

# **ENDLINE ASSESSMENT**

## **Assessment of The Hunger Project's Strategy towards Strengthening and Building of Leadership of Elected Women Representatives (EWRs) in Odisha**

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**Submitted To:  
The Hunger Project (THP)**

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## Abbreviations

|         |  |        |   |
|---------|--|--------|---|
| BL      | Baseline   | NSS    | Nyaya Sahayak Samiti  |
| BPL     | Below Poverty Line                                     | OBC    | Other Backward Class  |
| CBO     | Community Based Organisation                           | OCAT   | Organizational Capacity Assessment Tool                     |
| CCI     | Composite Capacity Index                               | OECD   | Organisation For Economic Co-Operation and Development      |
| CMS     | Catalyst Management Services                           | OLS    | Ordinary Least Squares                                      |
| DAC     | Development Assistance Committee                       | PDS    | Public Distribution System                                  |
| DAPTA   | Development Agency for Poor and Tribal Awakening       | PECUC  | People's Cultural Centre                                    |
| EL      | Endline  | PESA   | Panchayats (Extension to Scheduled Areas) Act               |
| EWR     | Elected Women Representative                           | PIPAR  | Peoples Institute for Participatory Action Research         |
| GEN     | General  | PPI    | Progress Out of Poverty Index                               |
| GI      | Group Interviews                                       | PRI    | Panchayati Raj Institutions                                 |
| GP      | Gram Panchayat   | PS     | Panchayat Samiti  |
| HH      | Household  | SC     | Scheduled Caste   |
| IAY     | Indira Awas Yojana                                     | SHG    | Self Help Group   |
| IWD     | Institute for Women's Development                      | ST     | Scheduled Tribe   |
| JE      | Junior Engineer  | SWEEP  | Strengthening Women's Empowerment Through Electoral Process |
| KII     | Key Informant Interviews                               | THP    | The Hunger Project  |
| MAS     | Mahila Adhikar Samukhya                                | USAID  | US Agency for International Development                     |
| MGNREGA | Mahatma Gandhi National Rural Employment Guarantee Act | VAW    | Violence Against Women                                      |
| MLA     | Member of the Legislative Assembly                     | WaSH   | Water, Sanitation and Hygiene                               |
| NABARD  | National Bank for Agriculture and Rural Development    | WATSAN | Water and Sanitation  |
| NBW     | Need Based Workshop                                    | WiP    | Women in Power  |
| NGO     | Non-Governmental Organisation                          |        |   |

## List of Definitions

| <b>Term</b>                             | <b>Definitions</b>   |
|---|--|
| Alibha                                  | Alibha is the federation of EWRs facilitated by THP for the state of Odisha. It translates into ‘the one that cannot be erased’.   |
| Anganwadi Center                        | Started in 1975 as part of the Integrated Child Development Services, a typical Anganwadi Center provides basic health care in Indian villages which includes contraceptive counseling and supply, nutrition education and supplementation, as well as pre-school activities.  |
| Anganwadi Vikas Samiti                  | This committee has constituted in the place of ‘Poshahar Vitran Evam Kriyanvayan Samiti’ (Nutrition Distribution and Implementation Committee). This committee is formed wherever an Anganwadi Center exists, and comprises of Ward Members, mothers, and local women to supervise the running of the Centers.   |
| Gaon Kalyan Samiti                      | This is a Development Committee in Odisha which is presided over by a Ward Member. The name can be translated to ‘Village Welfare Committees’. Instituted under the National Rural Health Mission, they comprise of the local Ward Member, Anganwadi worker and Ward level women and their primary objective is to carry out health and sanitation activities.   |
| Mahila Adhikar Samukhya                 | These are network of EWRS and non-elected women which are facilitated by THP. The aim of these networks is to act as a support structure for EWRs along with providing a common platform for engaging women citizens in Gram Panchayat issues. MAS is the Jagruk Manch in the State of Odisha.   |
| Matra Kalyan Samiti                     | Translated to Mothers Committee, this committee has been constituted under the Integrated Child Development Services. It comprises of local Ward Members and women who along with the Jaanch Committee oversee and monitor the implementation of the ICDS activities at the village level.   |
| Naib Sarpanch                           | Vice President of Gram Panchayat   |
| Sarpanch                                | President of Gram Panchayat  |
| School Management Committee             | Mandated under the Right to Education Act of 2009, School Management Committees are formed in every government school. They comprise of the Principal as the Convener, elected representatives, and parents or guardians especially of children from weaker sections. These individuals are responsible for monitoring functioning of the school, preparing the school development plan, and monitoring the utilization of grants along with other functions as may be required.   |
| Village Health and Sanitation Committee | Instituted under the National Rural Health Mission, this committee comprises of local Ward Members, ASHA workers, beneficiaries and other community members. These members oversee a range of health promotion and sanitation programs undertaken in a village. They undertake planning and monitoring of health services, improve awareness of communities about health and nutrition needs, supervise the Village Health and Nutrition Day every month, and act as a grievance redressal forum on health and nutrition issues. |

## **1. Background**

The focus on women empowerment has been gradually gaining momentum and has become a critical topic of discussion in today's society. The issue of women empowerment and gender equity are issues of global import and hold center stage in all discussions pertaining to development. According to Rowlands, to empower people they need to be included in the decision-making processes in political and economic domains. They need to be made aware of their own interests and that of others so that they can participate from a position of greater strength and influence others. Thus, for women to be empowered, it is essential that they understand the dynamics of the constraints they face so that they can work towards undoing them. It is also critical that in this process, women learn to recognise and appreciate all that they are entitled to and capable of achieving. Empowerment, therefore, is more than mere participation in decision making; it also enables individuals to believe that they can and are entitled to make these decisions (Rowlands, J., 1997).

Without the equal representation and participation of women in all facets of development, it is difficult for any country to achieve democratic governance and develop sustainably. USAID is attempting to address this gap through its Women in Power (WiP) project which provides support and training to women in leadership positions to strengthen their capacity to address barriers to political participation. Findings from the project indicate that it has been successful in increasing the number of women candidate contesting elections, encouraging the inclusion of women in political parties as candidates and constituents, initiating and strengthening women's networks, and increasing awareness about the importance of women's political empowerment (USAID, 2014). In any discourse on empowerment, it is important to develop an in-depth understanding of projects such as the WiP project. These projects not only help one to understand the ground realities of working with women to make them effective leaders and public officers, but also highlight best practices to achieve the aforementioned objectives.

India has tried work towards the political empowerment of women of this nation by reserving seats and position of leadership for women within the Panchayat system under the 73<sup>rd</sup> Constitutional Amendment of 1992. The aim is to ensure that women are able to access political opportunities without any hurdles, challenging various ideological, cultural, political and economic factors and thus making governance more inclusive. It was envisioned that more women would become involved in the process of development of their own communities (Rath, N., 2015).

As a result of the Amendment, the visibility of women in the Panchayat has definitely increased phenomenally with an increase in the percentage of women in various levels of political activity (Jain, D., 1996). With around one million women in the political arena within India, strong evidence suggests that reservations have been successful in bringing women to the elected office and influencing development outcomes. For example, after the 73rd Amendment, the all women panchayat of Kultikri in West Bengal played a critical role in improving the primary health care infrastructure for all as well as alternative livelihood opportunities for women (Jayal, N., 2006).

However, it is important to understand the extent and nature of involvement of women in the Panchayati Raj system. With a myriad of challenges that Elected Women Representatives (EWRs) face,

the effectiveness of reservation should be seen under a more holistic lens. Empirical studies have shown that women from the elite class are more likely to represent themselves in local politics. It has also been previously seen that male counterparts tend to influence the decisions that the EWRs take. Subsequently, change in society towards gender equity has been only marginal. Thus, we can say that the increase in representation of women in Indian electoral process has not necessarily resulted in increase in participation by women in politics (Basu, A. and Bhaduri, S., 2015). Till date there is lack of awareness, knowledge and confidence in elected women representatives. Political power has also made women highly vulnerable to violence, both physical and emotional (Rath, N., 2015).

In light of these barriers, actions such as capacity building of EWRs, sensitization of government officials, networking and involvement of civil society organisation can help in achieving better results (Biswas, S., 2016). This is particularly evident from the learnings of the WiP project. The Hunger Project in India attempts to do exactly this by investing in EWRs system to build their capacity to be better and effective leaders. THP attempts to achieve these goals by following a two-pronged approach:

1. **Direct engagement with EWRs with the primary focus of strengthening their capacities and leadership skills.** Through capacity building and training it is envisaged that EWRs will be capable of making development plans, assessing and addressing needs of their constituencies as well as monitoring and reflecting on the progress made by them during their term towards their objective. The trainings are also aimed towards imparting EWRs with a degree of confidence which will help them to interact with government functionaries and other non-government players more efficiently and effectively, for resource mobilization, ensuring the implementation of government schemes and appropriate distribution of entitlements, etc.
2. **Creating support structures for women by building the support of and engagement with different stakeholders.** A vital component of THP's program is the formation of Federations, collectives of the EWRs, which will act as a platform where they can interact with other EWRs for advocacy purposes. It is also supposed to act as a support structure for them and allow for newly elected leaders to receive mentoring.

THP's operational strategy involves engaging with local community based organizations, who are trained to implement the program designed by THP in their respective districts. The partners form a critical link in the entire pathway of change. Since the local partners are the ones who train the EWRs, THP undertakes the training of trainers for these partners with the aim of building their capacities so that they can support the EWRs in the process of becoming more aware with regard to their rights and entitlements. The partners are also responsible for forming the Federations and facilitating interface meetings of the EWRs with government functionaries and media representatives.

THP's programme engages with EWRs during the entire tenure of 5 years. In the first year of assuming office after the election, the focus is on leadership development and strategic planning for the panchayat. In the second year, the focus is on collectivisation and operationalising the collectives. The collectives provide support and confidence to the EWRs, and also function as pressure groups. In the third year, the programme focuses on developmental needs based workshop and strengthens interfacing between the government and media to bring EWRs and their constituency closer to the system, provide solutions to people's needs, and highlight the progress as well as challenges of work through mass media. In the fourth year, EWRs continue to address the developmental needs of

people, through needs based workshop. In the fifth year, which precedes the panchayat election in the State, THP focuses on building capacities of aspiring EWRs for the upcoming election.

By undertaking all these activities, THP envisages the following changes: (a) increased uptake of schemes and entitlements by the constituents of EWRs; (b) an increased level of awareness amongst the EWRs in particular and communities at large about issues such as gender based violence, child rights, etc.; and (c) acceptance of EWRs by the constituents as their representatives, and acceptance by government functionaries as leaders.

## 2. Objectives of the Study

Catalyst Management Services (CMS) has been engaged by THP to conduct the Endline assessment for the programme in Odisha for the election cycle 2012-16. The broad objectives of the assessment are as follows:

1. To assess the impact that the trainings have had on the skills and performance of the EWRs, and to understand how that has translated into benefits that have accrued to their constituents;
2. To assess the impact of program on the different stakeholders who have been engaged during the programme, such as media representatives and local authorities;
3. To assess the changes, if any, that have taken place in the capacities of the local partners of THP, and how, if at all, that has influenced the EWRs they are working with;
4. Collate learnings of the local partners from the past five years and propose how they can be incorporated in the future plans of THP.

Based on these objectives, some of the key evaluations that the assessment has attempted to answer are as follows:

1. What are the key factors that have influenced the political participation of EWRs and how?
2. What impact does the presence of a female representative have on her community? How are they perceived by women citizens, local authorities and media representatives?
3. What impact has the THP programme had on EWRs and their work?
4. What are the key take-aways of the local partners from the THP trainings, and how has it impacted their work, if at all?
5. How can the current programme be improved so that it can meet the needs of the local EWRs more effectively?

## 3. Approach and Methodology

The study design employs a **concurrent mixed methods approach**, with equal weight being given to qualitative and quantitative tools. In a concurrent approach, the qualitative and quantitative tools are implemented simultaneously. The primary purpose of employing such a mixed methods design is for the purpose of triangulation wherein convergence and corroboration of results is sought from different tools studying the same phenomenon.

Given the complexity involved in measuring changes in behavior and social norms, emphasis has been laid on speaking to multiple stakeholders in order to develop a holistic narrative of change. For this purpose, the following stakeholders have been contacted for information:

1. Elected Women Representatives
2. Members of MAS
3. Local Authorities
4. Media Representatives
5. Local partners

### **3.1. Quantitative Sample and Tools**

The quantitative tool comprised of a structured questionnaire, the primary purpose of which was to understand the different facets of political engagement of the EWRs. The topics covered in this tool ranged from their level of political participation to their involvement in decision making within their own households. The tool also attempted to understand the status of gender equity within each district as well the experience of the EWRs while engaging with the THP programme.

A total of 241 EWRs were covered as part of this Endline assessment across six districts: Deogarh, Dhenkanal, Gajapati, Kalahandi, Khorda and Nuapada. The sample was selected from a list of EWRs that was shared by THP. To ensure a representative sample, a Probability Proportionate to Size sampling design was employed. Hence, in each district, the sample was drawn from each social category (General, SC, ST or OBC) in such a manner that it provided a proportionate representation of the total population. Furthermore, to ensure that this proportionate representation is maintained during data collection, a replacement list was provided along with the main sample list. In situations where an EWR from the sample list might not be available to be interviewed, the replacement list was used to identify another woman from the same social category and district who could be interviewed instead. The final distribution of the sample covered is given below.

**Table 1: Quantitative Sample**

| Name of District | General | OBC | SC | ST | Total |
|------------------|---------|-----|----|----|-------|
| Deogarh          | 0       | 11  | 4  | 6  | 21    |
| Dhenkanal        | 10      | 8   | 6  | 3  | 27    |
| Gajapati         | 4       | 1   | 2  | 24 | 31    |
| Kalahandi        | 1       | 31  | 30 | 36 | 98    |
| Khordha          | 10      | 18  | 12 | 0  | 40    |
| Nuapada          | 0       | 9   | 4  | 11 | 24    |
| Total            | 25      | 80  | 58 | 80 | 243   |

### **3.2. Qualitative Sample and Tools**

The qualitative component of the study employed Group Interviews (GIs) and Key Informant Interviews (KIs). The table below provides details about which stakeholders were interviewed using which tools and the sample size for each stakeholder group.

**Table 2: Qualitative Tools and Sample**

| Stakeholders | Tool | Sample |
|--------------|------|--------|
|--------------|------|--------|

|                            |                          |    |
|----------------------------|--------------------------|----|
| Alibha Members (EWRs)      | Group Interviews         | 6  |
| MAS Members (non-EWRs)     | Group Interviews         | 6  |
| Government Representatives | Key Informant Interviews | 13 |
| Media Representatives      | Key Informant Interviews | 6  |

Group interviews were conducted with members of *Alibha* (EWR Federation) as well as MAS Members. Since the latter has EWRs and non-EWRs as members, only the non-EWRs members were selected for the purpose of the group interviews. For both stakeholder groups, one GI was conducted per district. Based on the list of government representatives that THP has been working with, a total of 13 elected and appointed government officials were selected for this study. In-depth discussions were undertaken with each of them individually. A similar approach was employed for media representatives as well except that only one media representative was interviewed per district.

In addition to all these tools, a Partner Assessment exercise was also undertaken by using an Organizational Capacity Assessment Tool (OCAT). OCAT is a self-reporting tool which is used by organisations to assess their operational capacity and identify strengths and areas for improvement. For this study, the tool was developed to measure the performance of each partner organisation across 7 different areas. These are as follows: (a) reach and coverage; (b) technical knowledge; (c) programme implementation; (d) sustainability; (e) physical and financial progress; (f) human and institutional development; and (g) monitoring and evaluations. Each parameter had several questions, which were assessed on a five-point scale, where 5 was ‘completely achieved’ and 1 was ‘not achieved at all’<sup>1</sup>. Partners were asked to make a self-assessment of their performance and capacities on question and score themselves. It was also mandatory to state reasons, if on any of the questions, the score was less than five. These 7 key areas along with their sub-indicators were derived from the key objectives of the programme and the evaluation. THP staff at the state level was requested to assess the partner performance on similar lines. The same tool and assessment methodology was used by the THP staff.

### 3.3. Scores and Indices

An important component of the quantitative analysis in this study has involved the computation of multiple scores and the Composite Capacity Index (CCI). These scores and index form the basis of the regressions and t-tests that have been undertaken.

The table given below provides the different scores that have been utilized and their constituent questions. Details of the scoring mechanism that has been used for each question is given in Annexure 1. To calculate each score for a single EWR, the responses to each constituent question was first scored using the scoring mechanism. Once the scoring was done, a simple sum was taken to arrive at the overall score. Hence, since the awareness score comprises of three different questions all scored on a scale of 0 to 1, the overall score lies on a scale of 0 to 3. The primary purpose of these scores has been to look at different factors which could potentially feed into the process of empowerment of a EWR.

**Table 3: Description of Empowerment Scores**

| Name of the Score | Questions |
|-------------------|-----------|
|-------------------|-----------|

What are the factors that stop women from contesting elections? (multiple choice)

*For this question, option 4 is ‘Lack of awareness about the roles and responsibilities of a EWR’ and option 8 is ‘Lack of awareness about the process and requirements of standing for elections’.*

**Awareness Score**

What are the factors which stop a EWR from fulfilling her roles and responsibilities? (multiple choice)

*For this question, option 4 is ‘Lack of awareness about the roles and responsibilities of an EWR’*

As a ward member/Sarpanch/Naib-Sarpanch, what are your roles and responsibilities?

What all aspects related to the functioning of the panchayat do you monitor? (multiple options)

What all issues/topics were discussed during the Gram Sabha meetings you attended in the last one year? (multiple options)

Do you usually make any preparations before a Gram Sabha meeting?

Is an agenda made for the Gram Sabhas?

Are the minutes of the Gram Sabha recorded?

**Engagement Score**

Do you sign minutes of the Gram Sabha recorded?

Do you attend Panchayat meetings?

Do you sign the minutes of the Panchayat meetings?

Do you know how a resolution should be drafted?

What are the various components/features of a typical resolution? (multiple options)

Do you know how to file a petition/ application?

What are the components of a petition? (multiple options)

How comfortable are you interacting with the Panchayat Secretary?

How comfortable do you feel interacting with Line Department Staff/ Block level Government Officials?

How comfortable do you feel interacting with Panchayat Samiti members?

**Self Confidence Score**

How comfortable do you feel interacting with other female members in the Panchayat and/or the (female) Sarpanch?

How comfortable do you feel interacting with other male members in the Panchayat and/or the (male) Sarpanch?

How comfortable do you feel speaking in public about different issues?

|  |  |
|--|--|
|  | For 9 different assets:  |
| <b>Asset Decision Making Score</b>     | <ol style="list-style-type: none"> <li>1. Who would you say owns most of the item?</li> <li>2. Who would you say can decide whether to give away this item most of the time?</li> <li>3. Who would you say can decide to mortgage or rent out this item most of the time?</li> </ol> |
|  | When your household has to take a loan (cash/in-kind), who makes the decision about where the money will be borrowed from  |
| <b>Household Decision Making Score</b> | Who normally takes decisions on the following issues in your household? (12 different issues covered)  |
| <b>Own Decision Making Score</b>       | How do you make decisions about the following issues? (15 different issues)  |
| <b>Burden of Labour Score</b>          | After your election as a Panchayat representative, in which of the following household activities has your involvement increased or decreased? (8 activities covered)  |
| <b>Mobility Score</b>                  | Do you have to take permission from your spouse or any other household member to go to the following places? (14 locations covered)  |
|  | Can you go to the following places without being accompanied by anyone?  |

The CCI is an index which has been designed by THP to understand the enhancement of the overall capacities of the EWRs that have undergone the THP training. It comprises of three sub-indices which are given below.

1. The Skills Index: This index captures the knowledge level of the EWR with respect to her roles and responsibilities as a EWR, as well as her overall understanding of the status of women and the governance system.
2. The Agency Index: This index represents the attitudinal and behavioural status of the women leaders.
3. The Leadership Index: This index is a measure of the performance of the EWR during her tenure as a panchayat leader.

Details of how the index is calculated and how it has been calibrated for the purpose of this study can be found in Annexure 2. In this study, the CCI has been used to assess the change in the empowerment levels of the EWR participants.

## 4. Quality Assurance

Multiple measures were undertaken to ensure quality in the delivery of the assignment, from the conceptualization of tools to the submission of the final report.

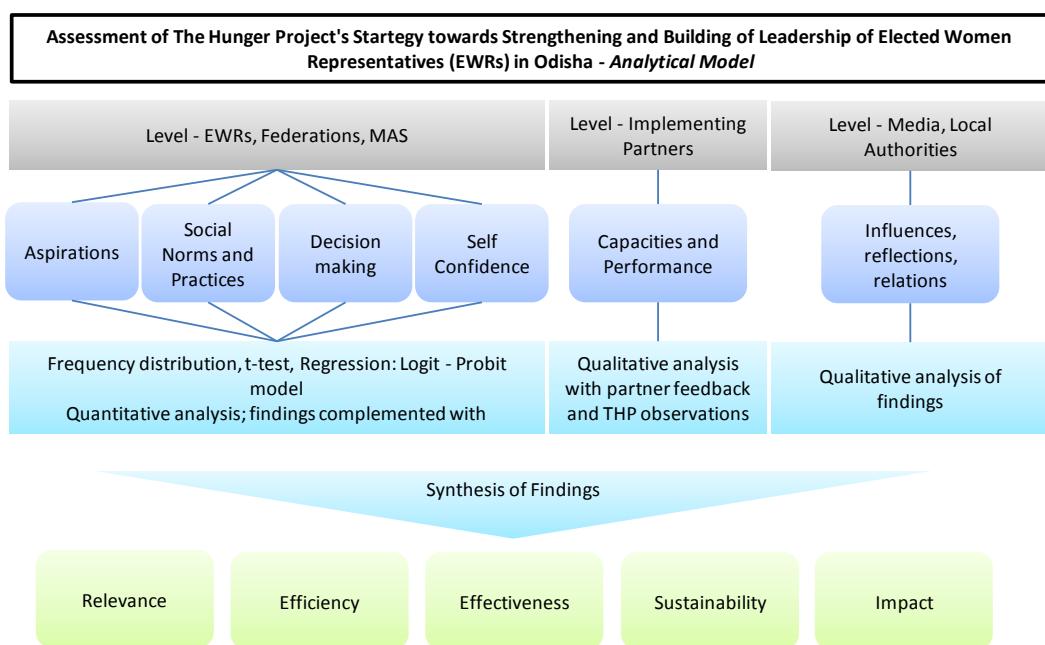
1. All tools are constructed in consultation with the programme team to ensure they are in consonance with the expectations of the evaluation, and sensitive to the local context.
2. The field investigators are selected based on their background and knowledge of the related domain of the assignment. As far as possible, local field investigators were hired and different teams were constituted for the Qualitative and Quantitative data collection.

3. All field investigators attended an extensive training prior to the commencement of the data collection. Members from the THP State Office and Delhi Office were present on all days of the training.
4. CMS uses electronic data capture methods to reduce the time taken and errors occurring in the field. For this study, the platform called CommCare was used to generate the survey tools. This tool had validations built into the tool to prevent incorrect entries.
5. The Field Manager was present during all days of field collection to ensure high quality of interviews. Spot checks were conducted for least one percent of all interviews.
6. The Field Manager conducted a check of 20% of the forms after each day of the data collection.
7. On completion of the Qualitative data collection and submission of documentation, a two day workshop was held with the field team to review the each documentation and gain further clarifications (if required).

## **5. Analytical Framework**

The diagram below represents the analytical framework which has been used to analyze the data that has been collected through the multiple tools. This framework stems from the gender empowerment framework, which measures the competencies of the EWRs through different domains. Therefore, it looks at it the opportunity structure (training, resources, perceptions of stakeholders), whether they are being able to use it, and if it leads to developmental outcomes. This is adapted within the OECD DAC framework (World Bank, 2005) of Relevance, Effectiveness, Efficiency, Sustainability and Impact. One of the most widely employed criteria for aid evaluations, they have been used in this project to ensure that the assessment goes beyond simply measuring output level indicators. These criteria tackle critical areas across which the performance the project is measured to understand the extent to which it has met its intended objectives.

**Figure 1: Analytical Framework**



The Quantitative analysis – frequency analysis, significance testing, correlations and factorial analysis – was undertaken using SPSS and STATA. This report only refers to those models which have significant results at 95% confidence interval. Findings from these significance tests can be found in Annexure 3. The process of data mining was employed to arrive at the Qualitative results. Findings from both components were then combined during the process of report writing.

## 6. Limitations

Before proceeding to the findings from the Endline assessment, it is important to be cognizant of two critical limitations to the study.

The baseline undertaken by THP prior to the commencement of their programme was extremely limited in nature and provided a quick snapshot of only a few key indicators. On mutual agreement between THP and CMS, it was decided that the Endline assessment would be substantially more expansive. Hence, each indicator has been covered in much more detail. Consequently, to provide a rigorous before and after analysis is beyond the scope of the study. Nevertheless, an attempt has been made to study change and assign attribution by using recall. Furthermore, the baseline data has been employed wherever possible to study the level of change that has taken place. This is particularly relevant for the CCI which has been calibrated to ensure that a baseline and Endline comparison is possible.

Secondly, community members were not interviewed as part of this study. Therefore, it has not been possible to triangulate changes in social and cultural norms, capacities of non-EWR women, and perceptions about EWRs and their work. However, an attempt has been made to gain an insight into these facets through discussions with non-elected members of MAS and, media representatives, and local authorities.

## 7. Key Findings

This section of the report presents the final findings from the evaluation. The results have been presented at the district level and have been broadly classified under five sections: Respondent Profiles, Political Engagement, Gender Equity, Engagement with THP and Partner Assessment.

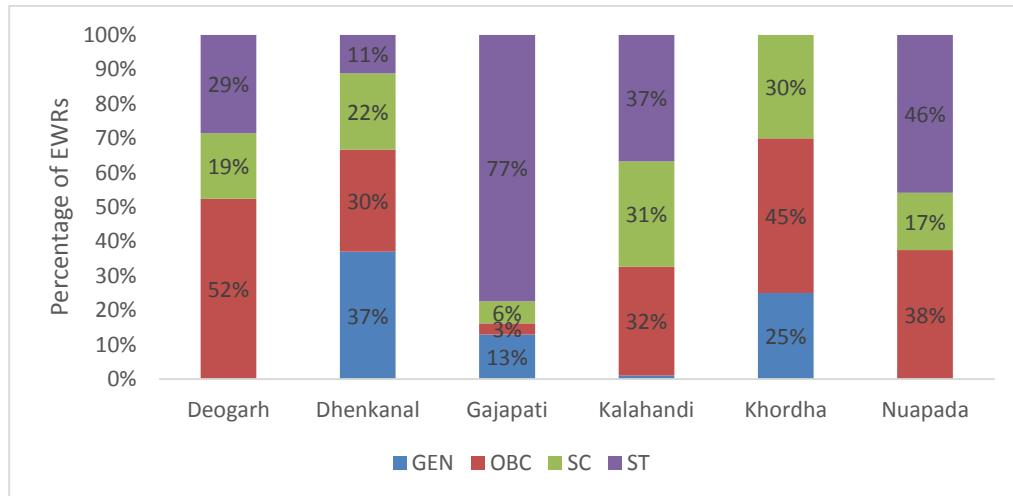
### 7.1. Respondent Profiles

The section presents an insight into the demographic characteristics of the respondents that were interviewed as part of the quantitative survey as well as the qualitative survey. In this section, we also provide a brief background about the occupation and political profile of the respondents.

#### 7.1.1. Socio-Economic Profile of EWRs

Figure 2 presents the affiliation of the EWRs to different social categories. As can be seen, the proportion of EWRs belonging to each category varies across each district. This is primarily because of the nature of sampling that was undertaken to ensure proportionate representation of all social categories within each district.

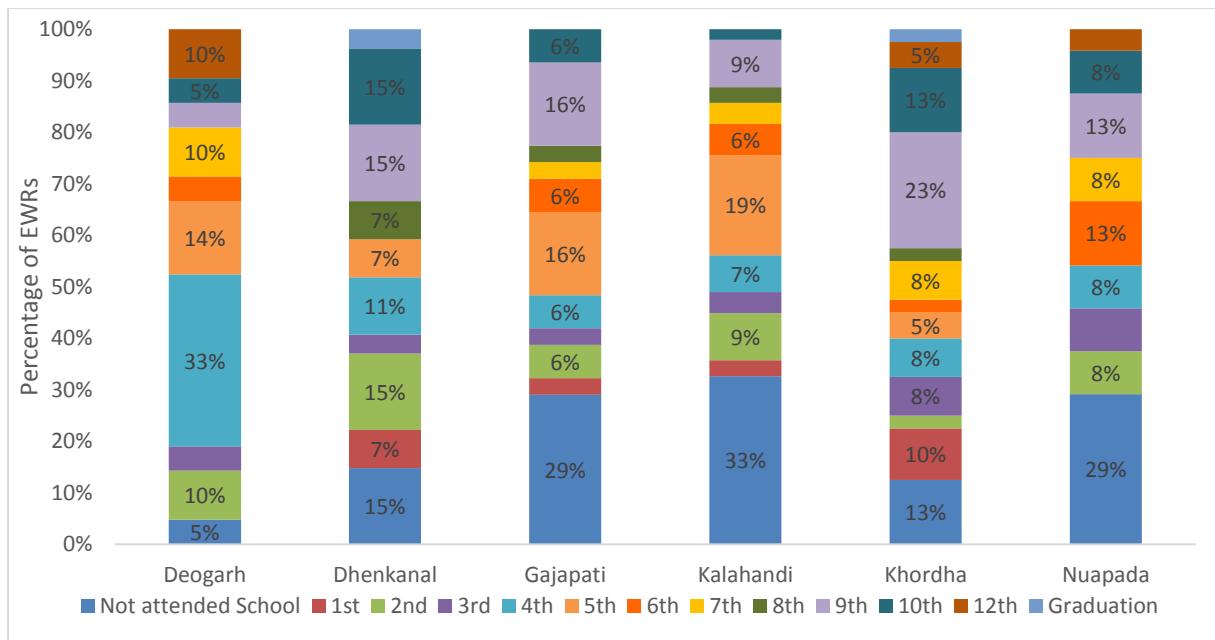
Figure 2: Social category affiliation of EWRs (n=241)



With regard to religious affiliation, a majority of the respondents said that they are Hindu. Only 13% of the women in Gajapati reported that they are Christian. Furthermore, 87% or more of the respondents in each district reported being currently married. The remaining EWRs said that they were either widows or had never been married before.

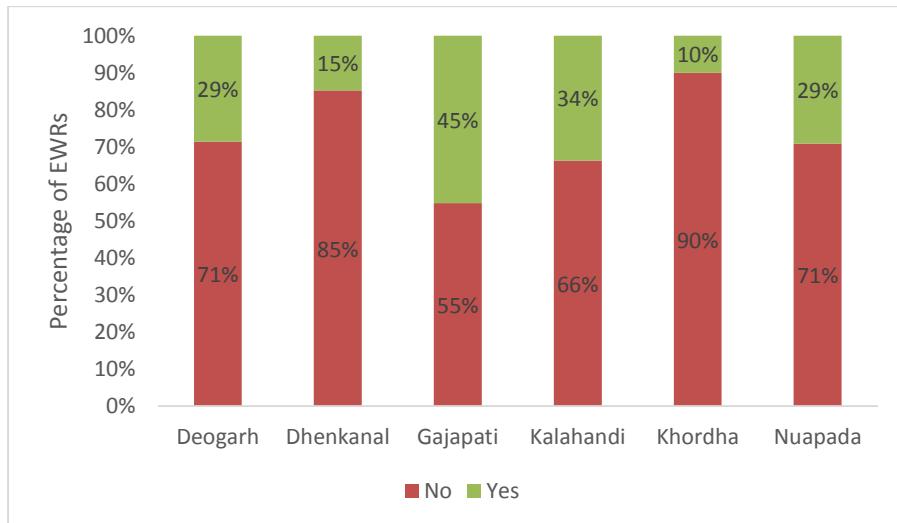
To understand their level of educational attainment of women, respondents were asked till which class the female head of the household/the wife of the head of the household has studied. The extent of female illiteracy is the highest in Kalahandi at 33%, followed by Gajapati and Nuapada at 29% (Figure 3). The highest class that most women have studied till is 10<sup>th</sup> standard. Only a very small proportion of women reported the female household head/wife of the household head having completed either their 12<sup>th</sup> class or graduation.

Figure 3: Till which class has the female head of the HH/the wife of the HH head studied? (n=241)



Most of the EWRs also said that they had not been engaged in any form of employment before being elected as a representative. As can be seen in the figure below, the highest level of past employment was reported in Gajapati (45%) and the lowest in Khorda (10%).

Figure 4: Were you engaged in any profession/employment/service before you were elected as a representative? (n=241)



Further probing revealed that most of these women who were previously employed, were engaged as agricultural or casual labourers. Details of the employment pattern are given in Table 4 below.

Table 4: Nature of employment before being elected as a representative

| If yes, what was your last employment? |                  |                    |                    |                     |                  |                  |
|--|------------------|--------------------|--------------------|---------------------|------------------|------------------|
|  | Deogarh<br>(n=6) | Dhenkanal<br>(n=4) | Gajapati<br>(n=14) | Kalahandi<br>(n=33) | Khordha<br>(n=4) | Nuapada<br>(n=7) |
| Agriculture/Casual Labourer            | 3                | 1                  | 7                  | 18                  | 1                | 4                |

|   |   |   |   |   |   |   |
|---|---|---|---|---|---|---|
| <b>Small or Large business - street vending, trading, or petty business</b> | - | - | 1 | 6 | - | - |
| <b>Agriculture</b>  | 1 | - | 1 | 2 | - | 3 |
| <b>Agriculture Allied</b>   | - | - | - | 2 | - | - |
| <b>Artisanal Work</b>   | - | - | 1 | - | - | - |
| <b>ASHA, ANM, and Anganwadi worker</b>                                      | - | - | - | 2 | - | - |
| <b>Government Service</b>   | 1 | - | - | - | - | - |
| <b>Private Service</b>  | 1 | - | 1 | - | 1 | - |
| <b>Others</b>   | - | 3 | 3 | 3 | 2 | - |

Similarly, most of the respondents said that they are not currently engaged in any form of employment (61%-88%). Of the remaining who are currently employed, most are engaged either as agricultural or casual labourers.

The Progress out of Poverty Index (PPI) was used to assess the economic profiles of the 241 EWRs. The PPI is a simple poverty measurement tool based on 10 questions about a household's characteristics and asset ownership. The responses to these questions are scored and used to compute the likelihood that the household is living below the poverty line. The PPI is country specific since the poverty likelihood are determined against multiple national and international poverty lines. For this study, the poverty line established by the Rangarajan committee has been used.

When the computed PPI score are cross referenced against the PPI look up table for that country, one is able to derive the poverty likelihood of each respondent household., i.e. the probability that the individual household's expenditure level falls below a poverty line. The higher the PPI score, the lower is the likelihood that the individual household is below the poverty line. If an average of these individual poverty likelihoods (not PPI score) is taken, one can determine the poverty rate for that group. This is an estimate of the poverty rate for the group. **The poverty rate for the 241 respondents is 28% which means that 28% of the EWRs live below the poverty line.** The table below provides the PPI scores for each district. As can be seen, the poverty rates in Khordha and Dhenkanal are substantially lower than the other 4 districts.

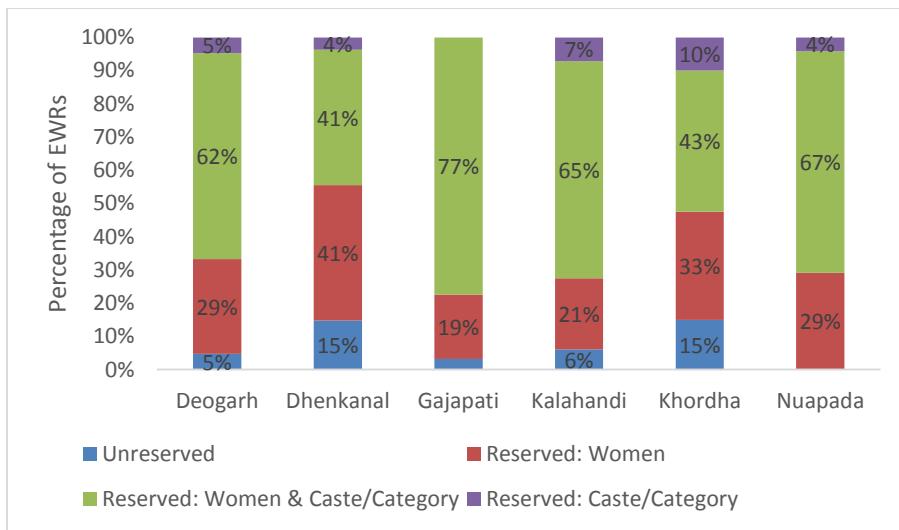
**Table 5: District level Poverty Rates**

| District Name | Poverty Rate |
|---------------|--------------|
| Deogarh       | 28%          |
| Dhenkanal     | 18%          |
| Gajapati      | 32%          |
| Kalahandi     | 33%          |
| Khordha       | 13%          |
| Nuapada       | 37%          |

### 7.1.2. Political Profile of EWRs

A majority of the women who were interviewed as part of the quantitative survey said that they are currently Ward Members. Only 8%-22% of the women said that they had been elected either as a *Naib-Sarpanch* or *Sarpanch*. The women were also asked to share the category of the election seat to which they had been elected. As can be seen in Figure 5, a clear majority have been elected to seats reserved for women from a specific caste category. The second most common type of seat that EWRs are elected to is those reserved only for women, irrespective of their caste category.

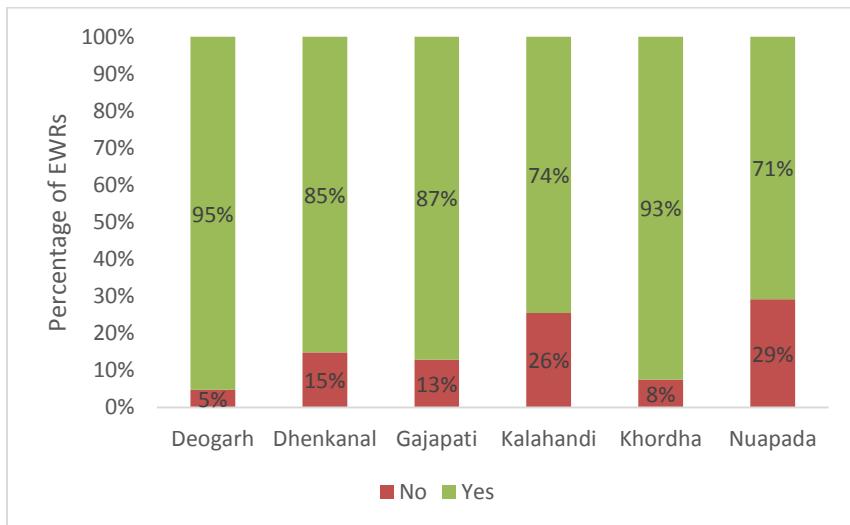
Figure 5: Under which category of election seat have you been elected? (n=241)



### 7.1.3. Affiliation to Community Organisations

Membership to community and/or political organizations is quite high across all six districts; more than 75% of the respondents in each district reported membership to one or more such organizations (Figure 6).

Figure 6: Are you a member of any community organisations (that are not part of THP's programme)? (n=241)



A majority of them are associated with Self Help Group (SHGs), with the second highest affiliation being to the *Gaon Kalyan Samiti*. Of the 197 who identified themselves as members of one or more political/community organizations, 40-50% in each district said that they are leaders in at least one of these organizations. This statistic was even higher in Khorda and Nuapada at 65%. As was seen in the case of membership, these leadership positions are also largely within SHGs followed by committees such as the *Gaon Kalyan Samiti* and the School Management Committee.

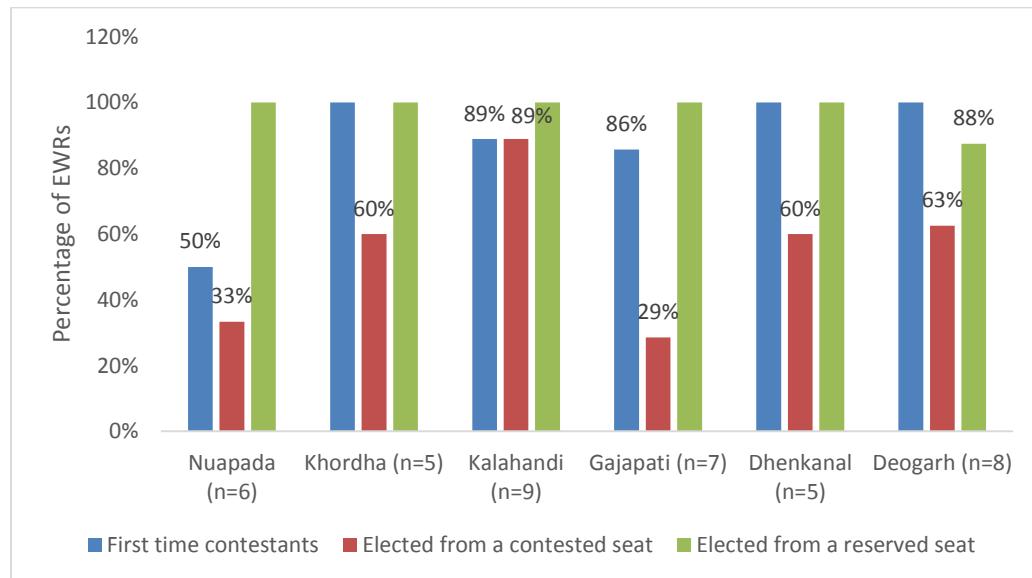
### 7.1.4. Profile of Qualitative Samples

In each group discussion with the EWRs, there were 5 to 9 women and a total of 40 women participated in the GIs across all six districts. Out of these 40, 29 women are Ward Members, 8 are *Naib Sarpanch* and 3 are *Sarpanch*. It was only in Khordha that no *Naib Sarpanch* or *Sarpanch* was

available to participate in the group discussion. Additionally, 29 out of these 40 women reported that they are part of *Alibha's Executive Body*.

The figure below provide insight into the nature of seats that the EWRs, who participated in the GIs, were elected to. A total of 35 out of the 40 women are first time contestants while 39 have been elected to a reserved seat. However, only half of them (23) reported that the seat had been contested.

**Figure 7: Political Profile of EWR participants in Group Interviews**



Similar details were collected from the MAS members who participated in the GIs. Each MAS group discussion comprised of 5 to 6 women, and a total of 32 women participated across all 6 districts. Out of these, at least one participant in each district reported that she had been elected to a political position before. Gajapati was the only district where all the participants did not have any political background. All the 7 MAS members had previously been elected Ward Members barring one woman in Kalahandi who had also been elected as a *Panchayat Samiti Member*.

For the KIIs with the local authorities, a group of 13 elected and appointed representatives were identified. Of these 13, 5 are elected representatives while 8 are appointed functionaries. Furthermore, 6 of the respondents are male and 7 are female.

## 7.2. Political Engagement

This section looks at the entire process of political engagement for the EWRs, from the factors which influence a woman from contesting for elections to her awareness levels about her roles and responsibilities. Aspirations also form an integral part of this section since they provide insight the potential duration of such engagement.

### 7.2.1. Political Background

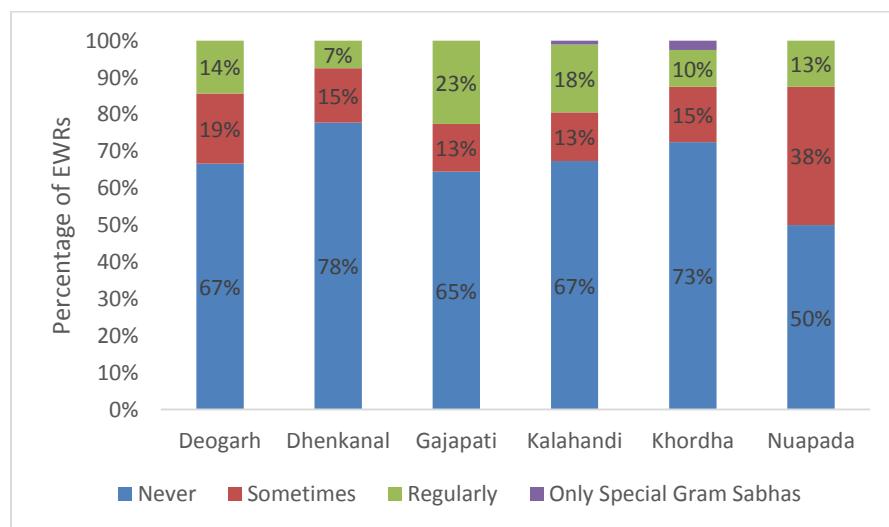
There are multiple factors that influence a EWR's level of engagement in her work, from the political history of her family to the ease with which she can access transport.

Out of the entire sample that was drawn for the purpose of this study, more than 80% of the respondents in each district reported that they had never been elected as a political representative before. Out of the 23 that had been elected before, a majority in Gajapati, Kalahandi, Khorda and

Nuapada had been elected only for one term. The sole respondent in Deogarh had been elected for two terms while the one in Dhenkanal had previously been a representative five times. While a sample of 23 is too small to determine a pattern across districts, it can be noted that the most commonly held position is that of a Ward Member followed by *Naib Sarpanch*. Only one woman in Gajapati said she had previously held the position of a *Sarpanch*. *Panchayat Samiti* member is another position that women in Dhenkanal, Kalahandi and Nuapada reported being elected to. Out of the 19 women who said that they had been previously elected as a *Sarpanch*, *Naib Sarpanch*, or Ward Member, 15 confirmed that they have been a part of THP trainings in the past. Federation meetings emerged as the most commonly participated in THP activities for these women.

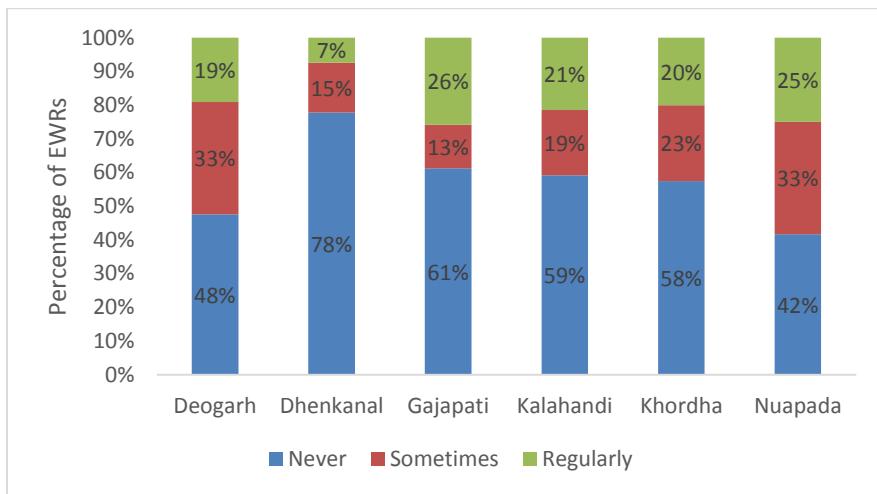
All the respondents were also asked to share if they have attended *Gram Sabhas* and *Palli Sabhas* before they were elected to their current position. As can be seen in the graph below (Figure 8), a majority of the respondents said that they did not attend *Gram Sabhas* in the previous election cycle (2007-12). Only in Nuapada did half of the respondents indicate that they did attend *Gram Sabhas*, although they were largely irregular.

**Figure 8: Prior to your election as an elected representative, did you ever attend Gram Sabhas in the previous panchayat cycle (2007-12)? (n=241)**



A similar trend can be observed for attendance for *Palli Sabhas* as well (Figure 9). A clear majority of the women said that they had not attended a *Palli Sabha* in the previous election cycle (2007-12). At 78% this was particularly high in Dhenkanal.

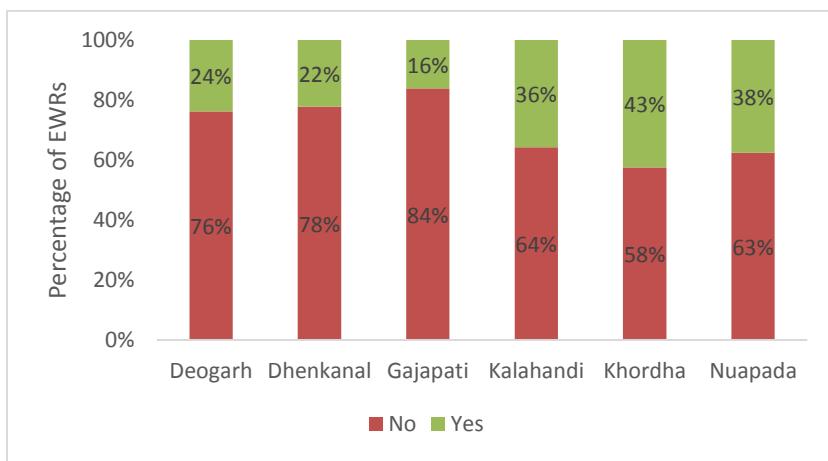
**Figure 9: Prior to your election as a representative did you ever attend Palli Sabhas in the previous election cycle (2007-12)? (n=241)**



**Hence, most of the EWRs elected in this election cycle (2012-17) have negligible political experience or political engagement. On the other hand, findings indicate that family members of many of the EWRs do have a political presence.**

A few respondents in all group interviews, except for Deogarh, reported that they had family members who had been elected to some political position in the past. These relations ranged from their own father or husband to distant connections such as the elder brother of their father-in-law or their husband's uncle. This trend can also be seen from the survey data presented in the figure below. As many as 43% women in Khorda reported that someone from their family has been elected to a political position in the past. This statistic was lowest in Gajapati at 16%.

**Figure 10: Has anybody from your family (blood relative) been elected for any political position in the past? (n=241)**



The 77 EWRs who responded in the affirmative to this question, reported 93 family members having been elected to one position or more in the past. Findings from the discussions around what position/s these individuals held are presented in the table below. As can be seen, the two positions that their family members have been elected to are those of *Sarpanch* and *Ward Member*.

**Table 6: What position/s has this individual hold been elected to in the past? (n=93)**

| What position/s has this individual hold been elected to in the past? |         |           |          |           |         |         |
|---|---------|-----------|----------|-----------|---------|---------|
|   | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| <b>Sarpanch</b>   | 17%     | 67%       | 40%      | 13%       | 39%     | 9%      |
| <b>Naib Sarpanch</b>  | -       | -         | -        | 4%        | 6%      | 9%      |
| <b>Ward Member</b>  | 50%     | 17%       | 60%      | 72%       | 50%     | 64%     |
| <b>Panchayat Samiti Member</b>  | 17%     | 17%       | -        | 6%        | -       | 9%      |
| <b>Zila Parishad Member</b>   | 17%     | -         | -        | 4%        | 6%      | -       |
| <b>MLA</b>  | -       | -         | -        | -         | -       | 9%      |

### 7.2.2. Factors encouraging Political Participation

It may seem surprising that so many women with no political background and limited political exposure would not only chose to contest for elections but also be successful in winning their seats. However, findings from the group interviews and the EWR survey clearly indicate that there are multiple factors which have come together to motivate these women to contest and ensured their election.

During the group interviews, each woman cited a different reason as to why she decided to stand for elections. However, they can be broadly classified into three main areas: (a) to improve access to public schemes and entitlements; (b) their own interest; and (c) pressure from family/community members.

Many of the women spoke about how the situation of beneficiaries accessing entitlements and the condition of public infrastructure has not improved over time in their communities. Hence, **many decided to contest elections to escalate and expedite the redressal of these issues.**

**Encouragement and support from family and community members appears to be one of the key factors influencing women to contest for elections.** Women from all six districts spoke about how they had been told to contest either by their husbands, family or other villagers. One respondent in Deogarh mentioned that Ex Chairman of the Zila Parishad had advised her to contest while another reported that the President of Village Development Committee, also a friend of her husband, had initially put forward the proposition. All the women also shared how their families and community not only supported them in filing their nominations but also in campaigning.

*"I had interest to contest. My villagers were also interested since they have seen me take an active part in women related activities in my village level such as counseling parents to send children to school and participating in the Palli Sabha."*

– EWR, Kalahandi

The important role played by community and family members can also be seen in the quantitative findings. A majority of the respondents said that it was the decision of the community members that they should stand for elections (Table 7). The second most common decision maker is their husband with other male members of the family coming in a close third. Only 14-29% of the women said that it was their own decision to contest for elections. The highest is in Dhenkanal where 41% of the women reported the same.

**Table 7: Whose decision was it that you would stand for election for this post? (n=241)**

| Whose decision was it that you would stand for election for this post? |         |           |          |           |         |         |
|--|---------|-----------|----------|-----------|---------|---------|
|  | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| <b>Self</b>  | 14%     | 41%       | 16%      | 17%       | 20%     | 29%     |
| <b>Husband</b>   | 67%     | 67%       | 55%      | 59%       | 73%     | 71%     |
| <b>Other male members of the family</b>                                | 19%     | 41%       | 13%      | 16%       | 43%     | 21%     |
| <b>Other female members of the family</b>                              | 10%     | 41%       | 10%      | 7%        | 25%     | 8%      |
| <b>Community members</b>   | 90%     | 74%       | 97%      | 88%       | 80%     | 83%     |
| <b>Women's group</b>   | 19%     | 37%       | 35%      | 18%       | 30%     | 8%      |
| <b>CBOs</b>  | 0%      | 0%        | 0%       | 0%        | 3%      | 0%      |

In Dhenkanal, Gajapati and Khordha, the involvement of Women's groups in the decision-making process appears to be quite substantial. This also emerged during the group interviews with the EWRs in Gajapati, Dhenkanal, Khorda and Nuapada. All the participants in these districts attributed their success in the elections to the support of the SHGs which they are part of.

*"I found that 44 BPL families in our community are not getting subsidized food grain under PDS that they are entitled to. I made a list of those families, met the Sub*

*Collector and Civil Supply Officer and submitted a written complaint. We were given assurance that the matter would be addressed but there was no result.*

*Along with members from 5-6 of the families I repeatedly visited the Sub Collector to remind him about the issue but there was no result. I then consulted my husband and he advised me to go meet the Collector. My husband, 10 complainants and I went to meet the Collector on grievance day. My husband knew to some of the officials there and he had already briefed them on the matter. Within a few minutes of reaching there, we were given the chance to meet the Collector. The Collector listened to us and ordered a field enquiry. Within 7 days the field enquiry started and all the households were given their entitlements of food grains" – EWR, Deogarh*

However, this does not imply that women are not involved in the decision to stand for election; all of them indicated a desire for the same. As was explained in Deogarh, they tend to feel more hopeful when someone also encourages them to stand. In Dhenkanal the women spoke about this in detail; *"We agreed to contest for elections since we felt confident that our family background would help us get votes from community. We were also sure that people known to our families will help us to campaign and also vote for us."*

**This encouragement and support received by the EWRs from their family is closely linked with the presence of their family members in politics.** As the women from Khordha and Dhenkanal explained, **in political families contesting for elections is a matter of pride and status in the society.** Furthermore, if a family already has a political presence, their power provides a certain degree of surety that the woman will win. Women from five districts also confirmed that the presence of family members in politics affects the ease with which an EWR can execute her roles and responsibilities.

According to the EWRs in Khordha, having a member with a political background helps an EWR to get her work done since the government officials know her family members. Anecdotes also reveal that the EWRs feel that they have someone they can consult and take advice from if there is a family member with past political experience. Similar points were made by the MAS members as well. The Nuapada MAS members spoke about how families with ex-PRI member have good relations with political parties and tend to support their female members to contest in elections. A similar trend was reported in Gajapati where respondents explained that this happens because such families are afraid

of losing out their control to another female candidate, “... *they advise them (the female members) to participate in the elections to ensure that the family position remains the same (politically) in the society.*”

**Caste also emerges as an important consideration for families to motivate their female members to contest for elections.** Many respondents in Gajapati and Deogarh said that their family and/or community members encouraged them to contest since theirs was a reserved seat. A respondent from Deogarh spoke about how she was told to contest for the seat by her husband, “*He informed me that the seat is reserved for people from the OBC community. He was interested in contesting himself but it was declared as being reserved for women.*”

Discussions on the nature of seats during the quantitative survey and group interviews also revealed that **most of the seats to which the EWRs have been selected went uncontested**. In Deogarh, Dhenkanal, Khorda and Nuapada, half of the respondents said that the seat which they had been elected to had gone uncontested. The proportion was as high as 68% in Gajapati and Kalahandi. **Discussions with EWRs revealed that these seats have primarily gone uncontested because it was a community decision to field them as the candidate.**

As was seen in the last section, most of the EWRs have been elected to reserved seats. During the group interviews, as well, women from all districts opined that reservations are useful for women. When asked for reasons behind this, four out of the six groups said that **due to reservations more women are contesting elections**. For instance, the women from Nuapada explained how the increase in reservation from 33% to 50% in this cycle had led to an increase in the participation of women, as contestants and participants. The women from Gajapati were also of the opinion that if women are elected they can “*do something for other women*”. The women from Nuapada and Kalahandi categorically expressed their right to contest elections as one of their basic rights.

“... Few of us contested in elections before and will go on to contest in the future also. Even when the reservation was 33%, we stood for elections. However, in the absence of a reservation we might not get the opportunity to contest. If the community members encourage us, then definitely we will contest.” –  
EWR group, Nuapada

“...Since we have worked on many issues and have learnt a lot, developed good relations with the officials, and won the good will of community members, we believe that we should continue fighting for the cause of the people and work for them. For those who are contesting for the second time; they are motivated because they have done good work before and believe that they should continue the good work. This, along with their existing good public relations, motivates them to contest again.” –  
MAS group, Dhenkanal

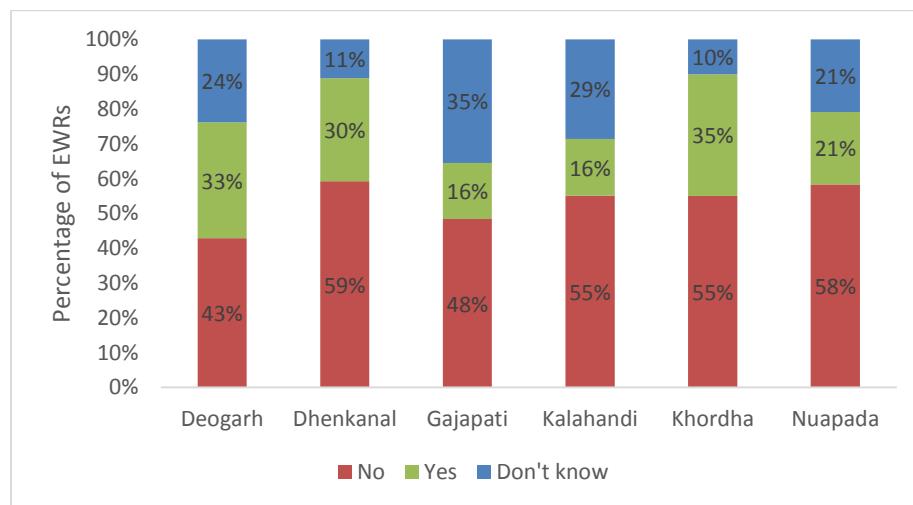
However, this does not imply that women would not want to contest in the absence of reservations. Many women from Gajapati, Kalahandi and Deogarh confirmed that they would have contested even if there were no reservation. One respondent in Gajapati pointed out that she has seen women contesting against male candidates as far back as 2002-07. Two more from Deogarh explained that they are aware that women can contest

for all the seats and that the absence of reservation would not deter them from standing for elections. Only the women from Dhenkanal expressed lack of confidence in standing for elections in the absence of reservation. MAS members from all six districts also concurred with the EWRs on the importance of political reservation. As per them, the increase in reservation from 33% to 50% has motivated more women to stand for elections.

**While the political capital wielded by families of the EWRs clearly plays an important role in their political participation, affiliation to political parties does not appear to be widespread.** In each district, 80% or more of the respondents reported not being affiliated to one currently or in the past. Only 38 respondents said that they are currently affiliated to a political party and another 2 said that they had been in the past. However, only half of these respondents said that these parties had provided them some form of support. For 13 of these 20, this support has largely come in the form of mentorship and guidance in fulfilling roles and responsibilities.

All the 241 EWRs were also asked whether they feel that being affiliated to a political party is advantageous.

**Figure 11: Do you think there are any advantages of being attached to a political party? (n=241)**



While a clear majority in each district said no to this (Figure 11), in four districts (Deogarh, Gajapati, Kalahandi and Nuapada) there are also a substantial number who said that they are not certain. **Only a total of 55 women across all six districts said that they feel there are advantages of being affiliated to a political party.** 82% of these 55 EWRs said that they feel more confident about fulfilling their roles and responsibilities when affiliated to a political party while 78% spoke about the mentorship and guidance that is provided to them.

#### **Support from Environment Score**

The Support from Environment Score attempts to measure the extent to which EWRs are able to draw support from different sources (family, community, political parties, and government officials) not only when contesting for elections but also in order to fulfill their roles and responsibilities. Measured on a scale of 0 to 5, the score reflects how supportive the environment of EWRs are. As can be seen in the table below, the average score is not only similar across all six districts but quite high as well. This means that a majority of the EWRs are functioning in an environment where different stakeholders are largely supportive of their political endeavours.

**Table 8: District level Average Support from Environment Score**

| District Name | Average Support from Environment Score |
|---------------|--|
| Deogarh       | 3.25                                   |
| Dhenkanal     | 3.44                                   |

|           |      |
|-----------|------|
| Gajapati  | 3.70 |
| Kalahandi | 3.46 |
| Khordha   | 3.62 |
| Nuapada   | 3.44 |

### 7.2.3. Barriers to Political Participation

Most of the EWRs reported that there were no such factors which deterred them from standing for elections. For the 19 members who reported facing some form of resistance, it has largely been from community members. Most of the women were also of the opinion that there are no factors which prevent a woman from contesting for elections. However, amongst the 59 women who did speak about such barriers, the three most common ones are: (a) restrictions on going outside the house (69%), (b) lack of support from family members (59%), and (c) time consuming nature of household responsibilities (58%). The burden of household responsibilities deterring women from standing for elections is an issue which was also highlighted by the MAS members in Kalahandi. Additionally, more than 70% of the EWRs in each district opined that there are no factors which prevent a woman from fulfilling her responsibilities as a EWR. However, 47 of the 241 did speak about such barriers. The most commonly cited barrier is the time-consuming nature of household responsibilities (62%) followed by restrictions on going outside the house (60%).

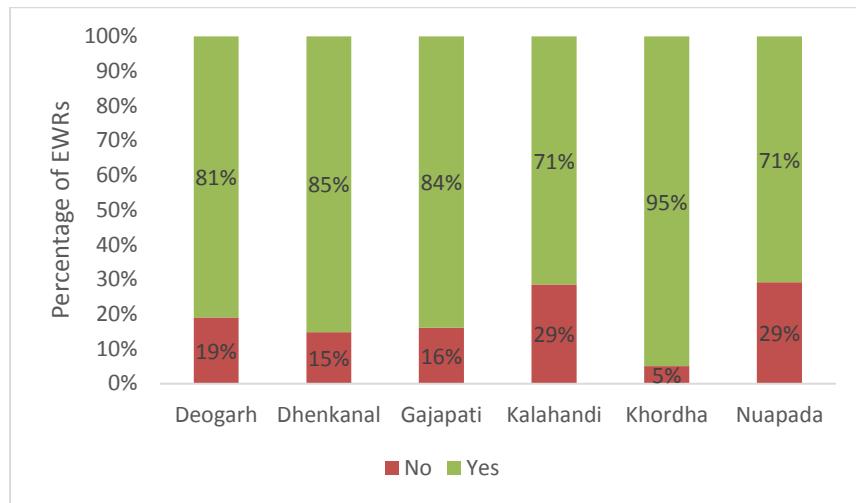
In the previous section, findings clearly highlighted the important role played by reservations in encouraging EWRs to contest elections. Hence, the study also tried to understand the disposition of community members towards political reservation. Across all six districts, most of the respondents said that reservations are largely ‘not opposed’ since it is a government policy. **While most community members are happy with the ability of the EWRs to resolve public issues, there are still some individuals who are skeptical about women moving beyond their traditional roles.** A respondent from Deogarh explained how people continue to ask questions like “*Why are women stepping out of their homes? What can they do? Whatever the situation might be, they cannot be equal to men*”. Similar occurrences were reported in Gajapati. The women reported that the men in their communities dislike the reservation and say things like “*...Let women work. What will they achieve?*”

While caste based reservation encourages families to field women candidates from their households, it also creates divisions within the community. In Nuapada and Deogarh, the EWRs spoke about how people from one community feel that an elected representative from another community will not look after their interests. A respondent from Nuapada explained how since she is from Scheduled Caste, people from her community come and tell her “*...You are from our (SC) community so you care for us. If any OBC woman becomes a Ward member, will she think of our benefit?*” A similar viewpoint was shared in Deogarh by one the *Naib Sarpanch*. She reported how a community member had asked her “*...the lady from the dhobi (OBC) community will occupy power and we will go to beg before her to get our work done?*”

**During the group interviews in Khorda and Kalahandi, EWRs shared that women from low income households are often unable to contest in elections because they do not have sufficient funds to campaign. Additionally, those with more than two children are also unable to stand for elections due to the Two Child Norm.** Awareness about the Two Child Norm is quite high with quantitative findings indicating that a majority of the women in each district are aware of the same. The lowest

level of awareness is in Kalahandi and Khorda where only 71% of the respondents said that they are aware about the norm.

**Figure 12: Are you aware of the two-child norm that is applicable for women contesting elections? (n=241)**



**Out of the 191 women who said they are aware of the Two Child Norm, a majority also concurred that it has an impact on the participation of women in elections.** However, it is also important to note that in Dhenkanal (39%), Kalahandi (39%), and Nuapada (41%), a substantial number of women are also of the opinion that it has no impact. The 128 women who reported that it has an impact were asked about the nature of this impact, details of which are given in the table below.

**Table 9: According to you, what impact does the Two Child Norm have on the participation of women in elections? (n=128)**

| According to you, what impact does the Two Child Norm have on the participation of women in elections? |         |           |          |           |         |         |
|--|---------|-----------|----------|-----------|---------|---------|
|  | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| Makes women with experience in governance not eligible for contesting                                  | 55%     | 43%       | 53%      | 33%       | 52%     | 40%     |
| Reduces the no of new female candidates eligible for contesting  | 55%     | 50%       | 47%      | 37%       | 48%     | 50%     |
| It discourages women from contesting as they might want to have more children                          | 36%     | 50%       | 58%      | 51%       | 39%     | 60%     |
| Families discourages women from contesting because of it   | 36%     | 43%       | 42%      | 33%       | 26%     | 70%     |
| Others   | -       | -         | -        | -         | 3%      | -       |

While 48% said that it discourages women from contesting as they might want to have more children, 45% also said it reduces the number of new female candidates eligible for contesting. Furthermore, 44% said it makes women with experience in governance not eligible for contesting.

#### 7.2.4. Awareness about Roles and Responsibilities

Since a large proportion of the EWRs who have been interviewed as part of this study are first time elects, they were all asked how aware they were about their role and responsibilities when elected to their current position. Responses from the GIs indicate that those who have been elected previously are aware. However, this is not the case for the first-time elects. Since they are not aware at the time

of their selection, they reported learning from attending *Palli Sabhas* and *Gram Sabhas*, consulting the current *Zila Parishad* members or old Ward Members and Chairperson of Village Development Committee. Only in Deogarh was any training undertaken by NSS mentioned.

When the 206 Ward Members were asked about their roles and responsibilities, 89% mentioned identifying beneficiaries/recipients of schemes and 67% said convening *Palli Sabhas*. 58% of them also spoke about how they have to monitor the implementation of schemes. Half of them mentioned implementing schemes/plans while 102 of them reported attending Panchayat meetings and *Gram Sabhas* as one of their expected roles. Only 11% said that they have the power to see accountability from the Panchayat President while 19% reported attending Standing Committee meetings and other village Development Committee meetings as part of their responsibilities.

In the case of the 35 *Sarpanch* and *Naib Sarpanch*, the three most commonly cited roles and responsibilities are (a) convening *Gram Sabha* and Panchayat (86%); (b) approving village development plan (77%); and (c) making schemes and proposals (74%). 17% of the respondents spoke about ensuring that PESA regulations are followed while only 23% mentioned ensuring maintenance of records as one of their roles.

Each respondent was asked to share the different aspects related to the functioning of Panchayat that have to be monitored by her. As can be seen from the table below, **most of the respondents associate their roles with execution of schemes, from identification of schemes to ensuring their quality implementation. A fewer proportion of women said that they are involved in the more administrative aspects such as looking into fund utilization and proper maintenance of records.**

**Table 10: What all aspects related to the functioning of the panchayat do you monitor? (n=241)**

| What all aspects related to the functioning of the panchayat do you monitor? |         |           |          |           |         |         |
|--|---------|-----------|----------|-----------|---------|---------|
|  | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| <b>Fund utilisation</b>  | 10%     | 41%       | 19%      | 14%       | 35%     | 46%     |
| <b>Monitoring quality of goods and services provided</b>                     | 33%     | 74%       | 61%      | 47%       | 65%     | 46%     |
| <b>Construction of public works</b>  | 71%     | 78%       | 87%      | 73%       | 70%     | 75%     |
| <b>Implementation of government schemes</b>                                  | 76%     | 70%       | 71%      | 62%       | 65%     | 71%     |
| <b>Attendance of service providers</b>                                       | 43%     | 48%       | 48%      | 41%       | 45%     | 50%     |
| <b>Identification of Beneficiaries for schemes</b>                           | 76%     | 89%       | 94%      | 85%       | 80%     | 75%     |
| <b>Proper maintenance of records</b>   | 24%     | 44%       | 35%      | 30%       | 18%     | 42%     |
| <b>Others</b>  | 5%      | 0%        | 3%       | 4%        | 10%     | 21%     |

During the group interviews, the EWRs did not report having faced any major hurdles in performing their roles and responsibilities. For the newly elected women, the primary problem is their lack of awareness about what they are expected to do. However, the EWRs said that they have been able to address it by seeking support from different sources such as family members and ex/current PRI members. Over the years, this has made them feel more confident about doing their work. The participants were also asked to share who they seek guidance from if they have doubts about their

roles and responsibilities. All the women reported seeking guidance from individuals who have more “*knowledge and experience*”. This includes a variety of individuals such as Chairman of the *Zila Parishad*, ex-PRI members, *Alibha* and MAS members, and their husbands.

MAS members were able to provide more detailed insight into the difficulties faced by EWRs in fulfilling their roles. These difficulties appear to vary from one district to another. In Kalahandi, the group said that EWRs face no difficulties whereas in Nuapada, Deogarh and Dhenkanal they spoke about EWRs not having sufficient knowledge about different government schemes. In their opinion, this lack of awareness makes the EWRs dependent on other sources such as their husbands, media people, government functionaries, etc. The challenges highlighted in Khorda and Gajapati were substantially different. In Khorda, the women spoke about the opposition of male members in the family and community to women contesting for a 2<sup>nd</sup> or 3<sup>rd</sup> term. The respondents explained how they have heard men in their villages talk about women representatives not being as competent as their male counterparts. The group also spoke about lack of cooperation from government officials hindering the work of the EWRs. Further discussions revealed that the MAS members feel that officials expect bribes to get work done and know that the EWRs will not be inclined to engage in such corruption. Problems with transportation and burden of household labour were mentioned during discussions in Gajapati. The group spoke about how some of the EWRs have to travel long distances to participate in meetings and have to rely on infrequent public transport since they do not have private vehicles. They also mentioned that some EWRs are not able to attend meetings because they are unable to finish their household responsibilities on time.

In four out of the six districts, the MAS members were unable to clearly indicate whether they feel that male representatives face the same difficulties as female representatives. However, in Khordha and Gajapati the groups said the men do not face similar difficulties. When asked for the reasons behind this, the group in Khordha only spoke about how male representatives face a different kind of difficulty – rivalry and competition from other male contestants which often gets violent. The women in Gajapati, on the other hand, mentioned that travelling is not as big a problem for men as it is for women. This is primarily because men have their own means of transportation or they borrow from their friends. Five out of the 13 local authorities also said that women and men representatives face different kind of difficulties. Further probing revealed a multitude of reasons for the same. One of the officials spoke about how EWRs continue to be underestimated by male Panchayat members as well as male government officials due to their patriarchal mindsets. Three of them spoke about the low levels of literacy being a problem for women representatives which makes it difficult for them to impart their duties and at times can result in them being misled. Two of the officials from Dhenkanal highlighted the problem of transportation which, according to them, affects men and women equally. They spoke about how certain parts of the district are poorly connected by any form of transportation and hence people have to rely on their personal means.

### **Awareness Score**

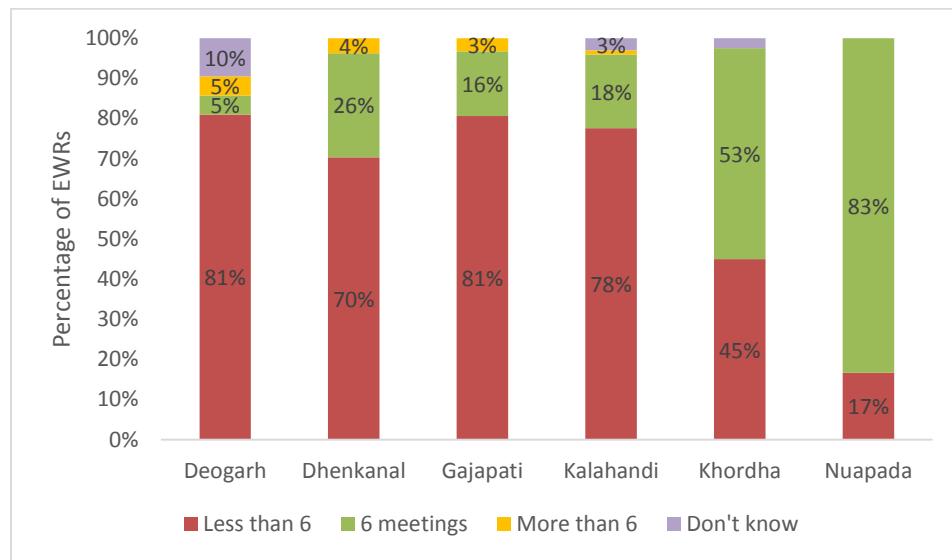
Measured on a scale of 0 to 3, the awareness score looks at three components, i.e. (a) whether EWRs feel that they are sufficiently aware to contest elections, (b) whether they feel they are sufficiently aware to fulfill the roles and responsibilities of a EWR, and (c) how aware they are of their roles and responsibilities. Hence, a higher average awareness score implies that lack of awareness is not a barrier for EWRs from contesting or fulfilling their roles and responsibilities. As can be seen in the table below, the average awareness scores are quite high across all districts.

**Table 11: District level Average Awareness Scores**

| District Name | Average Awareness Score |
|---------------|-------------------------|
| Deogarh       | 2.15                    |
| Dhenkanal     | 2.29                    |
| Gajapati      | 2.31                    |
| Kalahandi     | 2.23                    |
| Khordha       | 2.21                    |
| Nuapada       | 2.17                    |

Going into finer details, EWRs during the survey were asked to share the number of *Gram Sabhas* they think are supposed to be conducted in a year, the number of *Gram Sabhas* that were actually conducted in the last one year, and how many of these *Sabhas* were actually attended by them. **While discussing the number of *Gram Sabhas* that should be conducted, a majority of the respondents in Nuapada and Khorda reported that 6 *Gram Sabhas* should be conducted. For Odisha, this is the minimum number of *Gram Sabhas* that should be conducted in a year. However, awareness about this in the other 4 districts is quite low with 70% or more respondents reporting a number less than 6 (Figure 13).**

**Figure 13: How many Gram Sabhas are supposed to be held in a Panchayat in a year? (n=241)**



Responses on the actual number of *Gram Sabhas* that were conducted and the number of *Gram Sabhas* the EWRs attended are presented in Figure 14 and Figure 15. **Only in Nuapada did most of the respondents (67%) report that 6 *Gram Sabhas* had been conducted in the past year. In the remaining districts, a clear majority reported a number less than 6.** Attendance rates (Figure 15) are low across all the districts with most EWRs having attended less than 6 *Gram Sabhas* in the past year.

Figure 14: How many Gram Sabhas were held in your Panchayat in the last one year? (n=241)

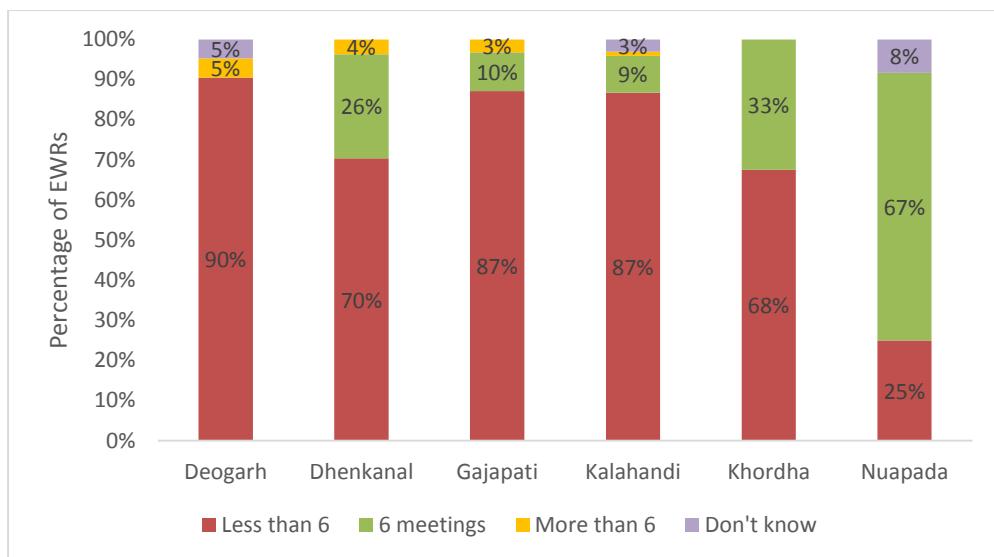
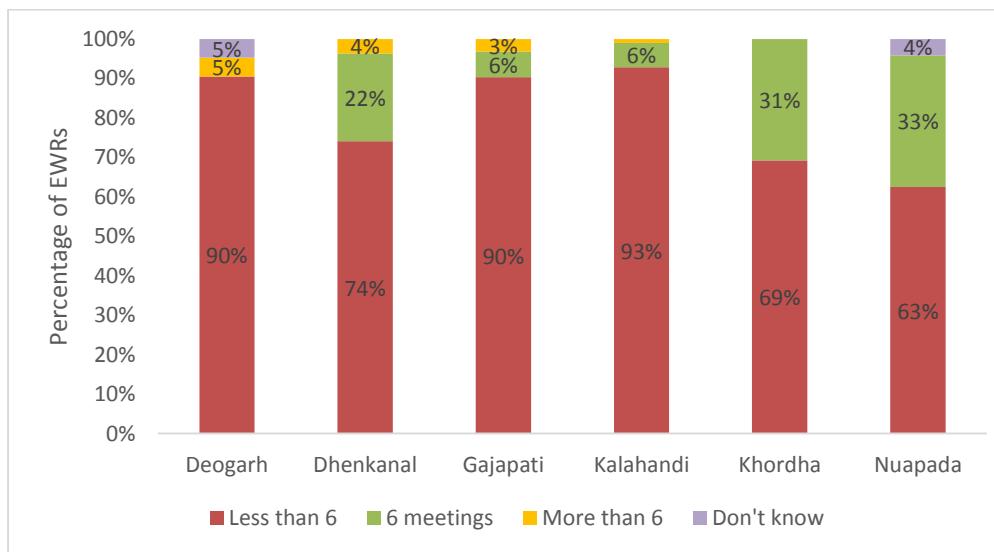


Figure 15: How many of the Gram Sabhas that were held last year did you attend? (n=240)



When asked to share what all issues/topics were discussed during the *Gram Sabha* meetings that they attended in the last year, respondents across all six districts primarily spoke about three things: (a) Identification/prioritisation of works/activities to be included in the *Gram Panchayat* plan; (b) Selection of beneficiaries for various government programs and schemes; and (c) Discussion of the problems of the community members. As can be seen in the table below, **the examination of the annual financial statement of the GP appears to be the least discussed activity during these meetings.**

Table 12: What all issues/topics were discussed during the Gram Sabha meetings you attended in the last one year? (n=240)

| What all issues/topics were discussed during the Gram Sabha meetings you attended in the last one year? |         |           |          |           |         |         |
|---|---------|-----------|----------|-----------|---------|---------|
|   | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| Identification/prioritisation of works/activities to be included in the GP plan                         | 57%     | 85%       | 77%      | 76%       | 72%     | 79%     |

|   |     |     |     |     |     |     |
|---|-----|-----|-----|-----|-----|-----|
| <b>Selection of beneficiaries for various government programs and schemes</b> | 81% | 89% | 87% | 78% | 79% | 79% |
| <b>Annual financial statement of the GP was examined</b>                      | 19% | 37% | 23% | 24% | 18% | 25% |
| <b>Discussion of the problems of the community members</b>                    | 71% | 89% | 68% | 76% | 67% | 75% |
| <b>GP plan discussed</b>  | 33% | 44% | 32% | 33% | 38% | 33% |
| <b>Others</b>   | 14% | 15% | 13% | 3%  | 31% | 13% |

Nevertheless, undertaking preparations for *Gram Sabhas* appears to be common habit with 93% or more of the respondents in each district reporting that they do the same. When asked as to what kind of preparations are made, the responses vary across districts as can be seen in Table 13. However, two practices that appear to be common across all six districts are (a) preparing the notice of the meeting and informing community members about the date, time and venue, and (b) encouraging women specifically to raise issues during the meeting.

**Table 13: What preparations do you usually make for the Gram Sabha meetings? (N=229)**

| What preparations do you usually make for the Gram Sabha meetings?  |         |           |          |           |         |         |
|---|---------|-----------|----------|-----------|---------|---------|
|   | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| <b>Prepare agenda for meeting</b>   | 30%     | 41%       | 39%      | 21%       | 57%     | 43%     |
| <b>Prepare the notice of the meeting and inform community members about the date, time and venue of the meeting</b> | 65%     | 93%       | 97%      | 82%       | 65%     | 91%     |
| <b>Hold meetings with other representatives to prepare for Gram Sabha</b>   | 25%     | 52%       | 39%      | 29%       | 38%     | 35%     |
| <b>Encourage members before-hand to raise issues</b>  | 30%     | 52%       | 32%      | 33%       | 76%     | 43%     |
| <b>Ensure presence of members from SC, ST, OBC and women members in meeting</b>                                     | 50%     | 48%       | 55%      | 52%       | 41%     | 57%     |
| <b>Encourage women specifically to raise issues during the meeting</b>  | 75%     | 70%       | 65%      | 65%       | 62%     | 74%     |
| <b>Consult community members on matters to be discussed in meeting</b>  | 35%     | 41%       | 42%      | 34%       | 27%     | 39%     |
| <b>Others</b>   | 10%     | 4%        | 0%       | 1%        | 14%     | 0%      |

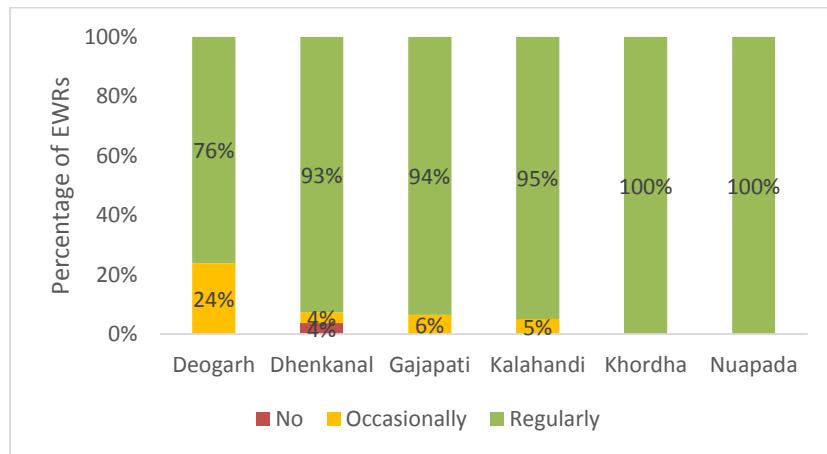
Most of the EWRs also reported that an agenda is made for the *Gram Sabhas* every time. While more than 55% of the respondents in each district said that it is the *Sarpanch* who decides the agenda, about 20-30% shared that it is the Panchayat Secretary. The practice of recording of *Gram Sabha* minutes also appears to be widely prevalent with a majority of respondents reporting the same. Of the 229 respondents who said that the minutes are recorded, more than 90% in each district said that they sign these minutes. Respondents were also asked to share the procedure they follow while signing the minutes. A majority of them across the districts said that they either sign immediately after reading the minutes or after reading and checking them. In all districts these responses accounted for 60% or more of the respondents. However, it is also important to note that a substantial proportion of the women also reported signing the minutes without reading them. While this statistic was as low as 7% and 10% in Dhenkanal and Khorda respectively, it accounted for 25% of the respondents in Deogarh, 32% in Kalahandi and 37% in Gajapati.

Discussions were also held on Special *Gram Sabhas* and *Palli Sabhas*. A substantial proportion of the respondents did not know about how many special *Gram Sabhas* had been held in the past one year; the highest was in Deogarh at 29% and the lowest in Dhenkanal at 4%. Of the people who were able to provide a response, 60% or more of the respondents said that 0-2 such *Sabhas* had been held in the past one year. Furthermore, out of the 187 respondents who said that Special *Sabhas* had been held in the past one year, more than half reported having attended either 1 or 2 of such *Sabhas*.

A similar trend was observed with respect to *Palli Sabhas*. Most respondents reported that the number of *Palli Sabhas* conducted in their Panchayat in the last one year had ranged from 0-2. Out of the 225 respondents who reported that one or more *Palli Sabha* had been conducted, more than half in each district reported attending either 1 or 2 of these *Sabhas*. As in the case of *Gram Sabhas*, undertaking preparations for *Palli Sabhas* is a commonly followed practice. Out of the 206 EWRs who said that they are Ward Members, only 2 in Kalahandi and 3 in Khorda reported that they make no preparations. Inquiries about the nature of preparations made by the remaining 201 indicate that most Ward Members are engaged in (a) informing community members about the time and venue of the meetings; (b) consulting community members on matters to be discussed in the meetings; and (c) encouraging women to come to the meetings and raise issues.

**Regular attendance of Panchayat meetings by all EWRs is quite high** with more than 90% of the respondents reporting the same in all districts except in Deogarh (Figure 16).

**Figure 16: Do you attend Panchayat meetings? (n=241)**



When asked about the number of Panchayat meetings they have attended in the last one year, responses varied over a wide range from 1 to 48. **However, a clear majority across all districts said that they had attended 12 of such meetings.** The only exception was Gajapati where 29% reported having attended 12 Panchayat meetings and another 29% reported attending 24. Queries about the nature of issues/topics covered in these Panchayat meetings revealed that discussions on general issues related to the Panchayat are the most common followed by discussions on follow-up actions and discussions on GP plan and budget (Table 14). **The proportion of women, across all districts, reporting that a review of financial and physical progress is undertaken during the meetings is relatively lower in comparison to the other activities.**

**Table 14: What issues/topics are covered in these Panchayat meetings? (n=240)**

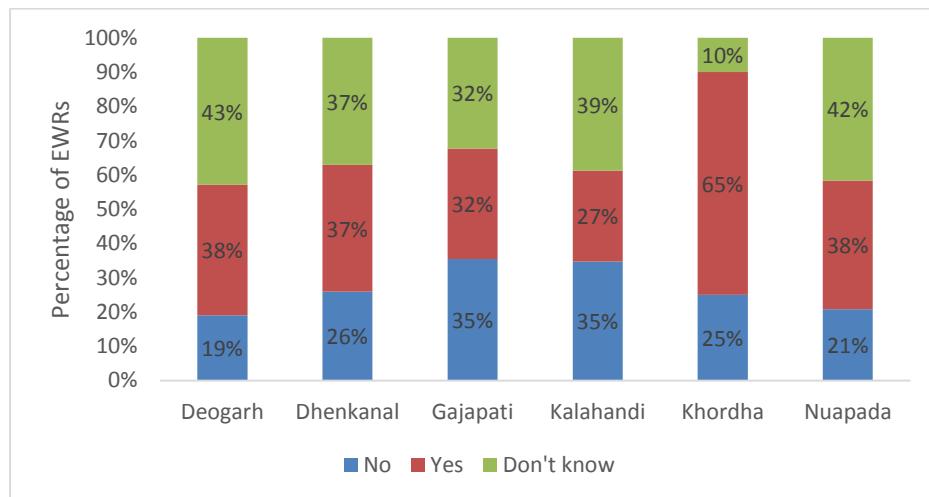
**What issues/topics are covered in these Panchayat meetings?**

|   | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
|---|---------|-----------|----------|-----------|---------|---------|
| <b>Discussion on follow up actions</b>                    | 62%     | 62%       | 68%      | 66%       | 70%     | 63%     |
| <b>Review of financial and physical progress</b>          | 48%     | 62%       | 58%      | 55%       | 45%     | 67%     |
| <b>Discussions on GP plan and budget</b>                  | 33%     | 73%       | 55%      | 54%       | 70%     | 50%     |
| <b>Discussions on general issues related to panchayat</b> | 86%     | 88%       | 90%      | 79%       | 83%     | 83%     |
| <b>Others</b>   | 19%     | 12%       | 10%      | 10%       | 25%     | 21%     |

While a majority of the respondents said that they sign the minutes of the Panchayat meetings every time, around 2-6 respondents in each district also said that they only sign the minutes sometimes. As was seen in the case of *Gram Sabhas*, more than 55% of the respondents in each district said that they either sign immediately after reading the minutes or do so after reading and checking. **However, a substantial proportion also reported signing the minutes without reading.** The proportion of women reporting the same was as low as 7% and 10% in Dhenkanal and Khorda respectively and as high as 38% and 42% in Kalahandi and Gajapati respectively.

As can be seen from Figure 17, **awareness about Standing Committees is moderate across all districts.** As many as 35% of the respondents, in Gajapati and Kalahandi, said that there are no Standing Committees present in their Panchayat. The proportion of respondents who reported the presence of Standing Committees in their Panchayat was nearly double in Khorda (65%) when compared to the other districts (27%-38%). Overall, only 89 out of the 241 respondents (37%) responded in the affirmative to this question.

**Figure 17: Are there Standing Committees (Sthayi Committee) in your Panchayat? (n=241)**



When these 89 were asked about the number of Standing Committees present in their Panchayat, the responses ranged from 1 to 9. However, a majority of the respondents reported a number in the range of 1 to 3. Fourteen respondents also said that they are unable to estimate the number of Committees. The table below provides an insight into the type of Standing Committees that the 75 respondents reported about.

**Table 15: What are the different types of Standing Committees (Sthayi Committee)? (n=75)**

| What are the different types of Standing Committees (Sthayi Committee)? |         |           |          |           |         |         |
|---|---------|-----------|----------|-----------|---------|---------|
|   | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |

|  |     |     |     |     |     |     |
|--|-----|-----|-----|-----|-----|-----|
| <b>Committee for Planning, economy, poverty alleviation, coordination</b>                      | 20% | 38% | 78% | 17% | 43% | 38% |
| <b>Committee for construction, irrigation, electricity, drinking water and sanitation</b>      | 80% | 63% | 67% | 50% | 38% | 88% |
| <b>Committee for public distribution, welfare of marginalised section, forest &amp; fodder</b> | 40% | 50% | 78% | 33% | 43% | 63% |
| <b>Committee for education, sports and culture</b>   | 20% | 50% | 67% | 33% | 48% | 38% |
| <b>Committee for agriculture, soil conservation, watershed and fishery</b>                     | 20% | 13% | 67% | 17% | 19% | 13% |
| <b>Committee for health, social welfare, women and child development</b>                       | 40% | 50% | 67% | 50% | 48% | 63% |
| <b>Committee for handicraft, cottage industry, khadi, gramodyog and rural housing</b>          | 0%  | 13% | 44% | 4%  | 5%  | 13% |
| <b>Don't know</b>  | 0%  | 13% | 0%  | 21% | 14% | 0%  |

On the other hand, **awareness about the presence of Development Committees appears to be quite high** with 86-88% of the respondents reporting that they are aware of the presence of the same in their Panchayat. The only exception is Dhenkanal where only 70% of the EWRs responded in the affirmative. When asked about the number of such development committees, a majority of the women gave a response in the range of 2 to 5. Respondents were also asked to provide information about the nature of meetings for five different Development Committees - *Anganwadi Vikas Samiti*, Village Health & Sanitation Committee, School Management Committee, *Gaon Kalyan Samiti*, and *Matra Kalyan Samiti*. A smaller proportion of women were able to provide information about the Village Health & Sanitation Committee and the *Matra Kalyan Samiti* when compared to the other committees.

Of all the respondents who reported the presence of *Anganwadi Vikas Samiti*, a majority confirmed that it conducts meetings. While 37% of them reported that 12 meetings had been conducted in the last year, only 24% reported that they had attended 12 meetings. For the remaining four committees, a similar pattern is observed. More than 90% of the respondents in each district said that meetings for each committee have been conducted. When asked about the number of meetings conducted in the last year, 30% of the respondents said 2 for the Village Health and Sanitation Committee but more than 30% reported 12 for the other committees. Furthermore, a majority of the respondents reported attending 2 meetings of Village Health & Sanitation Committee and the *Matra Kalyan Samiti* in the last year, whereas for the School Management Committee and the *Gaon Kalyan Samiti* this statistic was 12.

**During their group interviews, none of the EWRs reported facing any difficulties in attending meetings at the GP level, i.e. Gram Sabha meetings, Standing Committee meetings, Palli Sabha meetings and Village Development Committee meetings.** The respondents also confirmed that discussions in these meetings are either centered on improving the public infrastructure available in villages or ensuring access to quality entitlements and services. In all districts it was reported that, after the discussions, the final decision is taken based on the majority vote. A woman from Kalahandi

also shared that once the final decision has been taken, the *Sarpanch* and Secretary decide how much fund is going to be allocated to it.

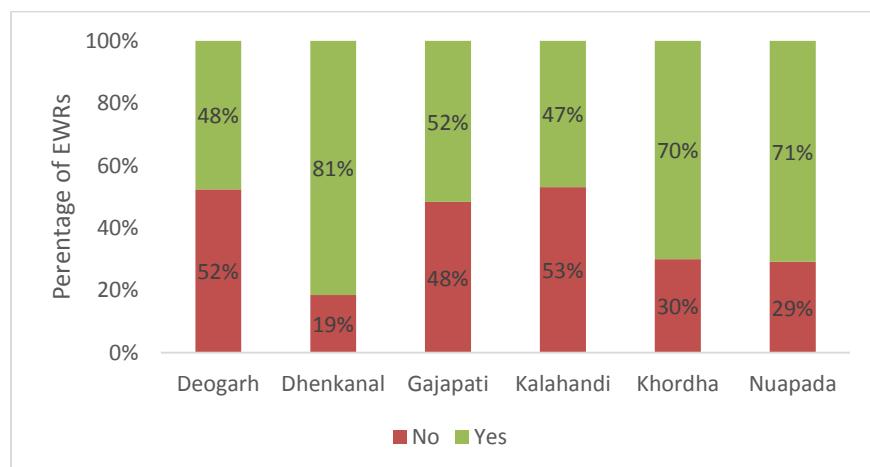
When asked about their own engagement levels in these meetings, most of the women did not have much to say. In Khorda, Gajapati and Deogarh, **the EWRs reported that five years back they only used to listen and not participate since they did not know what to do and what not**. However, over time, **they have learnt how to do their duties and this has given them a lot of confidence**.

*"I have noticed that some EWRs are still shy and remain silent during the discussions at the Palli Sabha and Village Development Committee meetings. Our Alibha members advise them during our Alibha meetings on how they can improve and also give them the opportunity to sit at the front of the line and participate in discussions." - EWR, Nuapada*

MAS members across all districts all concurred that there has been a change in the involvement of the current EWRs in the past five years. This change, according to them, has been largely across two fronts: **(a) increased and more regular attendance of Palli Sabhas and Gram Sabhas, and (b) increased engagement with community members.** The latter comprises of multiple facets from spending more time trying to understand the needs of the community to encouraging all villagers, especially women, to attend the Sabhas. MAS members in Khordha also expressed how they feel the EWRs have become more confident to initiate new issues and then see them through till the finalization. When asked for reasons behind this change, women across multiple districts spoke about how the aspirations of the current EWRs to be re-elected for another term motivates them to do good work. The women from Gajapati and Deogarh were also of the opinion that support from community members has been a critical factor in ensuring that these changes take place. Only in Khordha did the women cite trainings conducted by the government and PECUC as factors facilitating change. During the KIIs, local authorities also confirmed that the engagement of the EWRs with their community members and their participation in Gram Sabhas and Palli Sabhas has increased. According to them, this is primarily because EWRs have become more confident and not only put forth issues in the communities but also actively follow them up.

In the EWR survey, when asked if they know how a resolution should be drafted, the responses were not consistent across the six districts. Only half of the respondents in Deogarh, Gajapati and Kalahandi reported in the affirmative to this query. For the other three districts, a substantially higher proportion of the respondents said yes (Figure 18).

Figure 18: Do you know how a resolution should be drafted? (n=241)



The 139 women who said that they know how a resolution should be drafted were asked to share the different components/features of a typical resolution. The table below provides an insight into the pattern of responses across the different districts. The most commonly recalled feature is that it should include the budget, where it will be utilized, time, schedule, etc. In comparison to the other districts, awareness levels regarding the third and fourth component – it should clearly state the action demanded from higher authorities and it needs to be signed by all members – are the lowest in Khorda.

**Table 16: What are the various components/features of a typical resolution? (n=139)**

| What are the various components/features of a typical resolution?                   |         |           |          |           |         |         |
|---|---------|-----------|----------|-----------|---------|---------|
|   | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| <b>Formulation of GP plan by members</b>  | 40%     | 59%       | 69%      | 54%       | 64%     | 76%     |
| <b>It should include the budget, where it will be utilized, time schedule, etc.</b> | 80%     | 77%       | 75%      | 65%       | 79%     | 71%     |
| <b>It should clearly state the action demanded from higher authorities</b>          | 70%     | 68%       | 56%      | 74%       | 46%     | 71%     |
| <b>It needs to be signed by all members</b>   | 50%     | 64%       | 69%      | 76%       | 36%     | 65%     |

A majority of the 241 respondents (n=191) confirmed that resolutions have been passed in their constituencies in the past one year. Findings also indicate that a larger proportion of these resolutions have been passed for scheme implementation rather than service delivery. Discussion about the issues on which these resolutions have been passed revealed that **Public Works continues to be the primary focus areas across all six districts followed by Water, Sanitation and Hygiene (WaSH)**. Nevertheless, work on issues such as prevention of violence against women and other gender related issues did find mention; 17-33% of the women reported that resolutions have been passed on the same. Only in Deogarh was this statistic as low as 7%. A similar pattern is visible with regard to resolutions on Health. While other districts saw a response rate of 27-40%, in Deogarh only 7% of the respondents said that a resolution had been passed on this issue.

Queries on petitions revealed a pattern similar to that observed for resolutions. **While only half of the respondents in Deogarh, Gajapati and Kalahandi said that they know how to file a petition, more than 60% of the sample in the other districts responded to this in the affirmative.** The table below provides details about what the 141 women, who knew how to file a petition, said are the various components of a petition. Most of the respondents confirmed that it is addressed to a government functionary/line department. The lowest level of awareness appears to be around (a) that it puts forth the demands of a Gram Panchayat, and (b) it requires necessary evidence to prove the case.

**Table 17: What are the components of a petition? (N=141)**

| What are the components of a petition?  |         |           |          |           |         |         |
|---|---------|-----------|----------|-----------|---------|---------|
|   | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| <b>Addressed to a government functionary/line department</b>                    | 100%    | 86%       | 100%     | 79%       | 94%     | 93%     |
| <b>What is the issue/grievance related to (name of the scheme/act/incident)</b> | 64%     | 64%       | 40%      | 53%       | 55%     | 47%     |
| <b>Demands of a Gram Panchayat</b>  | 27%     | 32%       | 40%      | 43%       | 35%     | 27%     |
| <b>Necessary evidence to prove the case</b>                                     | 27%     | 50%       | 40%      | 49%       | 32%     | 67%     |

|   |     |     |     |     |     |     |
|---|-----|-----|-----|-----|-----|-----|
| <b>Signature of Elected Representatives</b> | 45% | 73% | 53% | 62% | 52% | 60% |
| <b>Others</b>                               | 9%  | 0%  | 0%  | 0%  | 0%  | 0%  |

The EWRs were also asked whether they have submitted a petition in the last one year. Only half of the respondents in Deogarh and Kalahandi said yes to this. However, this statistic is much higher in Dhenkanal (81%), Gajapati (74%), Khorda (70%), and Nuapada (67%). As is in the case of resolutions, **a larger proportion of women indicated that the resolutions have been for scheme implementation instead of service delivery. Furthermore, a majority of these petitions are related to either public works or WaSH.** The proportion of women who said that the petitions were pertaining to the prevention of violence against women and other gender related issues is quite small; lowest is in Deogarh at 8% and highest is in Nuapada at 25%.

*"During 2007-2012, issues such as corruption in the election process, Indira Awaas Distribution, Anganwaadi centers etc. had become more prominent. However, in the last five years, I have seen more petitions related to Health (absence of medical staff, non-deployment of medical staff as per sanctioned strength, supervision of Anganwaadi Center, dominance of quacks at village level, lack of hygiene and cleanliness in hospitals etc.) and Education (Irregularities and absence of teachers, drop out of children – especially girl children, lack of cleanliness in schools, irregularities in Mid-Day Meal and dispute among the members of the School Management Committee members etc.)."*

*- Local Official*

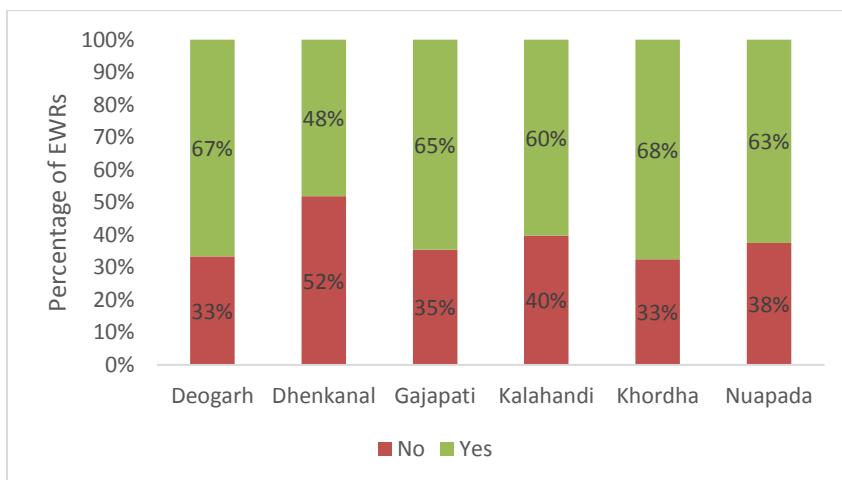
During their interviews, the local authorities mentioned that there has been a change in the nature and frequency of petitions filed by the EWRs over the past five years. According to them, **the number of petitions filed under different areas has increased and there is greater focus on areas other than public works such as Health and Education.** It also came up that petitions on issues like female foeticide, child care and protection, violence against women, eradication of addiction of to alcohol have increased. An official also went on to explain how local authorities have also started taking immediate action on these petitions since EWRs regularly monitor their progress; *"In situations where the matter is not followed up on, they (EWRs) come with people and demonstrate against the*

*official by sitting on dharnas."*

An attempt was also made to understand the level of awareness that the women have about different government entitlements and the nature of initiatives that have been undertaken by them in the past five years. For this purpose, they were asked what the various government schemes and acts they are aware of and which ones they have implemented during their tenure. **The seven schemes which most number of respondents are aware of are as follows: Old Age Pension, Widow Pension, Indira Awaas Yojana, Disability Pension, Swachch Bharat Abhiyaan, Public Distribution System (PDS), and Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA). The same schemes are also the top seven most implemented schemes.**

Barring Dhenkanal where 52% of the respondents said that they have not initiated any new project or scheme in their community during their tenure, a majority of the women in all the other districts said yes to this query (Figure 19).

**Figure 19: During your tenure of the past five years, have you initiated any new scheme or project in your community? (N=241)**



When the 148 women who said yes were asked in **what areas they have started these new schemes and projects, once again, most of the respondents have either said WaSH or public works**. Details of the same are given in the table below. While none of the women in Gajapati reported starting any initiative to prevent violence against women, 30% in Khorda said that they had. In other districts work on this issue appears to be limited.

**Table 18: In what areas have you started these new scheme/s and projects? (n=148)**

| In what areas have you started these new scheme/s and projects? (n=148) |         |           |          |           |         |         |
|---|---------|-----------|----------|-----------|---------|---------|
|   | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| <b>Health</b>   | 7%      | 15%       | 15%      | 10%       | 4%      | 13%     |
| <b>Water, Sanitation and hygiene</b>                                    | 36%     | 31%       | 40%      | 54%       | 41%     | 47%     |
| <b>Education</b>  | 7%      | 8%        | 15%      | 12%       | 7%      | 13%     |
| <b>Livelihoods</b>  | 0%      | 8%        | 0%       | 3%        | 7%      | 0%      |
| <b>Prevention of violence against women</b>                             | 14%     | 8%        | 0%       | 15%       | 30%     | 7%      |
| <b>Public works</b>   | 43%     | 38%       | 50%      | 36%       | 26%     | 47%     |

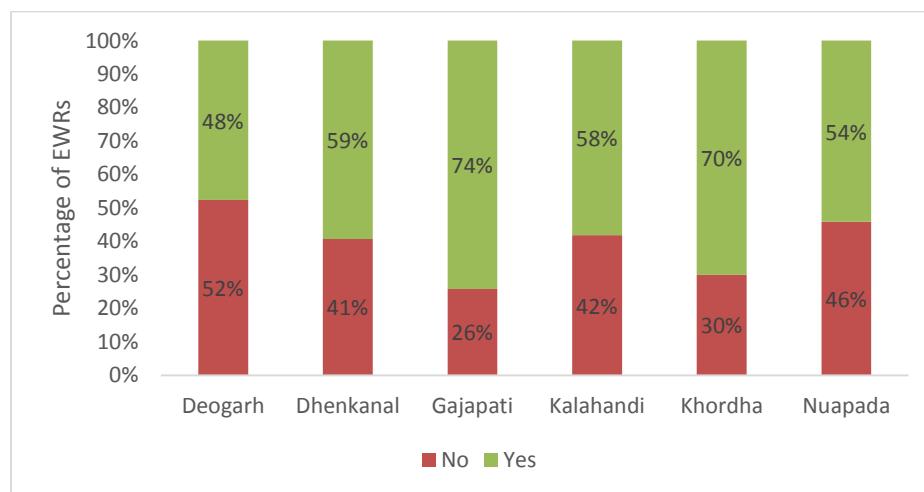
In the area of WaSH, most of the initiatives are centered on either the construction of individual/community toilets, construction of water supply and water storage structures, or provision of water supply to toilets. Under public works the focus has largely been on construction and repair of roads. Details of activities undertaken under each thematic area are given in Annexure 4.

All the women were also asked if they have faced **any difficulties in implementing such initiatives**. More than 80% of the respondents in each district said that they have not faced any such difficulties. Only a total of 31 respondents said that they have faced difficulties. While it is hard to ascertain a pattern due to the small sample who said no in each district, the most common problem appears to be a lack of interest from community members. The EWRs also shared how earlier people used to think women would not be able to do any good work but that has changed in the current election cycle. They attributed this change to the success of past EWRs in being able to address issues such as violence against women, water supply and electrification which male representatives had not been able to resolve.

**When the local authorities were asked whether they think men and women elected representatives work on different types of issues, 8 of them said yes. According to them, women focus more on women related issues like violence against women, dowry based oppression and separation, drinking water and pending payment of wages to women to name a few. On the other hand, men largely focus on construction work like construction of roads, *Indira Awaas Yojana*, a household latrine construction.** Different officials had different reasons for making this assertion. Two officials were of the opinion that men prefer working on construction work since there is more scope for monetary benefit in it. On the other hand, another official said that women have a lot of work within their household and hence are unable to give sufficient time to construction work. In her opinion, EWRs are only able to visit construction sites sometimes to monitor the progress of such work but male members can easily travel to the construction site, meet with the officials and arrange for labour and material. Three others said that EWRs tend to focus more on women's issues since women feel comfortable approaching them about it. Similar observations emerged during the discussions with the media representatives. Although only 3 of them said that female and male representatives work on different issues, all of them reported that women tend to focus more on women centric issues while men focus more on construction work. However, the reason put forth by them for this is very different. According to them, because women are more aware and confident now, they are able to recognize injustices and address them.

**Half or more respondents in each district reported that they have sought help of others to resolve issues within the Panchayat.** For the 147 women who reported seeking help, the most commonly accessed support group is the block officials/line departments followed by the *Gram Sabha/Palli Sabha*. The third most commonly accessed source is female Panchayat members/*Alibha* members followed by female community members. For instance, 63% of the women in Dhenkanal said that they had sought help from female Panchayat members/*Alibha* members in the past one year and 50% said they had sought help from female community members.

**Figure 20: In the last one year, have you sought the help of others to resolve issues within the Panchayat? (n=241)**



### **Engagement Score**

The Engagement Score can be taken as an aggregate indicator of how active EWRs are in performing their roles and responsibilities. Measured on a scale of 0 to 10, the average district level scores indicate that overall engagement levels are at moderate levels.

**Table 19: District level Average Engagement Scores**

| District Name | Average Engagement Score |
|---------------|--------------------------|
| Deogarh       | 6.95                     |
| Dhenkanal     | 8.16                     |
| Gajapati      | 7.48                     |
| Kalahandi     | 7.09                     |
| Khordha       | 7.55                     |
| Nuapada       | 7.67                     |

Regression analysis yielded significant results for the Engagement Scores. Using the score as the dependent variable, an ordered logistic regression was run with the following independent variables: district, level of education, caste category, position currently elected to, category of seat elected to, whether currently employed or not, whether family members are currently elected to a political position or not, PPI score, and programme exposure score.

At 95% level of confidence, the variables that are significant with a positive coefficient are: (a) Dhenkanal and Nuapada, (b) primary, secondary, and higher education, and (c) seats reserved for women. The variable of ward member is significant also but has a negative coefficient. Hence, one can conclude that the **levels of engagement are more likely to be higher in Dhenkanal and Nuapada in comparison to other districts**. Furthermore, **women who have attended school are more likely to have higher engagement levels than those who have had no formal education**. Results also indicate that those women who have been elected from seats which are just reserved for women are likely to be more active than other EWRs. Lastly, engagement levels of Ward Members have a higher likelihood of having lower engagement levels than those who are *Sarpanch/Naib-Sarpanch*.

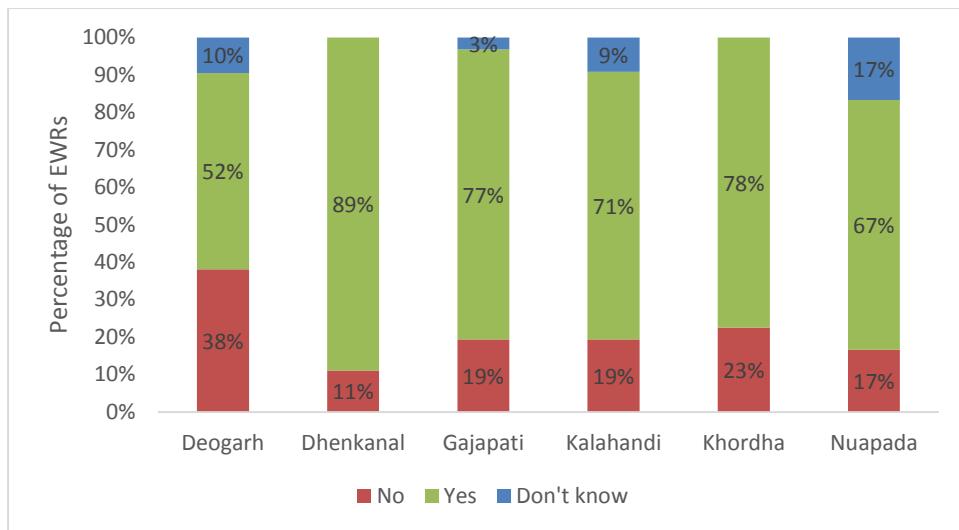
According to the t-tests as well, the engagement scores in Dhenkanal are significantly higher than those in Deogarh, Gajapati, Kalahandi and Khordha.

#### **7.2.5. Aspirations**

While looking at the political participation of women, it is also important to take into consideration whether they intend to continue with their political participation.

**A majority of the EWRs in each district said that they intend to contest for the upcoming elections.** However, only 52% of the women in Deogarh gave this response while in the other districts more than 60% of the women had a similar response (Figure 21).

Figure 21: Will you be contesting for the upcoming local elections? (n=241)



A total of 176 women said that they will be contesting in the next cycle for certain, of which a majority in each district plan to contest at the Gram Panchayat level. Only 21 women said they will be contesting at the Panchayat Union level and 7 said at the District level. Table 20 provides an insight into the nature of issues that the 176 women said they would like to work on if they win in the next cycle. 51% said that they would like to make their Panchayat open defecation free while 40% said they would like to ensure that social security schemes reach marginalized communities. Only 39% of the women spoke about working towards eliminating violence against women and even fewer (26%) said that they will try to ensure that all girls go to school.

Table 20: What changes would you like to bring about in your Panchayat (n=176)

| What changes would you like to bring about in your Panchayat?                |         |           |          |           |         |         |
|--|---------|-----------|----------|-----------|---------|---------|
|  | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| <b>Make the Panchayat free from open defecation</b>                          | 73%     | 58%       | 46%      | 49%       | 48%     | 50%     |
| <b>Work towards eliminating violence against women</b>                       | 55%     | 50%       | 21%      | 31%       | 45%     | 63%     |
| <b>Ensure that all girls are going to school</b>                             | 36%     | 21%       | 33%      | 16%       | 35%     | 38%     |
| <b>Ensure that Social security schemes reach to marginalised communities</b> | 45%     | 17%       | 50%      | 39%       | 42%     | 56%     |
| <b>A corruption free GP</b>  | 45%     | 50%       | 25%      | 27%       | 26%     | 19%     |
| <b>Ensure that services like ASHA, etc. are working efficiently</b>          | 27%     | 25%       | 21%      | 33%       | 23%     | 19%     |

More than 60% of the 176 women in all districts, except Gajapati, also reported that they plan to campaign during the upcoming elections. In Gajapati only 46% of the women said that they plan to campaign. Discussions around campaigning strategies indicate that the most women intend to utilize door to door campaigning. Of the 112 who intend to campaign, 57% also said that they plan to seek support from community members while 52% spoke about taking support from *Alibha* members.

When the 49 women who said that they do not want to contest in the upcoming elections were asked for the reasons behind this decision, 59% said that it was primarily because they are not interested.

While 18% also said that they want to give other women the opportunity to contest, 16% reported that their families do not want them to contest elections again. **80% of these 49 women also said that they do not intend to take up any other form of employment while 82% said do not plan to continue being engaged in the work that is being undertaken in the Panchayat.**

*"We did not get enough time to finish all the work we wanted to do since we took time to learn about our work. If elected in the next term we will use our existing good relations with the government to work for our community members." EWR, Dhenkanal*

All the EWRs in the group interviews also said that they intend to contest in the next election cycle. **When asked for the reasons for contesting, a majority said it is because they want to continue working for the benefit of their communities.** They spoke about leveraging their existing contacts with the government to ensure that the

work they have initiated is completed or to start new projects which they were not able to do earlier. **The EWRs also expressed the desire to contest for higher positions than their current ones.** When asked about their campaigning plans, only the groups in Khordha and Dhenkanal indicated that they have plans. They said that they will do door to door campaigning and use pamphlets and wall writings to spread their message. The women from Dhenkanal even said that they would take help from members of *Alibha* this time. Furthermore, only the women from Nuapada said that they have a vision for their Panchayat; they said that "...All our Alibha members are targeting towards implementing *Swachh Bharat Abhiyaan* in their communities and to ensure that pension and houses are provided for all poor families in their constituencies."

**Discussions with the MAS members revealed how a few MAS members from each district are also interested in contesting for elections in the next cycle.** However, they did not have any detailed campaigning plans in place. In Khordha and Dhenkanal, the women said they plan to engage in door to door campaigning whereas in Gajapati and Deogarh they said that they will only develop a plan after they have filed their nominations.

### 7.3. Gender Equity

The primary purpose of this section is two pronged, i.e. to gain an understanding of (a) the status of gender equity across the six districts, and (b) how the EWRs who have been engaged with THP's trainings understand gender equity. The latter is particularly important because one of the assertions made by THP's program is that through its engagement with EWRs, it can bring about a positive change in societal norms and practices. Although proving that there has been a statistically significant change in these norms is beyond the scope of a study, an attempt has been made to study these social norms and practices with the help of the EWRs and MAS members. For this purpose, the study has looked at multiple aspects such restrictions on women's mobility, involvement of women in decision making, and how confident they feel.

#### 7.3.1. Division of Labour

As was seen in the previous section, the burden of household responsibilities influences a woman's participation levels outside the household. Hence, the EWRs were asked to share who is responsible for undertaking eight different tasks in their households. The tasks that were covered are: (a) Cleaning, cooking and household chores, (b) Looking after younger children in the family, (c) Supporting the family financially, (d) Agricultural work, (e) Livestock Rearing, (f) Looking after the elderly, (g) Water collection, and (h) Participating in Gram Sabhas and other community meetings. A clear pattern across

gender lines emerges in all six districts with regard to the division of responsibilities. The table below presents the combined results of all six districts.

**Table 21: According to you, who is primarily responsible for the following activities in your households? (n=241)**

| According to you, who is primarily responsible for the following activities in your households? |                      |                    |       |      |
|---|----------------------|--------------------|-------|------|
|   | Adult female members | Adult male members | Girls | Boys |
| Cleaning, cooking and household chores  | 98%                  | 0%                 | 2%    | 0%   |
| Looking after younger children  | 98%                  | 1%                 | 1%    | 0%   |
| Supporting the family financially   | 15%                  | 85%                | 0%    | 0%   |
| Agricultural work   | 17%                  | 82%                | 0%    | 1%   |
| Livestock Rearing   | 59%                  | 39%                | 1%    | 1%   |
| Looking after the elderly   | 87%                  | 9%                 | 1%    | 3%   |
| Water collection  | 88%                  | 1%                 | 10%   | 0%   |
| Participating in Gram Sabhas and other community meetings                                       | 77%                  | 22%                | 0%    | 0%   |

**In most of the households, the primary responsibility for 6 out of the 8 household activities falls on the adult female members. This is particularly in the case of cleaning, cooking and household chores; looking after younger children and the elderly in the family; and water collection.** Only in livestock rearing is there a movement towards equal distribution. Deogarh has the highest proportion of households (76%) where women are responsible for livestock rearing whereas Dhenkanal has the lowest at 46%.

**The primary responsibility of adult male members across all six districts is to support the family financially and look after agricultural work.** The highest proportion of households where women are responsible for looking after the family financially is in Gajapati (23%) while the lowest is in Dhenkanal at 7%. Similarly, the highest proportion of households where women look after agricultural work is 23% in Kalahandi whereas in Dhenkanal it is the lowest at 11%.

Similar findings emerged during the group interviews with the EWRs; it was reported that women are involved in domestic activities such as household chores, taking care of children and elderly, and livestock rearing while men are involved in outdoor activities such as agriculture and running petty businesses. Women support the male members in these activities but are rarely directly engaged in them. **When asked about the reason for the prevalence of such a culture, none of them could provide a response. They simply said that these are practices which have been going on for generations and nobody has questioned them till date.**

Hence, one can conclude that women continue to be largely responsible for looking after the day to day running of their households whereas men look after its financial needs. However, there is one interesting trend that is also evident. In 77% of the households, it was reported that adult female members who are responsible for attending Gram Sabhas and other community meetings. **While this is naturally because of their political appointments, it needs to be understood in the context of women having to also shoulder the burden of looking after their households. Therefore, women have to bear the ‘double burden’ of looking after the needs of not only their households but also the community.**

Respondents were categorically asked if their involvement in any household activities has changed after their election as a Panchayat representative. The table below provides details about the activities in which change has taken place for the EWRs and the subsequent graph provides details about the nature of that change. Out of the 241 women who were interviewed, 22 reported that there has been no change in their involvement in even one of the activities.

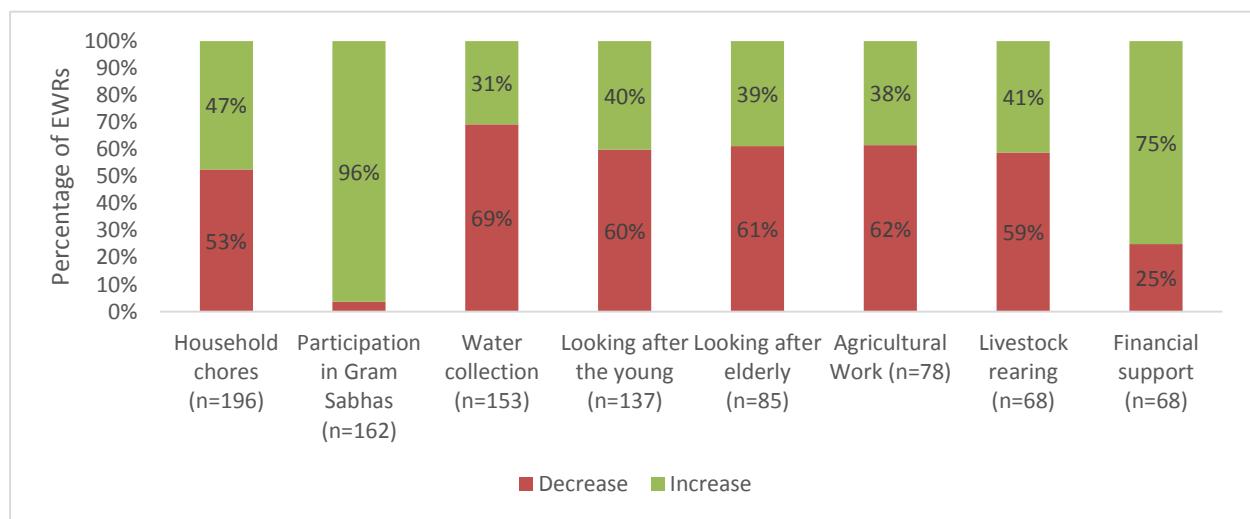
**Table 22 : After your election as a Panchayat representative, in which of the following household activities has YOUR involvement changed? (n=219)**

| After your election as a Panchayat representative, in which of the following household activities has YOUR involvement changed? |         |           |          |           |         |         |
|---|---------|-----------|----------|-----------|---------|---------|
|   | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| <b>Household chores</b>   | 89%     | 96%       | 93%      | 84%       | 90%     | 100%    |
| <b>Looking after younger children</b>   | 61%     | 75%       | 64%      | 55%       | 72%     | 61%     |
| <b>Supporting the family financially</b>  | 22%     | 21%       | 54%      | 30%       | 23%     | 39%     |
| <b>Agricultural work</b>  | 33%     | 25%       | 43%      | 36%       | 33%     | 43%     |
| <b>Livestock rearing</b>  | 28%     | 33%       | 36%      | 25%       | 36%     | 39%     |
| <b>Looking after the elderly</b>  | 22%     | 67%       | 43%      | 31%       | 44%     | 39%     |
| <b>Water collection</b>   | 67%     | 75%       | 82%      | 63%       | 67%     | 83%     |
| <b>Taking part in Gram Sabhas and other community meetings</b>  | 67%     | 71%       | 82%      | 78%       | 67%     | 70%     |

A substantial proportion of the women (89%) said that there has been a change in how involved they are in household chores. Further probing revealed that while 53% of these 196 women said that their involvement has decreased, for the remaining 47% it has increased. In fact, in Khordha, 60% of the women said that their involvement has increased. Participation in Gram Sabhas and other community meetings is the second most reported activity (74%) where change has taken place. However, in this case, 96% of the women reported an increase in the level of involvement. For activities such as water collection, and looking after young children and elderly – activities that are traditionally considered to be the responsibility of women – the involvement of more than half of the respondents has decreased. However, many respondents also reported that their burden for the same has increased.

Earlier, we had seen that the proportion of households where women are responsible for agriculture work and financially supporting their households is very low. Findings reveal that since their election to a political post, the involvement of women has decreased in agricultural work. On the other hand, although only 68 women said that their involvement in financially supporting their households has changed, 75% of them reported an increased level of involvement.

**Figure 22 : After your election as a Panchayat representative, how has your involvement in the following activities changed?**



**While discussing the division of labour during the GIs, the EWRs shared that they do not get any support from male members in their households to complete their chores. They explained that they have to complete their work early on if they have to attend a meeting or pay a visit to a local official.**

The EWRs were also asked to share their views on how the involvement of their other household members has changed since their election to a political position. While 70% of the women said that the involvement of boys has not changed in any activity, 62% also reported that the involvement of girls has not changed. In the case of girls, out of the 92 women who did say there has been a change, 89% reported a change with regard to water collection while 76% reported a change with respect to household chores. **In both cases, a majority of the EWRs reported that the involvement of girls has increased.** As in the case of girls, 41% of the EWRs said that the involvement of other women in their households has not changed in even one of these activities. Of the 143 that did report a change, 75% said it was with respect to household chores, 66% said it was to do with water collection and 55% reported a change in looking after younger ones. In all three activities, **70% or more stated that the involvement of other female members has increased.**

While discussing the involvement of adult male members, 51 women out of the 241 indicated that there has been no change. The two activities for which a majority of the remaining 190 women reported a change are agricultural work (64%) and supporting the family financially (57%). The table below presents the district level findings for the same question.

*"People come to my home very often to share their issues and/or tell me about their problems. I have to make time for them. As a result, the time in which I have to complete the household work is reduced. Sometimes, this makes it very difficult for me to manage my work, especially when I have to go to the Panchayat or Block office. Many times, I have to manage by reducing my time for personal care like bathing, dressing etc." - EWR, Deogarh*

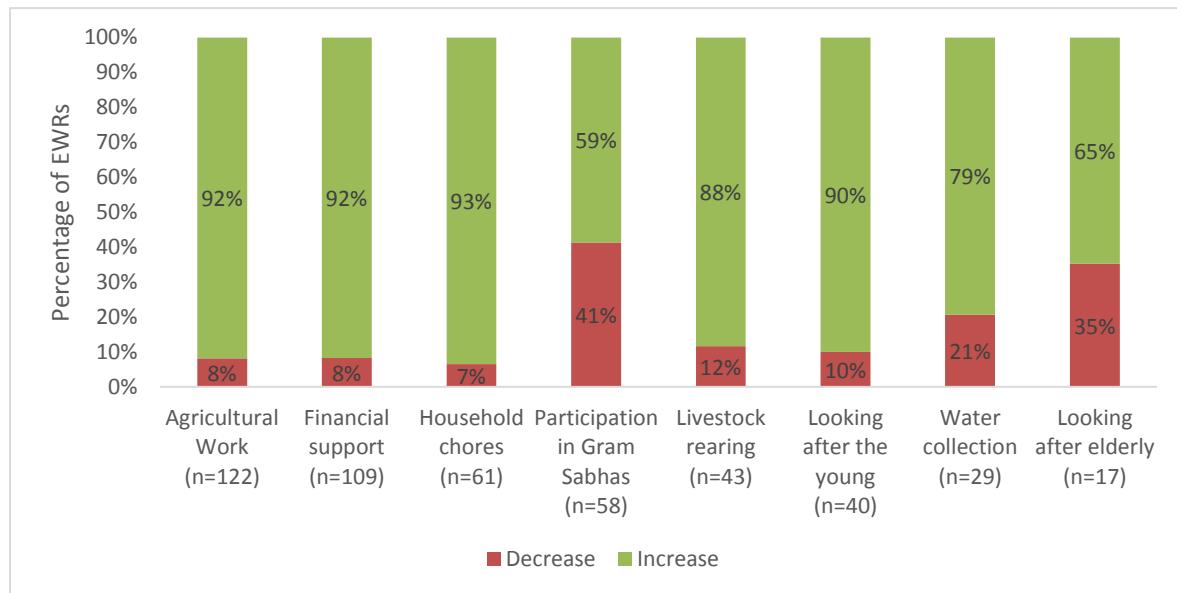
**Table 23: After your election as a Panchayat representative, in which of the following household activities has the involvement of ADULT MALE MEMBERS changed? (n=190)**

**After your election as a Panchayat representative, in which of the following household activities has the involvement of ADULT MALE MEMBERS changed**

|   | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
|---|---------|-----------|----------|-----------|---------|---------|
| <b>Household Chores</b>                                       | 20%     | 35%       | 42%      | 28%       | 44%     | 23%     |
| <b>Looking after younger children</b>                         | 20%     | 30%       | 33%      | 12%       | 29%     | 18%     |
| <b>Supporting the family financially</b>                      | 67%     | 55%       | 67%      | 64%       | 35%     | 55%     |
| <b>Agricultural work</b>                                      | 80%     | 55%       | 63%      | 64%       | 47%     | 91%     |
| <b>Livestock rearing</b>                                      | 20%     | 20%       | 21%      | 15%       | 38%     | 32%     |
| <b>Looking after the elderly</b>                              | 7%      | 0%        | 13%      | 3%        | 24%     | 14%     |
| <b>Water collection</b>                                       | 7%      | 20%       | 29%      | 11%       | 26%     | 0%      |
| <b>Taking part in Gram Sabha and other community meetings</b> | 40%     | 35%       | 42%      | 27%       | 26%     | 27%     |

For both activities, more than 90% of the women said that the involvement of men has increased. With regard to activities such as household chores, looking after the young and elderly, and water collection; only 30% or fewer women reported a change in the male involvement of the same. Nevertheless, in each case, more than 75% of the women said that the involvement of men has increased. The graph below provides an overall picture of the nature of change in the involvement of men across all 6 districts and eight activities.

**Figure 23: After your election as a Panchayat representative, how has the involvement of adult male members in the following activities changed?**



### Burden of Labour Score

In order to provide a more composite measure of the change that has taken place in the household responsibilities of the EWRs after their election to a political position (refer to Figure 22), a burden of labour score was constructed. All the activities in which the involvement of EWRs has increased were given a score of 1 and all other situations were given a score of 0. Hence, measured on a scale of 0 to 8, the score provides a snap shot of the extent to which the burden of labour has increased for the EWRs in the past five years. Although not substantial, there has been an increase in the burden of labour for EWRs across all six districts.

**Table 24: District level Average Burden of Labour Scores**

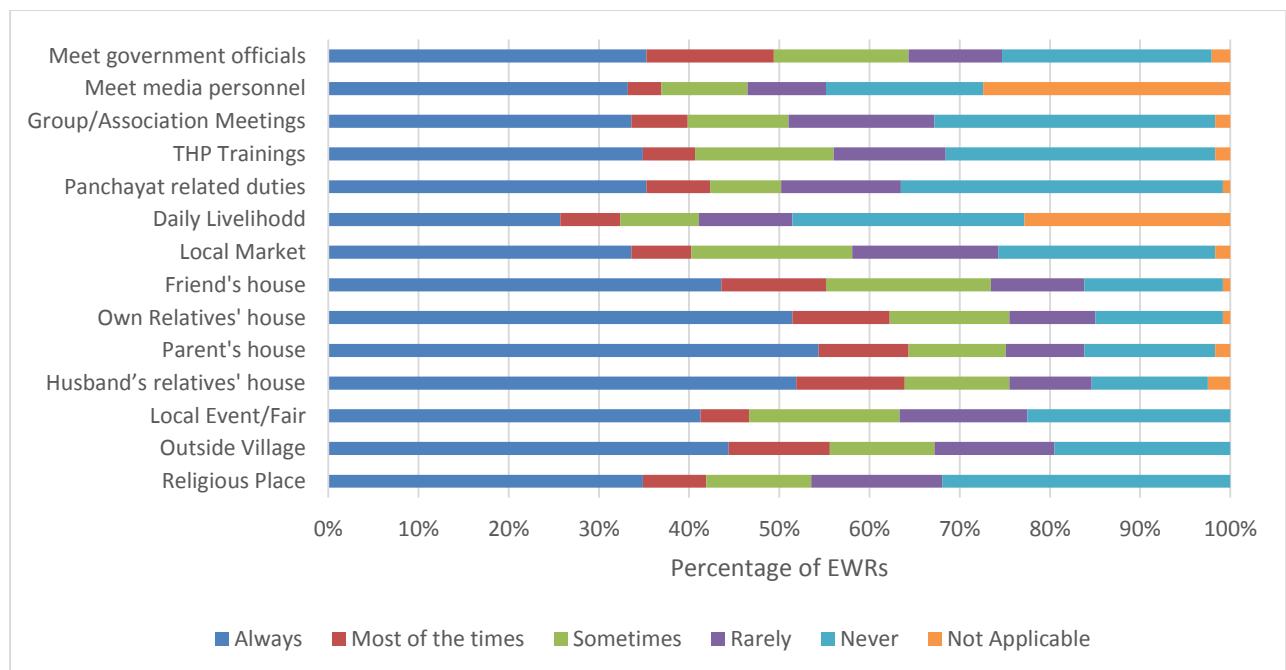
| District Name | Average Burden of Labour Score |
|---------------|--------------------------------|
|---------------|--------------------------------|

|           |      |
|-----------|------|
| Deogarh   | 1.71 |
| Dhenkanal | 1.96 |
| Gajapati  | 2.39 |
| Kalahandi | 1.82 |
| Khordha   | 2.38 |
| Nuapada   | 2.38 |

### 7.3.2. Mobility

Mobility outside the household is another barrier mentioned in the previous section that women have to surmount. Hence, during the survey, all the respondents were asked if they have to take permission from their husbands or any other household member when going to different places. All of them were asked about 14 different places, details of which are presented in the graph below.

**Figure 24 : Do you have to take permission from your spouse or any other household member to go to the following place? (n=241)**

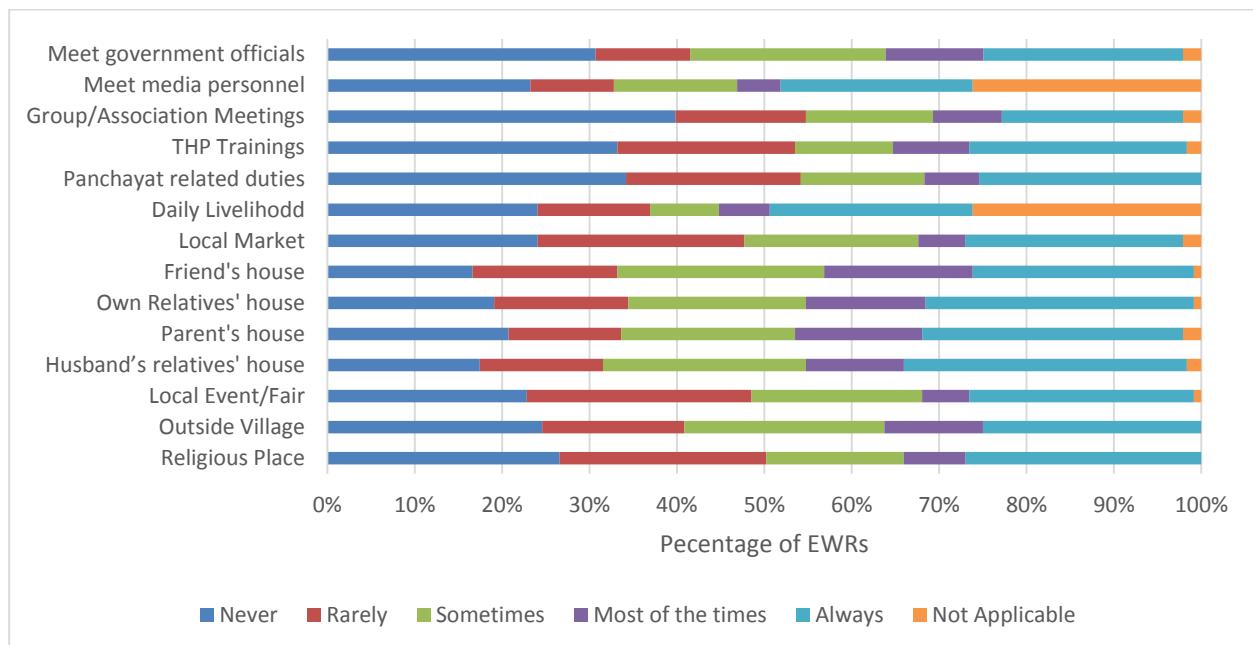


More than 50% of the women reported that they have to always or most of the times seek permission to go to somebody's house, be it a relative, their own parents or even their friend. The same can be said about going outside their village. For places such as a religious institution or local market, while 40% of the women said they always or most of the times seek permission, another 40% also said that they never or rarely seek permission. A similar observation can be made about more official visits such as those for the Panchayat duties and THP trainings. The proportion of women reporting having to seek permission always or most of the times (42% for Panchayat and 41% for THP) is similar to those saying they never or rarely have to seek permission (49% for Panchayat and 41% for THP). However, in the case of meetings with either the media or government functionaries, the proportion of women who said that they always or most of the times seek permission (37% for media and 49% for government) is substantially more than those who said they never or rarely seek permission (26% for media and 34% for government). **Hence, the proportion of EWRs having to seek permission is similar to the proportion who do not have to.**

During the group interviews with EWRs it emerged that, in the past 5 years, family members have gradually become more open to the idea of women venturing outside the household. The primary reason cited for this change is **that family members have greater confidence in the abilities of women after seeing how beneficial their work as EWRs has been for the community**. The EWRs spoke about being able to attend all kind of meetings and visit different government functionaries over the past five years. As the women from Dhenkanal explained “*We all attend meetings at the block level and even go to the district level for meetings, rallies and trainings; sometimes even staying there for 2-3 days.*”

In addition to seeking permission, the respondents were also asked to share if they can go to these 14 places without being accompanied by anyone. Aggregate results for all districts are presented in the graph below.

**Figure 25 : Can you go to the following places without being accompanied by anyone? (n=241)**



As can be seen, for most situations, **there does not appear to be a substantial difference between the proportion of women who said that can go alone always or most of the times and those who said that they can never or rarely go without a companion**. However, it is important to note that 54% of the respondents said that they can rarely or never go alone for Panchayat related duties and THP meetings. On the other hand, only 32% said they can always or most of the times go alone for Panchayat related duties and 34% said the same for THP meetings. A similar pattern is observed with regard to meetings with media personnel and government officials.

### **Mobility Score**

The Mobility Score can be taken as an aggregate indicator of how easily women can move outside their households, particularly without being accompanied by anyone. Measured on a scale of 0 to 28, the score comprises of two main components: (a) whether EWRs have to seek permission to go to different locations, and (b) whether EWRs can go to different locations alone. Therefore, a higher score implies that EWRs do not have to seek permission and can travel to places alone. District level

scores given below clearly indicate that EWRs face many restrictions on their mobility outside their households.

| District Name | Average Mobility Score |
|---------------|------------------------|
| Deogarh       | 10.87                  |
| Dhenkanal     | 13.19                  |
| Gajapati      | 13.38                  |
| Kalahandi     | 11.96                  |
| Khordha       | 13.23                  |
| Nuapada       | 13.41                  |

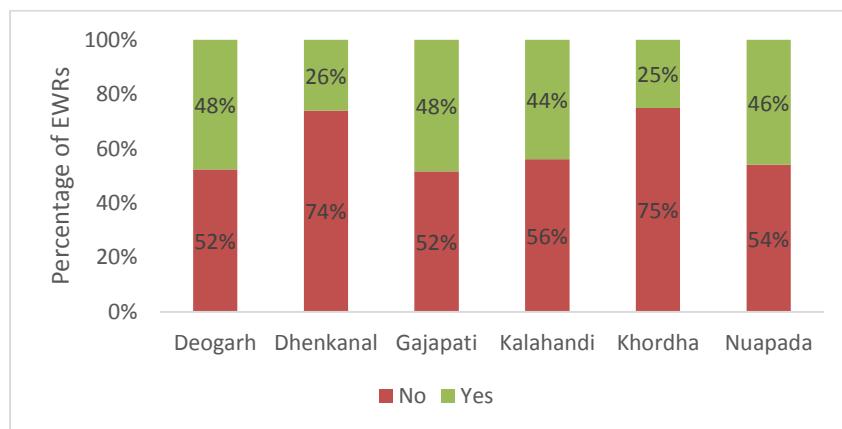
Regression analysis yielded significant results for the Mobility Scores. Using the score as the dependent variable, an ordered logistic regression was run with the following independent variables: district, level of education, caste category, position currently elected to, category of seat elected to, whether currently employed or not, whether family members are currently elected to a political position or not, PPI score, and programme exposure score.

At 95% level of confidence, current employment has a positive and significant relation with the Mobility Score. This can be interpreted as **women who are currently employed are more likely to be able to move outside their houses with ease than those who are not currently employed**. Furthermore, findings also indicate that those EWRs who have been elected to seats reserved only for caste categories are less likely to be as mobile as their counterparts from other seats. **Those with family members who are currently elected to a political position are also less likely to be mobile**.

### 7.3.3. Decision Making

The level of involvement of a woman in the decision-making process within her household is a reflection of not only the power dynamics at play but also how confident she is engaging in the process. Findings from the survey indicate that **participation of the EWRs in any income generating activity prior to their election is not very high; only 40% of all the women reported having engaged in such an activity (Figure 26)**.

**Figure 26 : Before being elected, did you participate in any income generating activity which added to the overall household income? (n=241)**



Levels of participation are particularly low in Dhenkanal and Khordha with three fourths of the women in each district reporting no to this question. Of the 96 women who said that they have previously been involved in income generating activities, 56% said that their inputs are taken in most or all

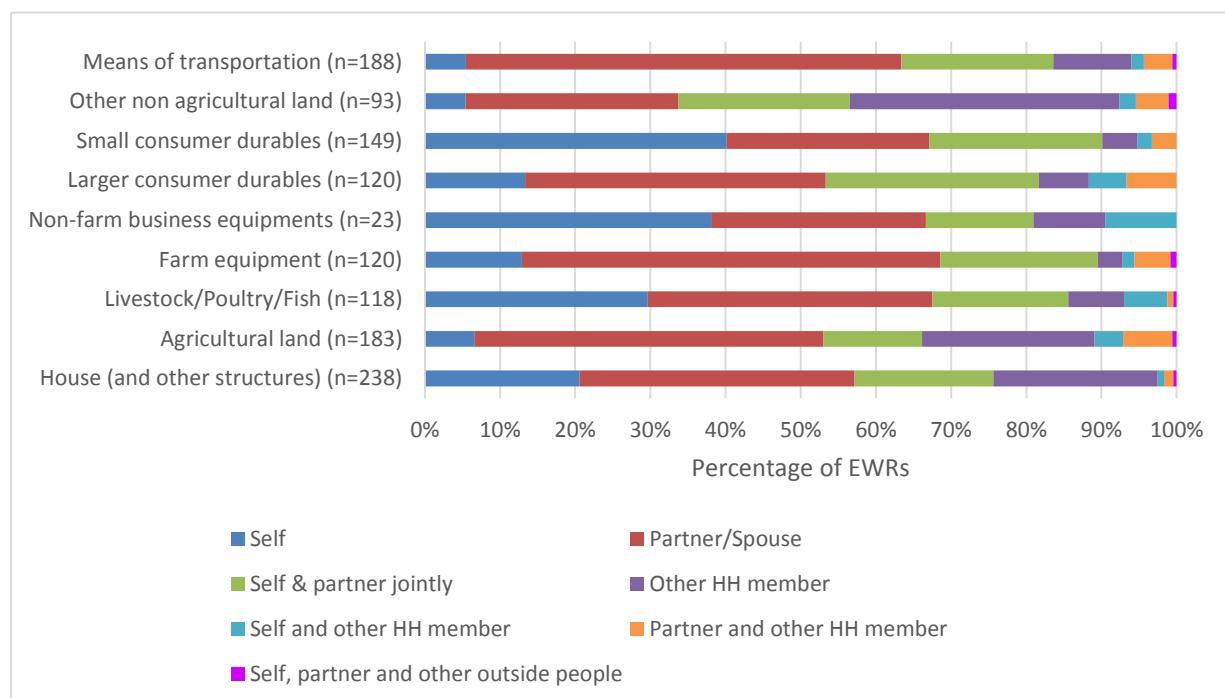
decisions related to these activities. This statistic was particularly high in Dhenkanal (86%) and Khordha (70%). When asked how much input they make towards decisions on the use of the income generated from these activities, 52% said they make an input into most or all decisions.

The quantitative survey also attempted to understand the process of decision making within the households by inquiring about the key decision maker for different assets. The table below provides an insight into the nature of ownership of assets across the households of the 241 EWRs. For each asset that a woman said her household owns, she was asked a set of three questions – (a) who owns most of the asset, (b) who decides whether to give away this asset most of the time, and (c) who decides to mortgage or rent out this asset most of the time. The three charts after Table 25 represent the responses for these three questions.

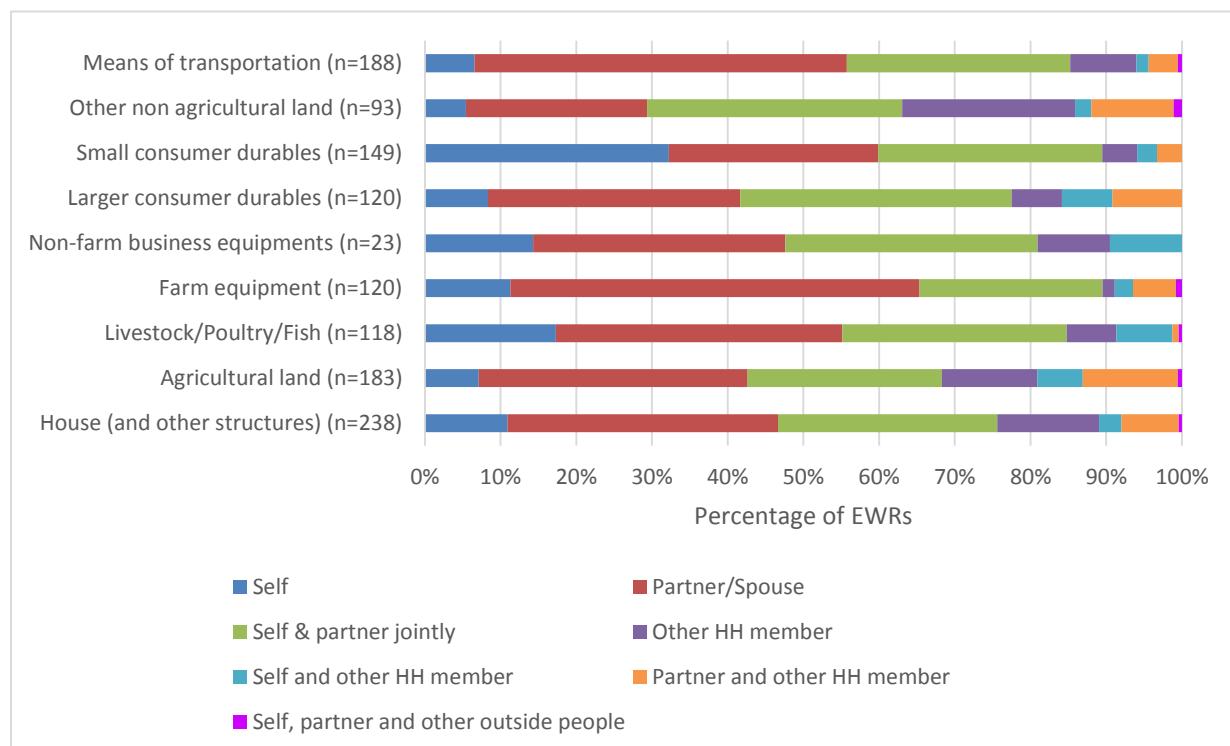
**Table 25 : Which of the following assets does your household own? (n=241)**

| Which of the following assets does your household own?       |         |           |          |           |         |         |
|--|---------|-----------|----------|-----------|---------|---------|
|  | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| <b>House (and other structures)</b>                          | 100%    | 100%      | 100%     | 99%       | 98%     | 96%     |
| <b>Agricultural land</b>                                     | 90%     | 67%       | 61%      | 77%       | 70%     | 100%    |
| <b>Livestock/Poultry/Fish</b>                                | 67%     | 48%       | 42%      | 45%       | 45%     | 67%     |
| <b>Farm equipment (mechanised and non mechanised)</b>        | 62%     | 22%       | 42%      | 53%       | 45%     | 75%     |
| <b>Non-farm business equipment</b>                           | 14%     | 19%       | 10%      | 6%        | 13%     | 4%      |
| <b>Larger consumer durables (Fridge, TV, Sofa)</b>           | 48%     | 70%       | 39%      | 36%       | 80%     | 50%     |
| <b>Small consumer durables (Radio, cookware, cell phone)</b> | 38%     | 70%       | 74%      | 60%       | 70%     | 50%     |
| <b>Other non-agricultural land</b>                           | 38%     | 37%       | 39%      | 37%       | 45%     | 38%     |
| <b>Means of transportation</b>                               | 76%     | 81%       | 48%      | 83%       | 85%     | 83%     |

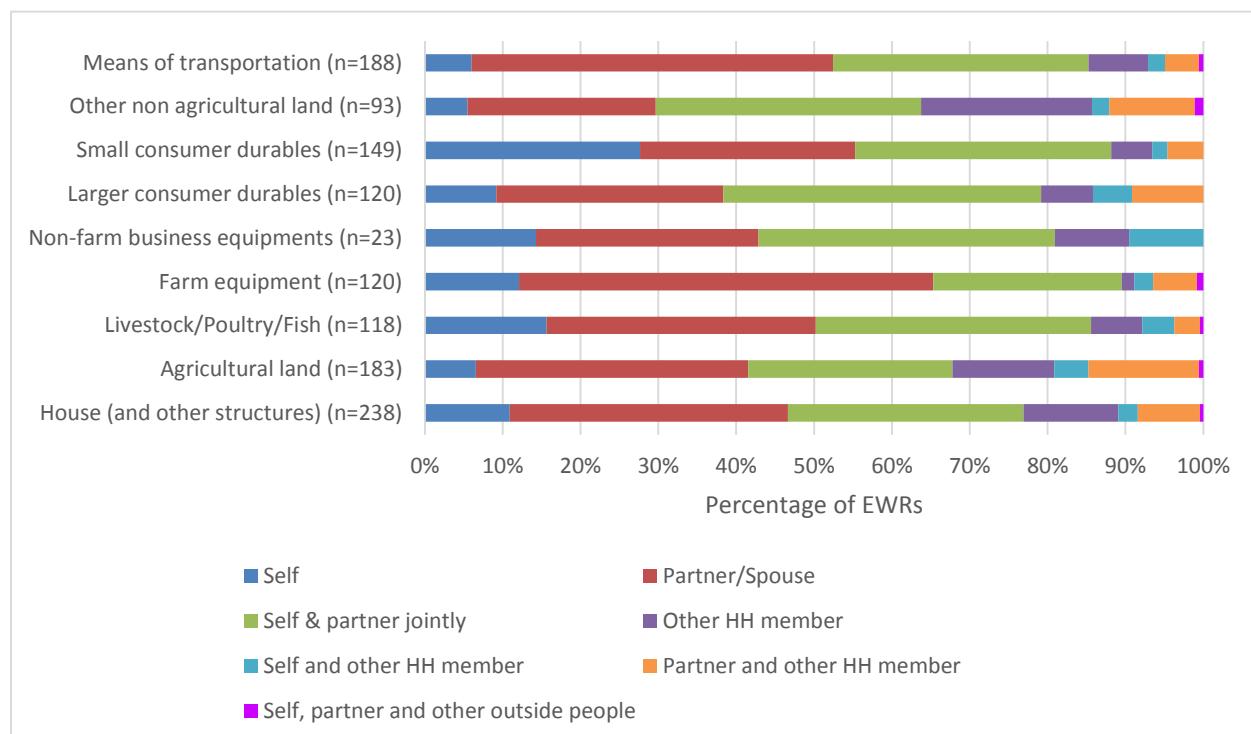
**Figure 27 : Who would you say own most of the following assets?**



**Figure 28: Who would you say can decide whether to give away the following assets most of the time?**



**Figure 29 : Who would you say can decide to mortgage or rent out the following assets most of the time?**

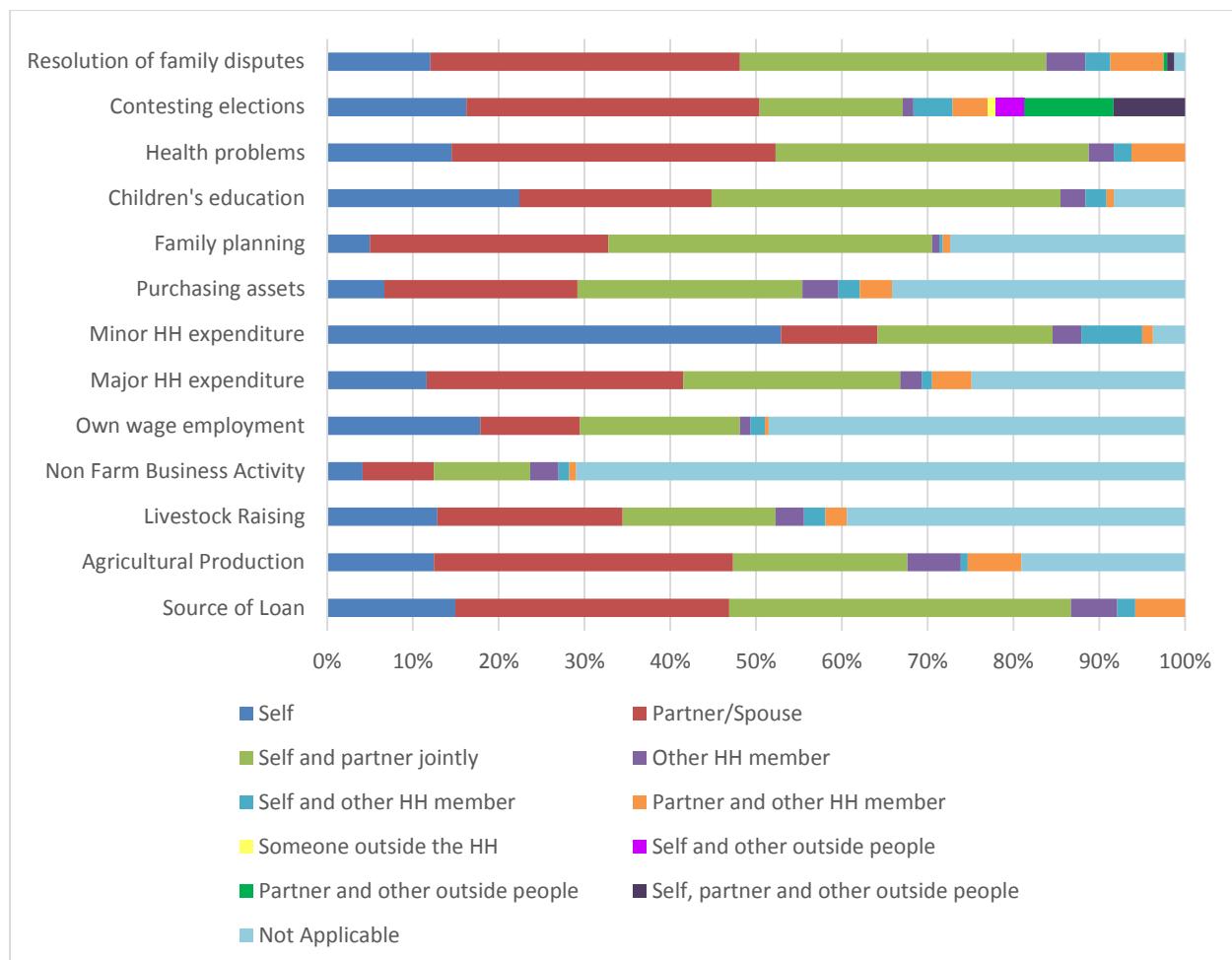


In the case of ownership, a majority of the women reported that it is their spouses who own the asset. This is particularly evident in the case of large assets such as agricultural land, farm equipment, large consumer durables and means of transportation. The only exceptions to this trend are livestock, small consumer durables, and non-farm business equipment. For livestock, the level of self ownership (30%)

is similar to that of ownership by spouse (38%). However, for small consumer durables, 40% of the women reported that they own the asset while 27% said their husbands own them. The sample size of non-farm business equipment is too small to draw conclusions. **The process of decision making around whether to give away, mortgage or rent out these assets appears to be more equitable. For each asset, a larger proportion of women reported that they take such decisions jointly with their husbands.** Hence, as can be determined from the graphs, the proportion of women who said their husbands take such decisions most of the time is similar to the proportion of women who reported that such decisions are taken jointly.

In addition to assets, respondents were asked about the nature of decision making process for different activities. A total of 13 different activities were covered with each respondent and details of their responses are presented in the graph below. When the EWRs were asked who primarily takes the decision about where to take a loan from, 40% said that the decision is taken jointly while 32% said that it is their husband who takes the decision. A similar pattern is observed across all the remaining activities; **the proportion of women reporting that decisions are taken jointly is similar to the proportion that said decisions are primarily taken by their husbands.** Even when women were asked who normally takes decisions related to them contesting in elections, only 16% said it is their own decision. A majority (34%) said that it is their husband who takes the decision while 17% said it is a joint decision. Furthermore, 10% of the women said that their husbands along with other community members take this decision.

Figure 30 : Who normally takes decisions on the following issues in your household? (n=241)



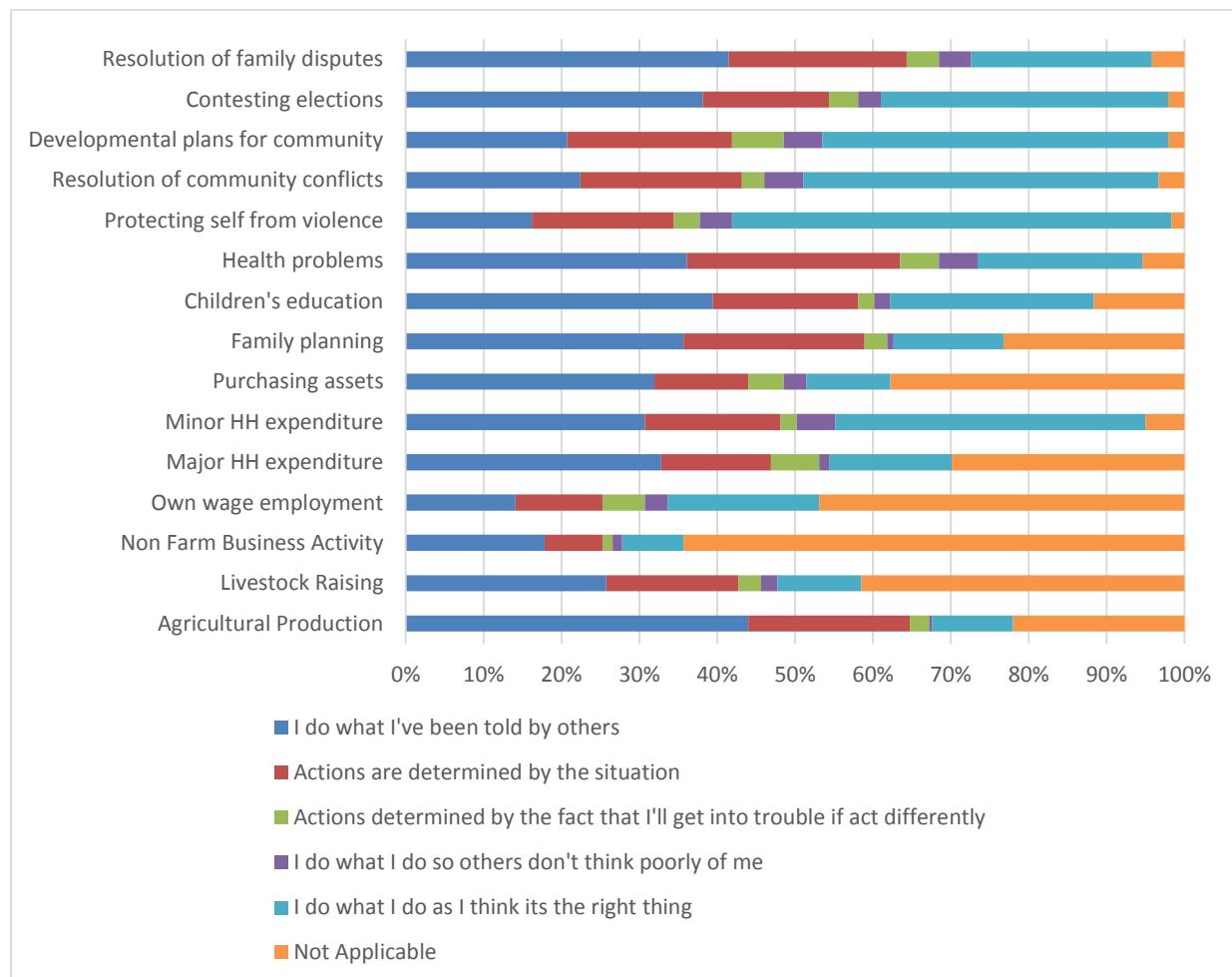
During the group interviews, women in Nuapada, Kalahandi, and Dhenkanal opined that there have been no changes in the past 5 years regarding the involvement of women in the household decision making process. However, a few EWRs from the other three districts said that **things are gradually changing. According to them, in some families, the involvement of EWRs in household decision making has increased since their election.** For instance, a woman in Gajapati spoke about how her family now involves her more in household decision making because they have seen that she is capable of making community level decisions.

*"Earlier we did not sit with our mother-in-law to discuss household decisions, especially with our husbands also. However, slowly this interaction has increased because we feel more confident in partaking in these discussions." – Two EWRs, Deogarh*

The final facet of studying the dynamics of decision making involved asking the respondents the nature of their own decision making process, i.e. how do they normally take decisions in different circumstances. Their responses for each activity were recorded across the following options – (a) I do what I have been told by others that I must do; (b) My actions are determined by the situation. I do not really have an option; (c) My actions are influenced by the fact that I will get into trouble if I act differently; (d) I do what I do so others don't think poorly of me; (e) I do what I do because I personally think it is the right thing to do; and (f) Not Applicable (Household is not involved in this activity). As can be seen in the graph below, **decisions for a substantial proportion of the women are either based on what other people tell them to do or contingent upon the situation. The proportion of women**

**who said they do what they think is right is quite low across all household decisions, from agricultural production to family planning and their children's education. Nevertheless, this statistic is quite high for decisions related to protecting oneself from violence, resolving community conflicts, making development plans for the community and contesting elections. Hence, one can assume that the decision making process of women in work related matters is more independent than the process within their households.**

**Figure 31 : How do you make decisions about the following issues? (n=241)**



### **Decision Making Scores**

Three different types of decision making scores were computed for this study. They are as follows:

1. Asset Decision Making Score: Aggregate indicator of how involved EWRs are in decisions pertaining to assets in their households. Measured on a scale of 0 to 2.
2. Household Decision Making Score: Aggregate indicator of how involved EWRs are in making decisions related to different household activities. Measured on a scale of 0 to 12.
3. Own Decision Making Score: Aggregate indicator of how independently EWRs make decisions. Measured on a scale of 0 to 15.

As can be seen in the table below, the overall involvement of EWRs in different facets of the decision-making process is quite limited, particularly those related to household activities. Furthermore, the level of independent decision making is also extremely low.

**Table 26: District level Decision Making Scores**

| District Name | Average Asset Decision Making Score | Average Household Decision Making Score | Average Own Decision Making Score |
|---------------|-------------------------------------|---|-----------------------------------|
| Deogarh       | 0.83                                | 5.86                                    | 3.10                              |
| Dhenkanal     | 1.03                                | 5.04                                    | 4.22                              |
| Gajapati      | 1.13                                | 5.39                                    | 3.97                              |
| Kalahandi     | 1.16                                | 5.51                                    | 3.66                              |
| Khordha       | 0.72                                | 4.65                                    | 3.93                              |
| Nuapada       | 1.01                                | 6.04                                    | 4.38                              |

Regression analysis yielded significant results for all three decision making scores. Using the scores as the dependent variable, an ordered logistic regression was run for each with the following independent variables: district, level of education, caste category, position currently elected to, category of seat elected to, whether currently employed or not, whether family members are currently elected to a political position or not, PPI score, and programme exposure score.

At 95% level of confidence, PPI and the programme exposure score have a positive and significant relation with the Asset Decision Making Score. This means that **women from economically better off households and those who have attended more trainings are more likely to be involved in the decision-making process related to the ownership and sale of assets**. T-tests also indicate that the average asset decision making score in Khorda is significantly lower than that in Gajapati and Kalahandif.

For the Household Decision Making Score, PPI is the only variable that emerges as significant at 95% confidence interval. Since it is positively correlated, one can conclude that **women from economically better off households are more likely to be involved in taking decisions related to their household activities than their less wealthier counterparts**.

For the Own Decision Making Score, PPI and current employment have a positive and significant relation. This means that **women from wealthier households and women who are currently employed are more likely to make independent decisions**. On the other hand, results also show that **women elected to seats reserved for caste categories or those reserved for women and caste categories are less likely to make independent decisions**.

#### **7.3.4. Other Social Norms and Practices**

**Women across all the districts were largely of the opinion that they are afforded the same opportunities as men.** During the group interviews, EWRs from all districts reported that there are no restrictions on the kind of activities women can undertake/opportunities they can access. Similarly, in the survey, only 5 respondents from Kalahandi (5%) and 5 from Khordha (13%) said that women have to struggle to be able to do the same things as men. Inquiries about the activities that women struggle to do indicate that the primary barrier is being able to go outside the village to study. Four women also said that women cannot easily take up a job outside the village while 3 were of the opinion they cannot easily study for as long as they want to. Three were also of the opinion that women cannot

attend Gram Sabha meetings and other community meetings as easily as men while another 3 said that they cannot easily become the leader of a community institution.

Table 27 provides an insight into what women perceive to be their rights. Overall, **77% of the respondents mentioned the right to political participation**. While this was cited by a higher proportion of women in five districts, only 53% considered this to be their right in Khordha. Furthermore, 74% of the women mentioned the Right to Education, 60% about the Right to live a life without violence, and 59% about the Right to food. Only 19% of the women spoke about the right to choose their life partner. While in Deogarh only 5% of the women mentioned this as right, the statistic is as high as 26% in Gajapati.

**Table 27 : Which of the following rights are women entitled to? (n=241)**

| Which of the following rights are women entitled to? |         |           |          |           |         |         |
|--|---------|-----------|----------|-----------|---------|---------|
|  | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| <b>Right to Political Participation</b>              | 81%     | 78%       | 84%      | 82%       | 53%     | 83%     |
| <b>Right to Education</b>                            | 71%     | 81%       | 74%      | 70%       | 80%     | 71%     |
| <b>Right to Food</b>                                 | 52%     | 63%       | 58%      | 53%       | 73%     | 58%     |
| <b>Right to live a life without violence</b>         | 62%     | 63%       | 65%      | 58%       | 53%     | 67%     |
| <b>Right to Good Health</b>                          | 52%     | 48%       | 52%      | 34%       | 48%     | 38%     |
| <b>Right to work outside the house</b>               | 57%     | 59%       | 61%      | 54%       | 40%     | 58%     |
| <b>Right to choose their own life partner</b>        | 5%      | 22%       | 26%      | 20%       | 10%     | 25%     |

When asked about how property is generally divided in their households, a majority (51%) of the respondents said that it is equally divided between sons and daughters. However, 30% also said that only sons receive family property while 7% shared that sons are given more.

Nevertheless, 51% of the respondents confirmed that girls in their households do get to play a role in deciding who their groom will be. Furthermore, discussions on sexual harassment revealed that households across the six districts are not addressing the problem by placing restrictions on girls and women. While 74% of the respondents said they complain to the police in such situations, 69% said that they complain to the community elders and leaders. Additionally, 37% of the women shared that to prevent such occurrences they try to encourage girls to share such incidents with their families and 30% said that they are trying to work with community groups to improve the situation.

### 7.3.5. Self Confidence

*"I am hopeful that the participation and capacity of women will improve in the next election cycle. I am sure women are becoming more aware and active in addressing their issues and that EWRs are also showing interest in resolving issues of their locality. However, it will take time because I still see some women dozing off in meetings and not participating in any discussion even if they are repeatedly encouraged by their co-participants and even the guest." – Local Official*

How confident a woman feels about her own self and her capabilities has a direct bearing on her ability to undertake various tasks. This is particularly relevant for a political representative since the nature of the position requires one to engage with multiple stakeholders, often in large numbers and at the same time. This section attempts to ascertain the level of confidence the EWRs have on their abilities and the factors influencing this confidence.

**When asked whether they think women are capable of being in a leadership position, more than 80% of the women in each district responded in the affirmative.** Eleven women said that they do not know while 4 of them said no. A multitude of reasons were cited by these 4 women to substantiate why they think women are not capable. Two respondents said that women are not well educated while two also said that women are not confident about speaking in public. Other reasons that were cited were (a) lack of general awareness, (b) difficult in managing work along with burden of household work, and (c) lack of support from community.

Seven out of the 13 local authorities who were interviewed also said that they believe that both men and women are equally capable of representing their communities. One of them clearly stated that the days of underestimating women have gone. However, it is important to note that

*"Earlier, Ward Members of Tikarpada block could not talk properly and when they attended Gram Sabhas, they would argue in a very irrational and illogical manner. For instance, during a discussion on construction of individual household latrines in the Panchayat, some of the Ward Members started arguing that the funds are being misappropriated by the government officials and the beneficiaries are being unnecessarily asked to come to the Panchayat office. However, now the Ward Members have learnt how to pose their questions appropriately and ask the 'right' questions. The same Ward Members now come to the Gram Sabha with a list of their beneficiaries, submit it to the Chairman, and wait for their turn during discussions. They are also asking relevant questions related to fund provision, details about the beneficiaries who have been sanctioned the fund and are asking for a letter of sanction." – Local Official*

*"I am proud that women have proven themselves to be quite capable of functioning in the Panchayati Raj System. Despite a series of capacity building measures, reservations, and help by community members in campaigning, many of the EWRs are still lagging. Social customs and stigma on women's participation and mobility continue to be biggest deterrents to their development. Lack of education is also one of the main reasons for their backwardness. There should be a minimum education qualification criterion for them to be a candidate for election." – Local Official*

**many  
of**

**them also feel that there is significant room for improvement in the capacities of the EWRs.** Two out of the 7 admitted that women are plagued by low levels of self-confidence and 1 official spoke about how not all women actively participate in political meetings. Furthermore, those individuals who felt that EWRs are not as capable as their male counterparts were asked to share their reasons for thinking this way. The reasons cited by them were largely centered on EWRs not being sufficiently educated, aware or confident.

As political representatives, EWRs are required to interact with multiple stakeholders that include different government functionaries. **When all the**

**respondents were asked if their confidence in speaking in public has stayed the same or changed, 90% or more women in each district reported that it has increased.** Details of the factors to which these 231 women attributed their increased confidence are given in the table below. The factor which most women (88%) associated this increase with are the THP trainings, followed by support from Alibha members (81%). The third most commonly cited reason is support from community members (62%) followed by support from family (45%). While 35% women also attributed their increased confidence to MAS, 27% said has been due to support from other women's groups.

**Table 28: Why do you think your confidence in speaking in public has increased? (n=231)**

| Why do you think your confidence in speaking in public has increased? |         |           |          |           |         |         |
|---|---------|-----------|----------|-----------|---------|---------|
|   | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| Feel more confident after attending THP trainings                     | 89%     | 100%      | 81%      | 84%       | 87%     | 100%    |
| Support from family   | 26%     | 69%       | 26%      | 40%       | 64%     | 41%     |

|  |     |     |     |     |     |     |
|--|-----|-----|-----|-----|-----|-----|
| <b>Support from community members</b>                                | 63% | 62% | 48% | 63% | 69% | 64% |
| <b>Support from political parties</b>                                | 11% | 8%  | 3%  | 5%  | 13% | 9%  |
| <b>Support from government officials</b>                             | 11% | 27% | 23% | 11% | 13% | 9%  |
| <b>Support from Mahila Adhikar Samukhya (MAS)</b>                    | 47% | 42% | 32% | 30% | 36% | 41% |
| <b>Support from other women's group</b>                              | 11% | 23% | 19% | 23% | 51% | 27% |
| <b>Success in undertaking work that has benefitted the community</b> | 21% | 23% | 29% | 15% | 5%  | 18% |
| <b>Support from Alibha members</b>                                   | 89% | 88% | 77% | 80% | 79% | 77% |

Similarly, **80% or more women in each district reported that their confidence in speaking to government officials has increased as has their confidence in undertaking new initiatives/implementing new schemes.** Discussions around the reasons for these changes revealed the same pattern that is seen in the case of general public speaking. As can be seen from the two tables given below, **THP trainings are the most cited reason for increased confidence followed by support from Alibha members. The third most common reason is support from community members followed by support from family members.**

**Table 29: Why do you think your confidence in speaking to government officials has increased (n=211)**

| Why do you think your confidence in speaking to government officials has increased? |         |           |          |           |         |         |
|---|---------|-----------|----------|-----------|---------|---------|
|   | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| <b>Feel more confident after attending THP trainings</b>                            | 88%     | 96%       | 80%      | 77%       | 92%     | 100%    |
| <b>Support from family</b>  | 18%     | 56%       | 37%      | 36%       | 49%     | 47%     |
| <b>Support from community members</b>   | 47%     | 44%       | 50%      | 47%       | 54%     | 74%     |
| <b>Support from political parties</b>   | 12%     | 4%        | 7%       | 5%        | 14%     | 16%     |
| <b>Support from government officials</b>  | 6%      | 24%       | 17%      | 17%       | 22%     | 11%     |
| <b>Support from Mahila Adhikar Samukhya (MAS)</b>                                   | 47%     | 36%       | 27%      | 30%       | 30%     | 37%     |
| <b>Support from other women's group</b>   | 35%     | 32%       | 27%      | 22%       | 49%     | 26%     |
| <b>Success in undertaking work that has benefitted the community</b>                | 12%     | 24%       | 27%      | 22%       | 5%      | 21%     |
| <b>Support from Alibha members</b>  | 82%     | 84%       | 80%      | 81%       | 78%     | 74%     |

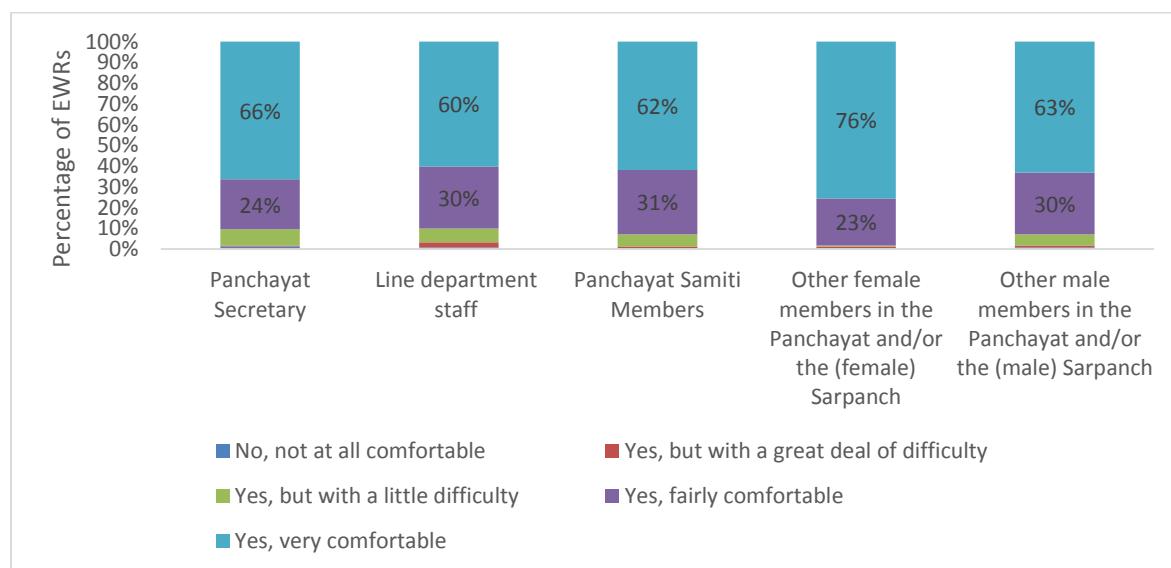
**Table 30: Why do you think your confidence in undertaking new initiatives or implementing new schemes has increased? (n=213)**

| Why do you think your confidence in undertaking new initiatives or implementing new schemes has increased? |         |           |          |           |         |         |
|--|---------|-----------|----------|-----------|---------|---------|
|  | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| <b>Feel more confident after attending THP trainings</b>   | 76%     | 92%       | 76%      | 71%       | 89%     | 71%     |
| <b>Support from family</b>   | 24%     | 56%       | 34%      | 35%       | 55%     | 48%     |
| <b>Support from community</b>  | 35%     | 60%       | 52%      | 53%       | 47%     | 62%     |
| <b>Support from political parties</b>  | 12%     | 12%       | 10%      | 7%        | 13%     | 5%      |
| <b>Support from government officials</b>   | 29%     | 28%       | 28%      | 14%       | 18%     | 10%     |
| <b>Support from Mahila Adhikar Samukhya (MAS)</b>  | 35%     | 36%       | 38%      | 33%       | 24%     | 33%     |
| <b>Support from other women's group</b>  | 18%     | 24%       | 17%      | 18%       | 39%     | 14%     |

|  |     |     |     |     |     |     |
|--|-----|-----|-----|-----|-----|-----|
| <b>Success in undertaking work that has benefitted the community</b> | 29% | 8%  | 21% | 25% | 11% | 10% |
| <b>Support from Alibha members</b>                                   | 76% | 84% | 72% | 70% | 68% | 57% |

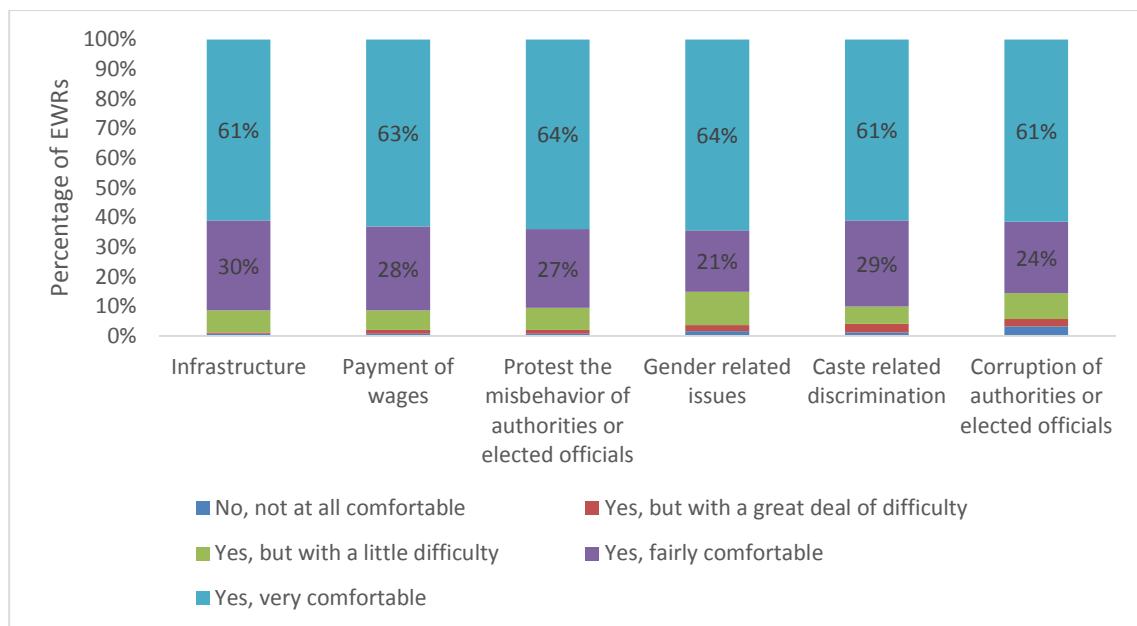
Respondents were asked how **comfortable they feel interacting with government functionaries** – Panchayat Secretary, Line department staff, Panchayat Samiti members – and other members in the Panchayat/the Sarpanch. For each stakeholder, **90% or more women reported being fairly or very comfortable while interacting with them (Figure 32)**. This is particularly so while interacting with another female Panchayat members/female Sarpanch. The few women who said that they face some difficulty or are not at all comfortable were asked reasons for the same. In each case, barring other female Panchayat members, a majority of the women said that they do not feel equipped enough to debate and discuss matters with these individuals. Some of them also spoke about how these individuals do not make the time to meet them and even when they do, they do not listen to the EWR's suggestions/advice.

**Figure 32: How comfortable do you feel interacting with the following individuals? (n=241)**



In addition to discussing their comfort interacting with different stakeholders, the EWRs were also asked about **how comfortable they feel raising different issues in public**. For this purpose, six key issues pertinent to all communities were selected: (a) decisions on infrastructure (like small wells, roads, water supplies) to be built in the community, (b) ensuring proper payment of wages for public works or other similar programs, (c) protesting the misbehavior of authorities or elected officials, (d) gender related issues such as child marriage, sexual harassment, dowry violence, etc., (e) caste related discrimination, and (f) corruption of authorities or elected officials. As can be seen in the graph below, **more than 60% of the respondents said that they are very comfortable talking about each issue in public**.

Figure 33 : How comfortable do you feel speaking about these issues in public? (n=241)



Furthermore, 88% of the respondents said that they feel their opinions are respected and heard out by their community members, if not all the time then at least a majority of the times. A similar view was put forth by 84% of the women with regard to panchayat members and by 80% with regard to government officials.

Overall, 93% of the women said that after five years of being in their current position, there has been a change in their confidence in being able to fulfill their roles and responsibilities. Of these 223 women who said that there has been a change, 219 (98%) said that they feel more confident. The table below provides details of the reasons shared by the respondents for their increased confidence. **89% of the respondents attributed their increased confidence to an increase in awareness because of attending THP trainings.** While 70% of the women cited support from community members as the reason for their increased confidence, 52% spoke about support from family. Additionally, 50% of the respondents said that they feel more confident because of support from women's group and 39% said it is because of the support from MAS.

Table 31 : After five years in this position, why do you feel more confident about fulfilling your roles and responsibilities than you did when you first elected? (n=219)

| After five years in this position, why do you feel more confident about fulfilling your roles and responsibilities than you did when you first elected? |         |           |          |           |         |         |
|---|---------|-----------|----------|-----------|---------|---------|
|   | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| <b>More aware after attending THP trainings</b>   | 76%     | 96%       | 89%      | 88%       | 93%     | 95%     |
| <b>Support from family</b>  | 29%     | 63%       | 39%      | 52%       | 63%     | 53%     |
| <b>Support from community members</b>   | 76%     | 67%       | 57%      | 69%       | 75%     | 79%     |
| <b>Support from political parties</b>   | 6%      | 11%       | 4%       | 8%        | 8%      | 21%     |
| <b>Successfully started and/or implemented schemes and initiatives</b>  | 29%     | 30%       | 32%      | 19%       | 18%     | 21%     |
| <b>Support from government officials</b>  | 12%     | 22%       | 18%      | 11%       | 13%     | 11%     |
| <b>Support from Mahila Adhikar Samukhya (MAS)</b>   | 47%     | 44%       | 50%      | 33%       | 35%     | 42%     |

|                                  |     |     |     |     |     |     |
|----------------------------------|-----|-----|-----|-----|-----|-----|
| Support from other women's group | 41% | 56% | 50% | 49% | 55% | 42% |
|----------------------------------|-----|-----|-----|-----|-----|-----|

The four who said that they feel less confident cited four reasons for the same. The two women from Deogarh cited lack of support from family and community, and lack of requisite of awareness as their reasons for reduced confidence. One woman from Kalahandi attributed her reduced confidence to lack of support from family and community, while the other from Nuapada spoke of lack support from government officials and lack of requisite awareness.

Eleven out of the 13 local authorities also opined that EWRs have become more confident over the past 5 years. The officials largely attributed this change to an increase in awareness and one of them said that the EWRs have now become “*part and parcel of all development activities at grass roots level*”.

One of the female officials spoke about how earlier the EWRs used to be shy because they had been confined to the four walls of their houses and used to fear speaking in public or to government officials. According to her, they have become more vocal as a result of not only her encouragement but also due to “*the meeting / training programmes organised by the organisation for the EWR*.” A second female official said that there are multiple factors which have led to an increase in confidence for the EWRs. She attributed it to (a) awareness arising from exposure to mass media, especially electronic media, (b) increased interaction with women in political positions like herself, and (c) their own personal interest to put certain issues such as domestic violence forward.

“Women have become more aware and alert due to capacity building and awareness generation programmes being conducted at the Panchayat and Block level. Trainings and awareness camps are organized by NABARD and block authorities under the Orissa Livelihood Mission. Voluntary Organizations like AYauskam are also taking up programmes on Leadership Development etc. All these have also promoted unity among them and they are interacting with each other more frequently. In case of any trouble, they inform each other, discuss and remain in touch with each other. Hence, they are able to react to any issue immediately and act upon it as and when the need arises.” – Local Official

The change in the confidence levels of EWRs was even corroborated by the six media representatives that were interviewed. They all shared how EWRs appear to be more confident during this election cycle when compared to the previous one. Some of the representatives also spoke about how the number of community issues the EWRs are working on has increased. In Gajapati and Khordha, the respondents mentioned that the practice of EWRs being a proxy Sarpanch to their husbands has completely vanished during this election cycle. They explained how EWRs are now taking a lead role in addressing community based issues, particularly women’s issues. When probed for their views about the reasons for these changes, all of them attributed it to the various trainings that women have been involved in. However, it is important to note that the respondents were not referring to THP trainings alone. They also referred to the trainings that have been undertaken by the government and other NGOs.

### **Self Confidence Score**

The Self Confidence Score can be taken as an aggregate indicator of how comfortable EWRs are interacting with different stakeholders and discussing different issues in public. Measured on a scale of 0 to 55, a higher Self Confidence Score is indicative of higher comfort levels. Findings clearly indicate a high degree of comfort of the EWRs in engaging in public interactions.

**Table 32: District level Average Self Confidence Score**

| District Name | Average Self Confidence Score |
|---------------|-------------------------------|
| Deogarh       | 46.62                         |
| Dhenkanal     | 52.44                         |
| Gajapati      | 48.90                         |
| Kalahandi     | 49.06                         |
| Khordha       | 51.03                         |
| Nuapada       | 49.67                         |

Regression analysis yielded significant results for the Self Confidence Scores. Using the score as the dependent variable, an ordered logistic regression was run with the following independent variables: district, level of education, caste category, position currently elected to, category of seat elected to, whether currently employed or not, whether family members are currently elected to a political position or not, PPI score, and programme exposure score.

At 95% level of confidence, the following variables are significant – all with a positive coefficient – (a) Dhenkanal, Kalahandi and Nuapada, (b) seats reserved only for women, (c) seats reserved only for caste groups, and (d) PPI. Hence, one can conclude that EWRs in Dhenkanal, Kalahandi and Nuapada are more likely to be confident in public spaces or while speaking to different stakeholders than those in the other three districts. Furthermore, EWRs who are elected to seats which are either only reserved for women or only reserved for certain caste groups are likely to be more confident than those elected from other seats. Lastly, women from economically better off backgrounds are likely be more confident than those who are economically better off.

T-tests indicate that the average Self Confidence Score in Deogarh is significantly higher than those in Dhenkanal and Khordha. In turn, the average Self Confidence Score in Dhenkanal is significantly higher than those in Gajapati and Kalahandi.

### 7.3.6. Impact non EWRs

The previous three sub-sections have clearly detailed out how the self-confidence of EWRs has gradually improved while socially assigned roles and responsibilities, although showing signs of change, have not changed drastically. Under such circumstances, it is important to understand not only the changes the EWRs are experiencing but also how these changes have had an impact on their female constituents.

EWRs from all six districts were of the opinion that the presence of a female elected representative has an impact on the lives of other women in the community. When asked to share further details

*"Earlier, Palli Sabhas and Gram Sabhas were arranged outside the village. Now, they are arranged within village. Earlier, women were not given priority and meetings were conducted without their involvement. The EWRs make sure that women are involved; meetings are held within the village so that women can attend." – MAS group, Nuapada*

about this impact, a majority of them spoke about the nature of issues that they have resolved. In their opinion, the resolution of these issues has benefitted the community, especially women. The women from Gajapati also explained how "...Other women have a new status due to our work. Earlier people used to think that women cannot do anything but this negative attitude towards women has changed". In four out of the six districts, the EWRs also reported that the number of women attending the Palli Sabhas and Gram Sabhas, and the

**regularity with which they do so has also increased.** It was reported that these women then also extend support to the EWRs to resolve the issues they are working on. To ensure that women participate in public and political meetings, the EWRs said that they repeatedly ask men and women to attend the *Gram Sabhas*, *Palli Sabhas*, and Village Development Committee meetings. One day before a *Gram Sabha*, *Alibha* members remind people about the issues to be discussed and the time to attend the *Sabha*. In Dhenkanal, the EWRs also said that they repeatedly visit women at their homes so that the women can talk about issues which they feel uncomfortable coming forth about.

Similar discussions were also held with MAS members. They were first asked to share what changes they have perceived in their communities since the election of the current EWR. Women from across all the districts reported **increased participation of women in *Palli Sabhas* and *Gram Sabhas* as well as public meetings, both in terms of the number of meetings attended and the number of issues raised.** Inquiries about why these changes have taken place indicate increased awareness as the primary driving factor. According to the MAS members, as community members have become more aware about how the *Sabhas* work and on encouragement from their EWRs, people have started attending *Palli Sabhas* and *Gram Sabhas*. This in turn has motivated them to raise their issues and seek a solution for the same. The process of change was best explained by the women from Dhenkanal, “*Once people understood about what happens in those meetings (*Palli Sabha* and *Gram Sabha*) – by attending and observing their proceedings – they realized that they can raise issues there. They feel motivated by the fact that their presence might be of some use. Hence, they start raising more issues and become more interested in its proceedings. The women in particular feel that a female representative will certainly help them raise their issues in such meetings.*”

Another change that was highlighted in Nuapada, Khordha, and Dhenkanal is the **increase in people's confidence on EWRs, particularly other women in the community.** MAS members in Nuapada shared many anecdotes in line with the same. They spoke about how people used to go to the police station earlier if they had any problems but since the election of the EWR, they have started going to her. They also mentioned that **women in their communities have become more involved in helping EWRs to solve community issues.** In Khordha, the respondents opined that women are supporting EWRs because they are working hard and resolving the women's cases with proper care and attention which inspires confidence in them.

*“Confidence of women in EWRs has increased since they are working proactively for their issues such as women trafficking and domestic violence. These women are also a part of the activities conducted by the EWRs to resolve these issues.”* – MAS group, Dhenkanal

MAS members also spoke about the different initiatives that the EWRs have undertaken and how it has improved the social conditions of their communities. **Most of the members believed that these changes would have taken place under a male representative.** When asked as to why they feel this way, the respondents largely spoke about how **EWRs have worked on issues such as female foeticide and domestic violence which have been historically ignored by the male representatives.** Further probing revealed that the MAS members feel that **EWRs have approached these issues with greater seriousness as well as sensitivity.** On the other hand, even when these issues were raised to male representatives they were largely ignored. Most of the respondents also felt that men are more interested in making profits by working on projects that require construction work rather than for the good of the community.

**Government officials also confirmed that the participation of non-EWR women in *Gram Sabhas* and *Palli Sabhas* has increased. Many of them were also of the opinion that this increased participation has resulted in an increased level of confidence for the women.** One of the officials shared how she often sees the Ward Member of Boden being accompanied by women from her ward to these meetings. She opined that this is a good sign since it improves the confidence of the EWR. The same was corroborated by another official who shared that women now account for more than 50% of the people who attend *Gram Sabhas*. Since this official also attends Gram Sabhas, she shared how she now sees EWRs and women raising questions related to many different schemes. According to her, the manner in which they raise questions and the support each other clearly gives the impression that they have done their ‘homework’ on the issues they are raising. However, two other officials also mentioned that **the participation of EWRs and other women is sometimes curtailed by men when they start using inappropriate language during the meetings.** In fact, one of them also shared that decisions related to infrastructure projects like road construction and digging of ponds are only made by the men.

All media representative concurred that there have been changes in the lives of non-EWR women from the last election cycle to the current one. When asked, what changes have taken place in their professional lives, the respondents primarily spoke about **how the interaction of the women with EWRs to resolve community issues has increased.** Most of the respondents were not certain why these changes have taken place. However, according to the respondent from Khordha, these changes have taken place because women now see another woman in a political position and they feel that she will understand and take up their issues. **Greater interaction is also resulting in greater awareness for these non-EWR women, which the respondent feels is encouraging them to participate even more in the resolution of community issues.**

## 7.4. Engagement with THP

This section provides insight into the manner in which different stakeholders involved in the THP programme have engaged with its different components – workshops and campaigns, *Alibha*, MAS and Interface meetings. It also looks at the impact that this engagement has had on the stakeholders and what change, if any, has been brought about as a result.

### 7.4.1. EWR Participation in Workshops

Discussions with the EWRs during the survey indicate that **the most commonly attended THP events in the last five years have been the Violence against Women campaigns followed by Alibha meetings.** Only a total of 15 (6%) women said that they have attended conventions while 32 (13%) spoke about interface meetings with the media.

**Table 33 : What trainings/meetings/campaigns conducted by THP have you attended in the last five years? (n=241)**

| What trainings/meetings/campaigns conducted by THP have you attended in the last five years? |         |           |          |           |         |         |
|--|---------|-----------|----------|-----------|---------|---------|
|  | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| <b>Women's leadership Workshops</b>  | 48%     | 67%       | 55%      | 54%       | 75%     | 54%     |
| <b>Need based workshops</b>  | 29%     | 56%       | 52%      | 55%       | 60%     | 58%     |
| <b>MAS meetings</b>  | 33%     | 37%       | 35%      | 35%       | 43%     | 42%     |
| <b>Violence against Women Campaigns</b>  | 76%     | 93%       | 81%      | 78%       | 88%     | 67%     |
| <b>Conventions</b>   | 0%      | 7%        | 13%      | 6%        | 0%      | 13%     |

|   |     |     |     |     |     |     |
|---|-----|-----|-----|-----|-----|-----|
| <b>Interface meetings with government officials</b> | 33% | 30% | 42% | 18% | 23% | 50% |
| <b>Interface meetings with media</b>                | 5%  | 7%  | 32% | 10% | 15% | 13% |
| <b>Alibha meetings</b>                              | 71% | 78% | 87% | 76% | 75% | 75% |
| <b>Other issue based campaign</b>                   | 5%  | 4%  | 16% | 10% | 10% | 4%  |

The respondents were also asked about their engagement with THP activities in the last one year. 90% or more respondents in each district reported having attended one or more THP trainings/campaigns. Out of these 225 respondents, once again, **a majority (80%) said that they attended VAW Campaigns and 76% said they have attended Alibha meetings**. Only 55% of the women reported attending Need Based Workshops (NBWs) with the highest attendance in Nuapada (67%) and lowest in Gajapati (41%). Attendance rates were the lowest for MAS meetings at 35%; highest was in Nuapada at 50% and lowest was 26% in Deogarh.

A total of 180 women said that they have attended Violence against Women campaigns in the last one year. For 73% of them, the number of meetings attended lies in the range of 1 to 3. While 14% said that they have not heard of any VaW campaign which was longer than a day, 78% said that they had attended all days of those activities which were for more than a day. Three takeaways from these campaigns that were reported by a majority of the women are: (a) spreading information through IEC materials about various forms violence and the legal recourse (66%); (b) mobilising women citizens, especially MAS members for the campaign activities (52%); and (c) importance of extensive campaign activities such as street plays, village meetings, etc. (50%). Only 16% of the women reported that it is a 16 day campaign; the lowest being in Nuapada at 6% and highest in Khordha at 34%.

**Table 34: What were your primary take-aways from the VaW campaigns (n=180)**

| What were your primary take-aways from the VaW campaigns?   |         |           |          |           |         |         |
|---|---------|-----------|----------|-----------|---------|---------|
|   | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| <b>It is a 16 day campaign</b>  | 15%     | 9%        | 32%      | 15%       | 34%     | 6%      |
| <b>Mobilising women citizens, especially Mahila Samukhya members for the campaign activities</b>                            | 46%     | 43%       | 59%      | 52%       | 54%     | 50%     |
| <b>Spreading information through IEC materials about various forms violence and the legal recourse</b>                      | 69%     | 70%       | 73%      | 75%       | 37%     | 69%     |
| <b>Importance of extensive campaign activities such as street plays, village meetings, etc.</b>                             | 38%     | 57%       | 73%      | 45%       | 54%     | 31%     |
| <b>Importance of the involvement of local authorities such as Police, Panchayat Functionaries, Teachers and local Youth</b> | 23%     | 30%       | 36%      | 30%       | 29%     | 38%     |
| <b>Others</b>   | 8%      | 0%        | 5%       | 3%        | 0%      | 0%      |
| <b>Do not remember</b>  | 15%     | 0%        | 5%       | 0%        | 0%      | 6%      |

Of the 172 women who reported having attended Alibha meetings in the last one year, the number of meetings attended by 70% of them fall in the range of 2 to 4. Furthermore, 91% of them confirmed that they had attended all days of the meetings when they had been for two days or more. Multiple takeaways from these meetings were reported by all the women, which includes learning about the

prevention of VaW and the legal framework around it, as well as the effective implementation of schemes on health and nutrition, food security, education and sanitation. Barring Khordha where only 26% of the respondents reported this, 50% or more respondents in all the other districts said that they also learnt about monitoring the regularity of Panchayat meetings like *Gaon Kalyan Samiti*.

**Table 35: What were your primary take-aways from the Alibha meetings (n=172)**

| What were your primary take-aways from the Alibha meetings?                              |         |           |          |           |         |         |
|--|---------|-----------|----------|-----------|---------|---------|
|  | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| <b>Prevention of Violence against Women (VaW) and the legal framework surrounding it</b> | 57%     | 79%       | 62%      | 54%       | 74%     | 47%     |
| <b>Health and Nutrition</b>  | 71%     | 74%       | 73%      | 66%       | 67%     | 79%     |
| <b>Monitoring the regularity of Panchayat meetings like Gaon Kalyan Samiti</b>           | 64%     | 47%       | 50%      | 49%       | 26%     | 53%     |
| <b>Food Security</b>   | 71%     | 74%       | 62%      | 67%       | 67%     | 89%     |
| <b>Sanitation</b>  | 64%     | 68%       | 62%      | 58%       | 59%     | 63%     |
| <b>Education</b>   | 50%     | 42%       | 42%      | 33%       | 48%     | 47%     |
| <b>Form petitions advocacy with the local authorities</b>                                | 14%     | 16%       | 15%      | 4%        | 11%     | 21%     |
| <b>Others</b>  | 0%      | 0%        | 8%       | 4%        | 4%      | 0%      |
| <b>Do not remember</b>   | 0%      | 0%        | 4%       | 3%        | 4%      | 0%      |

A total of 124 women reported having attended NBWs in the last one year, of which 81% said that they have attended 2-3 workshops. While most of the women across all the districts said that if a workshop had been conducted for more than one day then they had attended all days, such is not case for Deogarh. 4 out of the 9 women reported no to this question. The two most common takeaways from the NBWs, in all the districts, are learning about: (a) the roles and responsibilities of Panchayat members in Panchayat financial management, and (b) budgeting in Panchayats.

**Table 36: What were your primary take-aways from the Need Based Workshops? (n=124)**

| What were your primary take-aways from the Need Based Workshops?                         |         |           |          |           |         |         |
|--|---------|-----------|----------|-----------|---------|---------|
|  | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| <b>Budgeting in Panchayats</b>   | 44%     | 36%       | 50%      | 47%       | 56%     | 63%     |
| <b>Financial management system in Panchayats</b>   | 44%     | 36%       | 75%      | 49%       | 33%     | 38%     |
| <b>Roles and responsibilities of Panchayat members in Panchayat financial management</b> | 89%     | 79%       | 75%      | 80%       | 72%     | 56%     |
| <b>Importance of Financial and Social audit</b>  | 22%     | 50%       | 67%      | 40%       | 39%     | 50%     |
| <b>Utilization certificates</b>  | 11%     | 36%       | 42%      | 20%       | 33%     | 25%     |
| <b>Others</b>  | 11%     | 0%        | 8%       | 2%        | 0%      | 6%      |
| <b>Do not remember</b>   | 11%     | 7%        | 0%       | 5%        | 0%      | 6%      |

Of the 78 women who attended MAS meetings in the last year, 59% said that they had attended either 2 or 3 meetings. More than three fourths of the respondents (79%) also confirmed that they had attended all days of meetings if a meeting had been spread over two or more days. Discussions also indicate that across all six districts, the key takeaways have largely been around thematic issues of health, food security, sanitation, and education. Only in Deogarh and Gajapati did 56-60% of the women mention having learnt profiling of services and facilities in the Panchayat, and advocating with local government authorities on improvement of services.

**Table 37: What were your primary take-aways from the MAS meetings? (N=78)**

| What were your primary take-aways from the MAS meetings?                     |         |           |          |           |         |         |
|--|---------|-----------|----------|-----------|---------|---------|
|  | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| <b>Profiling of services and facilities in the Panchayat</b>                 | 60%     | 44%       | 67%      | 32%       | 47%     | 33%     |
| <b>Advocacy with local government authorities on improvement of services</b> | 60%     | 22%       | 56%      | 29%       | 27%     | 42%     |
| <b>Health and Nutrition</b>  | 80%     | 78%       | 56%      | 79%       | 67%     | 75%     |
| <b>Food Security</b>   | 60%     | 78%       | 89%      | 68%       | 87%     | 67%     |
| <b>Sanitation</b>  | 80%     | 78%       | 67%      | 75%       | 73%     | 83%     |
| <b>Education</b>   | 40%     | 56%       | 56%      | 46%       | 60%     | 58%     |
| <b>Others</b>  | 20%     | 11%       | 0%       | 4%        | 0%      | 0%      |
| <b>Do not remember</b>   | 0%      | 0%        | 0%       | 7%        | 0%      | 8%      |

**More than 85% of the respondents in each district said that she did not face any difficulty in participating in any of these trainings/meetings/campaigns in the last one year.** Of the 18 respondents that did face difficulties, 9 respondents said that the venue of these activities was too far/not convenient for them while 6 said that they were not aware that these activities had been conducted. Another 5 also said that household responsibilities made it difficult for them to participate in these activities.

Out of the 241 respondents, only 2 said that they did not find these THP activities to be useful while 7 said they were uncertain. **Overall, 96% of the respondents found the THP activities to be useful.** The table below provides a detailed insight into the utility that different participants were able to derive from these activities. **As many as 91% of the women said that they feel more confident as a result of being part of these activities while 74% said they have become more aware about their roles and responsibilities as an EWR.** Additionally, 73% also said that they have become more aware about the rules and regulations around political participation. However, there appears to be substantial variation within the districts with only 53% reporting the same in Deogarh on one hand and 81% reporting it in Dhenkanal and Gajapati. A similar point was raised during the interviews with the EWRs. They all said that as a result of the workshops not only has their technical knowledge related to their position increased but so has their confidence. **They also found the workshops useful because it allowed them an opportunity to build strong relations with government officials and media personnel.**

Table 38 : Why do you feel that these trainings/meetings/campaigns been useful for you? (n=232)

| Why do you feel that these trainings/meetings/campaigns been useful for you?                 |         |           |          |           |         |         |
|--|---------|-----------|----------|-----------|---------|---------|
|  | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| <b>Have become more aware about the rules and regulations around political participation</b> | 53%     | 81%       | 81%      | 78%       | 69%     | 59%     |
| <b>More aware about my roles and responsibilities as an elected representative</b>           | 74%     | 70%       | 68%      | 79%       | 72%     | 68%     |
| <b>More aware about how the Panchayat functions</b>  | 53%     | 56%       | 61%      | 44%       | 33%     | 77%     |
| <b>Feel more confident</b>   | 84%     | 96%       | 97%      | 91%       | 85%     | 91%     |
| <b>Able to speak with more ease/confidence in public settings</b>                            | 47%     | 63%       | 61%      | 46%       | 46%     | 41%     |
| <b>Able to speak with government officials with more ease/greater confidence</b>             | 47%     | 56%       | 61%      | 38%       | 38%     | 55%     |
| <b>Able to speak to male members of the Panchayat with more ease/greater confidence</b>      | 32%     | 15%       | 52%      | 28%       | 31%     | 50%     |
| <b>More confident in being able to travel alone</b>  | 32%     | 48%       | 61%      | 36%       | 46%     | 50%     |
| <b>Have become more aware about the rights of women</b>                                      | 53%     | 56%       | 65%      | 49%       | 59%     | 59%     |
| <b>Able to address the grievances of women of my community more effectively</b>              | 26%     | 37%       | 26%      | 20%       | 23%     | 23%     |
| <b>My family has become more accepting and has reduced restrictions on me</b>                | 16%     | 19%       | 13%      | 16%       | 10%     | 18%     |
| <b>My involvement in household decision making has increased</b>                             | 21%     | 22%       | 29%      | 33%       | 31%     | 41%     |

These same 232 women were asked if there is anything about these activities that they did not find useful. Only 20 women responded in the affirmative to this; the remaining 91% said that there was nothing that was not useful about these activities. These 20 women along with the 2 who had earlier said that they found nothing useful about the THP activities were asked what aspects they did not find useful. Twelve of them said that they found the language too difficult to comprehend while 10 reported that the information was not relevant to their needs. 10 women also shared that they did not find any opportunities for discussions with the other participants while 8 were of the opinion that the information provided was too technical and was not relevant to ground realities.

Since MAS member participate in many THP activities, they were also asked to share which events they have attended till date. Apart from trainings on VAW, the different THP and partner activities attended by them varies from one district to another. For instance, the group in Nuapada largely spoke about trainings on thematic issues such as government schemes, female foeticide, and infant mortality whereas those in Kalahandi and Gajapati reported attending workshops on the roles and responsibilities of PRI members and media interaction meetings. Nevertheless, all groups reported finding these interactions useful since it made them aware about the different themes on which the

workshops/campaigns were centered. In Dhenkanal and Nuapada, the women also said that these events gave them the opportunity to interact with the public which increased their confidence of speaking in public. None of the MAS members reported facing any difficulties in attending events organized by either THP or the partner organizations. All of them also shared that they do not face any difficulties in participating in these events and could easily share their opinions or doubts whenever they want to. Only in Kalahandi did the participants report that some of the MAS members remain silent during these events and do not ask questions. According to them, this possibly happens because these women are very shy or may not understand the proceedings properly.

During the group interviews, the EWRs shared a few suggestions on how the workshops can be further improved. The women from Nuapada requested for more workshops and exposure visits to understand the different roles of PRI members and the purpose of *Alibha* and MAS. In Gajapati, Dhenkanal and Deogarh, the women were of the opinion that these workshops should be arranged at the Panchayat level so that more women can participate and become more aware about these issues. They feel this would be beneficial for them in the long run since these women can then support *Alibha* and MAS in resolving issues. MAS members were also asked for their opinion on how these events can be further improved. Like the EWRs, they were also of the view that more of such trainings should be conducted at the Panchayat level. As the women in Dhenkanal explained, the primary reason for having more meetings at the Panchayat level is to encourage greater involvement of community members so that such information can reach a greater number of people. They also shared different topics on which they feel more work should be done and which varied across districts.

Twelve out of the 13 government officials shared suggestions on how the THP programme can be improved. Six of these respondents said that more trainings and activities should be held at the Panchayat level since it will allow more EWRs to attend. One of them even pointed out that some EWRs are unable to make it on time to the meetings held at District Headquarters and often have to leave before the proceedings are over. In her opinion, this issue can be addressed by holding more events at the GP level. Two of officials spoke about how the partner organizations should connect the EWRs to income generating activities while two emphasized on the need for adult education programmes for the EWRs. Another two also said that having regular refresher trainings is important. An interesting suggestion put forth by one of the officials was that of building the capacities of SHG members as well. According to him, making SHG members more aware about the Panchayati Raj system would help them and motivate them to take part in future elections. Another interesting suggestion put forth by one of the officials was of conducting exposure visits for the EWRs to other districts and States where the Panchayati Raj system is functioning well.

All six media representatives also had feedback about how the THP programme can be further improved. This largely involved suggestions on how more meetings should be conducted at the Panchayat level so that more women can attend, and adoption of adult education/skill training programmes for the EWRs.

#### **7.4.2. *Alibha* and *Mahila Adhikar Samukhya***

Detailed discussions were held with EWRs as well as MAS members to not only learn about their understanding of their respective collectives but also of each other. This includes their understanding of technical aspects such as the manner in which each collective functions as well as broader themes of intent and objectives.

### **Objectives and Impact of Alibha**

When asked to share their understanding of why they think *Alibha* was formed, the EWRs in Nuapada and Kalahandi opined that it was to create a *Mahasangha* of EWRs. The women in the other districts were able to elaborate upon this a little more. They felt that its **primary purpose is to strengthen the power of women representatives by bringing them together so that they can work towards the benefit of their people.** They said that the objectives of *Alibha* have not changed since they have joined. In Nuapada and Kalahandi, the EWRs reported that at the time of joining *Alibha* they did not have any expectations since they were not sure what kind of work the group would be undertaking. In the other districts the only expectation that the women reportedly had was that they would work with the partner organization and other EWRs to solve various problems plaguing their communities.

*"When we joined Alibha we thought that when we all (EWRs) work together as a team, we will be able to resolve our problems easily. We will have community support. IWD will work with us on these problems and guide us in our work. It will help us establishing links with government officials and people/organizations working with them." – EWR group, Gajapati*

Since all the EWRs have been able to work towards resolving such problems, they all reported that their expectations have been met. It is for this very reason that all of them also said that **they are satisfied with their decision to continue being members of the group.** It is during these discussions that the EWRs also acknowledged that their knowledge, awareness and skills have improved as a result of the meetings, workshops, and campaigns that have been organized by the partner staff.

During the group interviews, the EWRs were asked to differentiate (if possible) between *Alibha*, MAS and other community organizations. The responses of the EWRs were primarily limited to membership of each organization. *Alibha* is seen as an organization where only EWRs are members while each community organization has different membership rules and works on different issues. When asked about the difference between *Alibha* and MAS, the EWRs said that even SHG members and ex-EWRs can be members of MAS in addition to current EWRs. The only variation was found in Deogarh where the EWRs mentioned that the feeling of honour is more when one is elected to *Alibha* when compared to MAS. Nevertheless, it was reported in all the districts that *Alibha* and MAS work together on same issues to make their communities a better place. During discussions on how disputes between the two groups are resolved, respondents from all districts barring Dhenkanal said that till date there have been no disputes between the two since they work together. In Dhenkanal it was reported that even when there is a dispute, the issue is discussed repeatedly until a solution is arrived upon.

When asked to share the top five achievements of *Alibha*, the EWRs spoke about a variety of issues. These included construction of infrastructure like roads and school playgrounds, and ensuring complete and quality access to basic entitlements such as the old age pension scheme, IAY, wages under MGRNEGA, and Mid-day meals to name a few. In Kalahandi and Dhenkanal, the women also spoke about having worked on issues of domestic violence, female foeticide, and girls' education. However, when they were asked to share the strategies which helped them achieve these goals, many women were unable to provide a response. One respondent in Gajapati said that "...coordination with MAS, regular discussions with community members, and a good rapport with reporters and government officials helped Alibha to address the issues." A majority of the EWRs also said that they did not face any big difficulties in achieving these objectives. Nevertheless, the women in Deogarh did highlight three issues. They shared how members would sometimes be worried about their husbands

because they would get drunk and go missing. To anti-liquor movement in the district was started to address exactly this problem. The EWRs also spoke about how it takes time for things to get done due to factors such as a delay in release of government funds, lack of priority assigned to these issues, and political rivalry. While they have not been able to address roadblocks arising due to rivalry, they address the other two issues through regular follow-ups so that it does not fall between the cracks.

**EWRs across the six districts shared that membership to MAS and Alibha has been useful for them.** They explained how being part of these groups means that they consult each other before making a decision which makes them feel more confident about their decisions. **Being part of a team also makes them feel more capable of handling different situations because they feel that other members will guide them when they are unable to resolve an issue.** The women were also of the opinion that being a member of *Alibha* has translated into more public support for them and they are more respected in society. When asked about how helpful MAS has been for them, the respondents largely spoke in terms of **MAS facilitating the work of Alibha**. They explained that MAS intimates them about local issues and at times *Alibha* asks MAS for help while implementing its work. The coordination between the two groups is facilitated by the partner organizations.

*“...During the last five years, Alibha and MAS have worked on many local issues. They have solved several issues related to women like female foeticide, issuing ration cards for poor women, supervised proper functioning of Anganwaadi and mid-day meals, helped women to continue education of their children, and saved women from abuse and violence.” –*

*EWR group, Dhenkanal*

EWRs in all the districts feel that **both groups have been beneficial for the women in their communities**. This is largely because these groups raise issues plaguing the community in a public forum and seek a resolution for them. They were also of the opinion that **Alibha particularly is a great support for the women because it makes the women feel like there a group who will not only listen to them but also put forth their issues**.

Ten out of the 13 government officials said that they had heard about *Alibha*. However, only 4 of them knew a little about the group to be able to say that it is useful for the EWRs. According to them, utility of *Alibha* lies in it helping the EWRs resolve community based issues. Most of the other respondents said that they had met *Alibha* members during different meetings/activities and knew about them from there.

### **Processes in Alibha**

According to the EWRs, the Executive Body of *Alibha* is selected by its members through a voting procedure. None of them felt that this procedure needs to be changed since it is currently working well. They also shared that the *Alibha* members make its work plans through a process of discussion. The members first discuss all the issues that they want to work on one by one, and then a plan is made for each issue. The EWRs explained how, while all the members are asked to share their opinions about which issues should be covered, it is the Executive Body of *Alibha* that prepares the plan. In Gajapati, the women also mentioned the involvement of the partner organization in making the monthly plan.

More detailed discussions about the functioning of *Alibha* revealed that while in Nuapada and Kalahandi there are only two meetings every year, six meetings were reported in the other districts – two at the Panchayat level and four at the block level. EWR respondents in each district said that they had attended all the meetings. They reported that they are intimated about these meetings over the phone either by the *Alibha* Secretary or the coordinator from the partner organization. During these

meetings, they discuss all the activities that are supposed to be conducted for the community, i.e. those that address the needs of the community. These meetings are presided over either by the President or the Secretary of *Alibha*. They along with the coordinator from the partner organization facilitate the discussion. When asked whether these discussions are documented, all the EWRs replied in the affirmative. In all the districts, it is the coordinator from the partner organization who is responsible for this task. The primary reason for documenting these meetings, the women explained, was so that they can be used in the subsequent meetings.

**None of the women reported facing any difficulty in attending the meetings.** They also shared how **till date they have not seen any conflict arise during the meetings or felt that certain issues/people are given more priority.** Only one woman from Dhenkanal spoke about a conflict that had taken place two years back over whether to undertake toilet construction at the *Anganwadi* centre first or at the school. Hence, the President had taken the final decision to have it constructed at the *Anganwadi* centre first. **All the respondents reported feeling comfortable raising questions and participating in discussions during the *Alibha* meetings.** In Kalahandi and Nuapada, the participants spoke about how there are some EWRs who do remain silent so the others make a concentrated effort to ask for their opinion or make them sit upfront so that they are involved in the discussion.

When asked about the activities that *Alibha* has undertaken in the past five years, in addition to the VaW campaign that was mentioned in all districts, the women largely spoke about either rallies to address local issues like female foeticide or workshops related to the roles of EWRs. **The themes of the workshops, campaigns, and other activities are largely decided either in consultation with the partner organization or directly by the partner organization.** **In four districts, the women said that they do not face any difficulties in participating in these activities.** For the women from Nuapada, the primary problem is that of transportation since they have to **travel long distances for these events and make personal arrangements for the same.** In Dhenkanal, the women said that they initially faced some **difficulty in understanding what was being said at these events** but have gradually begun to understand.

**All these activities, the EWRs believe, have resulted in addressing a variety of problems that have been affecting their communities for a long time. The women from Nuapada also opined that it has led to an increase in public support for EWRs and more confidence in their abilities to resolve community problems.**

#### **Objectives and Impact of MAS**

When they were asked as to why they think MAS was formed, all the MAS members said that it is **to work on issues related to women such as preventing violence against women and ensuring that they have access to basic entitlements.** Women across all the districts said that every MAS has the same goals and objectives and that these have not changed over the years. However, when asked to share these objectives, the women largely spoke about the activities they have undertaken.

Each group was also asked to share what they consider to be the five most critical achievements of the MAS they belong to. Working on prevention of violence against women found mention in all six groups. Additionally, they spoke about a variety of issues ranging from construction of roads to ensuring access to PDS for destitute woman. **Across the six districts, MAS members appear to lay a considerable amount of emphasis on working on gender issues.** Amongst their main achievements, members also spoke about working against female foeticide and honor killings, ensuring access to

widow pensions and other schemes for destitute women, and encouraging mobility of women outside their homes and their participation in *Gram Sabhas* and *Palli Sabhas*. When asked about the reasons which motivated them to work on these issues, **the MAS members said that these had either been chronic problems facing their communities or involved women in need of immediate help.** In Kalahandi, Gajapati, and Deogarh, the women were unable to identify the factors which have helped them achieve these goals. Nevertheless, the women in Dhenkanal attributed it to the joint effort of MAS and *Alibha* while the women in Nuapada emphasized the importance of mass support from the public in carrying out their work. The women from Khordha believed unity amongst them, and the strategy of raising all issues via a written petition or complaining through an EWR has helped them achieve all that they have.

**In Gajapati, Kalahandi and Nuapada, the respondents said that they do not face any difficulties in working towards their objectives. However, in Deogarh and Dhenkanal the women said that there are many things which they are not aware about and thus they are unable to identify the best solution at times.** Consequently, they are **dependent on media persons, Alibha members, the partner organizations, and government officials to provide them with information.** In Dhenkanal, **mobility was also cited as a big difficulty since they have to cover long distances to attend meetings and are currently dependent on locally available auto rickshaws.** The women in Khordha spoke at length about the numerous problems that they have to face. These included a **lack of support from household members and their inability to understand the purpose of MAS' work, opposition from vested interest groups such as liquor shop owners, and corruption amongst government employees.** The Khordha members also mentioned a **gap in coordination amongst MAS members and EWRs;** they were of the opinion that the EWRs are either too shy or corrupt, and therefore not interested in taking up their community level issues at *Palli Sabhas* and *Gram Sabhas*.

**A majority of MAS members reported that they are members of SHGs; they were members even before joining MAS and many of them had been in a leadership position (President/Secretary) of these organisations.** Hence, when asked to differentiate between MAS and other Community Based Organizations (CBOs), the women largely spoke about the difference between MAS and SHGs. Furthermore, these differences were largely to do with the difference in the nature of activities that are undertaken by each organization. According to them, **while SHGs primarily work on addressing financial needs, MAS works on community problems.** The difference in membership arising as a result of this was highlighted by the women in Kalahandi, “*In MAS, we can find members from different SHGs, ex-EWR sand current EWRs while in a SHG we only find women from that particular village*”.

“A SHG is a village level group that works within the village and focuses on savings, credit and internal lending to members. On the other hand, MAS works at the GP level and focuses on women rights like violence against women and anti-liquor movements as well as government schemes.” – MAS member, Khordha

A majority of the women said that **they had joined MAS because they expected it to provide them with a platform to work on problems areas in their villages**. By becoming a member of such a group, they expected that **other members would also support their cause when they brought it up either in the Gram Sabha or Palli Sabha**. However, the women from Gajapati indicated that they had primarily joined MAS to "...learn something new and understand how the Gram Sabhas and Palli Sabhas work." One of the women from Khordha also indicated that she joined so that "...the presence of women can be felt at Gram Sabha and they can also influence the decision making process. Earlier, only men would raise their voice at these meetings. By participating in these meetings, we can also bring out concerns that directly impact women."

Since a lot of the issues raised by these women have been addressed, they all said that their expectations have been met. All of them also reported **being satisfied with their decision to continue being members of MAS**. This again is largely because they have been **successful in raising important community problems in public forums and ensuring that work is being done towards their resolution**.

"We are satisfied with the MAS because of the cooperation and support we have received from all the members to resolve our issues. As a member of MAS, we have put forth issues plaguing our locality in MAS meeting, especially on issues such as Violence against Women, Female Foeticide and access to government schemes like Old Age Pension, Indira Awas, etc. We have used the support of MAS members to address these issues. We hope that if we continue as its member, we will be able to influence the decision-making process at the Palli Sabha and Gram Sabha even more. Being a member also ensures that we have continued support from the EWRs. We, the MAS members, can request the EWR members in our MAS to raise our issues in the Palli Sabha/Gram Sabha or support us in putting forth our issues in these forums."

– MAS member, Khordha

When the women were asked if **being a MAS member has had an impact on their personal lives, all of them responded in the affirmative**. A key change that appears to have taken place across all districts is an **increase in self-confidence for the women**. All groups spoke about how they feel **more confident taking decisions related to their household and communities, and speaking to different stakeholders about the same**. This includes different government functionaries and media personnel. Many of the MAS members also spoke about **an increase in support from family members as well as their community**. The increased support is reportedly a direct consequence of people being able to see all the changes that the EWRs have been able to affect in their communities. For instance, in Gajapati where MAS members find it difficult to travel to meetings, their husbands have started dropping them off to their meetings. In all districts, the respondents also reported **increased confidence in dealing with incidences of violence against women in the community**.

When inquiries were made about the **reasons behind all these changes, the women in Deogarh and Dhenkanal attributed it to being part of a team**. The women from Dhenkanal explained how it is them being viewed as a MAS member by everyone in the community which gives them confidence; "...we function as a group and not as an individual". A similar reason was cited by the women from Nuapada and Khordha for their improved ability to address violence against women.

*"These skills which we have learnt from the meetings/trainings and our work experience have enabled the MAS members to work confidently with people in the community and with government officials. This process of bringing together the support of the people and improving our knowledge and awareness has reduced the stress of our work. We not only understand the rules and regulations of government schemes now but are also able to make other people more aware about it." – MAS member, Kalahandi*

how they have learnt to communicate at public gatherings and with local authorities about different issues. All members confirmed that these skills have been useful for them. Further probing revealed that utility is derived from not only being able to work on issues in the community but also **a sense of confidence that the women derive from having become more aware.**

The MAS members were also of the opinion that the **activities/campaigns/issues undertaken by them have been helpful in boosting the confidence of the EWRs.** Women across all the districts explained that this has primarily happened because they involve EWRs in all their activities. It has allowed the larger community, they feel, to understand and appreciate the effort that is being exerted by the EWRs. The women in Kalahandi confirmed this finding. They spoke about how EWRs have become popular for the work they have done on various community issues that MAS has involved them in. In their opinion, people's support for the work of the EWRs has also increased because they see MAS members accompanying her to *Palli Sabhas, Gram Sabhas*, government offices and even to the police station, if required.

When asked if women from the community who are not EWRs or MAS members have benefitted from the activities of MAS, all groups again responded in the affirmative. However, **most of them reported that such women have only benefitted as beneficiaries of the initiatives that have been undertaken by MAS.**

They all confirmed that MAS activities have brought about change in their communities. Apart from being able to resolve problems afflicting their communities, the respondents from Khordha and Dhenkanal also said that there has been a **change in the attitude of the people.** Earlier, family members especially their husbands would stop them from going outside and would ask them not to interfere in other people's lives. However, **after seeing the change that MAS' work has been able to affect, families have become more supportive.** One of the respondents from Deogarh shared how MAS members had invited her husband to attend their meetings and understand what it is that they do and why. According to her, this has helped her husband understand her work and consequently support her in her activities. Women in Deogarh, Nuapada, Kalahandi and Dhenkanal also reported that the **attitude of government officials towards them has changed.** They feel that the **officials treat them with more respect, listen to what they have to say, and are quicker in taking action.** According to the women in Kalahandi this change has taken place because **they go as a group to meet the**

*"Rallies and campaigns on VAW and successful efforts in resolving important local issues has increased people's confidence in the abilities of the EWRs. This has also contributed towards developing the confidence of the EWRs in their own abilities to resolve local issues. The EWRs have started using these approaches after witnessing how MAS members have successfully initiated efforts towards resolving local issues."*

*– MAS member, Khordha*

**officials instead of individual meetings.** Many women also mentioned how their **own knowledge about gender issues and public affairs such as functioning of Gram Sabhas, government schemes, etc. has increased.**

When it comes to **seeking support or advice**, the respondents mentioned several people. **Media persons, Alibha members, village elders, their husbands, and government officials** all found mention. The women from Nuapada said that they prefer seeking help from their husbands first because they consider their husbands to be their most important well-wisher. Help from *Alibha* members is primarily sought out because the MAS members feel that they can be trusted and relied upon.

The government officials were also asked if they have heard about MAS. **Nine out of the 13 said that they have not heard about MAS. Out of the 4 that did know about MAS, two said that they are not aware about its function.** One of them had met some MAS members in one of the workshops and during the celebration of Women's Day, while the second one had only seen their banners at the PIPAR office. The two officials that did know about MAS said that **it is useful for the EWRs since it provides them support to address community level issues.** Since awareness about the functions of *Alibha* and MAS is very low, only one official was able to share that they have **different membership criterion.** The others simply said that they do not know what the difference is between the two.

Similarly, while all six media representatives knew about *Alibha*, only three had heard of MAS. When asked about the difference between the two groups, only the respondents from Gajapati and Khordha were able to provide an answer. Both spoke about how *Alibha* only comprises of EWRs whereas MAS includes SHG members, non SHG members, EWRs and non-EWRs.

### **Processes in MAS**

While the respondents at Khordha were unsure about number of MAS meetings held per annum, a majority of the women in the other districts reported that 4 MAS meetings are conducted at the cluster level and 2 at the block level. They all reported attending a different number of these. They are informed about these meetings either by the coordinator from the partner organization or the MAS Secretary. During these meetings, they usually discuss issues that community members have raised to them – what the issue is, what is the best way to address it, whom to meet regarding it, etc. As the members from Khordha explained "*These topics (issues) are decided upon by MAS members through a voting mechanism at the cluster level and then put forth at the block level MAS meetings. Here, they are discussed even more thoroughly and the final selection is then included in the plan of action.*" In all districts barring Kalahandi, the women reported that these discussions are facilitated by the coordinator from the partner organization. In Kalahandi, it is the MAS Secretary who was reported as facilitating the discussions. It is during these discussions that the areas on which MAS will work are decided upon by the members. At times, even members from the partner organizations join them in such discussions and suggest issues/campaigns they can take up. The respondents also mentioned that at times when matters of great urgency are put forth during a meeting, the issue is immediately taken up for discussion even though it is not on the agenda. The women shared that the coordinators from the partner organisations are also responsible for documenting the discussions that take place in these meetings. This documentation forms the basis for further course of action for MAS; as the women in Khordha explained "... (*these documents*) remind the Executive Body of MAS in each meeting about the action that has been taken on issues so far and the issues that are still pending."

During the discussions with the MAS members, an attempt was made to understand if there are **any differences between the engagement levels of the EWR and non-EWR members of MAS**. However, **all the women reported in the negative to this and said that all members work together as a team**. Most of them also said that they **do not face any difficulties in attending meetings**. The only hurdle that was mentioned was by the **women from Dhenkanal on having difficulty travelling the long distances**.

*"All participants feel comfortable since there is no sign of dominance by any member in any meeting. We are all given the opportunity to put forth our issues, whatever they might be. In fact, two years back, 2-3 of us used to be quieter than the others. These women were encouraged by the other MAS members to participate in the discussions without any hesitation. We told all of them that we will support you and add to your views and voice. Thus, all members have become quite vocal and support to each other whenever any issue is raised for discussion. This makes us all very happy." – MAS member, Khordha*

**responded in the positive.**

Furthermore, only members from Kalahandi and Dhenkanal confirmed that sometimes conflicts arise during the meetings and that they are resolved through repeated discussions and finalization by the Secretary. In the other districts, the women said that they have never witnessed a conflict between the members. The women also clarified that they have never witnessed preference being accorded to certain individuals or issues. **When asked if they feel comfortable raising issues during the meetings, they all**

#### **7.4.3. Interaction with Government Functionaries and Media Personnel**

In all the districts, the EWRs reported that the nature of their interaction with local authorities and media personnel has changed in the past five years. They all mentioned that **government officials have started treating them with more respect and address whatever queries they have**. Earlier, as the women in Deogarh explained, the officials would not meet EWRs on time or keep rescheduling the appointment. However, this does not occur anymore. **The EWRs feel that this has primarily changed because they come to these meetings as members of Alibha and as representatives that have public support**. This not only makes the women feel more confident but also enables them to put pressure to get their work done. The women in Khordha spoke about how, earlier, they used to feel anxious before meeting a government official but after becoming part of a team (*Alibha*) they feel more confident.

The EWRs also explained how **they did not have any interaction with media personnel five years back**. This situation has now **changed as a result of the interface meetings organized by the partners and the presence of the media at Alibha meetings**. The women spoke about how they tell journalists about issues in their communities, and the journalists tell them about new schemes and corruption in schemes.

When the local authorities were asked about their interaction with the EWRs, they mentioned that such interactions usually take place during meetings at different levels - *Panchayat Samiti*, *Zila Parishad*, Panchayat level, Village Development Committee as well as meetings conducted by THP's partner organisations. They explained that **most EWRs consult them about the provisions in different government schemes** like Old Age pension, Widow Pension, *Indira Awaas Yojana*, MGNREGA, schemes for Household Latrine construction, *Swachh Bharat Abhiyaan* and for *Anganwadi* Centers. Discussions around frequency of these interactions indicate that it usually varies from one official to another. While **some said that they meet EWRs twice a week, others said that their interaction is not so regular**. According to most of the government officials, **the EWRs usually meet them when it is convenient for them and during these meetings community issues, mostly centered on women, are discussed.**

*"All EWRs are linked to us in their official capacity since they are members of the Panchayat. In every meeting, we (me and the EWRs) sit together at the Panchayat Samiti Office and discuss about programmes which need to be implemented, matters that are hindering proper execution of the programmes, the gaps in execution, and the role of EWRs in addressing such activities. Based on these discussions, a further course of action is decided accordingly. The EWRs are always in touch with me and I extend all possible support.*

*For instance, I inform them about the beneficiaries eligible for different schemes, the date and venue of different meetings, the grievance date of the Collector, the date and venue of Emergency Meetings, about the visit of Special Delegates like MAL and Ministers to Panchayat, date and venue of Press Meet and so on." – Local Official*

Out of the 13 officials who were interviewed, 6 mentioned that there has been a **change in the nature and frequency of their interaction with EWRs in the past five years**. They explained that the **frequency has increased since the EWRs now come meet them more regularly to seek out solutions for problems affecting to their communities**. In fact, one of the officials mentioned that the EWRs now not only come to seek out information from them but also provide them with information about issues like education of girl children, status of drinking water and roads, etc. Each government official was also asked what they think have been some of their most important achievements as a result of their interaction with the EWRs. The respondents spoke about multiple initiatives they have facilitated and issues they have helped resolve, from incidents of domestic violence to repairing tube wells.

In addition to asking them about their engagement with the EWRs, the government officials were also asked about their association with THP, the partner organizations and their activities. Their responses indicate that the frequency of interaction varies a lot; **while some officials reported attending only two activities organised by the partners, there were others who said that they have been consistently engaging over the past five years**. The officials said that they are primarily invited to these meetings as delegates and resources persons. Some said that they have also gone to these events as the guest of honour. **They reported attending theme based workshops, SWEEP campaigns and interface meetings. When asked if these interactions have been useful for them, all of them said yes but a few also admitted not having been able to give sufficient time to them.** When questioned about the utility derived, most of them either said that **it allowed to them share their knowledge about different issues or that it enabled them to develop a better understanding of ground realities, from how the PRI system is functioning to how schemes are being implemented**. Three respondents said that they have maintained their association with the partner organisation while five said that they have continued to stay in touch with the EWRs after these interactions. When asked why they have maintained contact, all of them said that it helps them to better understand the issues that are affecting communities and to contribute to the resolution of the same.

*"...When EWRs get credit for resolving issues successfully, it improves their confidence in handling community issues and also increases people's confidence in them as efficient and being pro-people."*

*– Local Official*

All government officials believe that the work done by the partner organisations has been beneficial for not only the EWRs but also the women and other people in the community. As mentioned in the previous section, the officials feel that all these activities have made the EWRs

more aware – about their own roles and responsibilities as well as about government schemes. This increase in awareness, in their opinion, has helped women become more confident in interacting with government officials, speaking in public and resolving community issues. With regard to women in general, **the officials were of the view that they have benefitted indirectly through their increased participation in Gram Sabhas and Palli Sabhas.** According to the official, the increased participation of women in these forums have not only **made them more aware about community issues but also more engaged in the resolution of the same.** All the officials also shared that community members have largely benefitted from the work that has been undertaken by the EWRs.

Media representatives from each of the six districts said that they have met with EWRs under varying circumstances and that their association has been for varying lengths. For example, the respondent from Kalahandi said he has been working with EWRs for 40 years and was engaged with DAPTA through their *Lok Adhikar Samukhya*. On the other hand, the respondent from Dhenkanal said that he met EWRs a few years back while undertaking a drought assessment. Over the past five years, **the representatives have interacted with the EWRs during district level meetings, block level meetings, trainings and orientations at the block level by the government and partner organisations (media interface meetings), and rally and mass meetings like Women's Day celebration.** In Khordha, Gajapati and Kalahandi, the media representatives also reported being invited by the Block Chairperson and many EWRs to cover their events. When asked as to what happens during these events, most of them mentioned that different issues are discussed and often the **EWRs seek their opinion on how these issues should be resolved.** Some of them also mentioned that the **EWRs request them to write about the problems in their communities.**

Barring the respondent from Khordha, all the other media representatives indicated that **it is the EWRs who contact them when an issue comes up or they discuss issues when they happen to meet one another.** The representative from Khordha, on the other hand, said that he interacts with one EWR or the other almost every day in a week. He explained how he calls them on the phone to stay in touch because they feel elevated when people are eager to hear out their issues. **All of them also said that is it the EWRs who decide what issue they want to raise in the media.**

As a result of this increased interaction with EWRs and the partner organisations, the media representatives noted that their coverage of women- centric issues such as trafficking, domestic violence, non-payment of wages, etc. has increased. When asked what impact, if any, this change in coverage has had, all of them either spoke about how the confidence of the EWRs has increased or how the confidence of the community on the abilities of the EWRs has increased. The respondent from Gajapati explained how **the increase in coverage of the work being done by EWRs has changed people's perceptions about EWRs.** He along with the respondent from Khordha also reported that the increased coverage has influenced the perceptions of government officials as well. According to them, **it has made the government officials realise the level of public backing that the EWRs have and their capability to resolve community issues.**

Only the representatives from Kalahandi and Khordha reported facing opposition because of the change in their coverage. **The others have only received appreciation from EWRs, government officials, and sometimes even community members for their coverage.** In Kalahandi and Khordha, the representatives shared that while covering issues such as corruption in government schemes and incidents of gender based violence, individuals with vested interests have tried to dissuade them from publishing the story or accused them of having incorrect facts. However, their coverage of these issues has still been welcomed by EWRs, government officials and many other sections of the society.

**When the media representatives were asked if these interactions with the EWRs have been useful for them, all of them answered in the affirmative.** Further probing revealed that **the primary utility derived by all of them is that it has facilitated an increase in coverage of local issues.** As the respondent in Kalahandi pointed out, it has allowed him to get information from remote pockets of the district by virtue of his acquaintance with the EWRs. **All the representatives also agreed that the work that is being undertaken by THP and its partner organisations has been beneficial for the EWRs and their community members, particularly the women.** The response of the Gajapati representative best summarizes why all the media respondents feel this programme has been beneficial for all; *"These programmes have increased the knowledge and confidence of EWRs to address community based issues. They have also encouraged the involvement of community members, especially women, in the efforts towards resolving these issues. Above all, these meetings have helped developed cohesion among the EWRs and their community members."*

## 7.5. Empowerment

Findings from the previous sections clearly indicate that the THP programme has not only made EWRs more aware about their roles and responsibilities but also helped increase their level of confidence substantially, in themselves and their work. This section attempts to ascertain whether these changes have been empowering for the EWRs. As mentioned in the Methodology section, the CCI can be taken as a composite indicator of these empowerment levels.

Since there have been multiple drop-outs over the period of 5 years between the Baseline and Endline, it was only possible to match 213 EWRs between the Baseline and Endline. Hence, two approaches have been employed to analyse changes in the CCI.

### Approach 1: Changes for 241 women

In the first approach, the sampling method employed at the Endline was used to draw a sample of 241 women from the Baseline. Findings for this cohort were then compared with the results of the Endline cohort to determine the change that has taken place in the five years. Results are presented in the table below.

**There has been a substantial increase in the Skills Index from the Baseline to the Endline** across all 6 districts. Hence, one can state that the knowledge the EWRs have about instruments of the PRI has clearly increased. **Barring Deogarh and Dhenkanal which registered a decline, there has not been a substantial change in the Agency Index in the other four districts.** Since this index measures changes in self-confidence and participation levels, one can assume that there have not been substantial changes regarding the same from Baseline to Endline. Finally, **the Leadership Index has registered a decline in all six districts.** This indicates that the participation of EWRs in the Panchayat and the work undertaken by them has reduced. However, multiple points of evidence from the previous sections have clearly established that EWRs have been proactively working on a variety of community issues

during their tenure. Therefore, it is possible that this decline is because at the Baseline we are measuring the vision that an EWR has about her work while the Endline refers to the actual work that she has been able to undertake.

**Table 39: Change in the Baseline and Endline CCI for cohort of 241 EWRs**

|                  | Skills Index |         | Agency Index |         | Leadership Index |         | CCI      |         |
|------------------|--------------|---------|--------------|---------|------------------|---------|----------|---------|
|                  | Baseline     | Endline | Baseline     | Endline | Baseline         | Endline | Baseline | Endline |
| <b>Deogarh</b>   | 11.93        | 26.47   | 70.72        | 54.08   | 21.61            | 11.45   | 16.36    | 30.85   |
| <b>Dhenkanal</b> | 18.27        | 34.53   | 81.77        | 58.65   | 34.88            | 15.79   | 24.83    | 39.07   |
| <b>Gajapati</b>  | 8.18         | 31.92   | 44.81        | 58.57   | 15.35            | 15.19   | 10.48    | 37.05   |
| <b>Kalahandi</b> | 12.01        | 27.73   | 51.81        | 52.79   | 26.84            | 12.70   | 16.14    | 31.30   |
| <b>Khordha</b>   | 14.09        | 26.29   | 45.11        | 56.61   | 24.14            | 15.08   | 17.24    | 31.98   |
| <b>Nuapada</b>   | 18.61        | 32.74   | 69.46        | 56.88   | 23.08            | 18.00   | 22.62    | 37.07   |

The Baseline and Endline CCI was also put through significance testing and the regression analysis yielded significant results for both. Using these indices separately as the dependent variable, an OLS regression was run with the following independent variables: district, level of education, caste category, position currently elected to, category of seat elected to, whether currently employed or not, whether family members are currently elected to a political position or not, PPI score, and programme exposure score.

According to the results, **Ward Members have a significantly lower Baseline CCI than those holding the position of Sarpanch or Naib-Sarpanch**. On the other hand, the EWRs who have been elected to a seat reserved for women have a significantly higher Baseline CCI than the EWRs elected to other types of seats. The exact same findings emerged for the Endline CCI as well. Additionally, five other variables were also found to be significant, i.e. primary education, secondary education, OBC category, primary income from self-employment, and primary income from wage employment in government services. Out of these 5, all had a positive coefficient barring OBC category and can be interpreted as follows. **EWRs who have completed either their primary education or secondary education have a significantly higher Endline CCI than other EWRs**. However, **EWRs belonging to the OBC social category have a significantly lower Endline CCI than women from other social categories**. Lastly, **EWR households where the primary source of income is either through self-employment or wage employment in government services have a significantly higher Endline CCI than EWRs employed in other forms of employment**.

T-tests also revealed that the average Endline CCI in Dhenkanal is substantially higher than that in Kalahandi and Khordha.

#### **Approach 2: Changes for 213 women**

In the second approach, only the data for the 213 women present in the Baseline and Endline was analysed. This allowed us to look at the changes that have taken place at the individual EWR level and then arrive at the overall aggregate estimators of change. Findings are presented in the table below. As was seen in the case of the 241 EWRs, there has been a positive average change in the Skills Index and a negative average change in the Leadership Index. While the overall average change for the Agency Index is positive (4.58), the change is negative in 3 districts and positive in the other 3. This confirms that the knowledge the EWRs have about instruments of the PRI has increased while there

have not been substantial changes in the participation and self-confidence levels of the EWRs. As highlighted earlier, there appears to be a discrepancy in the Leadership Index as it has already been established that EWRs have been proactively working on a variety of community issues during their tenure. A possible reason for this could be that at the Baseline we are measuring the vision that an EWR has about her work while the Endline refers to the actual work that she has been able to undertake. **On an overall basis, there has been a positive change in the CCI scores from the Baseline to Endline. The highest level of change has been in Nuapada and the lowest in Deogarh.**

**Table 40: Average Change in CCI for 213 EWRs**

|                  | Average Change in Skills Index | Average Change in Agency Index | Average Change in Leadership Index | Average Change in CCI |
|------------------|--------------------------------|--------------------------------|------------------------------------|-----------------------|
| <b>Deogarh</b>   | -0.23                          | -10.63                         | -17.19                             | 5.93                  |
| <b>Dhenkanal</b> | 14.33                          | -13.74                         | -17.41                             | 18.92                 |
| <b>Gajapati</b>  | 15.94                          | 16.63                          | -1.76                              | 20.92                 |
| <b>Kalahandi</b> | 12.27                          | 5.60                           | -14.73                             | 15.38                 |
| <b>Khordha</b>   | 12.74                          | 20.25                          | -5.03                              | 18.07                 |
| <b>Nuapada</b>   | 20.77                          | -11.23                         | -5.81                              | 24.91                 |

Regression analysis yielded significant results for the variable ‘change in CCI scores’. Using the score as the dependent variable, an OLS regression was run with the following independent variables: district, level of education, caste category, position currently elected to, category of seat elected to, whether currently employed or not, whether family members are currently elected to a political position or not, PPI score, and programme exposure score.

A total of 10 variables were found to be significant in this regression model. The significant variables with positive coefficients were all districts except for Deogarh and seats reserved for women. Those with negative coefficients included the marital status of being unmarried or separated and being a Ward Member. These results can be interpreted as follows. The change in CCI has been significantly higher in all the districts than in Deogarh. Furthermore, the change has been significantly higher for those EWRs who have been elected to a seat reserved for women. On the other hand, the change has been significantly lower for women who are separated, unmarried or elected to the position of Ward Member.

## 7.6. Partner Assessment

THP aims to empower EWRs, so that they can exercise their leadership as public office holders. Apart from training and leadership development of EWRs, the programme engages with civil society organisations, which work as local implementing partners to create enabling environment for EWRs to exercise their leadership. Through the current assessment, THP intends to assess the capacities of the local implementing partners. To understand the change in capacities, Partner Assessment method was adopted, which included two distinct steps, i.e., (i) Self-Assessment by Partners, and, (ii) Assessment by THP. Assessment parameters were developed and refined in consultation with THP and each parameter was given a weight to obtain a weighted average score. The assessment parameters and the corresponding weight have been given below:

| SN | Assessment Area                     | Weightage | Avg. Score | Weighted Score | Max Score |
|----|-------------------------------------|-----------|------------|----------------|-----------|
| 1  | Reach and Coverage                  | 15%       | 5          | 0.75           | 0.75      |
| 2  | Technical Knowledge                 | 15%       | 5          | 0.75           | 0.75      |
| 3  | Programme Implementation            | 20%       | 5          | 1.00           | 1.00      |
| 4  | Sustainability                      | 10%       | 4          | 0.40           | 0.50      |
| 5  | Physical and Financial Progress     | 10%       | 5          | 0.50           | 0.50      |
| 6  | Human and Institutional Development | 15%       | 4.5        | 0.68           | 0.75      |
| 7  | Monitoring and Evaluation           | 15%       | 5          | 0.75           | 0.75      |

We have presented the analysis of the assessment below. We have taken each parameter stated above and discussed about the self assessment by partners and have, subsequently, compared it with THP assessment. The reasons for not being fully satisfied by partners, if any have been discussed. All the partners have scored themselves between 'Mostly Achieved' to 'Completely Achieved' on all the seven criteria. So, the overall performance has been above average.

**Reach and Coverage:** The partners implemented the programme in 90% of the Gram Panchayats as identified in the grant proposal. In the process, they engaged with 90% of the EWRs in their programme areas of work. In PECUC area, due to political influences, family level constraints and illiteracy some of the EWRs could not be fully engaged. In IWD area, due to difficult terrain and poor communication facility (i.e., road and telephone), the organisation could not engage with 90% of the EWRs. Partners felt that under the programme, they could engage with community members other than the EWRs. PECUC scored average on this question. They felt that there was limited scope to engage with other community members as the programme engaged primarily with EWRs. THP's assessment reports that PECUC did not reach all the EWRs in their project area and DAPTA made frequent changes to their staff.

**Technical Knowledge:** All the partners are highly satisfied with the technical knowledge they have gained under the programme. They had comprehensive understanding of the local governance system, they knew about challenges and opportunities to women's political leadership, had comprehensive knowledge of the essential development schemes of the government and had conceptual clarity in terms of women's empowerment. PECUC scored slightly low on this as they felt that the government implemented a large numbers of development programmes and it was not possible for them to remember all the schemes and provisions under the scheme. THP assessment reports that staff in NSS did not have comprehensive knowledge of essential development schemes and were also not aware of the recent changes to Panchayati Raj act.

Parnter Self Assessment

| SN | Assessment Area                     | Max Score | PECUC | DAPTA | AYAUSCAM | IWD  | NSS  | PIPAR |
|----|-------------------------------------|-----------|-------|-------|----------|------|------|-------|
| 1  | Reach and Coverage                  | 0.75      | 0.60  | 0.75  | 0.75     | 0.70 | 0.75 | 0.75  |
| 2  | Technical Knowledge                 | 0.75      | 0.71  | 0.75  | 0.75     | 0.75 | 0.75 | 0.75  |
| 3  | Programme Implementation            | 1.00      | 0.94  | 0.97  | 1.00     | 1.00 | 1.00 | 1.00  |
| 4  | Sustainability                      | 0.50      | 0.43  | 0.43  | 0.40     | 0.43 | 0.47 | 0.40  |
| 5  | Physical and Financial Progress     | 0.50      | 0.48  | 0.50  | 0.50     | 0.48 | 0.48 | 0.50  |
| 6  | Human and Institutional Development | 0.75      | 0.71  | 0.68  | 0.68     | 0.69 | 0.75 | 0.68  |
| 7  | Monitoring and Evaluation           | 0.75      | 0.72  | 0.75  | 0.75     | 0.69 | 0.75 | 0.75  |

**THP Assessment of Parnters**

| <b>SN</b> | <b>Assessment Area</b>              | <b>Max Score</b> | <b>PECUC</b> | <b>DAPTA</b> | <b>AYAUSCAM</b> | <b>IWD</b> | <b>NSS</b> | <b>PIPAR</b> |
|-----------|-------------------------------------|------------------|--------------|--------------|-----------------|------------|------------|--------------|
| 1         | Reach and Coverage                  | 0.75             | 0.70         | 0.70         | 0.75            | 0.75       | 0.75       | 0.75         |
| 2         | Technical Knowledge                 | 0.75             | 0.75         | 0.75         | 0.75            | 0.75       | 0.68       | 0.75         |
| 3         | Programme Implementation            | 1.00             | 0.94         | 0.97         | 1.00            | 0.97       | 0.89       | 1.00         |
| 4         | Sustainability                      | 0.50             | 0.50         | 0.50         | 0.50            | 0.50       | 0.48       | 0.50         |
| 5         | Physical and Financial Progress     | 0.50             | 0.48         | 0.48         | 0.50            | 0.38       | 0.50       | 0.48         |
| 6         | Human and Institutional Development | 0.75             | 0.71         | 0.66         | 0.75            | 0.71       | 0.73       | 0.73         |
| 7         | Monitoring and Evaluation           | 0.75             | 0.75         | 0.69         | 0.75            | 0.66       | 0.63       | 0.66         |

**Programme Implementation:** All the partners were highly satisfied with their performance in terms of programme implementation. They had clear understanding of programme objectives and rationale; they developed clear operational strategies; followed the necessary process protocol for implementation; could layer their programme activities well; networked with local authorities, media and community and leveraged organisational expertise to enhance THP programme. PECUC scored slightly lower on programme implementation as it felt that interaction between EWRs and MAS was not regular its staff did not have in-depth knowledge on specific issues. THP in its assessment has informed that PECUC implemented many projects and there was confusion in the programme objectives due to multiple projects. PECUC was highly dependent on external agencies. DAPTA had coordination challenges, which led to difference in programme understanding and capacities across implementation blocks. IWD did not standardise its activity planning process. NSS also faced challenges due to difference in understanding of programme rationale and absence of detailed planning.

**Sustainability:** All the partners feel they had mostly achieved the sustainability parameters. Through the programme, they have built the capacity of the programme staff, strengthened their managerial and administrative skills and gained visibility as a resource organisation on local self governance. But they felt that leveraging resources from the government was a difficult process as government implemented its own programme on local self governance and there was political interference as money was involved. Government's implementation was slow, it was inadequate and there was very little accountability. On the other hand, there were no other donors, who worked in the area with a similar mandate as that of THP. There were very few organisations who worked on local self governance and hence networking with other organisations was not feasible. Some networking did happen at the district level. PIPAR, interestingly, reported a conflict with ALIBHA as a reason for not being able to leverage government programmes. This may be probed further. In sustainability, THP reports that NSS lacked adequate resources.

**Physical and Financial Progress:** In terms of physical and financial progress, all planned activities were implemented in time, variance between budget and actual expenses was less than 10%, cash flow was smooth and the organisation followed the standard financial management protocols. Some partners faced some challenges in completing the work either because of natural calamities or because of local situation, which was not specified. THP made different observations about PECUC, DAPTA, IWD and PIPAR. PECUC and DAPTA used different formats at different times for sending its reports and did not use THP formats consistently. IWD operated in difficult terrain and faced challenges related to natural calamities. DAPTA's planning was not robust and it had high unspent amount. They faced cash flow issue due to lack of coordination, which was also aggravated by geographical locations of the field offices and the administrative unit.

**Human and Institutional Development:** On human and institutional development, all the five partners except NSS, scored ‘mostly achieved.’ They provided adequate training to the staff on related thematic area and management of the project, retained the trained staff and implemented the learning from the implementation of the programme. They also developed policies, systems and protocols, which were understood by the staff. However, the partners felt that more could have been done in this direction and small budget did not allow them to do so. THP scored other partners ‘mostly achieved’ except AYAUSCAM, which scored ‘completely achieved’ in human and institutional development. It was mainly due to partners not being able to seek other sources of funds for the organisation.

**Monitoring and Evaluation:** On monitoring and evaluation, four partners scored themselves ‘completely achieved.’ PECUC and IWD scored ‘mostly achieved.’ The partners feel that the monitoring system is established, there is regular collection and analysis of data, data is used for planning and decision-making, monitoring reports are communicated to the concerned stakeholders and learning from monitoring is built into programme strategies. They did not have dedicated staff for monitoring and evaluation and monitoring was done by the implementation staff. Furthermore, analysis and use of data has not been regular. In monitoring and evaluation, THP cited a lack of proper coordination between the field offices and main THP office as a major reason for not having performed well in terms of monitoring and evaluation. This absence of proper coordination stems from the remoteness of the field areas which makes travelling to these locations from the main office a big challenge.

The above analysis throws up different kinds of challenges that partners have faced under the programme. Partners work in difficult to reach areas and the political influences of different political parties make it harder for the partners to fully engage with all EWRs in their project area. This will be a constant struggle for the partners as the programme focuses on women’s political leadership. The partners have gained technical knowledge about the programme domain and also about the THP programme, which is related to local self governance. As small organisations engaged in political mobilisation of women, it is critical for the partners to be abreast of the recent developments in the sector. Programme implementation has been done well. As THP’s agenda is complex and difficult to achieve, it is important to develop uniform understanding of the programme objectives and rationale for effective delivery of the programme. Coordination is going to be challenging as the THP staff has reported and must be addressed on a proactive basis. THP commits for a long-term engagement on the issue, as it believes that political leadership of women requires a programme approach rather than a project approach, and therefore necessitates long-term presence in the area. The partners are dependent on funds from THP for the continuation of their work. THP’s programme is also unique and it would be difficult to find another donor interested in the same issue and who would agree to engage in the long term. The dependence on external sources of funds to strengthen women’s political leadership needs to be reviewed on a regular basis. In terms of physical and financial progress and human and institutional development, the partners have done well. Monitoring and evaluation is more hands-on and may not be a very rigorous process. It depends to what extent the partners are willing and able to analyse data and use insights from analysis for planning and decision-making.

## **8. Overall Assessment**

In order to understand the nature of change that THP has been able to affect, one must first look at the context within which most of the EWRs have contested and won their respective seats.

The Endline data clearly indicates that most of the women who are currently EWRs have no past political experience. In fact, most of them reported not having been regular participants in *Gram Sabhas* prior to their election. For such women, a programme like THP provides a basic yet critical foundation. It makes them aware about what their roles and responsibilities are, how they can execute these duties, and what powers they are vested with. This increased awareness has not only been reported by the EWRs themselves but by all stakeholders which the study engaged with. This increased awareness, in turn, has translated into the EWRs feeling more confident about executing their roles and responsibilities. During the group interviews, the EWRs and MAS members also noted the importance of the bargaining power and support that membership of *Alibha* and MAS affords them, particularly when interacting with local authorities. Hence, it is not surprising that so many women have attributed their increase in confidence to the THP activities. It is important to note that the awareness and engagement of EWRs is centered more on scheme implementation and less on financial considerations such as examining the annual financial statement and review of financial and physical progress of projects.

Another critical finding that emerges from the Endline is the role played by community and family members. Support from family and community members is highlighted by the EWRs as an important factor which not only helps them execute their duties but also encourages them to contest in elections. This is also evident from the fact that many EWRs reported how their decision to contest elections was made by either their communities or families. Consequently, in many areas, the EWRs have stood uncontested because it has been a ‘community decision’ to field the candidate. Furthermore, many families have also fielded their female members as candidates so as to maintain the political involvement and stature of the family. In such a situation, it is unlikely that a woman will face opposition from either her community or her family in fulfilling her responsibilities as a EWR. At the same time, there is sufficient evidence to confirm that this does not mean that most EWRs are proxy candidates. All stakeholders who have been interviewed have consistently reiterated an active engagement of the EWRs in resolving community issues. What is also important to take note of here is that the EWRs have been working gender related issues which have traditionally been under-represented by male candidates. In the case of proxy candidates, one would not have seen a similar change in the issues that a female representative would be working on.

Nevertheless, some women did report facing opposition from their families which has led to difficulties in them doing their work. Furthermore, discussions on gender equity revealed that not much has changed with regard to the gendered division of labour within the household. The burden of household chores continues to be borne by women along with their added responsibility of looking after their constituencies. A few women even spoke about how, at times, household responsibilities prevent them from attending Gram Sabhas and THP activities. Furthermore, women continue to face restrictions on their mobility with many EWRs reporting that they have to seek permission from family members before going outside and/or cannot go to most places alone. While there has been gradual and noticeable movement towards greater involvement of EWRs in the decision making process within their households, particularly since their election, the actions of many continue to be motivated by the situation or what they have been told to do instead of what they feel is the right thing to do.

One barrier that was not only highlighted by the EWRs but also by MAS members and local authorities is that of transportation. Given that many of the EWRs come from remote parts of their districts, it becomes difficult for them to travel to the District Headquarters for meetings and activities. This

problem is particularly exacerbated by the fact that most women do have their own means of transportation and taking public transportation can be a very time consuming endeavor.

Given the objectives of the assessment, all the findings have been employed to assess the Relevance, Efficiency, Effectiveness, Sustainability and Impact of the programme in Odisha. The following sub-sections provide insights into each criterion:

### **RELEVANCE**

Findings indicate that THP's programme is highly relevant for strengthening women's political leadership and for the overall empowerment of women, who lag behind men in terms of state level development indicators and national level averages. Like in the rest of India, women face the challenges of patriarchy and gender based discrimination in Odisha also. The Government of Odisha has been promoting women's political leadership through proactive reservation for women, first at 33% and then at 50%. The Government through the State Institute for Rural development and in collaboration with United Nations Development Programme has been imparting political education and training to elected representatives on their roles and responsibilities. However, the government training is inadequate in terms of frequency and content and also suffers from a lack of serious commitment in educating elected men and women. THP's uniqueness lies in four things:

1. A long-term commitment to the cause of strengthening women's political leadership in the State and willingness to invest in the longer-term;
2. THP aligns its programme with the election cycle of the State so as to provide right kind of support to aspiring women candidates as well as EWRs at the right time so as to enable them to contest and efficiently transact their duties after the election.
3. THP through its programme and partners accompany the EWRs in their journey of five years constantly providing training, guidance and advisory support.
4. The SWEEP campaign is an innovative strategy to make aspiring women candidates election ready by providing technical assistance, hand-holding support and comprehensive knowledge about the government system.

The activities for the five years are divided and in each year the focus is different, which is decided based on the relevance of the activity and the need for it as expressed by the EWRs and identified by the local partners. Such a strategy helps maintains a fine balance between developmental agenda of the Panchayat and the capacity building agenda of the programme. It also ensures that the training remains relevant to the changing ground realities and needs of the participants. This is more than evident from the fact that a majority of the 223 EWRs, who said that after five years they feel more confident in fulfilling their roles and responsibilities than they did when they were first elected, attributed their increased confidence to increased awareness as a result of the THP training. Findings also indicate the relevance of the programme for aspiring women candidates. During the group interviews, many MAS members shared how they intend to contest for elections so that they can continue the work they have started as part of the collective. Furthermore, 73% of the EWRs also indicated that they intend to stand for elections again.

### **EFFICIENCY**

The programme has been implemented efficiently in terms of strengthening women's agency and building support structures in Panchayats. As reflected in the Partner Assessment, all the partners have reached out to 90% of the *Gram Panchayat* as originally identified in their grant proposal and

have engaged with 90% of the EWRs in their project areas. However, the programme exposure of individual EWRs has not been very high. The Programme Exposure Score (PES) was computed for each EWR by dividing the total number of activities attended by her with the total number of activities undertaken in her block. The overall PES score is 0.26 for 241 EWRs. District level PES are presented in the table below.

**Table 41: District level Average Programme Exposure Score**

| District Name | Average Programme Exposure Score (PES) |
|---------------|--|
| Deogarh       | 0.24                                   |
| Dhenkanal     | 0.19                                   |
| Gajapati      | 0.36                                   |
| Kalahandi     | 0.30                                   |
| Khordha       | 0.21                                   |
| Nuapada       | 0.19                                   |

Discussions with the EWRs and local authorities had revealed that many women are often unable to attend meetings at the District Headquarters because of the long distances they have to cover and household responsibilities. Hence, this is possibly why the individual exposure scores are so low.

Findings from the Partner Assessment clearly indicate that the physical and financial achievements have been highly satisfactory and the variance in terms of budget and actual expenses has been less than 10% of the total budget. The cash-flow has been smooth and the partners have been able to plan and implement their activities smoothly.

However, political influences and geographical limitations in terms of reach, communication and commutation have hindered the progress of the work. Furthermore, the partners have neither been able to collaborate with other programmes nor have they leveraged resources or skills from either the government or from any other donor. This is understandable as THP comes with a unique focus on EWRs and a long-term commitment to work on the issue. While this long term commitment is critical to bring about the change envisaged by the project, it is hard to find donors willing to commit funding for such long durations. Additionally, it would not be easy to leverage resources from the government on the issue as Government of Odisha already implements its programme on capacity building of PRIs itself and does not grant or collaborate with civil society organisations. Such a context makes the partner organisations heavily dependent on THP. In the absence of THP's support, the trainings and workshops, which form the core of the capacity building work, will discontinue. THP does not have a strategy or plan to address this.

### **EFFECTIVENESS**

THP has been successful in convincing and mobilising women (more than 80% EWRs interviewed) to stand up and contest for a political position even though they have no previous experience of doing so. This is a significant achievement in itself.

While 50% reservation by the government has created an enabling environment for women to contest elections, general poverty and deprivation, poor state of public infrastructure, and delays in receipt of public entitlements have prompted women to take-up leadership positions so that they can change

things. Motivation from the family and community members is another key factor which has encouraged the political participation of women. The increasing presence of EWRs, in turn, has encouraged women in their communities to participate in election campaigning as well as other political and public meetings. Qualitatively, the nature of participation of EWRs has also changed. The women reflected that in the last election cycle, they only listened to all the discussions and did not really make any contributions. However, in the subsequent years, they have begun to actively participate in the discussions. This has largely been a result of increased awareness of their duties, technical skills such as drafting a petition or resolution, and other public matters which in turn has given them a lot of confidence. This increase in confidence has not only been limited to public speaking but also in engaging with local authorities. EWRs as well as local authorities confirmed that their engagement with each other has significantly increased in the past 5 years. They attributed this increased engagement to greater confidence and awareness exhibited by the EWRs, more respectful behaviour on part of the government officials, and the interface meetings organised by THP. In fact, around 93% of the EWRs attributed their increased awareness and confidence to THP training and 89% to support from MAS and other women's groups. The collectivisation process (*Alibha* and MAS) has also contributed to the increased confidence levels of EWRs and non-EWRs and given a boost to their political aspirations. Women have become more vocal, have acquired space within the family and in the community, and are confident in dealing with the government system. Hence, one can conclude that the programme has been effective in motivating and mobilising women to take up political positions.

Partners have also been effective in implementing their programmes well. They have built their domain capacities as well as managerial capacities under the programme. They have also developed systems and protocols to manage their organisations better. The partners are highly dependent on THP for sustaining the core capacity building agenda, which is critical to empowerment of EWRs. THP and partners are aware of this challenge but do not have an alternative strategy in mind to address the same, which could pose a challenge to the process in the longer term.

### **SUSTAINABILITY AND IMPACT**

Mobilisation, motivation, organisation, capacity building and hand-holding are the key activities that THP invests in apart from building an enabling environment for EWRs to perform their role more effectively. THP's long-term commitment to the issue is based on the correct recognition of the fact that the challenges to women's political empowerment will not be solved in a day. However, this also gives rise to multiple questions regarding its sustainability. THP is a civil society initiative and the State government on its own has been investing in capacity augmentation of political representatives, both men and women, at different tiers of the panchayat. Therefore, it is important to identify how THP intends to contribute to the larger effort, either in terms of alternative models of political empowerment or mainstreaming its own effort with that of the government and other donors, and what impact does it have on the sustainability of its model. To take discussions on sustainability further, it is also critical to identify (a) the duration of support that THP wants to provide to a cluster, and (b) what are the key capacities and resources THP wants to build and leave behind; resources that would ensure that the women can stand for election, if they desire to do so, and a minimum support structure is available for the women to fallback and draw strength from. At this stage, the answers to these questions are unclear.

Findings from the study clear indicate that the project has been successful in achieving many of intended objectives. There have been substantial improvements in women's position within their households and outside, as well as their confidence levels.

There is an increased recognition and acceptance of their ability to take up formal leadership work by community members and local authorities. Discussions also revealed that female constituents find it easier to speak to EWRs about their problems because they feel EWRs will be able to better understand their grievances and will give it appropriate consideration. Furthermore, women taking up leadership positions in the Ward or in the Panchayat has ensured that issues related to women and children are brought to the fore for discussion and resolution. Both these changes are in keeping with THP's broader objectives of increasing awareness about issues such as gender based violence and child rights, and acceptance of the EWRs by local authorities and their constituents.

The important role played by collectives like *Alibha* and MAS in supporting EWRs and other female aspirants, and increased engagement with local authorities and media representatives is also in keeping with the THP objective of creating an enabling environment for the EWRs to function within. The collectives also play an important role in addressing issues related to women and children.

However, there is no evidence to suggest whether that the position of women within the larger community has changed or not. All the evidence pertaining to improvements in the lives of non-EWR women is qualitative in nature. Therefore, it is not possible to make generalisations based on it. In fact, quantitative findings around division of labour, decision making, and mobility indicate that gendered norms and beliefs continue to prevail. Nevertheless, 10 years is a short time to be able to make changes to centuries old discriminatory beliefs and THP has made a serious effort in this direction. Given the scope of the study, it is also ambitious to measure the impact of the project. This is primarily because impact would be measured at the level of the constituents on how they have benefitted from the programme and what impact has it had on the quality of their lives.

## **9. Way Forward**

Based on the findings of the study, recommendations from the participants, and assessment against the OECD criteria, there are certain aspects that emerged which might be beneficial for THP to take into consideration in the long run.

### **Programmatic**

1. One suggestion that came across strongly from multiple stakeholders is to conduct more THP activities at the Gram Panchayat level. According to them, this will make attending meetings easier for the EWRs and other women, and also help increase the awareness levels of other community members. Given the low Programme Exposure Scores, this indeed might be a useful tool to increase the intensity of the programme.
2. Local officials and media representatives were also of the view that EWRs should be enrolled in adult education or skill training programmes. Regressions results clearly indicate that those EWRs who have attended school have significantly higher engagement levels than those who have had no formal education. Being literate would not only help the EWRs negotiate official matters with ease but also imbibe them with a sense of confidence.

3. As noted earlier, awareness and engagement of EWRs is centered more on scheme implementation and less on financial considerations such as examining the annual financial statement and review of financial and physical progress of projects. Hence, it might be helpful for the programme to lay emphasis on these aspects as well.
4. A local official had suggested that exposure visits be conducted for EWRs to other districts and States where the Panchayati Raj system is functioning well. In fact, training programmes across different domains use exposure visits to encourage adoption of practices. THP could employ a similar strategy for the EWRs to learn by seeing real life examples.

#### **Strategic**

1. Since most of the EWR participants in this election cycle have been first time contestants, the THP training programme has been extremely relevant for them to pick up technical skills and information about their roles and responsibilities. However, since a large number also intend to contest for a second term, it is important to look at how relevant the current content of the training programme would be for such a group. In such a scenario, THP would have to develop different strategies and offer different support to first time EWRs and for repeat aspirants.
2. While there is no denying that social norms can take generations to change, an important way forward might be to engage with family members of the EWRs to sensitise them towards becoming more equitable within their own four walls. This is particularly important because EWRs have to continue bearing the burden of their household responsibilities and this often prevents them from being able to attend to their duties or THP activities. Furthermore, families form an integral part of the support structure that EWRs rely on, from the time they decide to contest to executing their duties. Therefore, making families more sensitive to the needs and aspirations of the EWRs can go a long way in further bolstering the supportive environment that THP envisages creating.
3. It is advisable that THP continues working with smaller partners that have access to remote areas where most development programmes do not go. However, since THP focuses on long term commitment, it would also be advisable to have a support strategy in place for at least 3 terms (15 years). This would provide sufficient time to THP and its partner organisations to observe significant changes. Furthermore, the support strategy can be structured in such a way that it takes into consideration options for the partner to continue their work even though THP might withdraw.
4. Most of the EWRs and MaS members are not aware about the objectives with which *Alibha* and *MAS* have been set-up. From the point of view ensuring the sustainability and self-sufficiency of these collectives, it would be critical that the objectives and vision of the collectives be communicated effectively to all its members.

#### **Monitoring and Evaluation**

1. The focus of the Monitoring and Evaluation system should also encompass aspects of reflection and learning, and not just for accountability and programming. For this purpose, more complex methods such as outcome stories, outcome harvesting, most significant change, etc. can be employed.

## **Annexure 1: Composite Capacity Index (CCI)**

The Composite Capacity Index (CCI) is a multidimensional index that measures the changes in the capacities of the EWRs and their empowerment. It has been designed with the primary objective of understanding the enhancement of the overall capacities of the EWRs that are trained by THP through the five years. It attempts to assess the hypothesis that if EWRs are imparted the right skills, knowledge and support, then they become empowered to advocate for, and drive development in their constituencies and ensure social and gender justice for all citizens.

The three sub-indices that constitute the CCI are as follows:

1. **The Panchayat Skills Index:** This index captures the knowledge level of the EWR with respect to her roles and responsibilities as an EWR, as well as her overall understanding of the status of women and the governance system.
2. **The EWR Agency Index:** This index represents the attitudinal and behavioural status of the women leaders. It measures the changes exhibited by the respondents in the following domains: Confidence to interact with various local authorities and other Panchayat members; Actual participation in decision making (self, household, Panchayat work related); Ability to take advocate for issues within the community, and a Gender equitable attitude.
3. **The EWR Leadership Index:** This index is a measure of the performance of the EWR during her tenure as a panchayat leader. It measures the vision at the baseline versus the actual work done at the Endline period. It also searches for evidence of continuity in leadership gained through future plans (enhancing political career or the desire to take up another vocation or be active in the GP)

Each Index is made up questions from the EWR survey which cover multiple indicators. The list below provides a list of questions from the Endline which cover all these indicators.

### **Panchayat Skills Index**

1. EWRs who are aware of the mandated number of Gram Sabha meetings held in a year
2. EWRs who are aware of the mandated number of Palli Sabha meetings held in a year
3. EWRs who are aware of government schemes (those covered in the Endline to be taken as separate variables) EWRs who are aware of standing committees
4. EWRs who are aware of development committees
5. EWRs who are aware of the drafting resolutions
6. EWRs who are aware of components of resolutions
7. EWRs who are aware of filing for petition

8. EWRs who are aware of the components of petition
9. EWRs are aware of Two child norm (TCN)

#### **Agency Index**

1. Women who have sole or joint control over household assets
2. EWRs who are included in decision making of household
3. EWRs who take decisions based on what they think is personally the right thing to do
4. EWRs who are included in decisions of mortgaging/renting/giving away household assets owned by them
5. EWRs who are included in decisions of mortgaging/renting/giving away household assets not owned by them
6. EWRs who are included in decisions of where money will be borrowed from in event of the household requiring loan
7. EWRs who never require permission to go to places/attend events
8. EWRs who can attend events/go to places without being accompanied by anyone
9. EWRs who report a decrease in household chores (given below):
  - a. Taking care of children
  - b. Fetching water
  - c. Support the family financially
  - d. Looking after elderly
10. EWRs who feel that adult members should be responsible for cooking
11. EWRs who feel that adult male members should be responsible for fetching water
12. EWRs who feel adult members should be responsible
13. EWRs who are confident about engaging with local authorities (Secretary, government officials, male members, female members)
14. EWRs who are comfortable to speak up about various issues in the public
15. EWRs reporting greater confidence in interacting with officials

#### **Leadership Index**

1. EWRs who have undertaken initiatives under health, WATSAN, education, livelihood, VAW, Public works
2. EWRs who have attended all Gram Sabha, Palli Sabha, Panchayat, development committee meetings in the last one year
3. EWRs who always sign minutes of meetings
4. EWRs who sign meetings of GS/PS/Panchayat meetings after reading and ensuring that all topics covered during the meeting are included
5. EWRs who monitor Panchayat functioning
6. EWRs who prepare before Gram Sabha
7. EWRs who prepare before Palli Sabha
8. EWRs who are willing to recontest
9. EWRs who have campaigning plans
10. EWRs who are not willing to recontest but would like to be engaged with the Panchayat work

However, given the limited scope of the Baseline, it was not possible to employ all these indicators. Hence, a mapping exercise was undertaken to identify which indicators were present in the Baseline and the Endline. The table below provides the list of Baseline variables that could be mapped against the Endline. To compute the individual indices, it was first required that the responses be converted to binary. Hence, for each variable, the scoring mechanism has also been given.

| Index                  | Baseline Variable   | Endline Variable  | Scoring  |
|------------------------|---|---|--|
| Panchayat Skills Index | Awareness of the correct no of Gram Sabha meetings in a year  | Awareness of the correct no of Gram Sabha meetings in a year  | Score 1: Number of Gram Sabha reported is 6;<br>Score 0 otherwise  |
|                        | Awareness of mandated roles and responsibilities  | Awareness of mandated roles and responsibilities  | Each role was taken as an individual variable. If selected, Score 1. If not, Score 0.<br>Ward Member: 8 roles in BL, 11 roles in EL<br>Sarpanch: 8 roles in BL, 10 roles in EL                                     |
|                        | Awareness of government schemes and services  | Awareness of government schemes and services  | Each scheme was taken as an individual variable. If selected, Score 1. If not, Score 0.<br>Baseline: 7 schemes; 24: 24 schemes   |
|                        | Awareness of who sets the agenda for the Gram Sabha   | Awareness of who sets the agenda for the Gram Sabha   | Score 1: If response is Sarpanch;<br>Score 0 otherwise   |
|                        | Awareness of drafting a resolution  | Awareness of drafting a resolution  | Score 1: If aware about how to draft a resolution;<br>Score 0 otherwise  |
| Agency Index           | Can you travel outside of the village alone/without being accompanied by anyone?                      | Can you travel outside of the village alone/without being accompanied by anyone?                      | Score 1: If 'yes'<br>Score 0: If 'no'  |
|                        | Do you think women are capable of holding leadership position?  | Do you think women are capable of holding leadership position?  |  |
|                        | Have you been employed in the past?   | Have you been employed in the past?   |  |
|                        | Has confidence in speaking to officials/local authorities?  | Has confidence in speaking to officials/local authorities?  |  |
|                        | Change in household responsibility (cooking, taking care of children, agriculture related, livestock) | Change in household responsibility (cooking, taking care of children, agriculture related, livestock) |  |
|                        | Rights entitled to women  | Rights entitled to women  |  |
| Leadership Index       | Initiatives undertaken in different areas   | Initiatives undertaken in different areas   | Each thematic area was taken as an individual variable. If selected, Score 1. If not, Score 0.<br>12 areas in BL and 7 areas in EL   |
|                        | Support sought for Panchayat related work   | Support sought for Panchayat related work   | Each source was taken as an individual variable. If selected, Score 1. If not, Score 0.<br>8 sources at BL and EL  |
|                        | Have you attended any Gram Sabha before this electoral cycle?   | Number of Gram Sabha Meetings attended in last 1 year   | Baseline: Score 1, if 'Sometimes', 'Regularly' and 'Special Gram Sabha' is selected. Score 0, otherwise<br>Endline: Score 1 if any number of Gram Sabhas are mentioned. Score 0 if response is '0' or 'Don't Know' |

### **Computation of the CCI**

The following steps are followed to first construct each of the three sub-indices and then the CCI.

1. Each variable is first converted into binary form where '1' signifies its presence and '0' its absence.
2. Primary Component Analysis (with Kaiser rotation) is undertaken for each index separately. This is done to understand the contribution of the various variables towards explanation of the variance in the data.
3. Only those components with eigenvalues greater than 1 are selected and factor scores are generated for each component.
4. An Index Score, say Agency Score, is computed for each participant by taking the weighted sum of these factor scores. The explained variance of each component is taken as the weight of its respective factor score. For example, Agency Score =  $(\text{ExplainedVariation\_Comp1}) * \text{FactorScore1} + (\text{ExplainedVariation\_Comp2}) * \text{FactorScore2} + (\text{ExplainedVariation\_Comp3}) * \text{FactorScore3}$
5. This Score is then normalised the minimum and maximum formula. For example,  $\text{AgencyIndex} = (\text{AgencyScore} - \text{minAgencyScore}) / (\text{maxAgencyScore} - \text{minAgencyScore}) * 100$
6. Once all three sub-indices have been computed in this manner, an OLS regression is run. The dependent variable is the sum of the number of schemes the EWR is aware of (at the Baseline) or has done work on (at the Endline). The three sub-indices are the independent variables.
7. The Composite Score is calculated as the weighted sum of these three indices and the value of the constant from the regression. The coefficients of each index from the OLS regression act as its weight. Therefore,  $\text{Composite Score} = \text{coefficient\_SkillsIndex} * \text{SkillsIndex} + \text{coefficient\_AgencyIndex} * \text{AgencyIndex} + \text{coefficient\_LeadershipIndex} * \text{LeadershipIndex} + \text{Constant}$
8. The Composite Score is then normalised using the minimum and maximum formula.
9. The final product is the Composite Capacity Index. Therefore,  $\text{CCI} = (\text{CompositeScore} - \text{CompositeScore}) / (\text{CompositeScore} - \text{CompositeScore}) * 100$

## Annexure 2: Computation of Empowerment Indices

| Name of the Score | Questions  | Scoring  |
|-------------------|--|--|
| Awareness Score   | What are the factors that stop women from contesting elections? (multiple choice)<br><br><i>For this question, option 4 is 'Lack of awareness about the roles and responsibilities of a EWR' and option 8 is 'Lack of awareness about the process and requirements of standing for elections'.</i> | Score 1: If neither option 4 or 8 have been selected<br>Score 0.5 If one option out of 4 and 8 has been selected<br>Score 0: If both options 4 and 8 have been selected  |
|                   | What are the factors which stop a EWR from fulfilling her roles and responsibilities? (multiple choice)<br><br><i>For this question, option 4 is 'Lack of awareness about the roles and responsibilities of an EWR'</i>  | Score 1: If option 4 has not been selected<br>Score 0: If option 4 and 8 have been selected  |
|                   | As a ward member/Sarpanch/Naib-Sarpanch, what are your roles and responsibilities?   | Score 0: If option 0 (Not aware) is selected<br>If Option 0 is not selected, take a sum of the other 12 or 11 options which have been selected and divide it by 12 or 11. The denominator will depend on whether the respondent is a Ward Member (12) or Sarpanch/Naib-Sarpanch (11) |
| Engagement Score  | What all aspects related to the functioning of the panchayat do you monitor? (multiple options)  | Take a sum of the number of options selected and divide by 9   |
|                   | What all issues/topics were discussed during the Gram Sabha meetings you attended in the last one year? (multiple options)   | Take a sum of the number of options selected and divide by 6   |
|                   | Do you usually make any preparations before a Gram Sabha meeting?  | Score 1: If response is yes<br>Score 0: If response is no  |
|                   | Is an agenda made for the Gram Sabhas?   | Score 1: If option 1<br>Score 0.5: If option 2<br>Score 0: If option 3   |
|                   | Are the minutes of the Gram Sabha recorded?  | Score 1: If option 1<br>Score 0.5: If option 2<br>Score 0: If option 3 or 4  |
|                   | Do you sign minutes of the Gram Sabha recorded?  | Score 1: If option 1<br>Score 0.5: If option 2<br>Score 0: If option 3 or 4  |

|                                 |  |   |
|---------------------------------|--|---|
|                                 | <p>Do you attend Panchayat meetings?</p>   | Score 1: If option 3<br>Score 0.5: If option 2<br>Score 0: If option 1  |
|                                 | <p>Do you sign the minutes of the Panchayat meetings?</p>  | Score 1: If option 3<br>Score 0.5: If option 2<br>Score 0: If option 1  |
|                                 | <p>Do you know how a resolution should be drafted?</p>   | If response is no, score is 0<br>If response is yes, take average of the number of options selected for the next question.  |
|                                 | <p>What are the various components/features of a typical resolution? (multiple options)</p>  |   |
|                                 | <p>Do you know how to file a petition/application?</p>   | If response is no, score is 0<br>If response is yes, take average of the number of options selected for the next question.  |
|                                 | <p>What are the components of a petition? (multiple options)</p>   |   |
| Self Confidence Score           | <p>How comfortable are you interacting with the Panchayat Secretary?</p>   | <p>Scoring:</p> <p>No, not at all comfortable: 0<br/>Yes, but with a great deal of difficulty: 0.25<br/>Yes, but with a little difficulty: 0.5<br/>Yes, fairly comfortable: 0.75<br/>Yes, very comfortable: 1</p>   |
|                                 | <p>How comfortable do you feel interacting with Line Department Staff/ Block level Government Officials?</p>   |   |
|                                 | <p>How comfortable do you feel interacting with Panchayat Samiti members?</p>  |   |
|                                 | <p>How comfortable do you feel interacting with other female members in the Panchayat and/or the (female) Sarpanch?</p>  |   |
|                                 | <p>How comfortable do you feel interacting with other male members in the Panchayat and/or the (male) Sarpanch?</p>  |   |
|                                 | <p>How comfortable do you feel speaking in public about different issues?</p>  |   |
|                                 | <p>For 9 different assets:</p> <ol style="list-style-type: none"> <li>Who would you say owns most of the item?</li> <li>Who would you say can decide whether to give away this item most of the time?</li> <li>Who would you say can decide to mortgage or rent out this item most of the time?</li> </ol> | <p>If options 1,3,5,8, or 10 have been selected for each question, then score 1 for that question. Otherwise score 0.</p> <p>Option 1: Self<br/>Option 3: Self and partner/spouse jointly<br/>Option 5: Self and other household members<br/>Option 8: Self and other outside people<br/>Option 10: Self, partner/spouse and other outside people</p> |
| Asset Decision Making Score     | <p>When your household has to take a loan (cash/in-kind), who makes the decision about where the money will be borrowed from</p>   |   |
| Household Decision Making Score | <p>Who normally takes decisions on the following issues in your household? (12 different issues covered)</p>   |   |
| Own Decision Making Score       | <p>How do you make decisions about the following issues? (15 different issues)</p>   | Score 1 if option 6 is selection.<br>Otherwise score of '0'   |

|                        |   |   |
|------------------------|---|---|
|                        |   | <p>Option 1: I do what I have been told by others that I must do</p> <p>Option 2: My actions are determined by the situation. I do not really have an option</p> <p>Option 3: My actions are influenced by the fact that I will get into trouble if I act differently</p> <p>Option 4: I do what I do so others don't think poorly of me</p> <p>Option 5: I do what I do because I personally think it is the right thing to do</p> <p>Option 99: Not Applicable<br/>(Household is not involved in this activity)</p> |
| Burden of Labour Score | After your election as a Panchayat representative, in which of the following household activities has your involvement increased or decreased? (8 activities covered) | Score 1: If involvement has increased<br>Score 0: If involvement has decreased  |
| Mobility Score         | Do you have to take permission from your spouse or any other household member to go to the following places? (14 locations covered)                                   | Never - 1<br>Rarely - 0.75<br>Sometimes - 0.5<br>Often / Most of the times - 0.25<br>Always - 0<br>Not Applicable - 0   |
|                        | Can you go to the following places without being accompanied by anyone?   |   |

## Annexure 3: Significance Tests

### 1. Regression Results

**Table 42: Ordered logistic regression for dependent variable 'Engagement Score'**

| Engagement Score            | Coef.    | Std.Err  | z     | P> z | [95%     | Conf.    |
|-----------------------------|----------|----------|-------|------|----------|----------|
| dhenkanal                   | 1.545627 | 0.575095 | 2.69  | 1%   | 0.418462 | 2.672792 |
| gajapati                    | 1.06961  | 0.56352  | 1.9   | 6%   | -0.03487 | 2.174088 |
| kalahandi                   | 0.629278 | 0.464928 | 1.35  | 18%  | -0.28196 | 1.54052  |
| khorda                      | 0.339475 | 0.519872 | 0.65  | 51%  | -0.67946 | 1.358405 |
| nuapada                     | 1.351004 | 0.572019 | 2.36  | 2%   | 0.229867 | 2.472141 |
| primary                     | 0.774573 | 0.340546 | 2.27  | 2%   | 0.107115 | 1.44203  |
| secondary                   | 1.672996 | 0.411245 | 4.07  | 0%   | 0.86697  | 2.479022 |
| higher                      | 2.118617 | 0.701389 | 3.02  | 0%   | 0.74392  | 3.493314 |
| general                     | -0.15632 | 0.498989 | -0.31 | 75%  | -1.13432 | 0.821679 |
| obc                         | -0.09269 | 0.330995 | -0.28 | 78%  | -0.74143 | 0.556048 |
| st                          | -0.02935 | 0.338937 | -0.09 | 93%  | -0.69365 | 0.634954 |
| ward_panch                  | -1.41401 | 0.646786 | -2.19 | 3%   | -2.68169 | -0.14634 |
| naibspanch                  | -0.66413 | 0.739105 | -0.9  | 37%  | -2.11275 | 0.784487 |
| reservedwomen               | 1.390775 | 0.507978 | 2.74  | 1%   | 0.395156 | 2.386393 |
| reservedwomencaste          | 0.350149 | 0.478853 | 0.73  | 47%  | -0.58839 | 1.288683 |
| reservedcaste               | -0.65647 | 0.649991 | -1.01 | 31%  | -1.93043 | 0.617492 |
| employmentcurrent           | 0.046021 | 0.27956  | 0.16  | 87%  | -0.50191 | 0.593949 |
| familymemberselectedcurrent | -0.20805 | 0.524964 | -0.4  | 69%  | -1.23696 | 0.820864 |
| ppi                         | 0.011339 | 0.008455 | 1.34  | 18%  | -0.00523 | 0.027911 |
| programexposurescore        | 0.479121 | 0.997337 | 0.48  | 63%  | -1.47562 | 2.433866 |

**Table 43: Ordered logistic regression for dependent variable 'Mobility Score'**

| Mobility Score | Coef.    | Std.Err  | z     | P> z | [95%     | Conf.    |
|----------------|----------|----------|-------|------|----------|----------|
| dhenkanal      | 0.295832 | 0.553651 | 0.53  | 59%  | -0.7893  | 1.380967 |
| gajapati       | -0.169   | 0.537879 | -0.31 | 75%  | -1.22322 | 0.885222 |
| kalahandi      | -0.07056 | 0.435769 | -0.16 | 87%  | -0.92465 | 0.783535 |
| khorda         | 0.606156 | 0.487122 | 1.24  | 21%  | -0.34859 | 1.560897 |
| nuapada        | 0.294516 | 0.528724 | 0.56  | 58%  | -0.74176 | 1.330795 |
| primary        | 0.234051 | 0.329125 | 0.71  | 48%  | -0.41102 | 0.879124 |
| secondary      | 0.188917 | 0.377435 | 0.5   | 62%  | -0.55084 | 0.928676 |

|                            |          |          |       |      |          |          |
|----------------------------|----------|----------|-------|------|----------|----------|
| higher                     | 0.509917 | 0.636196 | 0.8   | 42%  | -0.737   | 1.756837 |
| general                    | -0.00044 | 0.510205 | 0     | 100% | -1.00042 | 0.999546 |
| obc                        | -0.31834 | 0.327466 | -0.97 | 33%  | -0.96016 | 0.323486 |
| st                         | -0.10705 | 0.335979 | -0.32 | 75%  | -0.76556 | 0.551453 |
| ward_panch                 | -1.09921 | 0.594643 | -1.85 | 7%   | -2.26469 | 0.06627  |
| naibsarpanch               | -0.65235 | 0.669421 | -0.97 | 33%  | -1.9644  | 0.659686 |
| reservedwomen              | -0.1068  | 0.479477 | -0.22 | 82%  | -1.04655 | 0.832963 |
| reservedwomencaste         | -0.16537 | 0.45591  | -0.36 | 72%  | -1.05894 | 0.728198 |
| reservedcaste              | -2.46402 | 0.762963 | -3.23 | 0%   | -3.9594  | -0.96864 |
| employmentcurrent          | 0.75208  | 0.278469 | 2.7   | 1%   | 0.20629  | 1.29787  |
| familymemberelectedcurrent | -1.18736 | 0.533309 | -2.23 | 3%   | -2.23262 | -0.14209 |
| ppi                        | -0.00661 | 0.00813  | -0.81 | 42%  | -0.02254 | 0.009328 |
| programexposurescore       | 1.485644 | 0.927569 | 1.6   | 11%  | -0.33236 | 3.303647 |

Table 44: Ordered logistic regression for dependent variable 'Asset Decision Making Score'

| Asset Decision Making Score | Coef.    | Std.Err  | z     | P> z | [95%]    | Conf.    |
|-----------------------------|----------|----------|-------|------|----------|----------|
| dhenkanal                   | 0.876258 | 0.637969 | 1.37  | 17%  | -0.37414 | 2.126655 |
| gajapati                    | 0.848948 | 0.621178 | 1.37  | 17%  | -0.36854 | 2.066434 |
| kalahandi                   | 0.864345 | 0.519059 | 1.67  | 10%  | -0.15299 | 1.881681 |
| khorda                      | -0.11543 | 0.579818 | -0.2  | 84%  | -1.25185 | 1.02099  |
| nuapada                     | 0.90585  | 0.609438 | 1.49  | 14%  | -0.28863 | 2.100326 |
| primary                     | 0.27712  | 0.365188 | 0.76  | 45%  | -0.43864 | 0.992876 |
| secondary                   | -0.19455 | 0.41452  | -0.47 | 64%  | -1.007   | 0.61789  |
| higher                      | 0.513174 | 0.696924 | 0.74  | 46%  | -0.85277 | 1.87912  |
| general                     | -0.3854  | 0.54806  | -0.7  | 48%  | -1.45958 | 0.688775 |
| obc                         | -0.27285 | 0.358447 | -0.76 | 45%  | -0.9754  | 0.429689 |
| st                          | -0.14091 | 0.360482 | -0.39 | 70%  | -0.84744 | 0.56562  |
| ward_panch                  | -0.39664 | 0.64281  | -0.62 | 54%  | -1.65652 | 0.863249 |
| naibsarpanch                | -1.28631 | 0.735431 | -1.75 | 8%   | -2.72773 | 0.15511  |
| reservedwomen               | -0.69328 | 0.542737 | -1.28 | 20%  | -1.75703 | 0.370462 |
| reservedwomencaste          | -0.21075 | 0.529862 | -0.4  | 69%  | -1.24926 | 0.827761 |
| reservedcaste               | 1.55646  | 0.793284 | 1.96  | 5%   | 0.001653 | 3.111267 |
| employmentcurrent           | 0.258519 | 0.300583 | 0.86  | 39%  | -0.33061 | 0.847651 |
| familymemberelectedcurrent  | 0.025887 | 0.612655 | 0.04  | 97%  | -1.1749  | 1.226669 |
| ppi                         | 0.01892  | 0.009055 | 2.09  | 4%   | 0.001173 | 0.036668 |
| programexposurescore        | 2.980816 | 1.053917 | 2.83  | 1%   | 0.915177 | 5.046454 |

Table 45: Ordered logistic regression for dependent variable 'Household Decision Making Score'

| Household Decision Making Score | Coef.    | Std.Err  | z     | P> z | [95%]    | Conf.    |
|---------------------------------|----------|----------|-------|------|----------|----------|
| dhenkanal                       | -0.59059 | 0.551589 | -1.07 | 28%  | -1.67168 | 0.490509 |
| gajapati                        | -0.75454 | 0.5484   | -1.38 | 17%  | -1.82939 | 0.3203   |
| kalahandi                       | -0.20355 | 0.455626 | -0.45 | 66%  | -1.09656 | 0.689459 |
| khorda                          | -0.93779 | 0.509389 | -1.84 | 7%   | -1.93618 | 0.060591 |
| nuapada                         | 0.325221 | 0.550655 | 0.59  | 56%  | -0.75404 | 1.404484 |
| primary                         | 0.121594 | 0.333188 | 0.36  | 72%  | -0.53144 | 0.77463  |
| secondary                       | 0.118829 | 0.391402 | 0.3   | 76%  | -0.64831 | 0.885963 |

|                            |          |          |       |     |          |          |
|----------------------------|----------|----------|-------|-----|----------|----------|
| higher                     | 0.271049 | 0.626478 | 0.43  | 67% | -0.95683 | 1.498924 |
| general                    | 0.310188 | 0.488138 | 0.64  | 53% | -0.64654 | 1.26692  |
| obc                        | -0.19736 | 0.315662 | -0.63 | 53% | -0.81605 | 0.421326 |
| st                         | 0.46829  | 0.327697 | 1.43  | 15% | -0.17398 | 1.110565 |
| ward_panch                 | -0.09741 | 0.562612 | -0.17 | 86% | -1.20011 | 1.005292 |
| naibsarpanch               | -0.43742 | 0.652843 | -0.67 | 50% | -1.71697 | 0.842132 |
| reservedwomen              | -0.68139 | 0.51028  | -1.34 | 18% | -1.68152 | 0.318742 |
| reservedwomencaste         | -0.19543 | 0.492355 | -0.4  | 69% | -1.16043 | 0.769563 |
| reservedcaste              | 0.542963 | 0.644349 | 0.84  | 40% | -0.71994 | 1.805862 |
| employmentcurrent          | 0.500039 | 0.275039 | 1.82  | 7%  | -0.03903 | 1.039105 |
| familymemberelectedcurrent | 0.023491 | 0.523869 | 0.04  | 96% | -1.00327 | 1.050254 |
| ppi                        | 0.026247 | 0.008484 | 3.09  | 0%  | 0.009619 | 0.042875 |
| programexposurescore       | 1.644575 | 0.946396 | 1.74  | 8%  | -0.21033 | 3.499478 |

Table 46: Ordered logistic regression for dependent variable 'Own Decision Making Score'

| Own Decision Making Score  | Coef.    | Std.Err  | z     | P> z | [95%]    | Conf.    |
|----------------------------|----------|----------|-------|------|----------|----------|
| dhenkanal                  | 0.095478 | 0.547753 | 0.17  | 86%  | -0.9781  | 1.169054 |
| gajapati                   | 0.231032 | 0.571104 | 0.4   | 69%  | -0.88831 | 1.350374 |
| kalahandi                  | 0.135429 | 0.458696 | 0.3   | 77%  | -0.7636  | 1.034457 |
| khorda                     | 0.096353 | 0.513409 | 0.19  | 85%  | -0.90991 | 1.102616 |
| nuapada                    | 0.761832 | 0.545664 | 1.4   | 16%  | -0.30765 | 1.831313 |
| primary                    | 0.664392 | 0.348964 | 1.9   | 6%   | -0.01957 | 1.348349 |
| secondary                  | -0.0304  | 0.389822 | -0.08 | 94%  | -0.79444 | 0.733632 |
| higher                     | 0.070653 | 0.643476 | 0.11  | 91%  | -1.19054 | 1.331841 |
| general                    | 0.238647 | 0.48528  | 0.49  | 62%  | -0.71248 | 1.189777 |
| obc                        | -0.02876 | 0.325538 | -0.09 | 93%  | -0.6668  | 0.609283 |
| st                         | -0.10511 | 0.343083 | -0.31 | 76%  | -0.77754 | 0.567318 |
| ward_panch                 | -0.57467 | 0.578485 | -0.99 | 32%  | -1.70848 | 0.559136 |
| naibsarpanch               | -0.94004 | 0.667941 | -1.41 | 16%  | -2.24918 | 0.369101 |
| reservedwomen              | -0.77824 | 0.492794 | -1.58 | 11%  | -1.7441  | 0.187621 |
| reservedwomencaste         | -1.08664 | 0.480827 | -2.26 | 2%   | -2.02904 | -0.14423 |
| reservedcaste              | -1.49129 | 0.681658 | -2.19 | 3%   | -2.82732 | -0.15527 |
| employmentcurrent          | 0.769998 | 0.291482 | 2.64  | 1%   | 0.198704 | 1.341292 |
| familymemberelectedcurrent | 0.222375 | 0.521947 | 0.43  | 67%  | -0.80062 | 1.245373 |
| ppi                        | 0.023525 | 0.008269 | 2.84  | 0%   | 0.007318 | 0.039732 |
| programexposurescore       | 1.24983  | 0.948095 | 1.32  | 19%  | -0.6084  | 3.108063 |

Table 47: Ordered logistic regression for dependent variable 'Self Confidence Score'

| Self Confidence Score | Coef.    | Std.Err  | z    | P> z | [95%]    | Conf.    |
|-----------------------|----------|----------|------|------|----------|----------|
| dhenkanal             | 1.437546 | 0.561762 | 2.56 | 1%   | 0.336514 | 2.538578 |
| gajapati              | 0.923534 | 0.5404   | 1.71 | 9%   | -0.13563 | 1.982698 |
| kalahandi             | 0.914171 | 0.44571  | 2.05 | 4%   | 0.040595 | 1.787748 |
| khorda                | 0.792516 | 0.50852  | 1.56 | 12%  | -0.20417 | 1.789198 |
| nuapada               | 1.08566  | 0.540827 | 2.01 | 5%   | 0.025659 | 2.145662 |
| primary               | 0.366392 | 0.344107 | 1.06 | 29%  | -0.30804 | 1.040828 |
| secondary             | 0.585007 | 0.402468 | 1.45 | 15%  | -0.20382 | 1.373831 |

|                            |          |          |       |     |          |          |
|----------------------------|----------|----------|-------|-----|----------|----------|
| higher                     | 1.214141 | 0.742739 | 1.63  | 10% | -0.2416  | 2.669882 |
| general                    | -0.2943  | 0.50804  | -0.58 | 56% | -1.29004 | 0.701437 |
| obc                        | -0.55265 | 0.33926  | -1.63 | 10% | -1.21759 | 0.11229  |
| st                         | -0.28584 | 0.345968 | -0.83 | 41% | -0.96393 | 0.392243 |
| ward_panch                 | 0.011071 | 0.566581 | 0.02  | 98% | -1.09941 | 1.121549 |
| naibsarpanch               | -0.07388 | 0.661789 | -0.11 | 91% | -1.37097 | 1.223198 |
| reservedwomen              | 1.345671 | 0.497162 | 2.71  | 1%  | 0.371251 | 2.320091 |
| reservedwomencaste         | 0.199208 | 0.463897 | 0.43  | 67% | -0.71001 | 1.108428 |
| reservedcaste              | 1.22152  | 0.655803 | 1.86  | 6%  | -0.06383 | 2.506871 |
| employmentcurrent          | 0.240117 | 0.282796 | 0.85  | 40% | -0.31415 | 0.794387 |
| familymemberelectedcurrent | 0.679656 | 0.595684 | 1.14  | 25% | -0.48786 | 1.847175 |
| ppi                        | 0.015849 | 0.008418 | 1.88  | 6%  | -0.00065 | 0.032349 |
| programexposurescore       | 1.172968 | 0.929701 | 1.26  | 21% | -0.64921 | 2.995149 |

Table 48: OLS for dependent variable ‘Baseline CCI 241’

| Baseline CCI       | Coefficient Estimate | Std. Error | t value | Pr(> t ) |
|--------------------|----------------------|------------|---------|----------|
| (Intercept)        | 23.2732              | 8.0513     | 2.891   | 0.00422  |
| Dhenkanal          | 7.5575               | 5.751      | 1.314   | 0.19016  |
| Gajapati           | -1.9244              | 6.0034     | -0.321  | 0.74885  |
| Kalahandi          | -0.1455              | 5.5893     | -0.026  | 0.97926  |
| Khorda             | -1.0338              | 5.8893     | -0.176  | 0.86081  |
| Nuapada            | 3.1957               | 5.7486     | 0.556   | 0.57883  |
| Up.Sarpanch        | -4.544               | 4.1396     | -1.098  | 0.27352  |
| Ward.Panch         | -10.5181             | 3.2944     | -3.193  | 0.00161  |
| Reserved.Women     | 8.5681               | 3.1157     | 2.75    | 0.00645  |
| ReservedWomenCaste | -1.2284              | 3.1163     | -0.394  | 0.69382  |
| ReservedCaste      | 1.0349               | 4.0559     | 0.255   | 0.79884  |
| Married            | -1.5152              | 4.307      | -0.352  | 0.72533  |
| Widow              | -2.8004              | 7.8174     | -0.358  | 0.72052  |
| Single             | -4.7224              | 13.9767    | -0.338  | 0.73577  |
| Primary            | 2.1905               | 2.1834     | 1.003   | 0.31682  |
| Secondary          | 4.4166               | 2.3801     | 1.856   | 0.06482  |
| Higher             | 5.4777               | 3.4214     | 1.601   | 0.11079  |
| APL                | -2.2139              | 2.1383     | -1.035  | 0.30162  |

Table 49: OLS for dependent variable ‘Endline CCI 241’

| Endline CCI | Coefficient Estimate | Std. Error | t value | Pr(> t ) |
|-------------|----------------------|------------|---------|----------|
| (Intercept) | 45.13499             | 7.37888    | 6.117   | 4.54E-09 |
| Dhenkanal   | 4.3347               | 3.61604    | 1.199   | 0.23197  |
| Gajapati    | 5.87056              | 3.56586    | 1.646   | 0.10118  |
| Kalahandi   | -0.35409             | 2.89301    | -0.122  | 0.9027   |
| Khorda      | 0.39517              | 3.33898    | 0.118   | 0.9059   |
| Nuapada     | 5.85739              | 3.49103    | 1.678   | 0.09485  |
| Unmarried   | -9.9984              | 6.14087    | -1.628  | 0.10497  |
| Married     | -4.21573             | 3.34074    | -1.262  | 0.20837  |
| Separate    | 1.35305              | 12.64318   | 0.107   | 0.91488  |
| Primary     | 5.6391               | 2.18548    | 2.58    | 0.01055  |
| Secondary   | 6.93639              | 2.57856    | 2.69    | 0.00771  |
| Higher      | 5.31589              | 3.30678    | 1.608   | 0.10942  |

|                            |          |         |        |          |
|----------------------------|----------|---------|--------|----------|
| Gen                        | -4.31656 | 3.26833 | -1.321 | 0.18802  |
| ST                         | -3.08742 | 2.17469 | -1.42  | 0.15716  |
| OBC                        | -4.30456 | 2.12686 | -2.024 | 0.04424  |
| Naib.Sarpanch              | -7.20349 | 4.51576 | -1.595 | 0.11216  |
| Ward.Panch                 | -28.575  | 3.90748 | -7.313 | 5.28E-12 |
| ReservedWomen              | 13.805   | 3.32142 | 4.156  | 4.69E-05 |
| ReservedWomenCaste         | 3.7725   | 3.24414 | 1.163  | 0.24619  |
| ReservedCaste              | -1.72602 | 4.43219 | -0.389 | 0.69735  |
| EmploymentCurrent          | 0.22091  | 1.8261  | 0.121  | 0.90383  |
| FamilyMemberElectedCurrent | 6.79812  | 3.52671 | 1.928  | 0.05524  |
| Labor                      | 3.66243  | 2.38861 | 1.533  | 0.12669  |
| Self.Employed              | 5.40347  | 2.53243 | 2.134  | 0.03402  |
| WageGovt                   | 10.18548 | 4.00377 | 2.544  | 0.01167  |
| WagePvt                    | 5.76005  | 3.06863 | 1.877  | 0.06188  |
| Pension                    | 5.60727  | 6.24226 | 0.898  | 0.37006  |
| PPI                        | 0.02885  | 0.05275 | 0.547  | 0.58507  |
| Program.Exposure           | 8.78215  | 6.23507 | 1.409  | 0.16045  |

Table 50: OLS for dependent variable 'Change in CCI 213'

| Change in CCI              | Coefficient Estimate | Std. Error | t value | Pr(> t ) |
|----------------------------|----------------------|------------|---------|----------|
| (Intercept)                | 13.54                | 9.275      | 1.46    | 0.145934 |
| Dhenkanal                  | 14.96                | 5.107      | 2.929   | 0.00382  |
| Gajapati                   | 15.93                | 5.318      | 2.995   | 0.003108 |
| Kalahandi                  | 9.483                | 4.423      | 2.144   | 0.033325 |
| Khorda                     | 17.22                | 4.775      | 3.606   | 0.000398 |
| Nuapada                    | 19.42                | 5.11       | 3.8     | 0.000195 |
| Unmarried                  | -23.02               | 7.7        | -2.989  | 0.003171 |
| Married                    | -4.612               | 4.365      | -1.057  | 0.292023 |
| Separate                   | -65.36               | 15.59      | -4.192  | 4.24E-05 |
| Primary                    | 3.051                | 2.844      | 1.073   | 0.284854 |
| Secondary                  | 0.2498               | 3.342      | 0.075   | 0.940501 |
| Higher                     | -7.085               | 4.427      | -1.601  | 0.111152 |
| Gen                        | -3.452               | 4.17       | -0.828  | 0.408819 |
| ST                         | 2.041                | 2.854      | 0.715   | 0.475358 |
| OBC                        | 0.4418               | 2.725      | 0.162   | 0.871387 |
| Naib.Sarpanch              | 2.306                | 5.581      | 0.413   | 0.679945 |
| Ward.Panch                 | -14.78               | 4.791      | -3.086  | 0.002337 |
| ReservedWomen              | 13.11                | 4.316      | 3.038   | 0.002718 |
| ReservedWomenCaste         | 5.991                | 4.248      | 1.41    | 0.160093 |
| ReservedCaste              | -2.053               | 5.838      | -0.352  | 0.725497 |
| EmploymentCurrent          | -4.342               | 2.391      | -1.816  | 0.070911 |
| FamilyMemberElectedCurrent | 8.484                | 4.712      | 1.801   | 0.073355 |
| PPI                        | -0.0007103           | 0.06615    | -0.011  | 0.991444 |
| ProgramExposure            | 3.994                | 8.231      | 0.485   | 0.62809  |

## 2. T-Test Results

| Variable                   | Mean     | t value | p-value  |
|----------------------------|----------|---------|----------|
| Deogarh Engagement Score   | 6.895238 |         |          |
| Dhenkanal Engagement Score | 8.107143 | -3.0836 | 0.004388 |

| Variable                   | Mean     | t value | p-value |
|----------------------------|----------|---------|---------|
| Dhenkanal Engagement Score | 8.107143 |         |         |
| Gajapati Engagement Score  | 7.441244 | 2.401   | 0.01975 |

| Variable                   | Mean     | t value | p-value  |
|----------------------------|----------|---------|----------|
| Dhenkanal Engagement Score | 8.107143 |         |          |
| Kalahandi Engagement Score | 7.056997 | 4.651   | 1.69E-05 |

| Variable                   | Mean     | t value | p-value |
|----------------------------|----------|---------|---------|
| Dhenkanal Engagement Score | 8.107143 |         |         |
| Khordha Engagement Score   | 7.483036 | 2.3199  | 0.02351 |

| Variable                             | Mean      | t value | p-value |
|--------------------------------------|-----------|---------|---------|
| Gajapati Asset Decision Making Score | 1.1346006 | 2.3168  | 0.02385 |
| Khordha Asset Decision Making Score  | 0.7247024 |         |         |

| Variable                              | Mean      | t value | p-value  |
|---------------------------------------|-----------|---------|----------|
| Kalahandi Asset Decision Making Score | 1.1604187 |         |          |
| Khordha Asset Decision Making Score   | 0.7247024 | 3.2187  | 0.001872 |

| Variable                        | Mean     | t value | p-value  |
|---------------------------------|----------|---------|----------|
| Deogarh Self Confidence Score   | 46.61905 |         |          |
| Dhenkanal Self Confidence Score | 52.44444 | -3.0916 | 0.004681 |

| Variable                      | Mean     | t value | p-value |
|-------------------------------|----------|---------|---------|
| Deogarh Self Confidence Score | 46.61905 |         |         |
| Khordha Self Confidence Score | 51.02500 | -2.3201 | 0.0281  |

| Variable                        | Mean     | t value | p-value  |
|---------------------------------|----------|---------|----------|
| Dhenkanal Self Confidence Score | 52.44444 |         |          |
| Kalahandi Self Confidence Score | 49.06122 | 3.3699  | 0.001122 |

| Variable                        | Mean     | t value | p-value |
|---------------------------------|----------|---------|---------|
| Dhenkanal Self Confidence Score | 52.44444 | 2.0783  | 0.04396 |
| Gajapati Self Confidence Score  | 48.90323 |         |         |

| Variable                    | Mean    | t value    | p-value     |
|-----------------------------|---------|------------|-------------|
| Dhenkanal Endline CCI (241) | 39.0685 | 2.32252845 | 0.021847772 |
| Kalahandi Endline CCI (241) | 31.2997 |            |             |

| Variable                    | Mean    | t value     | p-value     |
|-----------------------------|---------|-------------|-------------|
| Dhenkanal Endline CCI (241) | 39.0685 | 2.354328907 | 0.021588071 |
| Khordha Endline CCI (241)   | 31.9799 |             |             |

## Annexure 4: EWR Initiatives

| Could you please provide details about the initiative/s you have undertaken in Health? (n=15) |          |           |          |           |          |          |
|---|----------|-----------|----------|-----------|----------|----------|
|   | Deogarh  | Dhenkanal | Gajapati | Kalahandi | Khordha  | Nuapada  |
| Pre and post-natal care/Institutional deliveries  | 1        | 2         | 0        | 1         | 0        | 2        |
| Malnutrition  | 0        | 0         | 1        | 1         | 1        | 1        |
| Anaemia   | 1        | 1         | 0        | 0         | 0        | 1        |
| Availability of doctors in health facilities  | 1        | 0         | 0        | 2         | 0        | 2        |
| Immunisation  | 0        | 1         | 2        | 1         | 0        | 1        |
| Provision of Anganwadi  | 1        | 0         | 1        | 1         | 1        | 1        |
| Provision of PHC, CHC, etc.   | 1        | 0         | 0        | 1         | 0        | 2        |
| Support to ANM, ASHA, AWW workers   | 1        | 0         | 1        | 3         | 0        | 1        |
| Others  | 0        | 1         | 1        | 0         | 0        | 0        |
| <b>Grand Total</b>  | <b>1</b> | <b>2</b>  | <b>3</b> | <b>6</b>  | <b>1</b> | <b>2</b> |

| Could you please provide details about the initiative/s you have undertaken in WaSH? (n=67) |         |           |          |           |         |         |
|---|---------|-----------|----------|-----------|---------|---------|
|   | Deogarh | Dhenkanal | Gajapati | Kalahandi | Khordha | Nuapada |
| Construction of HH, community toilets in school, panchayat office, etc.                     | 3       | 2         | 3        | 19        | 9       | 4       |
| Construction of toilets for girls in schools, etc.  | 1       | 2         | 1        | 11        | 5       | 2       |
| Campaign and initiatives to encourage toilet usage  | 1       | 0         | 0        | 11        | 5       | 2       |
| Provision of water supply to toilets  | 2       | 2         | 1        | 9         | 4       | 3       |
| Campaign and initiatives to encourage hand washing  | 2       | 2         | 2        | 13        | 1       | 2       |
| Construction of water supply and water storage structures                                   | 2       | 2         | 3        | 15        | 6       | 2       |
| Improvement of frequency of water supply to households/establishments                       | 1       | 0         | 1        | 1         | 3       | 2       |
| Improvement of quality of water being supplied to households/establishments                 | 1       | 0         | 1        | 6         | 2       | 1       |

|  |          |          |          |           |           |          |
|--|----------|----------|----------|-----------|-----------|----------|
| <b>Improvement of waste management systems in Panchayats</b> | 1        | 0        | 0        | 2         | 0         | 2        |
| <b>Others</b>  | 1        | 1        | 3        | 7         | 1         | 2        |
| <b>Grand Total</b>   | <b>5</b> | <b>4</b> | <b>8</b> | <b>32</b> | <b>11</b> | <b>7</b> |

| <b>Could you please provide details about the initiative/s you have undertaken in Education? (N=16)</b> |                |                  |                 |                  |                |                |
|---|----------------|------------------|-----------------|------------------|----------------|----------------|
|   | <b>Deogarh</b> | <b>Dhenkanal</b> | <b>Gajapati</b> | <b>Kalahandi</b> | <b>Khordha</b> | <b>Nuapada</b> |
| <b>Encourage enrollment of children in schools</b>  | 1              | 0                | 3               | 4                | 1              | 1              |
| <b>Encouragement on education of girl children</b>  | 1              | 0                | 3               | 1                | 0              | 2              |
| <b>Construction of school facilities</b>  | 0              | 0                | 1               | 0                | 2              | 1              |
| <b>Provision of skill training facilities</b>   | 0              | 0                | 0               | 0                | 0              | 1              |
| <b>Teacher training</b>   | 0              | 0                | 0               | 0                | 0              | 1              |
| <b>Monitor mid-day meals</b>  | 0              | 0                | 0               | 4                | 1              | 2              |
| <b>Others</b>   | 0              | 1                | 0               | 4                | 0              | 0              |
| <b>Grand Total</b>  | <b>1</b>       | <b>1</b>         | <b>3</b>        | <b>7</b>         | <b>2</b>       | <b>2</b>       |

| <b>Could you please provide details about the initiative/s you have undertaken in Livelihoods? (n=5)</b> |                |                  |                 |                  |                |                |
|--|----------------|------------------|-----------------|------------------|----------------|----------------|
|  | <b>Deogarh</b> | <b>Dhenkanal</b> | <b>Gajapati</b> | <b>Kalahandi</b> | <b>Khordha</b> | <b>Nuapada</b> |
| <b>Increased employment opportunities for all</b>  | 0              | 0                | 0               | 0                | 0              | 0              |
| <b>Increased employment opportunities for women</b>  | 0              | 1                | 0               | 1                | 1              | 0              |
| <b>Increased access to micro-finance for all</b>   | 0              | 0                | 0               | 1                | 0              | 0              |
| <b>Increased access to micro-finance to women</b>  | 0              | 0                | 0               | 1                | 1              | 0              |
| <b>Others</b>  | 0              | 0                | 0               | 1                | 0              | 0              |
| <b>Grand Total</b>   | <b>0</b>       | <b>1</b>         | <b>0</b>        | <b>2</b>         | <b>2</b>       | <b>0</b>       |

| <b>Could you please provide details about the initiative/s you have undertaken for prevention of violence against women? (n=21)</b> |                |                  |                 |                  |                |                |
|---|----------------|------------------|-----------------|------------------|----------------|----------------|
|   | <b>Deogarh</b> | <b>Dhenkanal</b> | <b>Gajapati</b> | <b>Kalahandi</b> | <b>Khordha</b> | <b>Nuapada</b> |
| <b>Sex-selective discrimination</b>   | 1              | 0                | 0               | 6                | 5              | 1              |
| <b>Early marriage and dowry violence</b>  | 1              | 0                | 0               | 6                | 7              | 1              |
| <b>Sexual harrasment and assault</b>  | 1              | 0                | 0               | 3                | 2              | 1              |
| <b>Female foeticide</b>   | 2              | 1                | 0               | 7                | 0              | 1              |
| <b>Others</b>   | 0              | 0                | 0               | 1                | 1              | 0              |
| <b>Grand Total</b>  | <b>2</b>       | <b>1</b>         | <b>0</b>        | <b>9</b>         | <b>8</b>       | <b>1</b>       |

| <b>Could you please provide details about the initiative/s under Public Works area? (N=56)</b> |                |                  |                 |                  |                |                |
|--|----------------|------------------|-----------------|------------------|----------------|----------------|
|  | <b>Deogarh</b> | <b>Dhenkanal</b> | <b>Gajapati</b> | <b>Kalahandi</b> | <b>Khordha</b> | <b>Nuapada</b> |
| <b>Construction/repair of roads</b>  | 5              | 4                | 5               | 17               | 6              | 7              |
| <b>Installation of street lights</b>   | 1              | 1                | 0               | 3                | 3              | 1              |
| <b>Construction of Panchayat office</b>  | 0              | 0                | 0               | 0                | 0              | 0              |
| <b>Public transportation</b>   | 2              | 2                | 2               | 4                | 2              | 2              |
| <b>Construction of Houses</b>  | 4              | 1                | 3               | 5                | 3              | 3              |
| <b>Increase in the no of houses with electricity</b>   | 2              | 1                | 0               | 0                | 2              | 2              |
| <b>Others</b>  | 0              | 0                | 2               | 5                | 0              | 0              |
| <b>Grand Total</b>   | <b>6</b>       | <b>5</b>         | <b>10</b>       | <b>21</b>        | <b>7</b>       | <b>7</b>       |

## Annexure 5: Study Tools

### 1. EWR Survey (Quantitative Tool)

#### Odisha Endline Tool

**1- Basic Details:**

|    |  |  |  |  |  |  |  |  |  |  |  |
|----|--|--|--|--|--|--|--|--|--|--|--|
| 1  | Name of the District   |  |  |  |  |  |  |  |  |  |  |
| 2  | Name of the Block  |  |  |  |  |  |  |  |  |  |  |
| 3  | Name of the Panchayat  |  |  |  |  |  |  |  |  |  |  |
| 4  | Name of the Respondent   |  |  |  |  |  |  |  |  |  |  |
| 5  | Is the respondent from the primary sample list or the replacement sample list? | 1. Primary Sample List<br>2. Replacement Sample List                     |  |  |  |  |  |  |  |  |  |
| 6  | Unique ID in Sample List   |  |  |  |  |  |  |  |  |  |  |
| 7  | Does the respondent agree to participate?                                      | 0. No<br>1. Yes  |  |  |  |  |  |  |  |  |  |
| 8  | If no, please write down the reason and terminate interview?                   |  |  |  |  |  |  |  |  |  |  |
| 9  | Address  |  |  |  |  |  |  |  |  |  |  |
| 9  | Age (in completed years) of the respondent                                     |  |  |  |  |  |  |  |  |  |  |
| 10 | Phone number (If respondent does not have a mobile number, write 9999999999)   |  |  |  |  |  |  |  |  |  |  |
| 11 | Marital Status   | 1. Never been married<br>2. Married<br>3. Separated/divorced<br>4. Widow |  |  |  |  |  |  |  |  |  |
| 12 | Highest level of educational attainment Instruction: This has to be            |  |  |  |  |  |  |  |  |  |  |

|    |   |   |
|----|---|---|
|    | filled in terms of number of classes completed. Eg: If completed 8th standard write, '8'. If failed 8th standard, write '7'. If not attended school then write '0'. Completed Graduation - 13 and completed PG-14 |   |
| 13 | Religion of household   | 1. Hindu<br>2. Muslim<br>3. Christian<br>4. Don't want to answer<br>77. Others, specify   |
| 14 | Social Category of the household  | 1. Scheduled Caste<br>2. Scheduled Tribe<br>3. Other Backward Classes<br>4. General<br>5. Others, specify<br>6. Don't want to answer  |
| 15 | Position in Panchayat   | 1. Sarpanch<br>2. Naib-Sarpanch<br>3. Ward Panch  |
| 16 | Under which category of election seat have you been elected?  | 1. Unreserved<br>2. Reserved: Women<br>3. Reserved: Women & Caste/Category<br>4. Reserved: Caste/Category<br>5. Don't remember/Don't know   |
| 17 | Were you engaged in any profession/employment/service before you were elected as a representative?  | 0. No<br>1. Yes   |
| 18 | If yes, what was your last employment?  | 1. Agriculture/Casual Labourer<br>2. Small or Large business - street vending, trading, or petty business<br>3. Agriculture<br>4. Agriculture allied (fish, livestock, poultry)<br>5. Artisnal work<br>6. ASHA, ANM, and Anganwadi worker<br>7. Government Service<br>8. Private Service<br>9. Domestic household worker<br>77. Others, specify |
| 19 | Are you currently engaged in any profession/employment/service?   | 0. No<br>1. Yes   |
| 20 | If yes, in what kind of work are you currently employed?  | 1. Agriculture/Casual Labourer<br>2. Small or Large business - street vending, trading, or petty business<br>3. Agriculture<br>4. Agriculture allied (fish, livestock, poultry)<br>5. Artisnal work   |

|    |  |   |
|----|--|---|
|    |  | 6. ASHA, ANM, and Anganwadi worker<br>7. Government Service<br>8. Private Service<br>9. Domestic household worker<br>77. Others, specify                        |
| 21 | Are you a member of any community organisations (that are not part of THP's programme)?  | 0. No<br>1. Yes   |
| 22 | If yes, which organizations are you a member of?   | 1. Self Help<br>2. Agricultural/Dairy Co-Operatives<br>3. Micro-Finance Institutions (MFI)<br>4. NGOs/CSOs<br>5. Any religious community<br>77. Others, specify |
| 23 | Are you a leader of any of the following community organisations (that are not part of THP's programme)? (multiple responses possible) | 0. No<br>1. Yes   |
| 24 | If yes, which organizations are you a leader of?   | 1. Self Help<br>2. Agricultural/Dairy Co-Operatives<br>3. Micro-Finance Institutions (MFI)<br>4. NGOs/CSOs<br>5. Any religious community<br>77. Others, specify |

**2- Household Political Profile:**

|   |   |                 |
|---|---|-----------------|
| 1 | Has anybody from your family (blood relative) been elected for any political position in the past?                        | 0. No<br>1. Yes |
| 2 | How many different family members (blood relative) have been elected for a political position in the past? (Write number) |                 |

**Please enter the details of EACH family member (blood relative) who has been ELECTED to a political position in the PAST**

| S No | a.Name of the member | b.What is the relationship of this family member (blood relative) to you? (Use codes below) | c. What position/s has this individual hold been elected to in the past? (multiple options possible) (Use codes below) |
|------|----------------------|---|--|
| 1    |                      |   |  |
| 2    |                      |   |  |
| 3    |                      |   |  |
| 4    |                      |   |  |
| 5    |                      |   |  |

**Relationship codes:** 1-Husband, 2-Son,3-Daughter,4-Son-in-law,5-Daughter-in-law, 6-Mother-in-law,7-Father-in-law,8-Brother-in-law,9-Sister-in-law,10-Grandson,11-Grand-daughter,12-Grandfather,13-Grandmother,14-Brother,15-Sister,16-Father,17-Mother,77-Others, specify.

**Position codes:** 1-Sarpanch,2-Naib Sarpanch,3-Ward member,4-Panchayat Samiti member,5- Panchayat Samiti Chairperson,6-Zilla Parishad member,7- Zilla Parishad President, 8-MP,9-MLA,10- Any political party office bearer,77-Others specify,12-Don't remember/Don't know

|   |  |                 |
|---|--|-----------------|
| 1 | Is anybody from your family (blood relative) currently elected to any political position?                        | 0. No<br>1. Yes |
| 2 | How many different family members (blood relative) are CURRENTLY ELECTED to a political position? (Write number) |                 |

**Please enter the details of EACH family member (blood relative) who is CURRENTLY ELECTED to a political position**

| Sl No | a.Name of the member (blood relative) | b. What is the relationship of this family member (blood relative) to you?<br>(Use codes below) | c. What position is this individual currently elected to? (Use codes below) |
|-------|---------------------------------------|---|---|
| 1     |                                       |   |   |
| 2     |                                       |   |   |
| 3     |                                       |   |   |
| 4     |                                       |   |   |
| 5     |                                       |   |   |

**Relationship codes:** 1-Husband, 2-Son,3-Daughter,4-Son-in-law,5-Daughter-in-law, 6-Mother-in-law,7-Father-in-law,8-Brother-in-law,9-Sister-in-law,10-Grandson,11-Grand-daughter,12-Grandfather,13-Grandmother,14-Brother,15-Sister,16-Father,17-Mother,77-Others, specify.

**Position codes:** 1-Sarpanch,2-Naib Sarpanch,3-Ward member,4-Panchayat Samiti member,5- Panchayat Samiti Chairperson,6-Zilla Parishad member,7- Zilla Parishad President, 8-MP,9-MLA,10- Any political party office bearer,77-Others specify,12-Don't remember/Don't know

**Economic Profile:**

|   |  |   |
|---|--|---|
| 1 | What is the primary source of income for your household?                                   | 1. Labour (casual, agri., etc.)<br>2. Self-employed<br>3. Regular wage, salary-earning (Govt.)<br>4. Regular wage, salary-earning (Pvt.)<br>5. Pension<br>77. Others, specify |
| 2 | Which of the following assets are available in your household? (multiple options possible) | 1. Television<br>2. Electric Fan<br>3. Chair, stool, bench, or table(any one)   |

|  |   |   |
|--|---|---|
|  | <p>Instruction: Please read out the options below and mark the ones which are available and functioning in the respondent's household</p> | <ul style="list-style-type: none"><li>4. Motorcycle, scooter, motor car, or jeep (any one)</li><li>5. Almeerah/ Dressing table (any one)</li><li>6. Refrigerator</li><li>7. Stove/Gas Burner (any one)</li><li>8. Pressure cooker/Pressure pan (any one)</li><li>9. Agricultural land</li></ul> |
|--|---|---|

**3- Demographic profile of the HH :**

How many members are there in your household? (A household is defined as the group of people who eat from the same stove)

| MID | A. NAME | B. Relationship to head of HH | C. Age of the household member | D. Gender of the household member | E. Educational attainment completed (No. of years of classes completed. If not attended school, write '0'. If completed graduation - 13 and PG - 14) | F. Occupation of the household member |
|-----|---------|-------------------------------|--------------------------------|-----------------------------------|--|---------------------------------------|
| 1   |         |                               |                                |                                   |  |                                       |
| 2   |         |                               |                                |                                   |  |                                       |
| 3   |         |                               |                                |                                   |  |                                       |
| 4   |         |                               |                                |                                   |  |                                       |
| 5   |         |                               |                                |                                   |  |                                       |
| 6   |         |                               |                                |                                   |  |                                       |
| 7   |         |                               |                                |                                   |  |                                       |
| 8   |         |                               |                                |                                   |  |                                       |
| 9   |         |                               |                                |                                   |  |                                       |
| 10  |         |                               |                                |                                   |  |                                       |
| 11  |         |                               |                                |                                   |  |                                       |
| 12  |         |                               |                                |                                   |  |                                       |

**Code**

Code 'C' 1- Male 2- Female

Code 'B' 1- Head 2- Wife 3- Husband 4- Son 5- Daughter 6- Son-in-law 7- Daughter-in-law 8- Grandson 9- Granddaughter 10- Grandfather 11- Grandmother 12- Brother 13- Sister 14- Father 15- Mother 77- Others(Specify)

Code 'F' 1- Agriculture; 2- Agriculture labour; 3 - Casual ; 4 - Agriculture allied (fish, livestock, poultry); 5-Small or Large business - street vending, trading, or petty business; 6-Artisnal work; 7-Government Service; 8-Private Service; 9-Domestic household worker; 77-Others, specify; 11-Don't Know; 12-Not applicable(in case of children, non-working/earning members).

**4A - Political Participation:**

|   |   |  |
|---|---|--|
| 1 | Prior to your election as an elected representative, did you ever attend Gram Sabhas in the previous panchayat cycle(2007-2012)?  | <ul style="list-style-type: none"> <li>1. Never</li> <li>2. Sometimes</li> <li>3. Regularly</li> <li>4. Only Special Gram Sabhas</li> </ul>  |
| 2 | Prior to your election as a representative did you ever attend Pally Sabhas in the previous election cycle (2007-2012) ?  | <ul style="list-style-type: none"> <li>1. Never</li> <li>2. Sometimes</li> <li>3. Regularly</li> </ul>   |
| 3 | Have you ever been elected as a political representative before?  | <ul style="list-style-type: none"> <li>0. No</li> <li>1. Yes</li> </ul>  |
| 4 | For how many terms were you elected before?<br>(Write number)   |  |
| 5 | What positions did you hold before?<br>(multiple responses possible)<br><br>Instruction: This does not refer to the last position only.<br>It is all the positions the respondent might have held in the past                 | <ul style="list-style-type: none"> <li>1. Sarpanch</li> <li>2. Naib Sarpanch</li> <li>3. Ward Member</li> <li>4. Panchayat Samiti member</li> <li>5. Panchayat Samiti Chairperson</li> <li>6. Zilla Parishad member</li> <li>7. Zilla Parishad President</li> <li>8. MP</li> <li>9. MLA</li> <li>10. Any political party office bearer</li> <li>77. Others ,specify</li> </ul> |
| 6 | Have you been part of The Hunger Project's training activities before (2007-12)?  | <ul style="list-style-type: none"> <li>0. No</li> <li>1. Yes</li> <li>2. Don't know</li> </ul>   |
| 7 | If yes, What activities have you participated in, in the past (2007-12)?<br>(multiple responses possible)   | <ul style="list-style-type: none"> <li>1. Federation meetings</li> <li>2. Workshops on technical issues</li> <li>3. Campaigns</li> <li>4. Interface meetings with local authorities or media</li> </ul>  |
| 8 | For the position that you currently hold, were there any contestants during the election?   | <ul style="list-style-type: none"> <li>0. No</li> <li>1. Yes</li> <li>2. Don't know</li> </ul>   |
| 9 | Whose decision was it that you would stand for election for this post? (multiple options possible)<br><br>Instruction: Please do not read out the options but probe to understand who all were involved in the final decision | <ul style="list-style-type: none"> <li>1. Self</li> <li>2. Husband</li> <li>3. Other male members of the family</li> <li>4. Other female members of the family</li> <li>5. Community members</li> <li>6. Women's Group</li> <li>7. CBOs</li> <li>77. Others, specify</li> </ul>  |

|    |   |  |
|----|---|--|
| 10 | Did anyone try to stop you from standing for elections?                           | 0. No<br>1. Yes  |
| 11 | Who tried to stop you from standing for elections?<br>(multiple options possible) | 1. Family<br>2. Community Members<br>3. Political Party<br>77. Others, specify |
| 12 | Are you currently attached to a political party or have been in the past?         | 1. Yes, currently<br>2. Yes, in the past<br>0. No                              |
| 13 | Have they provided any form of support to you?                                    | 0. No<br>1. Yes  |

|    |  |   |
|----|--|---|
| 14 | If yes, what kind of support has the party provided?<br>(multiple options possible)            | 1. Support in campaigning<br>2. Financial support<br>3. Mentorship and guidance in fulfilling roles and responsibilities<br>77. Others, specify   |
| 15 | Do you think there are any advantages of being attached to a political party?                  | 0. No<br>1. Yes<br>2. Don't know  |
| 16 | What are these advantages?<br>(multiple options possible)                                      | 1. Feel more confident about fulfilling roles and responsibilities<br>2. People with experience to help you in fulfilling roles and responsibilities<br>3. Easier to undertake campaign activities<br>4. Government officials take you more seriously<br>5. Lesser opposition from family members<br>6. Lesser opposition from community members<br>77. Others, specify   |
| 17 | Do you think there are factors that stop women from contesting for elections?                  | 0. No<br>1. Yes<br>2. Don't know  |
| 18 | What are the factors that stop women from contesting elections?<br>(multiple options possible) | 1. Restrictions on going out of the house<br>2. Household responsibilities take up too much time<br>3. The women do not feel confident about being able to represent their communities<br>4. Lack of awareness about the roles and responsibilities of an EWR<br>5. Lack of support from family members<br>6. Lack of support from community members<br>7. Lack of support from government officials<br>8. Lack of awareness about the process and requirements of standing for elections |

|    |   |   |
|----|---|---|
|    |   | <p>9. Two child norm</p> <p>77. Others, specify</p>   |
| 19 | Do you think there are factors which stop an EWR from fulfilling her roles and responsibilities?  | <p>0. No</p> <p>1. Yes</p> <p>2. Don't know</p>   |
| 20 | What are the factors which stop an elected woman representative from fulfilling her roles and responsibilities? (multiple options possible) | <p>1. Restrictions on going out of the house</p> <p>2. Household responsibilities take up too much time</p> <p>3. The women do not feel confident about the work they are able to do</p> <p>4. Lack of awareness about the roles and responsibilities of an EWR</p> <p>5. Lack of support from family members</p> <p>6. Lack of support from community members</p> <p>7. Lack of support from government officials</p> <p>77. Others, specify</p>   |
| 21 | As a ward member, what are your roles and responsibilities?<br>(multiple responses possible)  | <p>1. Not aware</p> <p>2. Get plans/schemes implemented</p> <p>3. Monitor implementation of schemes</p> <p>4. Identify beneficiaries/recipients of schemes</p> <p>5. Can seek accountability from Panchayat President</p> <p>6. Attend Panchayat and Gram Sabha meetings regularly</p> <p>7. Raise issues of wards at Gram Sabha</p> <p>8. Convene Pally sabha</p> <p>9. Attend standing committee and other village development committee meetings</p> <p>10. Engage with local authorities to resolve issues with regard to service delivery and implementation of schemes</p> <p>11. Develop annual GP plans</p> <p>12. Encourage the participation of citizens in gram sabha/palli sabha meetings and village development programs</p> <p>77. Others, specify</p> |
| 22 | As a Sarpanch/Naib-Sarpanch what are your main roles and responsibilities?<br>(multiple responses possible)                                 | <p>1. Not aware</p> <p>2. Convene Gram Sabha and Panchayat</p> <p>3. Liaison with BDO and Line department</p> <p>4. To make schemes and proposals</p> <p>5. Power to use the official seal</p> <p>6. To undertake implementation of schemes</p> <p>7. Monitor the working of Panchayat Secretary</p> <p>8. Ensure maintenance of accounts</p> <p>9. Approve village development plan</p> <p>10. Ensure that utilisation certificates are obtained for budgets consumed</p>  |

|  |  |  |
|--|--|--|
|  |  | <p>11. Ensure PESA regulations are followed (such as monitoring of forest produce, non-encroachment of tribal land)</p> <p>77. Others, specify</p> |
|--|--|--|

**4B - Political Functions:**

|   |   |  |
|---|---|--|
| 1 | What all aspects related to the functioning of the panchayat do you monitor? (multiple responses possible)                                    | <p>1. Fund utilization</p> <p>2. Monitoring quality of goods and services provided</p> <p>3. Construction of public works</p> <p>4. Implementation of government schemes</p> <p>5. Attendance of service providers</p> <p>6. Identification of beneficiaries for schemes</p> <p>7. Proper maintenance of records</p> <p>77. Others, specify</p>  |
| 2 | How many Gram Sabhas are supposed to be held in a Panchayat in a year? (Write number)<br>Instruction: If respondent does not know, write '88' |  |
| 3 | How many Gram Sabhas were held in your Panchayat in the last one year? (Write number)   |  |
| 4 | How many of the Gram Sabhas that were held last year did you attend? (Write number)<br>Instruction: If respondent does not know, write '88'   |  |
| 5 | What all issues/topics were discussed during the Gram Sabha meetings you attended in the last one year? (multiple responses possible)         | <p>1. Identification/prioritisation of works/activities to be included in the GP plan</p> <p>2. Selection of beneficiaries for various government programs and schemes</p> <p>3. Annual financial statement of the GP was examined</p> <p>4. Discussion of the problems of the community members</p> <p>5. GP plan discussed</p> <p>77. Others, specify</p>  |
| 6 | Do you usually make any preparations before a Gram Sabha meeting?   | <p>0. No</p> <p>1. Yes</p>   |
| 7 | What preparations do you usually make for the Gram Sabha meetings? (multiple responses possible)  | <p>1. Prepare agenda for the meeting</p> <p>2. Prepare the notice of the meeting and inform community members about the date, time and venue the meeting will happen</p> <p>3. Hold meetings with other representatives to prepare for Gram Sabha</p> <p>4. Encourage members before-hand to raise issues</p> <p>5. Ensure the presence of members from SC/ST, OBC and women members attend the meeting</p> <p>6. Encourage women specifically to raise issues during the meeting</p> <p>7. Consult community members on matters to be discussed in meetings</p> |

|    |   |  |
|----|---|--|
|    |   | 77. Others, specify  |
| 8  | Is an agenda made for the Gram Sabhas?  | 1. Yes, every time<br>2. Yes, some times<br>0. No  |
| 9  | Who decides the agenda for the Gram Sabha?  | 1. Sarpanch<br>2. President<br>3. Community members<br>4. Panchayat Secretary<br>5. BDO<br>6. District Collector<br>7. Don't know  |
| 10 | Are the minutes of the Gram Sabha recorded?   | 0. No<br>1. Yes, every time<br>2. Yes, some times<br>3. Don't know   |
| 11 | Do you sign the minutes of the Gram Sabha?  | 0. No<br>1. Yes, every time<br>2. Yes, some times<br>3. Don't know   |
| 12 | How and when do you usually sign the minutes of the Gram Sabha?   | 1. Sign without minutes being written down<br>2. Sign without reading<br>3. Sign immediately after reading<br>4. Sign immediately after reading and checking<br>5. Sign at a later date<br>77. Others, specify |
| 13 | How many Special Gram Sabhas were held in your Panchayat in the last one year? (write number)<br>Instruction: If the respondent does not know, write '88' |  |
| 14 | How many of the Special Gram Sabhas did you attend in the last one year? (Write number) Instruction: If the respondent does not know, write '88'          |  |
| 15 | How many Palli Sabhas were conducted in your Ward in the last one year? (write number) Instruction: If the respondent does not know, write '88'           |  |
| 16 | How many Palli Sabhas did you attend in the last one year? (Write number) Instruction: If the respondent does not know, write '88'                        |  |
| 17 | Do you usually make any preparations before a Palli Sabha meeting?  | 0. No<br>1. Yes  |
| 18 | What preparations do you usually make for the Palli Sabha meetings? (multiple responses possible)   | 1. Inform community members about when and where the meeting will happen<br>2. Encourage members before-hand to raise issues   |

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|----|--|--|
|    |  | <ul style="list-style-type: none"> <li>3. Consult community members on matters to be discussed in meetings</li> <li>4. Encourage women specifically to come to meeting</li> <li>5. Encourage women specifically to raise issues during the meeting</li> <li>77. Others, specify</li> </ul>     |
| 19 | Do you attend Panchayat meetings?  | <ul style="list-style-type: none"> <li>0. Not at all</li> <li>1. Regularly</li> <li>2. Occasionally</li> </ul>   |
| 20 | How many Panchayat meetings have you attended in the last one year ?(Write number)   |  |
| 21 | What issues/topics are discussed in these Panchayat Meetings? (multiple responses possible)  | <ul style="list-style-type: none"> <li>1. Discussions on follow up actions</li> <li>2. Review of financial and physical progress</li> <li>3. Discussions on GP plan and budget</li> <li>4. Discussions on general issues related to the panchayat</li> <li>77. Others, specify</li> </ul>      |
| 22 | Do you sign the minutes of the Panchayat meetings?   | <ul style="list-style-type: none"> <li>0. No</li> <li>1. Yes, some times</li> <li>2. Yes, every times</li> </ul>   |
| 23 | How and when do you usually sign the minutes of the Panchayat meetings?<br>(multiple responses possible)                             | <ul style="list-style-type: none"> <li>1. Sign without minutes being written down</li> <li>2. Sign without reading</li> <li>3. Sign immediately after reading</li> <li>4. Sign immediately after reading and checking</li> <li>5. Sign at a later date</li> <li>77. Others, specify</li> </ul> |
| 24 | Are you aware of Development Committees that are there in your Panchayat ?   | <ul style="list-style-type: none"> <li>0. No</li> <li>1. Yes</li> <li>2. Don't know</li> </ul>   |
| 25 | How many of such Development Committees are there in your GP? (write number)<br>Instruction: If respondent does not know, write '88' |  |

**Details on Development Committees:**

| Sl No | a. What type of development committee are you filling information for?<br>(Use codes below) | b. Does this Development Committee have meetings?<br>0. No<br>1. Yes | c. How many meetings did this Committee have in the last year? (write number)<br>Instruction: If respondent does not know, write '88' | d. How many of these meetings of this Committee did you attend in the last year? (write number)<br>Instruction: If respondent does not know, write '88' |
|-------|---|--|---|---|
| 1     |   |  |   |   |
| 2     |   |  |   |   |
| 3     |   |  |   |   |

|   |  |  |  |  |
|---|--|--|--|--|
| 4 |  |  |  |  |
| 5 |  |  |  |  |

**Codes for Type of development committee:** 1-Anganwadi Vikas Samiti;2-Village health and sanitation committee;3-School Management Committee;4-Gaon Kalyan Samiti;5-Mathru Kalyan Samiti.

|    |  |  |
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| 26 | Are there Standing Committees *(Sthayi Committee)* in your Panchayat?  | <ul style="list-style-type: none"> <li>0. No</li> <li>1. Yes</li> <li>2. Don't know</li> </ul>   |
| 27 | How many Standing Committees (Sthayi Committee) are there in your Panchayat? (Write number) Instruction: If respondent does not know, write '88' |  |
| 28 | What are the different types of Standing Committees (Sthayi Committee)? (multiple options possible)  | <ul style="list-style-type: none"> <li>1. Committee for Planning and Poverty Alleviation</li> <li>2. Committee for Irrigation, Electricity, and Drinking Water</li> <li>3. Committee for Public Distribution and Forest</li> <li>4. Committee for Education and Culture</li> <li>5. Committee for Agriculture, Soil Conservation, and Fishery</li> <li>6. Committee for Women and Child Development, and Health</li> <li>7. Committee for Handicraft</li> <li>8. Don't know the Name of the Committee</li> </ul> |
| 29 | Do you know how a resolution should be drafted?  | <ul style="list-style-type: none"> <li>0. No</li> <li>1. Yes</li> </ul>  |
| 30 | What are the various components/features of a typical resolution? (multiple options possible)  | <ul style="list-style-type: none"> <li>1. Formulation of the GP plan by the members</li> <li>2. It should include the budget, where it will be utilized, time schedule, etc.</li> <li>3. It shoud clearly state the action demanded from higher authorities</li> <li>4. It needs to be signed by all members</li> </ul>  |
| 31 | In the last one year, have any resolutions been passed?  | <ul style="list-style-type: none"> <li>0. No</li> <li>1. Yes</li> </ul>  |
| 32 | For what purpose were these resolutions passed? (multiple options possible)  | <ul style="list-style-type: none"> <li>1. Scheme implementation</li> <li>2. Service delivery</li> <li>3. Others</li> </ul>   |
| 33 | On what issues were the resolutions passed? (multiple options possible)  | <ul style="list-style-type: none"> <li>1. Health</li> <li>2. Water, Sanitation and Hygiene</li> <li>3. Education</li> <li>4. Livelihoods</li> <li>5. Prevention of Violence against Women and other gender related issues like child marriage, etc.</li> <li>6. Public Works</li> <li>77. Others, specify</li> </ul>   |

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|----|--|---|
| 34 | Do you know how to file a petition/ application?   | 0. No<br>1. Yes   |
| 35 | What are the components of a petition?<br>(multiple options possible)                            | 1. Addressed to a government functionary/line department (like BDO)<br>2. What is the issue/grievance related to (name of the scheme/act/incident)<br>3. Demands of a Gram Panchayat<br>4. Necessary evidence to prove the case (such as photos, data etc)<br>5. Signature of Elected Representatives<br>77. Others, specify  |
| 36 | In the last one year, have you submitted any petitions/applications?                             | 0. No<br>1. Yes   |
| 37 | For what purpose were the petition submitted?<br>(multiple options possible)                     | 1. Scheme implementation<br>2. Service delivery<br>3. Others  |
| 38 | What issues were these petitions related to? (multiple options possible)                         | 1. Health<br>2. Water, Sanitation and Hygiene<br>3. Education<br>4. Livelihoods<br>5. Prevention of Violence against Women and other gender related issues like child marriage, etc.<br>6. Public Works<br>77. Others, specify  |
| 39 | In the last one year, have you sought the help of others to resolve issues within the Panchayat? | 0. No<br>1. Yes   |
| 40 | In the last one year, who all have you approached for assistance? (multiple responses possible)  | 1. Block Office/Line Depts.<br>2. Gram Sabha/Palli sabha<br>3. Female Panchayat members/Alibha members<br>4. Male Panchayat members<br>5. Members of the Mahila Adhikar Samukhya<br>6. Male community members<br>7. Female community members<br>8. Other women's groups (SHGs, etc)<br>9. NGOs<br>10. Community groups<br>11. District Collector<br>12. MLA/MP<br>77. Others, specify |

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| 41 | For what issues have you approached these people? (multiple responses possible) | <ol style="list-style-type: none"> <li>1. Public goods (like repair or maintenance of roads etc)</li> <li>2. Issues of social/gender justice</li> <li>3. Implementation of schemes like MGNREGA, etc</li> <li>4. Resolution of conflicts within the Gram Sabha</li> <li>5. Resolution of conflicts within the village</li> <li>6. Ensuring provision and availability of mandated services in facilities (eg: availability of drinking water in anganwadis, medicines in health facilities)</li> <li>7. Monitoring the quality of the functioning of facilities (such as filling up vacant posts, corruption among staff, absenteeism etc)</li> <li>77. Others, specify</li> </ol> |
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**5 - Initiatives:**

|   |   |   |
|---|---|---|
| 1 | What are the various government schemes/acts that you are AWARE of? (multiple responses possible)                                 | <ol style="list-style-type: none"> <li>1. MGREGS</li> <li>2. Backward Rural Grant Fund (BRGF)</li> <li>3. ICDS</li> <li>4. Mid Day Meal</li> <li>5. Indira Awas Yojana</li> <li>6. Biju Pucca Ghara Yojana</li> <li>7. Swachch Bharat Abhiyaan</li> <li>8. Janani Suraksha Yojna</li> <li>9. PDS</li> <li>10. Widow Pension</li> <li>11. Old Age Pension</li> <li>12. Disability Pension</li> <li>13. Single Women's pension</li> <li>14. Deen Dayal Grameen Kaushal Yojna</li> <li>15. Odisha Livelihood Mission</li> <li>16. Deen Dayal Antodya Yojana</li> <li>17. PESA</li> <li>18. Biju Kanya Ratna Yojna</li> <li>19. Ama Jungle Yojna</li> <li>20. Mukhya Mantri sadak yojna</li> <li>21. Biju gaon gadi yojna</li> <li>22. Nirman Shramik Pucca Ghar Yojna</li> <li>23. Biju Setu Yojna</li> <li>24. Pradhan Mantri Gramya Sadak Yojana</li> <li>77. Others, specify</li> </ol> |
| 2 | What are the various government schemes/acts that you have ACCESSED/IMPLEMENTED during your TENURE? (multiple responses possible) | <ol style="list-style-type: none"> <li>1. MGNREGAIS</li> <li>2. Backward Rural Grant Fund (BRGF)</li> <li>3. ICDS</li> <li>4. Mid Day Meal</li> <li>5. Indira Awas Yojana</li> </ol>  |

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|     |  | <p>6. Biju Pucca Ghara Yojana</p> <p>7. Swachch Bharat Abhiyaan</p> <p>8. Janani Suraksha Yojna</p> <p>9. PDS</p> <p>10. Widow Pension</p> <p>11. Old Age Pension</p> <p>12. Disability Pension</p> <p>13. Single Women's pension</p> <p>14. Deen Dayal Grameen Kaushal Yojna</p> <p>15. Odisha Livelihood Mission</p> <p>16. Deen Dayal Antodya Yojana</p> <p>17. PESA</p> <p>18. Biju Kanya Ratna Yojna</p> <p>19. Ama Jungle Yojna</p> <p>20. Mukhya Mantri sadak yojna</p> <p>21. Biju gaon gadi yojna</p> <p>22. Nirman Shramik Pucca Ghar Yojna</p> <p>23. Biju Setu Yojna</p> <p>77. Others</p> |
| 3   | How many beneficiaries did you reach in each scheme? (Write numbers) |  |
| 1.  | MGREGS   |  |
| 2.  | BRGF   |  |
| 3.  | ICDS   |  |
| 4.  | Mid Day Meal   |  |
| 5.  | Indira Awas Yojana   |  |
| 6.  | Biju Pucca Ghara Yojana  |  |
| 7.  | Swachch Bharat Abhiyaan  |  |
| 8.  | Janani Suraksha Yojna  |  |
| 9.  | PDS  |  |
| 10. | Widow Pension  |  |
| 11. | Old Age Pension  |  |
| 12. | Disability Pension   |  |
| 13. | Single Women's pension   |  |
| 14. | Deen Dayal Grameen Kaushal Yojna                                     |  |
| 15. | Odisha Livelihood Mission  |  |
| 16. | Deen Dayal Antodya Yojana  |  |
| 17. | PESA Ben   |  |
| 18. | Biju Kanya Ratna Yojna   |  |
| 19. | Ama Jungle Yojna   |  |
| 20. | Mukhya Mantri sadak yojna  |  |
| 21. | Biju gaon gadi yojna   |  |
| 22. | Nirman Shramik Pucca Ghar Yojna                                      |  |
| 23. | Biju Setu Yojna  |  |

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| 24. | Others   |   |
| 4   | During your tenure of the past five years, have you initiated any new scheme or project in your community? | 0. No<br>1. Yes   |
| 5   | In what areas did you start these new scheme/s and projects? (Multiple responses possible)                 | 1. Health<br>2. Water, Sanitation and Hygiene<br>3. Education<br>4. Livelihoods<br>5. Prevention of Violence against Women<br>6. Public Works<br>77. Others   |
| 6   | What area did you work on and what initiatives did you take?   |   |
| 7   | Could you please provide details about the initiative/s under each area? (multiple responses possible)     |   |
| 1.  | Health   | 1. Pre and post-natal care/Institutional deliveries<br>2. Malnutrition<br>3. Anaemia<br>4. Availability of doctors in health facilities<br>5. Immunisation<br>6. Provision of Anganwadi<br>7. Provision of PHC, CHC, etc.<br>8. Support to ANM, ASHA and AWW workers<br>77. Others, specify   |
| 2.  | Water, Sanitation and Hygiene  | 1. Construction of household/community toilets/toilets in establishments like schools, Panchayat office<br>2. Construction of toilets for girls in schools/other establishments<br>3. Campaigns and initiatives to encourage toilet usage<br>4. Provision of water supply to toilets<br>5. Campaigns and initiatives to encourage hand washing<br>6. Construction of water supply and water storage structures<br>7. Improvement of frequency of water supply to households/establishments<br>8. Improvement in quality of water being supplied to households/establishments<br>9. Improvement of waste management systems in Panchayats<br>77. Others, specify |
| 3.  | Education  | 1. Encourage enrollment of children in schools<br>2. Encouragement on education of girl children<br>3. Construction of school facilities<br>4. Provision of skill training facilities   |

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|    |   | 5. Teacher training<br>6. Monitor Mid day meals<br>77. Others, specify  |
| 4. | Livelihoods   | 1. Increased employment opportunities for all<br>2. Increased employment opportunities for women<br>3. Increased access to micro-finance for all<br>4. Increased access to micro-finance for women<br>77. Others, specify   |
| 5. | Prevention of Violence against Women  | 1. Sex-selective discrimination<br>2. Early Marriage and Dowry Violence<br>3. Sexual harassment and assault<br>4. Female Foeticide<br>77. Others , specify  |
| 6. | Public Works  | 1. Construction/ repair of roads<br>2. Installation of street lights<br>3. Construction of Panchayat office<br>4. Public transportation<br>5. Construction of houses<br>6. Increase the number of houses with electricity<br>77. Others, specif   |
| 8  | In the past five years, have there been any initiatives that you wanted to undertake but were not able to/faced difficulties in implementing? | 0. No<br>1. Yes<br>2. Don't know  |
| 9  | What difficulties did you face? (multiple options possible)   | 1. Lack of/limited financial resources<br>2. Lack of support from Sarpanch<br>3. Lack of support from other Panchayat members<br>4. Lack of interest from community members<br>5. Lack of interest from village elders/traditional leaders<br>6. Absence or limited support from government departments<br>7. Lack of awareness about how to implement/further strengthen an initiative<br>77. Others |

**6-Self confidence:**

|   |   |   |
|---|---|---|
| 1 | Do you think women are capable of being in leadership positions?                                    | 0. No<br>1. Yes   |
| 2 | Why do you think they are not capable of being in leadership positions? (multiple options possible) | 1. Lack general awareness about different things<br>2. Not well educated<br>3. Not able to manage burden of household work along with a leadership position<br>4. Lack of support from families |

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|   |  | 5. Lack of support from their communities<br>6. Not confident about speaking in public<br>7. Not confident about travelling on their own<br>77. Others   |
| 3 | After five years in this position, has there been a change in how confident you feel right now about fulfilling your roles and responsibilities from how you felt when you were elected? | 0. No<br>1. Yes<br>2. Don't know   |
| 4 | What change has taken place?   | 1. I feel less confident<br>2. I feel more confident   |
| 5 | Why do you feel less confident? (multiple options possible)  | 1. I do not have the necessary awareness to do this work<br>2. Lack of support from family<br>3. Lack of support from community<br>4. Lack of political backing<br>5. Inability to start new initiatives or implement schemes<br>6. Lack of support from government officials<br>7. Unable to manage Panchayat work along with household work<br>77. Others, specify         |
| 6 | Why do you feel more confident? (multiple options possible)  | 1. More aware after attending THP trainings<br>2. Support from family<br>3. Support from community members<br>4. Support from political parties<br>5. Successfully started and/or implemented schemes and initiatives<br>6. Support from government officials<br>7. Support from Mahila Adhikar Samukhya (MAS)<br>8. Support from other women's group<br>77. Others, specify |

We are now going to ask you how comfortable you feel while interacting with different individuals. Please do share your honest opinions.

- **Panchayat Secretary**

|   |  |   |
|---|--|---|
| 7 | How comfortable are you interacting with the Panchayat Secretary?  | 1. No, not at all comfortable<br>2. Yes, but with a great deal of difficulty<br>3. Yes, but with a little difficulty<br>4. Yes, fairly comfortable<br>5. Yes, very comfortable  |
| 8 | If not at all comfortable or only comfortable with difficulty, what are the reasons behind this? (multiple responses possible) | 1. S/he does not make time to meet me<br>2. S/he does not listen to my suggestions/advice<br>3. S/he often ridicules my ideas and suggestions<br>4. S/he does not think I am capable of doing my work<br>5. S/he is corrupt<br>6. S/he does not respect women |

|  |  |
|--|--|
|  | <p>7. S/he is irregular and inefficient</p> <p>8. I don't feel I am equipped enough to debate and discuss with them</p> <p>77. Others, specify</p> |
|--|--|

• **Line department staff (block level government officials)**

|    |  |  |
|----|--|--|
| 9  | How comfortable do you feel interacting with Line Department Staff/ Block level Government Officials?                          | <p>1. No, not at all comfortable</p> <p>2. Yes, but with a great deal of difficulty</p> <p>3. Yes, but with a little difficulty</p> <p>4. Yes, fairly comfortable</p> <p>5. Yes, very comfortable</p>  |
| 10 | If not at all comfortable or only comfortable with difficulty, what are the reasons behind this? (multiple responses possible) | <p>1. They do not make time to meet me</p> <p>2. They do not listen to my suggestions/advice</p> <p>3. They often ridicule my ideas and suggestions</p> <p>4. They do not think I am capable of doing my work</p> <p>5. They are corrupt</p> <p>6. They do not respect women</p> <p>7. They are irregular and inefficient</p> <p>8. I don't feel I am equipped enough to debate and discuss with them</p> <p>77. Others, specify</p> |

• **Panchayat Samiti Members**

|    |  |  |
|----|--|--|
| 11 | How comfortable do you feel interacting with Panchayat Samiti members?   | <p>1. No, not at all comfortable</p> <p>2. Yes, but with a great deal of difficulty</p> <p>3. Yes, but with a little difficulty</p> <p>4. Yes, fairly comfortable</p> <p>5. Yes, very comfortable</p>  |
| 12 | If not at all comfortable or only comfortable with difficulty, what are the reasons behind this? (multiple responses possible) | <p>1. They do not make time to meet me</p> <p>2. They do not listen to my suggestions/advice</p> <p>3. They often ridicule my ideas and suggestions</p> <p>4. They do not think I am capable of doing my work</p> <p>5. They are corrupt</p> <p>6. They do not respect women</p> <p>7. They are irregular and inefficient</p> <p>8. I don't feel I am equipped enough to debate and discuss with them</p> <p>77. Others, specify</p> |

• **Other female members in the Panchayat and/or the (female) Sarpanch**

|    |  |   |
|----|--|---|
| 13 | How comfortable do you feel interacting with other female members in the Panchayat and/or the (female) Sarpanch? | <p>1. No, not at all comfortable</p> <p>2. Yes, but with a great deal of difficulty</p> <p>3. Yes, but with a little difficulty</p> <p>4. Yes, fairly comfortable</p> <p>5. Yes, very comfortable</p> |
|----|--|---|

|    |  |   |
|----|--|---|
| 14 | If not at all comfortable or only comfortable with difficulty, what are the reasons behind this? (multiple responses possible) | <ol style="list-style-type: none"> <li>1. They do not make time to meet me</li> <li>2. They do not listen to my suggestions/advice</li> <li>3. They often ridicule my ideas and suggestions</li> <li>4. They do not think I am capable of doing my work</li> <li>5. They are corrupt</li> <li>6. They do not respect women</li> <li>7. They are irregular and inefficient</li> <li>8. I don't feel I am equipped enough to debate and discuss with them</li> <li>77. Others, specify</li> </ol> |
|----|--|---|

• **Other male members in the Panchayat and/or the (male) Sarpanch**

|    |  |   |
|----|--|---|
| 15 | How comfortable do you feel interacting with other male members in the Panchayat and/or the (male) Sarpanch?                   | <ol style="list-style-type: none"> <li>1. No, not at all comfortable</li> <li>2. Yes, but with a great deal of difficulty</li> <li>3. Yes, but with a little difficulty</li> <li>4. Yes, fairly comfortable</li> <li>5. Yes, very comfortable</li> </ol>  |
| 16 | If not at all comfortable or only comfortable with difficulty, what are the reasons behind this? (multiple responses possible) | <ol style="list-style-type: none"> <li>1. They do not make time to meet me</li> <li>2. They do not listen to my suggestions/advice</li> <li>3. They often ridicule my ideas and suggestions</li> <li>4. They do not think I am capable of doing my work</li> <li>5. They are corrupt</li> <li>6. They do not respect women</li> <li>7. They are irregular and inefficient</li> <li>8. I don't feel I am equipped enough to debate and discuss with them</li> <li>77. Others, specify</li> </ol> |

We would now like to ask you a few questions about how comfortable you feel about speaking in different types of public situations.

|    |   |  |
|----|---|--|
| 17 | Do you feel comfortable speaking up in public to help decide on infrastructure (like small wells, roads, water supplies) to be built in your community? | <ol style="list-style-type: none"> <li>1. No, not at all comfortable</li> <li>2. Yes, but with a great deal of difficulty</li> <li>3. Yes, but with a little difficulty</li> <li>4. Yes, fairly comfortable</li> <li>5. Yes, very comfortable</li> </ol> |
| 18 | Do you feel comfortable speaking up in public to ensure proper payment of wages for public works or other similar programs?                             | <ol style="list-style-type: none"> <li>1. No, not at all comfortable</li> <li>2. Yes, but with a great deal of difficulty</li> <li>3. Yes, but with a little difficulty</li> <li>4. Yes, fairly comfortable</li> <li>5. Yes, very comfortable</li> </ol> |
| 19 | Do you feel comfortable speaking up in public to protest the misbehavior of authorities or elected officials?   | <ol style="list-style-type: none"> <li>1. No, not at all comfortable</li> <li>2. Yes, but with a great deal of difficulty</li> <li>3. Yes, but with a little difficulty</li> <li>4. Yes, fairly comfortable</li> <li>5. Yes, very comfortable</li> </ol> |

|    |  |  |
|----|--|--|
| 20 | Do you feel comfortable speaking up in public about gender related issues such as child marriage, sexual harassment, dowry violence, etc?          | <ol style="list-style-type: none"> <li>1. No, not at all comfortable</li> <li>2. Yes, but with a great deal of difficulty</li> <li>3. Yes, but with a little difficulty</li> <li>4. Yes, fairly comfortable</li> <li>5. Yes, very comfortable</li> </ol>   |
| 21 | Do you feel comfortable speaking up in public about caste related discrimination?  | <ol style="list-style-type: none"> <li>1. No, not at all comfortable</li> <li>2. Yes, but with a great deal of difficulty</li> <li>3. Yes, but with a little difficulty</li> <li>4. Yes, fairly comfortable</li> <li>5. Yes, very comfortable</li> </ol>   |
| 22 | Do you feel comfortable speaking up in public about corruption of authorities or elected officials?  | <ol style="list-style-type: none"> <li>1. No, not at all comfortable</li> <li>2. Yes, but with a great deal of difficulty</li> <li>3. Yes, but with a little difficulty</li> <li>4. Yes, fairly comfortable</li> <li>5. Yes, very comfortable</li> </ol>   |
| 23 | When discussing and raising issues in public, do you feel that your community members listen to you and have respect for your views and opinions?  | <ol style="list-style-type: none"> <li>1. Not at all</li> <li>2. To a limited extend</li> <li>3. A majority of the times</li> <li>4. All the times</li> </ol>  |
| 24 | When discussing and raising issues in public, do you feel that other Panchayat members listen to you and have respect for your views and opinions? | <ol style="list-style-type: none"> <li>1. Not at all</li> <li>2. To a limited extend</li> <li>3. A majority of the times</li> <li>4. All the times</li> </ol>  |
| 25 | When discussing and raising issues in public, do you feel that government officials listen to you and have respect for your views and opinions?    | <ol style="list-style-type: none"> <li>1. Not at all</li> <li>2. To a limited extend</li> <li>3. A majority of the times</li> <li>4. All the times</li> </ol>  |
| 26 | In the past five years, has your confidence in speaking in public stayed the same, increased or decreased?   | <ol style="list-style-type: none"> <li>1. Stayed the same</li> <li>2. Increased</li> <li>3. Decreased</li> <li>4. Can't say</li> </ol>   |
| 27 | Why do you think your confidence to speak in public has increased? (multiple options possible)   | <ol style="list-style-type: none"> <li>1. Feel more confident after attending THP trainings</li> <li>2. Support from family</li> <li>3. Support from community members</li> <li>4. Support from political parties</li> <li>5. Support from government officials</li> <li>6. Support from Mahila Adhikar Samukhya (MAS)</li> <li>7. Support from other women's groups</li> <li>8. Success in undertaking work that has benefitted the community</li> <li>9. Support from Alibha members</li> <li>77. Others, specify</li> </ol> |
| 28 | In the past five years, has your confidence in speaking to government officials stayed the same, increased or decreased?                           | <ol style="list-style-type: none"> <li>1. Stayed the same</li> <li>2. Increased</li> <li>3. Decreased</li> </ol>   |

|    |   |   |
|----|---|---|
|    |   | 4. Can't say  |
| 29 | Why do you think your confidence to speak to government officials has increased? (multiple options possible)                                    | 1. Feel more confident after attending THP trainings<br>2. Support from family<br>3. Support from community members<br>4. Support from political parties<br>5. Support from government officials<br>6. Support from Mahila Adhikar Samukhya (MAS)<br>7. Support from other women's groups<br>8. Success in undertaking work that has benefitted the community<br>9. Support from Alibha members<br>77. Others , specify |
| 30 | In the past five years, has your confidence in undertaking new initiatives or implementing new schemes stayed the same, increased or decreased? | 1. Stayed the same<br>2. Increased<br>3. Decreased<br>4. Can't say  |
| 31 | Why do you think your confidence in undertaking new initiatives or implementing new schemes has increased?                                      | 1. Feel more confident after attending THP trainings<br>2. Support from family<br>3. Support from community members<br>4. Support from political parties<br>5. Support from government officials<br>6. Support from Mahila Adhikar Samukhya (MAS)<br>7. Support from other women's groups<br>8. Success in undertaking work that has benefitted the community<br>9. Support from Alibha members<br>77. Others , specify |

**7 - Decision Making:**

|   |  |  |
|---|--|--|
| 1 | Before being elected, did you participate in any income generating activity which added to the overall household income? | 0. No<br>1. Yes  |
| 2 | How much input did you have in making decisions about the activity?  | 1. No input<br>2. Input into very few decisions<br>3. Input into some decisions<br>4. Input into most decisions<br>5. Input into all decisions |
| 3 | How much input did you have in decisions on the use of income generated from activity?                                   | 1. No input<br>2. Input into very few decisions<br>3. Input into some decisions<br>4. Input into most decisions<br>5. Input into all decisions |
| 4 | Which of the following assets does your household own? (multiple options possible)                                       | 1. House(and other structures)<br>2. Agricultural land<br>3. Livestock/Poultry/Fish  |

|  |  |   |
|--|--|---|
|  | Instruction: Read out all options and select those ones which the household owns | 4. Farm equipment(mechanized and non-mechanized)<br>5. Non-farm business equipment<br>6. Larger consumer durables (fridge, TV, sofa)<br>7. Small consumer durables (radio, cookware) including cell phone<br>8. Other land not used for agricultural purposes (pieces, residential or commercial land)<br>9. Means of transportation (bicycle, motorcycle, car) |
|--|--|---|

**Ownership Details of Assets**

| Sl no | a.Which asset are you noting down details for?   | b.Who would you say owns most of the item?<br>(Use codes below) | c.Who would you say can decide whether to give away this item most of the time?<br>(Use codes below) | d.Who would you say can decide to mortgage or rent out this item most of the time?<br>(Use codes below) |
|-------|--|---|--|---|
| 1     | House(and other structures)  |   |  |   |
| 2     | Agricultural land  |   |  |   |
| 3     | Livestock/Poultry/Fish   |   |  |   |
| 4     | Farm equipment(mechanized and non-mechanized)  |   |  |   |
| 5     | Non-farm business equipment  |   |  |   |
| 6     | Larger consumer durables (fridge, TV, sofa)  |   |  |   |
| 7     | Small consumer durables (radio, cookware) including cell phone                         |   |  |   |
| 8     | Other land not used for agricultural purposes (pieces, residential or commercial land) |   |  |   |
| 9     | Means of transportation (bicycle, motorcycle, car)                                     |   |  |   |

**Code-b, c & d:** Self; 2-Partner/Spouse; 3-Self and partner/spouse jointly; 4-Other household member; 5-Self and other household member; 6-Partner/spouse and other household member(s) ;7-Someone (or group of people) outside the household; 8-Self and other outside people ;9-Partner/spouse and other outside people; 10-Self, partner/spouse and other outside people .

|   |  |  |
|---|--|--|
| 6 | When your household has to take a loan (cash/in-kind), who makes the decision about where the money will be borrowed from? | 1. Self<br>2. Partner/Spouse<br>3. Self and partner/spouse jointly<br>4. Other household member<br>5. Self and other household member<br>6. Partner/spouse and other household member<br>7. Someone (or group of people) outside the household<br>8. Self and other outside people |
|---|--|--|

|  |  |   |
|--|--|---|
|  |  | 9. Partner/spouse and other outside people<br>10. Self, partner/spouse and other outside people |
|--|--|---|

| Sl no | Issues  | Who normally takes decisions on the following issues in your household?<br>(Use codes below) |
|-------|---|--|
| 1     | Agricultural Production   |  |
| 2     | Livestock Raising   |  |
| 3     | Non Farm Business Activity  |  |
| 4     | You own(singular) wage or salary employment   |  |
| 5     | Major household expenditure (such as a large appliance for the house like refrigerator etc)   |  |
| 6     | Minor household expenditure (such as food for daily consumption or other household needs etc) |  |
| 7     | Purchasing assets such as land, tractors,etc.   |  |
| 8     | Whether to use family planning or not   |  |
| 9     | Education of Children   |  |
| 10    | If there is a serious health problem in the household   |  |
| 11    | You contesting elections  |  |
| 12    | Family Disputes   |  |

| Sl no | Issues  | How do you make decisions about the following issues:<br>(Use codes below) |
|-------|---|--|
| 1     | Agricultural Production   |  |
| 2     | Livestock Raising   |  |
| 3     | Non Farm Business Activity  |  |
| 4     | You own(singular) wage or salary employment   |  |
| 5     | Major household expenditure (such as a large appliance for the house like refrigerator etc)   |  |
| 6     | Minor household expenditure (such as food for daily consumption or other household needs etc) |  |
| 7     | Purchasing assets such as land, tractors,etc.   |  |
| 8     | Whether to use family planning or not   |  |
| 9     | Education of Children   |  |
| 10    | What to do if there is a serious health problem in the household                              |  |
| 11    | How to protect yourself from violence   |  |
| 12    | How to resolve conflicts in the community   |  |
| 13    | How to make development plans for the community   |  |
| 14    | Whether you should contest elections or not   |  |
| 15    | How to resolve family disputes  |  |

**Codes:** 1- I do what I have been told by others that I must do; 2-My actions are determined by the situation. I do not really have an option;3-My actions are influenced by the fact that I will get into trouble if I act differently;4-I do

what I do so others don't think poorly of me;5-I do what I do because I personally think it is the right thing to do;6-Not Applicable (Household is not involved in this activity)

**8 - Gender Equity:**

|   |  |  |
|---|--|--|
| 1 | In your village, do you think women are allowed to do everything a man is able to do or do they have to struggle to have to do these things? | <ol style="list-style-type: none"> <li>1. Yes, they are allowed to do everything that men can</li> <li>2. No, women have to struggle to do certain things</li> <li>3. Don't know</li> </ol>  |
| 2 | What are the things that women are not allowed to do/have to struggle to do but men can easily do? (multiple options possible)               | <ol style="list-style-type: none"> <li>1. Go outside the village to study</li> <li>2. Study for as long as they want</li> <li>3. Take up a job in the village</li> <li>4. Take up a job outside the village</li> <li>5. Contest elections</li> <li>6. Attend Gram Sabha meetings and other community meetings</li> <li>7. Become the leader of any community institution</li> <li>77. Others, specify</li> </ol> |
| 3 | Which of the following rights are women entitled to? (multiple options possible)   | <ol style="list-style-type: none"> <li>1. Right to Political Participation</li> <li>2. Right to Education</li> <li>3. Right to Food</li> <li>4. Right to live a life without violence</li> <li>5. Right to good health</li> <li>6. Right to work outside the house</li> <li>7. Right to choose their own life partner</li> <li>77. Others, specify</li> </ol>  |

| Sl no. | Activities  | According to you, who is **primarily responsible** for the following activities in your households<br><b>Codes :</b> 1-Adult female members;2-Adult male members;3-Boys;4-Girls |
|--------|---|---|
| 1      | Cleaning, cooking and household chores                  |   |
| 2      | Looking after younger children in the family            |   |
| 3      | Supporting the family financially                       |   |
| 4      | Agricultural work                                       |   |
| 5      | Livestock rearing                                       |   |
| 6      | Looking after the elderly                               |   |
| 7      | Water collection  |   |
| 8      | Taking part in Gram Sabhas and other community meetings |   |

**After your election as a Panchayat representative, in which of the following household activities has \*\*YOUR involvement changed?\*\* (multiple options possible)**

**Instruction: Please read out the list and mark to which the respondent says yes**

| Sl no | Household activities | YOUR involvement changed | How has your involvement changed? |
|-------|----------------------|--------------------------|-----------------------------------|
|       |                      |                          |                                   |

|   |   |     |    |           |           |
|---|---|-----|----|-----------|-----------|
| 1 | Cleaning and cooking and doing household chores         | Yes | No | Increased | Decreased |
| 2 | Looking after younger children                          | Yes | No | Increased | Decreased |
| 3 | Supporting the family financially                       | Yes | No | Increased | Decreased |
| 4 | Agricultural work                                       | Yes | No | Increased | Decreased |
| 5 | Livestock rearing                                       | Yes | No | Increased | Decreased |
| 6 | Looking after the elderly                               | Yes | No | Increased | Decreased |
| 7 | Water collection  | Yes | No | Increased | Decreased |
| 8 | Taking part in Gram Sabhas and other community meetings | Yes | No | Increased | Decreased |

**After your election as a Panchayat representative, has the \*\*involvement of OTHER HOUSEHOLD MEMBERS in household activities\*\* changed and how?**

**In which household activities has the involvement of \*\*adult male members\*\* changed? (multiple options possible)**

| Sl no | Household activities                                    | Adult male members involvement changed |    | How has their involvement changed? |           |
|-------|---|--|----|------------------------------------|-----------|
| 1     | Cleaning and cooking and doing household chores         | Yes                                    | No | Increased                          | Decreased |
| 2     | Looking after younger children                          | Yes                                    | No | Increased                          | Decreased |
| 3     | Supporting the family financially                       | Yes                                    | No | Increased                          | Decreased |
| 4     | Agricultural work                                       | Yes                                    | No | Increased                          | Decreased |
| 5     | Livestock rearing                                       | Yes                                    | No | Increased                          | Decreased |
| 6     | Looking after the elderly                               | Yes                                    | No | Increased                          | Decreased |
| 7     | Water collection  | Yes                                    | No | Increased                          | Decreased |
| 8     | Taking part in Gram Sabhas and other community meetings | Yes                                    | No | Increased                          | Decreased |

**After your election as a Panchayat representative, has the \*\*involvement of OTHER HOUSEHOLD MEMBERS in household activities\*\* changed and how?**

**In which household activities has the involvement of \*\*adult female members\*\* changed? (multiple options possible)**

| Sl no | Household activities                            | Adult female members involvement changed |    | How has their involvement changed? |           |
|-------|---|--|----|------------------------------------|-----------|
| 1     | Cleaning and cooking and doing household chores | Yes                                      | No | Increased                          | Decreased |
| 2     | Looking after younger children                  | Yes                                      | No | Increased                          | Decreased |
| 3     | Supporting the family financially               | Yes                                      | No | Increased                          | Decreased |

|   |   |     |    |           |           |
|---|---|-----|----|-----------|-----------|
| 4 | Agricultural work                                       | Yes | No | Increased | Decreased |
| 5 | Livestock rearing                                       | Yes | No | Increased | Decreased |
| 6 | Looking after the elderly                               | Yes | No | Increased | Decreased |
| 7 | Water collection  | Yes | No | Increased | Decreased |
| 8 | Taking part in Gram Sabhas and other community meetings | Yes | No | Increased | Decreased |

**In which household activities has the involvement of \*\*girls\*\* changed? (multiple options possible)**

| Sl no | Household activities                                    | Girls involvement changed |    | How has their involvement changed? |           |
|-------|---|---------------------------|----|------------------------------------|-----------|
| 1     | Cleaning and cooking and doing household chores         | Yes                       | No | Increased                          | Decreased |
| 2     | Looking after younger children                          | Yes                       | No | Increased                          | Decreased |
| 3     | Supporting the family financially                       | Yes                       | No | Increased                          | Decreased |
| 4     | Agricultural work                                       | Yes                       | No | Increased                          | Decreased |
| 5     | Livestock rearing                                       | Yes                       | No | Increased                          | Decreased |
| 6     | Looking after the elderly                               | Yes                       | No | Increased                          | Decreased |
| 7     | Water collection  | Yes                       | No | Increased                          | Decreased |
| 8     | Taking part in Gram Sabhas and other community meetings | Yes                       | No | Increased                          | Decreased |

**In which household activities has the involvement of \*\*boys\*\* changed? (multiple options possible)**

| Sl no | Household activities                                    | Boys involvement changed |    | How has their involvement changed? |           |
|-------|---|--------------------------|----|------------------------------------|-----------|
| 1     | Cleaning and cooking and doing household chores         | Yes                      | No | Increased                          | Decreased |
| 2     | Looking after younger children                          | Yes                      | No | Increased                          | Decreased |
| 3     | Supporting the family financially                       | Yes                      | No | Increased                          | Decreased |
| 4     | Agricultural work                                       | Yes                      | No | Increased                          | Decreased |
| 5     | Livestock rearing                                       | Yes                      | No | Increased                          | Decreased |
| 6     | Looking after the elderly                               | Yes                      | No | Increased                          | Decreased |
| 7     | Water collection  | Yes                      | No | Increased                          | Decreased |
| 8     | Taking part in Gram Sabhas and other community meetings | Yes                      | No | Increased                          | Decreased |

**We would like to know if you have to take \*\*permission from your spouse or any other household member\*\* to go to the following places**

| <b>Sl no.</b> | <b>Activity</b>                     | <b>Codes:</b> 1-Never;2-Rarely;3-Sometimes;4-Often/Most of the times;5-Always;6-Not Applicable. |
|---------------|-------------------------------------|---|
| 1             | Any religious place                 |   |
| 2             | Outside village                     |   |
| 3             | Local Event/Fair                    |   |
| 4             | Husband's relatives' house          |   |
| 5             | Parent's House                      |   |
| 6             | Own Relatives' House                |   |
| 7             | Friend's Place                      |   |
| 8             | Local Market                        |   |
| 9             | Daily Livelihood                    |   |
| 10            | To conduct Panchayat related duties |   |
| 11            | Trainings of THP                    |   |
| 12            | Group/Association Meetings          |   |
| 13            | To meet media personnel             |   |
| 14            | To meet government officials        |   |

**We would like to know if you can go to the following places \*\*without being accompanied by anyone\*\***

| <b>Sl no.</b> | <b>Activity</b>                     | <b>Codes:</b> 1-Never;2-Rarely;3-Sometimes;4-Often/Most of the times;5-Always;6-Not Applicable. |
|---------------|-------------------------------------|---|
| 1             | Any religious place                 |   |
| 2             | Outside village                     |   |
| 3             | Local Event/Fair                    |   |
| 4             | Husband's relatives' house          |   |
| 5             | Parent's House                      |   |
| 6             | Own Relatives' House                |   |
| 7             | Friend's Place                      |   |
| 8             | Local Market                        |   |
| 9             | Daily Livelihood                    |   |
| 10            | To conduct Panchayat related duties |   |
| 11            | Trainings of THP                    |   |
| 12            | Group/Association Meetings          |   |
| 13            | To meet media personnel             |   |
| 14            | To meet government officials        |   |

|   |  |   |
|---|--|---|
| 1 | In your family, how is property generally divided? | <ol style="list-style-type: none"> <li>1. Only sons receive</li> <li>2. Only daughters receive</li> <li>3. Sons receive more</li> <li>4. Daughters receive more</li> <li>5. Property will be equally divided between sons and daughters</li> <li>6. Daughters' husband will get her share</li> <li>7. Not applicable since household has only sons</li> <li>8. Not applicable since household has only daughters</li> </ol> |
|---|--|---|

|   |   |   |
|---|---|---|
| 2 | For the last GIRL's marriage in your family, did the girl play a role in the deciding who her groom will be?                            | 0. No<br>1. Yes<br>2. Don't know<br>3. Not Applicable   |
| 3 | For the last BOY's marriage in your family, did the boy play a role in the deciding who his bride will be?                              | 0. No<br>1. Yes<br>2. Don't know<br>3. Not Applicable   |
| 4 | In your household, what steps are usually taken to prevent harassment/sexual harassment of girls and women? (multiple options possible) | 1. Do nothing<br>2. Restrict their mobility<br>3. Ensure that they only go outside with family members<br>4. Stop them from going to school outside the village<br>5. Encourage them to share it with their own family<br>6. Complain to community elders and leaders<br>7. Complain to police<br>8. Work with community groups/youth groups to improve situation<br>9. Discourage boys from harassing girls<br>77. Others, specify |

**9 - Aspirations:**

|   |  |  |
|---|--|--|
| 1 | Are you aware of the two child norm that is applicable for women contesting elections?                             | 0. No<br>1. Yes  |
| 2 | Do you think it has an IMPACT on the participation of women in elections?  | 0. No<br>1. Yes  |
| 3 | According to you, what impact does it have on the participation of women in elections? (multiple options possible) | 1. It makes women with experience in governance not eligible for contesting<br>2. It reduces the number of new female candidates who are eligible for contesting<br>3. It discourages women from contesting/re-contesting since they might want to have more children<br>4. Families discourage women from contesting elections because of it<br>77. Others, specify |
| 4 | Will you be contesting for the upcoming local elections?   | 0. No<br>1. Yes<br>2. Don't know   |
| 5 | Why do you not want to contest in the upcoming local elections? (multiple options possible)                        | 1. I am not interested<br>2. Other women should also get the opportunity<br>3. I do not feel that I have a good chance of re-election<br>4. My family does not want me to contest elections again  |

|    |  |   |
|----|--|---|
|    |  | 5. Difficulty in handling the responsibilities due to lack of knowledge about rules, laws etc<br>6. Cannot devote so much time for carrying out the roles of an EWRs<br>7. Two child norm<br>77. Others , specify   |
| 6  | Do you plan to take up any other employment?   | 0. No<br>1. Yes<br>2. Don't know  |
| 7  | What employment opportunity do you plan to take up?  | 1. Wage Labour<br>2. Salaried Employment<br>3. Self employment<br>77. Others  |
| 8  | Do you plan to continue to be engaged in the work that is being undertaken in the Panchayat? | 0. No<br>1. Yes<br>2. Don't know  |
| 9  | How would you plan to stay engaged in the Panchayat? (multiple options possible)             | 1. Attend MAS/Alibha meetings<br>2. Attend Gram Sabha meetings/Palli Sabha regularly<br>3. Support other Panchayat members in their advocacy issues with the local authorities<br>77. Others, specify   |
| 10 | At what level will you be contesting?  | 1. Gram Panchayat<br>2. Panchayat Samiti<br>3. Zilla Parishad   |
| 11 | Do you have any plans for campaigning?   | 0. No<br>1. Yes<br>2. Don't know  |
| 12 | What campaigning strategies do you plan to use? (multiple options possible)                  | 1. Take support of political party<br>2. Seek support of community members<br>3. Door to door campaigning<br>4. Take support of Alibha members<br>5. Slogan/wall painting<br>6. Share manifesto with community members<br>77. Others , specify  |
| 13 | What changes would you like to bring about in your Panchayat? (multiple options possible)    | 1. Make the Panchayat free of open defecation/achieve ODF status<br>2. Work towards eliminating Violence against Women<br>3. Ensure that all girls are going to schools<br>4. Ensure that social security schemes reach marginalised communities<br>5. A corruption free GP<br>6. Ensure that services/facilities such as Anganwandi, ASHA worker, etc in the GPs are effectively working and accessible to community<br>77. Others , specify |

**10 - Engagement with THP:**

|   |   |  |
|---|---|--|
| 1 | What trainings/meetings/campaigns conducted by THP have you attended in the LAST 5 YEARS? (multiple options possible)                           | <ol style="list-style-type: none"> <li>1. Women's Leadership Workshops</li> <li>2. Need Based Workshops</li> <li>3. Mahila Adhikar Samakhya (MAS) meetings</li> <li>4. Violence against Women Campaigns</li> <li>5. Conventions</li> <li>6. Interface meetings with government officials</li> <li>7. Interface meetings with media</li> <li>8. Alibha meetings</li> <li>9. Other issue based campaign</li> </ol> |
| 2 | In the LAST ONE YEAR, have you participated in any trainings/meetings/campaigns conducted by THP?   | <ol style="list-style-type: none"> <li>0. No</li> <li>1. Yes</li> </ol>  |
| 3 | What trainings/meetings/campaigns conducted by THP have you attended in the LAST ONE YEAR? (multiple options possible)                          | <ol style="list-style-type: none"> <li>1. Need Based Workshops</li> <li>2. Mahila Adhikar Samakhya (MAS) meetings</li> <li>3. Alibha meetings</li> <li>4. Violence against Women Campaigns</li> </ol>  |
| 4 | How many of EACH TYPE of these meetings/activities did you attend last year?  | <ol style="list-style-type: none"> <li>1. Need Based Workshops</li> <li>2. Mahila Adhikar Samakhya (MAS) meetings</li> <li>3. Alibha meetings</li> <li>4. Violence against Women Campaigns</li> </ol>  |
| 5 | If any of these activities/meetings were for more than one day, did you attend all the days?  | <b>Codes:</b> 1-Yes; 0-No; 3- Not Applicable (none of the activities/meetings were for more than one day)  |
| a | Need Based Workshops  |  |
| b | Mahila Adhikar Samakhya (MAS) meetings  |  |
| c | Alibha meetings   |  |
| d | Violence against Women Campaigns  |  |
| 6 | What were your primary take-aways from these activities/meetings – what was the information that was provided and the themes that were covered? |  |
| a | Need Based Workshops (multiple options possible)  | <ol style="list-style-type: none"> <li>1. Budgeting in Panchayats</li> <li>2. Financial management system in Panchayats</li> <li>3. Roles and responsibilities of Panchayat members in Panchayat financial management</li> <li>4. Importance of Financial and Social audit</li> <li>5. Utilization certificates</li> <li>6. Do not remember</li> <li>77. Others, specify</li> </ol>                              |
| b | Mahila Adhikar Samakhya (MAS) meetings (multiple options possible)  | <ol style="list-style-type: none"> <li>1. Profiling of services and facilities in the Panchayat</li> <li>2. Advocacy with local government authorities on improvement of services</li> <li>3. Health and Nutrition - Improving services in Anganwadis, staff appointment, malnutrition, etc</li> </ol>   |

|   |   |  |
|---|---|--|
|   |   | <ol style="list-style-type: none"> <li>4. Food Security - Identifying new beneficiaries for ration cards and under-served families left out of PDS</li> <li>5. Sanitation - Open Defecation Free (ODF) status and construction of toilets</li> <li>6. Education - Monitoring of staff and services</li> <li>7. Do not remember</li> <li>77. Others, specify</li> </ol>   |
| c | Alibha meetings (multiple options possible)   | <ol style="list-style-type: none"> <li>1. Prevention of Violence against Women (VaW) and the legal framework surrounding it</li> <li>2. Health and Nutrition - Improving services in Anganwadis, staff appointment, malnutrition, etc</li> <li>3. Monitoring the regularity of Panchayat meetings like Gaon Kalyan Samiti</li> <li>4. Food Security - Identifying new beneficiaries for ration cards and under-served families left out of PDS</li> <li>5. Sanitation - Open Defecation Free (ODF) status and construction of toilets</li> <li>6. Education - Monitoring of staff and services</li> <li>7. Form petitions advocacy with the local authorities</li> <li>8. Do not remember</li> <li>77. Others , specify</li> </ol> |
| d | Violence against Women Campaigns (multiple options possible)  | <ol style="list-style-type: none"> <li>1. It is a 16 day campaign</li> <li>2. Mobilising women citizens, especially Mahila Samakhya members for the campaign activities</li> <li>3. Spreading information through IEC materials about various forms violence and the legal recourse</li> <li>4. Importace of extensive campaign activities such as street plays, village meetings, etc.</li> <li>5. Importance of the involvement of local authorities such as Police, Panchayat Functionaries, Teachers and local Youth</li> <li>6. Do not remember</li> <li>77. Others , specify</li> </ol>  |
| 7 | In the last year, did you face any difficulty in participating/attending any of these trainings/meetings/campaigns? | <ol style="list-style-type: none"> <li>0. No</li> <li>1. Yes</li> <li>2. Can't say</li> </ol>  |
| 8 | Why do you feel that these trainings/meetings/campaigns been useful for you? (multiple options possible)            | <ol style="list-style-type: none"> <li>1. Have become more aware about the rules and regulations around political participation</li> <li>2. More aware about my roles and responsibilities as an elected representative</li> <li>3. More aware about how the Panchayat functions</li> <li>4. Feel more confident</li> </ol>  |

|    |  |  |
|----|--|--|
|    |  | 5. Able to speak with more ease/confidence in public settings<br>6. Able to speak with government officials with more ease/greater confidence<br>7. Able to speak to male members of the Panchayat with more ease/greater confidence<br>8. More confident in being able to travel alone<br>9. Have become more aware about the rights of women<br>10. Able to address the grievances of women of my community more effectively<br>11. My family has become more accepting and has reduced restrictions on me<br>12. My involvement in household decision making has increased<br>77. Others, specify |
| 9  | Are there any components that you did not find useful?   | 0. No<br>1. Yes  |
| 10 | Which parts of the trainings/meetings/campaigns did you not find useful? (multiple options possible) | 1. Information provided was not relevant for my needs<br>2. Information provided was too technical/did not find much relation to ground realities<br>3. Language used was difficult to understand<br>4. Difficulty in understanding what to do in the activities conducted by the facilitator<br>5. No opportunities for discussion with the other participants<br>6. No opportunities to give feedback to the facilitators<br>77. Others, specify   |

## 2. Group Interview with Elected Women Representatives (Qualitative Tool)

***This tool has to be implemented with Elected Women Representatives (EWRs). One group should comprise of 6-8 women belonging to the group to the one of the sample blocks.***

***The group should consist of:***

- ***ATLEAST (a) one Sarpanch, (b) one Naib Sarpanch, and (c) one Ward member.***
- ***Please ensure that the women selected are from different GPs***
- ***If possible, please try to include one member of the Executive Committee of Alibha***

Hello. I am \_\_\_\_\_ and I am here on behalf of Catalyst Management Services (CMS), Bangalore. We are collecting data for a study about the programme that The Hunger Project and \_\_\_\_\_ (name of the partner organization) has been implementing in this Block with Elected Women Representatives. Since you have been part of the entire training programme, we would like to understand what your views are about the

programme and what impact it has had in your respective villages. This entire process will take around one hour to one and a half hour.

Your participation in this study is voluntary and we hope you will agree to participate in it since your views are very important. However, you can decide not to participate as well or you may leave this discussion at any point of time. Your decision will not result in any penalty or loss of benefits to which you are entitled.

If you feel that you are not comfortable answering a question, please feel free to share that with us and we can move to another question. We would like to encourage you to share your opinions honestly as there are not correct or incorrect answers. We, simply speaking, want to understand your opinions so that we can work on further improving the programme.

If you do not understand anything that has been explained so far or you have any additional questions related to this study/interview, please feel free to ask them right now.

Would you like to continue with this interview?

*If the respondents agree, please proceed.*

*If any of the respondents does not give their consent for the interview, please look for an alternative for each.*

## **PARTICIPANTS' DETAILS**

**Name of the District:**

**Name of the Block:**

## **POLITICAL PARTICIPATION**

1. What are **your opinions** about reservation of political seats for women - do you think they are useful or not? Why/why not?
  - a. Would you have contested in elections if this reservation was not there? Why/why not?
2. What is the **opinion of the people in your communities about reservation of political seats for women** - are they aware about it, do they support it/are against it/are indifferent to it? What are the reasons people feel this way? (*Please probe to understand if different groups - based on gender, class, caste, etc. - have different opinions and why*)
  - a. From the last election cycle (2007-12) to this election cycle (2012-17), **has their opinion about this reservation changed**? Why/why not? (*If there have been changes please probe to understand for whom have these changes taken place and why*)
3. Why did each of **you decide to contest elections**?
  - a. What were the factors which encouraged you to contest?
  - b. Were there any factors which discouraged you/demotivated you from contesting? If yes, what were these factors and how did you address them?
  - c. Whose decision was it that you would stand for elections - did you take the decision alone, in consultation with someone, or did someone tell you to stand for it?
    - i. If you consulted someone, who were these people and why did you choose to consult them?
    - ii. If you someone told you to stand for elections, why were you not involved in the decision and why did you agree to this decision?
4. Do any of you have **family members who are currently or were in the past, elected representatives at the GP, block, district, state or national level**? If yes, what positions are/were they elected to and during which years were they elected to which position?
  - a. Do you think the presence of family members in politics **influences a woman's decision to stand for elections**? Why/why not?
  - b. Do you think the presence of family members in politics **influences the work of a EWR** – the issues she works on, how easy is it for her to get work done, etc? If yes, how does it affect her work (*Please ask them to share anecdotes to corroborate their observations*)
5. Did any of you face any **difficulties while contesting for elections** - campaigning, filing your nominations, funding, threats of violence, lack of support from family, etc.? If yes,
  - a. What were these difficulties?
  - b. How did you address these issues? (*Please probe to understand if they sought help from anyone and if they did, then from whom*)
6. (*Please ask this question if it does not come up in the previous question*) What was the response of your families and others - community members, organizations, political parties, other women,

etc. - when you decided to contest for elections? (*Please probe to understand if women from different social or economic backgrounds, faced different types of difficulties*)

- a. Who were supportive and who were not? Why do you think these people reacted this way?
  - b. Did this support/lack of support have an impact on your campaign and the results of the elections? If yes, what impact did it have?
7. Do any of you feel that there is **a difference in the previous election cycle (2007-12) and the current one (2012-17)** - the number of women contesting/campaigning, the issues being discussed during elections, level of violence, participation of community, etc? If yes,
- a. What are these differences and what do you think these changes have taken place?
8. What are the **different roles and responsibilities of a EWR**? (*Please probe in detail and ensure that the different roles and responsibilities are covered for the Sarpanch, Up-sarpanch, and Ward Member. The subsequent questions have to be asked for each position*)
- a. Were you aware about these roles and responsibilities when you were first elected? Where did you learn about them?
  - b. How do you usually **decide on what issues you will work on/ what initiatives you will start?**
  - c. What are **the difficulties you face in performing your roles and responsibilities**? Over the past five years, have these difficulties changed? How and why?
  - d. Do you take **help/guidance from someone** if you do not know how to fulfill some of roles and responsibilities? If yes, who do you seek help from and why?
9. There are four kinds of meetings that take place at the GP level - (a) Gram Sabha meetings, (b) Standing Committee meetings, (c) Palli Sabha meetings and (d) Village Development Committee meetings. The Sarpanch and Up-Sarpanch are involved in (a) and (b) while Ward Members are involved in (c). All three are involved in (d).

*Please make sure you ask these questions from all three respondents*

- a. Do any of you face any difficulties in attending these meetings? If yes, what are these difficulties and how do you address them?
- b. What is the purpose of these meetings – why are they conducted?
  - i. What does usually happen during these meetings – how are they conducted, what activities happen and what issues are discussed? How are these decided?
  - ii. What is your level of engagement in these meetings - do you only listen or do you also once in awhile steer the discussions? Why? Has this changed in the past five years? (*Please probe to understand if it is related to their confidence levels*)

## **PERCEPTIONS**

1. From the time of your election, do you think there have been **any changes that have taken place in yourself** - your awareness levels, your confidence of speaking in public, your confidence in being able to do your job, family decision making etc?
  - a. What are these changes and why do you think they have taken place?
  - b. ***If the respondent does not mention the following aspects, please probe specifically:***
    - i. Confidence of **speaking in public** and raising issues?

- ii. Confidence in **interacting with government officials** & making requests?
  - iii. Confidence in **interacting with media** & talking about your work?
  - iv. Involvement in **decision making within own household**?
  - v. Amount of **household responsibilities** that you have?
  - vi. The amount of **restrictions placed on you**?
2. Do you think the **presence of EWRs** has had an **impact on the lives of other women** in the community? If yes, what impact does it have? (*Please probe to record anecdotes*)
- a. Has it had an **impact on the level of participation of women in public and political meetings**?
  - b. Do the EWRs take any specific steps to encourage women to participate in public and political meetings?
3. Over the past five years, do you think there has been a change in the way in which:
- a. Government officials interact with you? If yes, what changes have taken place and why?
  - b. Media personnel interact with you? If yes, what changes have taken place and why?
  - c. Male EWRs interact with you? If yes, what changes have taken place and why?

## **GENDER EQUITY**

1. In households in your communities, are **men and women involved in making different types of decisions**? If yes, what are the differences and why are they involved in making different types of decisions? (*Please probe to understand if the situation is different in different economic/social groups*)
  - a. In the past five years, do you think that there has been a change (increase/decrease) in the level of involvement of women in decision-making in their households? If yes, what change has taken place why?
2. In the households in your communities, is there a **difference in the type and number of household responsibilities that are performed by men and women**? If yes, what are the differences and why do you think they exist?
  - a. In the past five years, do you think there has been change (increase/decrease) in the number and type of household responsibilities that women undertake? If yes, what change has taken place and why?
3. In the households in your communities, are there any **restrictions on the activities that women can undertake/opportunities they can access** - education outside the village, travelling outside the village alone, employment, etc.? If yes, could you please provide details of these restrictions and why they are imposed on women?
  - a. What impact do these restrictions have on the lives of the women?
  - b. In the past five years, do you think there has been a change in the number/type of restrictions imposed on women? If yes, what change has taken place why do you think these changes have taken place?

## **ASPIRATIONS**

1. From the last election cycle (2017-18) to the current election cycle (2018-19) do you think there has been a **change in the number of women who are interested in contesting in elections and/or campaigning in elections?**
  - a. If yes, what change has taken place and why?
  - b. Are there women who might be interested in contesting/campaigning but are unable to do so? If yes, what are the factors that prevent them from participating?
2. How many of you have **decided to contest elections in the next cycle?**
  - a. *For those who have decided not to contest:*
    - i. Why have you decided not to contest?
    - ii. Do you intend to take up any form of employment after your term gets over? If yes, what employment and why? If no, why not?
    - iii. Do you plan to continue to be involved in the functioning of the Panchayat? If yes, how do you plan on doing that and why?
    - iv. What did your family members and community members say when you decided to not stand for elections again?
  - b. *For those who have decided to contest:*
    - i. Which position do each of you intend to contest for? Why did you decide to contest again?
    - ii. What are the factors that motivated you to take this decision?
    - iii. Do you have plans for campaigning? If yes, what are they and who all do you plan to take support from?
    - iv. What is your vision for your Panchayat - what are the different goals that you want to achieve in your Panchayat?
    - v. What did your family members and community members say when you decided to not stand for elections again?

## **ENGAGEMENT WITH ALIBHA, MAS, and THP**

1. What are the key **differences between Alibha and other community organizations** – in terms of their membership, process of working, the change they are bringing in the community, etc?
  - a. What are the **differences between Alibha and MAS?**
  - b. Do they work on similar or different issues? Why?
  - c. What happens if there is a disagreement between the members between the two groups?
2. How are the executive members of *Alibha* selected? Do you think this process is okay or does it need to be changed? Why/why not?
  - a. When you **joined Alibha what were your expectations** - how did you think being a member *Alibha* would be beneficial for you?
  - b. Do you feel that your expectations were met or not?
  - c. (*For those women who say that all or some of their expectations were not being met, please ask the following question*) Why did you continue to attend *Alibha* meetings if your expectations were not being met?

- d. Is each of you satisfied with your decision to continue to attend the meetings? Why/why not?
3. According to each of you, what are the **main reasons for forming Alibha?**
- Has there been a change in these objectives since *Alibha* was formed? If yes, what changes have taken place and why?
  - To implement its plans for the Panchayat, **does Alibha make work plans?**
    - How are these work-plans made? Is anything done to make sure that they are being implemented?
  - Which **objectives has Alibha been successful in achieving?** (*Please probe for examples which showcase these improvements*)
    - Out of all of these achievements, which according to all of you are the five most important ones? Why do you consider these to be the most important?
    - What are the factors which have helped you achieve all these objectives? Are there any particular strategies you use which help in the achievement of these objectives?
  - Which **objectives has Alibha not been successful in achieving?** Why has no progress been made on these issues?
  - What are the **key difficulties that Alibha has faced in working towards its objectives?**  
*Has anything to be done to address these issues? {These could be (a) process related issues such as delay in MGNREGA wages; (b) social issues such as lack of support from family members/ government officials, nature of interaction between EWRs and non-elected women; or (c) operational issues related to how Alibha works}*
4. In a year, what are the different **types of meetings that Alibha** has and how often are they held?
- Last year how many of these meetings have each of you attended?
  - How do you get to know about the venue and date of meetings?
  - What topics and issues are usually discussed in these meetings - how are these topics/issues decided and who primarily facilitates these?
  - Are these discussions documented? If yes, who documents them and how are those documents used later?
  - Apart from discussing different issues/topics, what other activities are conducted during these meetings?
5. Do any of you face any **difficulties in attending any of these meetings?** If yes, what are these difficulties and how do you address them?
- What usually happens if there are any conflicts/disagreements during the meetings - how are they resolved?
  - Are disagreements over particular issues or opinions of some individuals given more importance than the others? If yes, what is the difference and why do you think it exists?
  - Do all of you **feel comfortable raising issues and responding to other members during these meetings?** For those who say no, why do you not feel comfortable?

6. What are the **different activities - such as campaigns and awareness rallies - that Alibha** has undertaken in the past five years?
  - a. How is it decided that which activity/campaign/issue will be worked on and how to work on it? Who all are involved in the decision making process?
  - b. Do any of you face any **difficulties in attending/participating any of these activities**? If yes, what are these difficulties and how do you address them?
  - c. What usually happens if there are any conflicts/disagreements while planning/implementing any activity - how are they resolved?
  - d. Are disagreements over particular issues or opinions of some individuals given more importance than the others? If yes, what is the difference and why do you think it exists?
  - e. According to you have **these activities/campaigns/issues brought about any change** in your communities? If yes, what changes have taken place? (Ask for examples)
7. Do you think the **formation of Alibha and your membership in it has been useful for you** - in your professional and/or personal life? If yes, how has it been useful for you?  
*(Please probe to understand when they ask Alibha for help - when they feel they cannot handle it alone, when they are not aware of what to do)*
8. Do you think the **formation of the Mahila Samakhya and your membership in it has been useful for you** - in your professional and/or personal life? If yes, how has it been useful for you?
  - a. Do you think the presence of the **Mahila Samakhya has been useful for the work that is being done by Alibha**? Why/why not?
  - b. Do you think the presence of the **Mahila Samakhya has been beneficial for other women** in your community? Why/why not?
  - c. Do you think that the work being doing by the *Mahila Samakhya* can be improved? If yes, how do you think it can be improved?
9. Do you think the **presence of the Alibha has been beneficial for other women** in your community? Why/why not? *(Please probe to understand whether the presence of a collective makes women in general feel more confident/empowered)*
10. What **workshops and events conducted by THP and (name of partner organization) have you attended**? *(Women leadership workshops, Need based workshops, MAS meetings, Violence against Women campaigns, Conventions, Interface with government officials, Interface meetings with media, Alibha meetings)*
  - a. Have these workshops/events been useful for you? If yes, how? *(Please make sure to write down the utility of each workshop/event for them)*
  - b. Have you faced any difficulties in attending these workshops/events? If yes, what are these difficulties and how do you address them?
  - c. Do any of you face any difficulties/hesitation in participating in discussions and/or raising issues during these workshops/events? If yes, what are these difficulties and what do you do to address them?

- d. Do you think these workshops and events can be improved? If yes, how do you think they can be improved?

### **3. Group Interview with Maliha Adhikar Samukhya (Qualitative Tool)**

***This tool has to be implemented with those members of the Mahila Adhikar Samukhya (MAS) who are not Elected Women Representatives (EWRs). One group should comprise of 6-8 women belonging to the same MAS.***

Hello. I am \_\_\_\_\_ and I am here on behalf of Catalyst Management Services (CMS), Bangalore. We are collecting data for a study about the programme that The Hunger Project and \_\_\_\_\_ (name of the partner organization) has been implementing in this Block with Elected Women Representatives. Since you are members of the Mahila Adhikar Samukhya (MAS) and work alongside the Elected Women Representatives, we would like to understand what your views are about the programme and what impact it has had in your respective villages. We would like to ask the entire group a few questions on these topics and it should take around one hour.

Your participation in this study is voluntary and we hope you will agree to participate in it since your views are very important. However, you can decide not to participate as well or you may leave this discussion at any point of time. Your decision will not result in any penalty or loss of benefits to which you are entitled.

If you feel that you are not comfortable answering a question, please feel free to share that with us and we can move to another question. We would like to encourage you to share your opinions honestly as there are not correct or incorrect answers. We, simply speaking, want to understand your opinions so that we can work on further improving the programme.

If you do not understand anything that has been explained so far or you have any additional questions related to this study/interview, please feel free to ask them right now.

Would you like to continue with this interview?

***If the respondents agree, please proceed.***

***If any of the respondents does not give their consent for the interview, please look for an alternative for each.***

**Name of the District:**

**Name of the Block:**

## **KEY QUESTION**

1. **History of the *Mahila Adhikar Samukhya (MAS)*** – When it was formed, why it was formed, who are the members, etc.
2. **Process of development of *MAS*** – What changes have taken place in the *MAS* since its start and why have these changes taken place
3. **Constitution** – What is the structure of the *MAS* and what works well/what does not work well
4. **Activities and Processes** – What are the activities and processes that are undertaken by the *MAS*?
5. **Outcome Achieved and Challenges:**
  - a. What has the *MAS* achieved for itself;
  - b. What has the *MAS* done for the Elected Women Representatives (EWRs);
  - c. What has the *MAS* done for the community, particularly the women



### **Functioning of the network (MAS)**

1. When was the *Mahila Samakhya* formed in your area? How long all of you have been members of it?
  - a. In your cluster, how many members does the *Mahila Samakhya* have? Out of these, how many are Elected Women Representatives?
  - b. Where did each of you get to know about the *Mahila Samakhya*?
  - c. Before joining the *Mahila Samakhya*, were you ever part of any community based group or organization? If yes, which groups were these, what was your role in these groups (member or leader), and why did you join these groups?
2. What are the key differences between the *Mahila Samakhya* and other community organizations – in terms their membership, process of working, the change they are bringing in the community, etc?
3. Why did you decide to join the *Mahila Samakhya* - what were your expectations when you first joined? (*Please make sure to probe for each respondent*)
  - a. After attending a few of the meetings, did you feel like your expectations were being met or not?
  - b. (*For those women who say that all or some of their expectations were not being met, please ask the following question*) Why did you continue to attend the meetings if your expectations were not being met?
  - c. Is each of you satisfied with your decision to continue to attend the meetings? Why/why not?
4. According to each of you, what are the primary reasons for forming the *Mahila Samakhya*s?
  - a. Does each *Mahila Samakhya* have the same goal or different goals? If there is a difference, why do you think different *Samakhya*s have different goals and what are the main difference in their goals?
  - b. In your *Samakhya*, has been a change in its goals/objectives since it was formed? If yes, what change has taken place and why (*Please probe in detail to understand the different goals that the Mahila Samakhya is working towards*)
  - c. Which objectives has your *Samakhya* been successful in achieving/bringing about an improvement in? (*Please probe for examples which showcase these improvements*)
    - i. Out of all of these achievements, which according to all of you are the five most important ones? Why do you consider these to be the most important?
    - ii. What are the factors which have helped you achieve all these objectives? Are there any particular strategies you use which help in the achievement of these objectives?
  - d. Which objectives has the *Samakhya* not been successful in achieving/bringing about an improvement in? Why has no progress been made on these issues?
  - e. What are the key difficulties that the *Mahila Samakhya* has faced in working towards its objectives? Has anything to be done to address these issues? (*These could be (a) process related issues such as delay in MGNREGA wages; (b) social issues such as lack of support*



*from family members/ government officials, nature of interaction between EWRs and non-elected women; or (c) operational issues related to how MAS works}*

5. In a year, how many meetings do the *Mahila Samakhya*s usually hold - at the cluster level and at the block level?
  - a. Last year how many of these meetings have each of you attended?
  - b. How do you get to know about the venue and date of meetings?
  - c. What topics and issues are usually discussed in these meetings - how are these topics/issues decided and who primarily facilitates these?
  - d. Are these discussions documented? If yes, who documents them and how are those documents used later?
  - e. Apart from discussing different issues/topics, what other activities are conducted during these meetings?
  - f. Is there a difference in the frequency/type of work undertaken by the EWR members of MAS and the non-EWR members of MAS? If yes, what is the difference and why?
  - g. Is there a difference in the participation of EWR members of MAS and the non-EWR members of MAS in meetings? If yes, what is the difference and why?
6. Do any of you face any difficulties in attending any of these meetings? If yes, what are these difficulties and how do you address them?
  - a. What usually happens if there are any conflicts/disagreements during the meetings - how are they resolved?
  - b. Are disagreements over particular issues or opinions of some individuals given more importance than the others? If yes, what is the difference and why do you think it exists?
  - c. Do all of you feel comfortable raising issues and responding to other members during these meetings? For those who say no, why do you not feel comfortable?
7. Since its formation, what are the different activities /campaigns/issues that the *Mahila Samakhya* has worked on?
  - a. How is it decided that which activity/campaign/issue will be worked on and how to work on it?
  - b. According to you have these activities/campaigns/issues brought about any change in your communities? If yes, what changes have taken place with examples
  - c. If you require support in planning and/or implementing activities/campaigns/issues, who all do you usually seek support from and why?

### **Impact of Mahila Adhikar Samakhya**

8. Has being part of *Mahila Samakhya* had any impact on your personal lives? If yes, what are these changes?  
*(Please probe to encourage them to share their anecdotes of these changes)*
  - *Level of involvement or nature of decision-making in their households*
  - *Level of involvement or nature of decision-making in public spaces*
  - *Their political aspirations*



- *Aspirations for employment*
- *Restrictions on mobility*
- *Speaking in public*
- *Response to instances of violence*
- *Feelings of self-worth and confidence*
- *Ability to resolve community based issues or advocate for change in the community*

9. Do you think you have learnt any new skills as a result of attending the *Mahila Samakhya* meetings? If yes, what are these skills? Have these been useful for you, and how?
10. Do you think that the activities/campaigns/issues conducted by *Mahila Samakhya* have been helpful for the EWRs? If yes, how have they have been useful?
  - a. Have they been useful for the other women in the community – who are not EWRs or *Samakhya*? If yes, how have they been useful?

### **Perceptions about EWRs**

11. What are the changes that have taken place in your villages since the election of the current EWR (e.g. construction of water supply networks, skill training for women, village elders treat women with more respect, etc.)?
  - a. Do you think all these changes would have taken place if a male representative was in her place? (*Please probe to understand that if the male representative was in her place, would you have worked on similar kind of issues or would have approached problems in the similar way*)
  - b. If no, what do you think the female representatives have done differently from what male representatives usually do, and why?
12. In the past five years, have you noticed any change in the level of involvement of the current EWR in the functioning of the Panchayat - attending gram sabhas, raising issues during the meetings, undertaking more initiatives, greater interaction with community members, etc?
  - a. If yes, what changes have you noticed? Why do you think these changes have taken place?
13. What are the difficulties that EWRs face in fulfilling their roles and responsibilities?
  - a. Do male representatives also face similar difficulties? If no, what are the differences?
  - b. In the past five years, have the type of difficulties faced by EWRs changed? If yes, what are these changes and why do you think they have taken place?

### **Political Participation of Women**



14. What are the factors which encourage/discourage a woman from standing for elections?
- In the past five years, have you seen any change in the factors which encourage or discourage women from participating in elections? If yes, what are these changes and why do you think they have taken place?
  - Are any of you interested in contesting elections in the next election cycle of 2017-2022?
    - If yes, what are your plans for campaigning?
    - If no, do you plan stay involved in the functioning of the Panchayat? Why/why not? And how?
15. In the past five years, do you think the interest of women in **participating in the electoral process** – as a voter, in campaigning, electoral officer, etc - has increased, decreased or remained the same? If there has been an increase/decrease, what change has taken place and why? (*Please encourage them to share examples to corroborate their views*)
16. In the past five years, has there been any change in the **level of involvement of women in your villages in public and political events and meetings** - attending more gram sabhas, joining more community organizations, participating in political campaigning, raising issues at public meetings, etc?
- If yes, what changes have you noticed? Why do you think these changes have taken place?

### **Engagement with THP**

17. What different activities, meetings and workshops conducted by THP and its partners have you attended? (*specifically probe how many required them to travel outside of their villages*)
- Do you think it has been useful for you? Why/why not? (*Please probe in detail to understand how it has been useful for them. If it has increased their awareness, then what has it increased their awareness about and how has it helped their professional and personal lives*)
  - Do you think these activities, meetings and workshops can be further improved? If yes, how?
  - Did you face any difficulties in attending any of these activities, meetings and workshops? If yes, what were these difficulties and how did you overcome them?
18. In the activities, meetings and workshops conducted by THP what was the nature of your engagement - did you listen and only raise questions once in awhile or were you constantly discussing and debating? (*Please ensure to record responses from everyone*)
- For those who only raised questions once in awhile - what were the reasons you chose not to speak as often as the other women? (*Please ensure that the women do not feel like there is a negative association with not speaking often*)
  - For those who raised questions often - what were the reasons you chose to speak so often at these events?



#### **4. Key Informant Interviews with Local Authorities (Qualitative Tool)**

***This tool has to be implemented with those government representatives who have been identified in your sample sheet***

Hello. I am \_\_\_\_\_ and I am here on behalf of Catalyst Management Services (CMS), Bangalore. We are collecting data for a study about the programme that The Hunger Project and \_\_\_\_\_ (name of the partner organization) has been implementing in this Block with Elected Women Representatives. Since you work alongside the Elected Women Representatives, we would like to understand what your views are about the programme and what impact do you think the programme has had on the EWRs and the communities in your jurisdiction. Would it please be possible for you take out around one hour for the purpose of this interview?

Your participation in this study is voluntary and we hope you will agree to participate in it since your views are very important. However, you can decide not to participate as well or you may leave this discussion at any point of time. Your decision will not result in any penalty of any form.

If you feel that you are not comfortable answering a question, please feel free to share that with us and we can move to another question. We would like to encourage you to share your opinions honestly as there are not correct or incorrect answers. We, simply speaking, want to understand your opinions so that we can work on further improving the programme.

If you do not understand anything that has been explained so far or you have any additional questions related to this study/interview, please feel free to ask them right now.

Would you like to continue with this interview?

***If the respondents agree, please proceed.***

***If any of the respondents does not give their consent for the interview, please look for an alternative after consulting the Team Supervisor***



|   |  |
|---|--|
| Date of Interview   |  |
| 1. District   |  |
| 2. Block  |  |
| 3. Name of the respondent   |  |
| 4. Gender   |  |
| 5. Age  |  |
| 6. Highest level of educational attainment?                         |  |
| 7. Name of Department/Body where respondent is working?             |  |
| 8. Position of respondent   |  |
| 9. Nature of Appointment (Elected/Appointed)                        |  |
| 10. Since which year have you been working in this Department/Body? |  |
| 11. What are your roles and responsibilities in this designation?   |  |

1. From the last election cycle (2007-12) to the current election cycle (2012-17), what has been **your engagement with EWRs in your jurisdiction** - what are the different reasons that you meet with them and what is the frequency of this interaction?

(Please ensure that you probe to understand **whether the number of petitions being filed and the issues over which petitions are being filed have changed or not.** Also try to understand whether the follow-up of the government representative on this petitions/monitoring done by representatives of these petitions has changed or not)

- a. Have you noticed any change in the nature or frequency of your interactions?
- b. If yes, what has changed and why do you think it has changed?
- c. According to you, in the past five years, what have been some of the most important **achievements that have been a result of your interaction with the EWRs?** What are the factors which contributed to achieving all of this?



2. Do you think **men and women are equally capable of representing their communities?** (*Please probe to understand if they think that women are less equipped because of lack of awareness/education, lower self-confidence, etc*)? If no, why not?
  - a. Have you **noticed any changes in the EWRs from the last election cycle (2007-12) to the current election cycle (2012-17)** - their level of confidence, the nature/number of initiatives undertaken by them, etc?
  - b. If yes, what are these changes? (*Please encourage the respondent to share anecdotes about these changes*) Why do you think these changes have taken place?
3. (*Please be careful to not ask this question if it has already been covered in the previous question*) From the last election cycle (2007-12) to the current election cycle (2012-17), have you noticed **any change in the level of involvement of EWRs in the functioning of the Panchayat** - attending gram sabhas, raising issues during the meetings, undertaking more initiatives, greater interaction with community members, etc?
  - a. If yes, what changes have you noticed? Why do you think these changes have taken place?
4. Do you think **men and women elected representatives work on different type of issues**? If yes, what is the difference and why do you think this difference exists (*Please probe for anecdotes*)
  - a. What are the different issues that the EWRs in your jurisdiction have worked on in the past five years? Why do you think they chose to work on these issues and what impact has it had on their communities?
  - b. Do you think male representatives would have worked on similar issues? Why/why not?
5. Do you think male and female elected representatives face similar types of difficulties in fulfilling their roles and responsibilities? If no,
  - a. What are the differences and why do you think they exist?
  - b. Has there been **any change in the difficulties faced by EWRs in fulfilling their roles and responsibilities in the past five years**? If yes, what changes have taken place and why do you think they have taken place?
6. From the last election cycle (2007-12) to the current election cycle (2012-17), have you noticed **any change in the professional and/or personal lives of women**? If yes, what changes have taken place and why?

*If the respondent does not speak about the following changes, please ask specifically about them:*

  - a. Changes in the political participation of women – as contestants, in campaigning, as polling booth officials, etc
  - b. Changes in the involvement of women in public meetings and events – in terms of attending as well as how much they engage in these meetings

## Engagement with THP

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7. What kind of interaction have you had with The Hunger Project and (name of partner organization)? Could you please provide us detail about the same – type of interaction, and frequency?
  - a. What was the purpose of this interaction?
  - b. Has it had any impact on your work? Did you find it useful? Why/why not?
  - c. Why have you continued this interaction with them over the years?
8. Do you think the work that is being done by The Hunger Project and (name of partner organization) is beneficial for
  - a. The EWRs? Why/why not?
  - b. Women in their communities? Why/why not?
  - c. The community overall? Why/why not?
9. Have you heard about the Alibha and/or the Mahila Adhikar Samukhya (MAS)? If yes,
  - a. What have you heard about these networks? What do you think is the difference between the two?
  - a. Do you think they are useful? Why/why not? (*Please probe for anecdotes*)
  - b. Have you had any form of interaction/engagement with these networks? If yes, what was the purpose of your engagement?
10. Do you think the THP programme can be further improved? If yes, how do you think it can be further improved?

## 5. Key Informant Interviews with Media Representatives (Qualitative Tool)

*This tool has to be implemented with those media personnel who have been identified in your sample sheet*

Hello. I am \_\_\_\_\_ and I am here on behalf of Catalyst Management Services (CMS), Bangalore. We are collecting data for a study about the programme that The Hunger Project and \_\_\_\_\_ (name of the partner organization) has been implementing in this Block with Elected Women Representatives. Since you have interacted with Elected Women Representatives, we would like to understand what your views are about the programme and what impact do you think the programme has had on the EWRs and the communities in your jurisdiction. Would it please be possible for you take out around one hour for the purpose of this interview?

Your participation in this study is voluntary and we hope you will agree to participate in it since your views are very important. However, you can decide not to participate as well or you may leave this discussion at any point of time. Your decision will not result in any penalty of any form.

If you feel that you are not comfortable answering a question, please feel free to share that with us and we can move to another question. We would like to encourage you to share your opinions honestly as there are not correct or incorrect answers. We, simply speaking, want to understand your opinions so that we can work on further improving the programme.



If you do not understand anything that has been explained so far or you have any additional questions related to this study/interview, please feel free to ask them right now.

Would you like to continue with this interview?

*If the respondents agree, please proceed.*

*If any of the respondents does not give their consent for the interview, please look for an alternative after consulting the Team Supervisor*



|   |  |
|---|--|
| Date of Interview   |  |
| 1. District   |  |
| 2. Block  |  |
| 3. Name of the respondent   |  |
| 4. Gender   |  |
| 5. Age  |  |
| 6. Highest level of educational attainment?                             |  |
| 7. Name of organization where respondent is working?                    |  |
| 8. Position of respondent   |  |
| 9. Since which year have you been working in this organization?         |  |
| 10. In your current position, what are your roles and responsibilities? |  |

1. During the past five years, what has been **your engagement with EWRs in your areas**- what are the different reasons that you meet with them and what is the frequency of this interaction?
  - a. **What usually happens during the meetings** - who are the participants (and how many), what do you discuss, how are the topics of discussion decided, etc.?
  
2. Since when have you been interacting with THP? Before you began your engagement with THP and afterwards, **has there been a change in your coverage of EWRs** and local governance systems – type of issues covered, frequency, etc.?
  - a. If yes,
    - i. What changes have taken place and why?
    - ii. What **impact has this change in coverage** had – perceptions about EWRs of community members, perceptions about EWRs of the local authorities, the confidence level of EWRs, etc?
  - b. **When do you usually interact with the EWRs**? Is it mostly after interface meetings or you initiate them yourself?
  - c. How did you decide which topics you will work on and not?
  - d. Have you faced any opposition while publishing work on these topics? If yes, from whom did you face opposition and why?



3. From the last election cycle (2007-12) to the current election cycle (2012-17), have noticed any **changes in the EWRs** - their level of confidence, the nature/number of initiatives undertaken by them, etc? If yes, what changes have taken place and why do you think they have taken place?
4. Do you think **men and women elected representatives work on different type of issues**? If yes, what is the difference and why do you think this difference exists (*Please probe for anecdotes*)?
5. From the last election cycle (2007-12) to the current election cycle (2012-17), have you noticed **any change in the professional and/or personal lives of women**? If yes, what changes have taken place and why?  
*If the respondent does not speak about the following changes, please ask specifically about them:*
  - a. Changes in the political participation of women – as contestants, in campaigning, as polling booth officials, etc
  - b. Changes in the involvement of women in public meetings and events – in terms of attending as well as how much they engage in these meetings

### **Engagement with THP**

6. What **kind of interaction have you had with The Hunger Project and (name of partner organization)**? Could you please provide us detail about the same – type of interaction, and frequency
  - a. What was the purpose of this interaction?
  - b. Has it had any **impact on your work**? Did you find it useful? Why/why not?
  - c. Why have you continued this interaction with them over the years?
7. Do you think the **work that is being done by The Hunger Project and (name of partner organization) is beneficial** for
  - a. The EWRs? Why/why not?
  - b. Women in their communities? Why/why not?
  - c. The community overall? Why/why not?
8. Have you **heard about the Alibha and/or the Mahila Adhikar Samukhya (MAS)**? If yes,
  - a. What have you heard about these networks? What do you think is the **difference between the two**?
  - b. Do you think they are useful? Why/why not? (*Please probe for anecdotes*)
  - c. Have you had any form of interaction/engagement with these networks? If yes, what was the purpose of your engagement?
9. Do you think the **THP programme can be further improved**? If yes, how do you think it can be further improved?

