livestock etc.) or get a loan to pay for aspects of the project?
- Was the information and training on maintenance and operation of the project sufficient for both men and women?
- Has the increase in income or assets led to any physical or emotional abuse, social sanctions, violence or marital troubles?

### **Leadership**

- Does your leadership role affect your time burden?
- Does it create any conflict inside the household? Have you faced any GVB?
- Has your leadership role created conflict in the community? (isolation, aggression, jealousy)

**Survey** – to be included in the Appendix





Include the baseline to end line survey developed based on the method document of the W+ Domain you are intending to use and results of the Gender analysis. These should represent all the variables outlined in the method document for the W+ Domain.

## **5. BENEFIT SHARING MECHANISM**

Funds can be channelled in following ways:

SSP, as a non-profit organization, has the authorization to receive and use foreign contributions from various sources under the Foreign Contribution Regulation Act (FCRA). The organization has a strong governing structure and financial management mechanisms, overseen by a dedicated and experienced financial team, along with an up-to-date audit system. SSP has well-established channels such as the Farmer's Producer Companies, (FPC) women farmers' groups, and value chain groups to allocate resources to its grassroots women's leaders' groups.

The Farmers Producers Company (FPC) is an independent company registered under the Indian Government and is promoted and closely supported by the SSP. Each FPC has about 4000 farmer groups, and each of these groups has around 20 to 25 women members. They also have robust financial management system with regular audit system in place. Since the FPCs do not have the FCRA, they also cannot receive foreign cash support, and any W+ units generated by their groups must be channeled through the SSP in kind.



**Declaration of non-involvement in any form of discrimination, sexual exploitation, abuse or harassment (SEAH)**

Hereby declare that, to the best of my knowledge, neither (name of project implementer) or any other entity involved in project design or implementation has not been involved in or will be involved in any form of discrimination, sexual exploitation, abuse, or harassment (SEAH).

This signed declaration is made in good faith and with my full consent, without pressure or coercion. I understand that any breach thereof may/will result in the termination of the W+ Application.

This signed declaration forms part of the requirements of the application of the W+ Standard.

**Signature of authorized representative submitting this Project Design Document**

Name: \_\_\_\_\_

Title : \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_



**Declaration of non-involvement in any form of discrimination, sexual exploitation, abuse or harassment (SEAH)**

Hereby declare that, to the best of my knowledge, neither (name of project implementer) or any other entity involved in project design or implementation has not been involved in or will be involved in any form of discrimination, sexual exploitation, abuse, or harassment (SEAH).

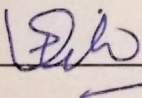
This signed declaration is made in good faith and with my full consent, without pressure or coercion. I understand that any breach thereof may/will result in the termination of the W+ Application.

This signed declaration forms part of the requirements of the application of the W+ Standard.

**Signature of authorized representative submitting this Project Design Document**

Name: **Upmanyu patil**

Title : Director Programs

Signature: \_\_\_\_\_  


Date: 13 /01/2024

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<b>W+ Project Design Document Template Revision History</b>		
<b>#</b>	<b>Date</b>	<b>Description</b>
1	2015	Original
2	22 May 2017	Edits to nomenclature for consistency. Removal of redundant information requests. Addition of time-frames and specificity regarding multiple domains and prevention of double-counting.
3	16 June 2017	Expansion of PDD requirements, transferred text from W+ Standard responding to public comments.
4	12 February 2019	Edits to clarify content of each section
5	27 October 2020	Edits to clarify content of each section
6	7 November 2023	Edits to clarify content of each section and include Women's empowerment plan and intentionality



Revision History		
#	Date	Description
1	30 November 2014	Original Draft
2	26 April 2017	Version 1.0 Final
3	13 November 2017	Version 1.1 Formatted in Document control system. Inconsistent reference to grouped projects removed. Signature block added.
4	18 September 2018	Version 1.2: Addition of the new system to calculate the number of W+ units- Edits to clarify information required in each section