

**Mid Term Evaluation
Of
“Enhance Women Participation in Development
Intervention” Project of
Mahila Jagaran Sangh (MJS), ILAM
For Development Fund Norway**

September, 2007



**By
Organisation Development Centre (ODC)**

ACRONYMS

AD	Agriculture Development
AEPC	Alternative Energy Promotion Centre
BNMT	Britain Nepal Medical Trust
BRAC	Bangladesh Rural Advance Committee
DAO	District Agriculture Office
DCO	District Cooperative Office
DDC	District Development Committee
EC	Executive Committee
EWPI	Enhance Women Participation in Development Intervention
GO	Governmental Organisation
GA	General Assembly
IFAD	International Fund for Agriculture Development
IGA	Income Generating Activities
IUCN	International Union of Conservation of Nature and Natural Resources
LDO	Local Development Officer
MFI	Micro Finance Institute
MJS	Mahila Jagaran Sangh
MTR	Mid Term Review
NCDC	Namsaling Community Development Centre
NGO	Non Governmental Organisation
PMC	Program Management Committee
POCAP	Participatory Organizational Capacity Analyses Process.
Rs.	Rupees (referring to Nepalese currency)
SCG	Saving and Credit Groups
SFDP	Small Farmer Development Programme
ToR	Terms of Reference
US \$	United States Dollar
VDC	Village Development Committee
VMGO	Vision, Mission, Goals, Objectives
WACN	Women Awareness Centre Nepal

MAP OF NEPAL



DISTRICT MAP OF ILAM

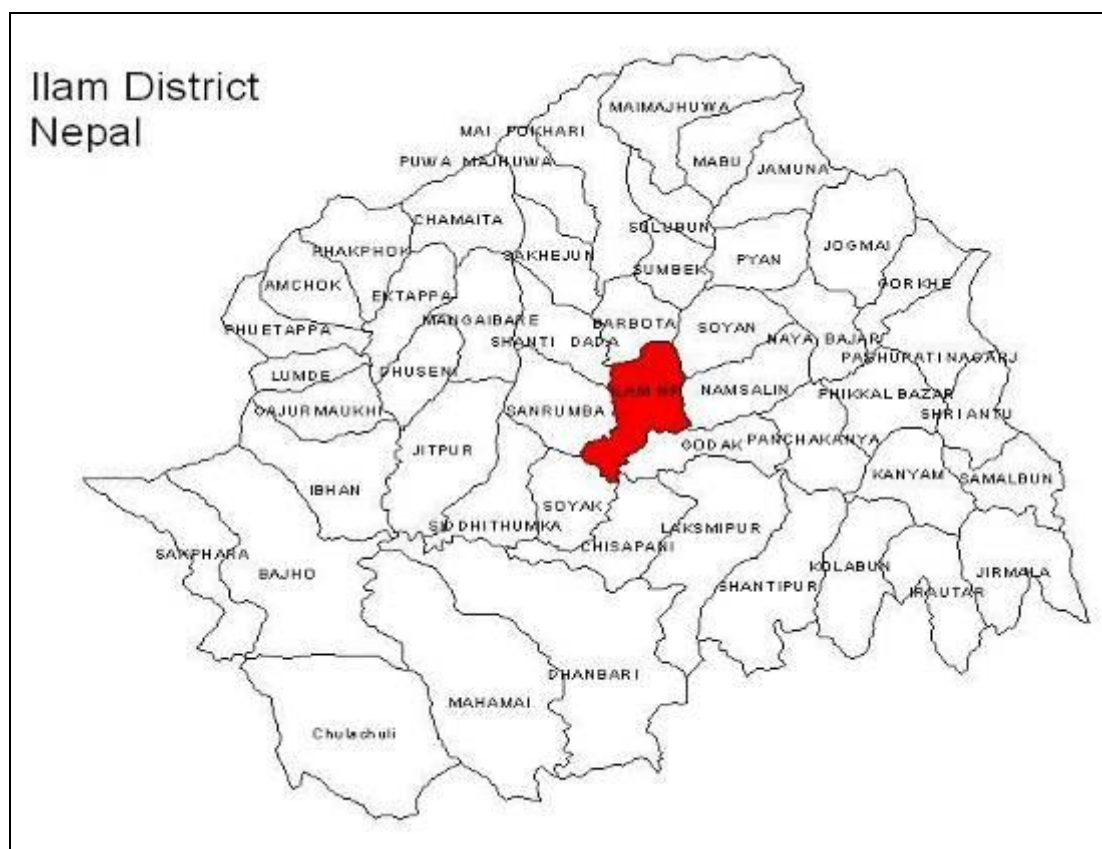


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EXECUTIVE SUMMARY

MJS has been implementing Enhance Women Participation in Development Interventions (EWPDI) project since August, 2003. The project's goal is to enhance women's participation in development interventions and decision-making. In 2003 and 2004 the project was implemented by MJS under the supervision of Namsaling Community Development Centre (NCDC) and funded by Development Fund Norway. Since 2005 MJS has been implementing the programme independently.

Development Fund Norway and MJS, Ilam initiated the review of this programme to assess whether the project has been run in line with the goal and objectives; to identify the areas of improvements in the programme; to understand the cost effectiveness; and finally to ensure the sustainability of the programme.

The Evaluation was conducted in August 2007. *(The MTR preparation was carried out through telephone and e-mail communication between the evaluation team to design and plan in place for the evaluation.)* The Evaluation team developed semi-structured questionnaire guideline for the purpose of interviewing, SCOs and cooperatives, Executive Committee members, the staff and various external stakeholders. Series of interactions were held with MJS Executive Committee members and the staff of EWPDI project. The Evaluation Team visited the working areas of EWPDI's project VDCs (Laxmipur and Shantidanda). The field visits included interactions with the cooperatives' committee members and saving and credit groups. Series of meetings were held with the EWPDI project's stakeholders in Ilam.

The evaluation was conducted within a limited time frame and therefore the Evaluation Team did not have an opportunity to cover more VDCs. Another obstacle during this process was the delay in preparation of ToR. The evaluation was also disturbed by unexpected *bandhs* in the Eastern Region. Due to the *bandhs* the team had to change field visits' schedule at the last moment. The Team was able to visit only two VDCs and Ilam municipality. Attempts to address these limitations were made by extensive review of the available literature and by organising interactions at MJS office in Ilam, inviting members of the cooperatives and SCOs from working VDCs .

Findings

MJS has been contributing to poverty reduction by enhancing women's capacity in the field of socio - economic development. It is stated in the 10th Plan that women and groups from remote and backward areas should be target of development¹. MJS has been performing in line with the statement targeting women and population of remote VDCs from August 2003. It is also important to note that the Executive Committee members are only women and the SCOs and Cooperatives comprise the people coming from major target groups, both women and men. The number of women is higher in SCOs, though. The total number of members of SCOs is 6,313 where 4,025 (64%) are women and 2,288 (36%) are men, while in cooperatives the total number is 3,521 with 1,506 (43%) women and 2,015 (57%) men.

Development Fund Norway supported the project with Rs **8,851,930** from August 2003 to June 2007. With total number of MJS members in the Cooperatives and SCOs standing at **9,834**, the programme cost per member has been Rs. **900**. Analysing the project's goal aspects from the

¹ 10th National Plan, National Planning Commission, Government of Nepal, 2002-2007

perspective of participation of the target groups this is a reasonable cost in context of the project expenditure. However, in term of decision making members of the SCOs and cooperative were found implementing the activities planned by their leaders, MJS staff and VDC Monitoring committee.

The findings revealed that the group strengthening trainings and exposures were focused on limited key position holders of the SCOs and Cooperatives. Minimal know-how is passed to the SCOs and cooperative members to enhance collection, mobilisation, and management as well as the saving, credit, income generating and enterprise development skills and knowledge. Nevertheless, the approach to build the capacity and awareness has helped to transform the SCOs into cooperatives, has given a sense of financial security and has created a forum for enterprise development. The total savings as revealed by MJS was Rs. **2,12,30,724** with Rs. **9,834** members of the 251 SCOs and the 52 Cooperatives in 11 Working VDCs of Ilam.

A weakness observed in the programme design of the EWPDPI project was lack of phase- out strategy. Recently, MJS and NCDC have prepared a draft constitution establishing district cooperative network with the purpose to fill this gap.

CONCLUSION

This review has attempted to provide an overview of EWPDPI project, in terms of overall activities undertaken resources utilized, effectiveness and their impacts so far. It has also assessed relevance of the programme, in the national policies in view of sustainability. The programme has been implemented in 11 VDCs of Ilam over the last 4 years.

1. The objectives were not fully achieved by the projects. Analysing the project's goal aspects from the perspective of participation of the target group have been achieved. However, in term of decision-making MJS EC, staff and key position holders of SCOs and cooperatives were found active in planning, implementation and monitoring of the programme while members have not been active. They have participated in the group activities planned and implemented by the MJS staff, VDC monitoring Committees and their leaders.
2. **Participation:** In the EWPDPI programme there are 9,834 women and men involved in 251 SCOs and 52 Cooperatives. For women it is a forum for discussion on women's issues, contemporary issues such as constitutional assembly, domestic violence, saving and credit, income generating and micro enterprise development.
3. **Domestic violence component:** MJS has been mitigating domestic violence cases creating social pressure in the communities, providing legal services by district based legal advisors and providing counselling services to the victims. Having basic knowledge of the principles of counselling and psychology can make this component more beneficial for the victims and counsellors.
4. **Savings and credit:** This forum has helped women and men to generate their savings in their SCOs and Cooperatives. The SCOs and Cooperatives members have easy access to small credit. The 303 SCOs and Cooperatives had Rs. 2,12,30,724 Group Saving for credit mobilisation in June 2007.
5. **MJS is Recognised:** Ilam District Stakeholders has recognised MJS as one of the active women's organisation in the area of saving and credit and mitigation of domestic violence.

6. **Basis for enterprise development:** The SCOs and Cooperatives have accumulated Rs. 2,12,30,724. The project has been facilitating legal transformation of SCOs into Cooperatives for further business and enterprise development. MJS also has good linkage with district line agencies like District Cottage and Industry Office, District Veterinary Office, District Agriculture Offices. These agencies are helpful in channelling skills and technical knowledge required for income generation and micro enterprise development for the potential enterprisers.
7. **Challenge for empowerment of individual members:** In the present training delivery approach, the group strengthening trainings and exposures are not reached to the individual members of the SCOs and Cooperatives.

RECOMMENDATIONS

The future programme of EPWDI programme should focus on :

1. **Individual Members Focus Capacity Enhancement:** It is necessary to reach the trainings to the individual members of SCOs and Cooperatives, remodelling the training delivery approach with realistic coverage matching with the numbers of staff and structure.
2. **Strengthen Micro and Small Enterprise Component:** The members of the SCOs and cooperatives have sound amount of financial resources for economic development. MJS should be able to tie up this resource with the micro enterprise development component creating the entrepreneurship culture, resource analyses, marketing techniques, developing effective selection criteria for the potential entrepreneurs and establishing appropriate support system for sustainability.
3. **Vision Building:** Vision building activities should be organized for MJS EC and staff for effective planning and implementation of micro and small enterprises, domestic violence programme etc.

1. INTRODUCTION

1.1 Context

Nepal is known as one of the poorest countries in the South Asian Region. Poverty in Nepal is a deeply entrenched and complex phenomenon. Approximately 40 per cent of Nepalese live below the poverty line of US\$12 per person/per month. Despite some progress in poverty reduction in recent years and declining rates of urban poverty, the problem remains widespread and most indicators suggest that it is on the rise. Life is a constant struggle for survival for the poor people living in rural areas of Nepal. The most vulnerable groups are the lowest social castes, indigenous people and women (International Fund for Agriculture Development, IFAD).

According to the census 2001, women cover 50.05% of the total population of Nepal. However women in Nepal are not homogenously recognized because of ecological and socio -cultural diversity, these two reasons affect the constraints and opportunities of Women in terms of ecology, class, caste/ethnicity, religion, and development region.

The existing patriarchal institutions play a pivotal role in the general status of the exclusion of women and the present status of their under developed human capability. Social and economic exclusion and violence against women still remain salient features of gender discrimination in Nepal. Like child labour and sex work, violence is a common feature in Nepali society. Poverty, ignorance, illiteracy and isolation are other traps that help to sustain women's subordination to men. One of the several manifestations of women's subordination is violence against women.²

The economic security of women has been considered as one of the important components of women empowerment. The economic security of women is related to control over resources of women in the family. Women may work very hard and earn a profit. But, if they do not have control over their business and the profit they earn, it may be used/misused by their husband or other members of the family. Such a situation weakens the economic security of women.³

Different studies conducted in Nepal have considered saving credit activities as one of the components of economic security of women. Traditionally, many women were prevented from undertaking financial transactions. However, through the savings and credit programs, women become respected in their families and communities. The village women themselves with the help of different organisations are mobilizing large amounts of their own savings through the savings and credit co-operatives.⁴ The saving and credit activities enable community members, primarily women, to solve financial and social problems using their own initiative.

Kofi Annan, the Former United Nations Secretary General, had once said *"When the poorest, especially women, receive credit, they become economic actors with power. Power to improve not only their lives, but, in a widening circle of impact, the lives of their families, their communities and their actions, it is a wise investment in human capital"*.

Micro credit is considered to be one of the best tools for women's empowerment. It is evident that the possession of some physical assets by women results in a dynamic change in their psyche. With possession of physical assets they overcome some of the cultural obstacles. They become more confident in themselves, which eventually results in their social inclusion and mainstreaming in the development process.

² Economic Reform and the Status of Women in Nepal, APROSC

³ The Rising Nepal, 2006-8-17

⁴ Web page of Women Awareness Centre Nepal (WACN)

In Bangladesh, the experience of the last two decades shows that micro-finance institutions (MFIs), such as, Grameen Bank and Bangladesh Rural Advancement Committee (BRAC) have been successful in bringing millions of Bangladeshi women out of poverty through their collateral-free micro-credit programmes. These institutions provide not only micro-credit to women to start/improve micro-businesses, but also information on various types of business that are profitable, market place(s) where they can sell their products and prices of the product they produce. In addition, they provide skills to women in literacy, numeracy and micro-businesses, and information on social issues, such as, basic health, sanitation, family planning and children's education.

In Nepal, independent savings and credit groups of women are also in operation. Such groups empower women through micro-savings and micro-credit programmes as well as through the dissemination of knowledge on social issues, such as, basic health, sanitation, family planning, children's education, environmental problems in the village and violence against women. A meeting of these groups are held once or twice a month, in which most of the members of the group participate. Women leave their homes to attend these meetings, and since various social issues are discussed in the meetings, women gain empowerment through the dissemination of knowledge.

Micro-credit plays an important role in the economic empowerment of women; however, it alone is not the panacea for the economic security of women. Other things involved in it are micro-savings, micro-insurance, dissemination of knowledge of various types of profitable micro-business ventures, market access and product prices, provision of literacy, numeracy and business skills to women, and human development of women through group meetings. It also involves dissemination of information on topics, such as, basic health, sanitation, family planning, children's education and violence against women.

1.2 Mahila Jagaran Sangh

In the present context of women occupying the half portion of the total population. Mahila Jagaran Sangh (MJS), Ilam has been working since 2048 with a vision "*To build a creative and equitable society*" and encourage women to participate in various creative work of development intervention. As an NGO, MJS has been established to bring positive change on them and access in the decision making level in economic, social and political sectors. Its objective is also to eliminate social and gender discrimination of the society

1.2.1 Mission

To implement and support sustainable community based programs, with particular focus on poverty alleviation, challenging discrimination against women, health good governance awareness raising.

1.2.2 Goal

To enhance women participation in development intervention and decision-making.

2. DEVELOPMENT FUND, NORWAY

The Development Fund is an independent non-government organization (NGO) founded in 1978. It supports development projects through more than 30 partner organizations in 17 countries in Asia, Africa and Latin America. The Development Fund believes that the fight against poverty must be based on sustainable management of natural resources.

The Development Fund has ambitious goals. It wants to change the world and at the same time support individual human beings. The Development Fund believes that it, together with others, can create a world free from hunger and poverty, while at the same time taking care of the natural environment.

The idea behind the Development Fund was a somewhat different way of thinking about development. Since the beginning in 1978, the Development Fund has been in the vanguard of progressive thinking, with what was then the radical vision that poverty is best fought by aiming to enable people to help themselves. Today, it has been universally accepted that people themselves have to be participants in their own development, and that efforts must protect the nature and culture of local communities. All projects supported by Development Fund are based on local organizations that know the areas, survey the needs and find opportunities together with the local population.

3. ENHANCE WOMEN PARTICIPATION IN DEVELOPMENT INTERVENTION (EWPDI)

Enhance Women Participation in Development Intervention (EWPDI), the project of MJS has been prepared with a view to enhance women's participation in development intervention. MJS has carried out various activities such as social mobilization, women awareness program and economically self-dependent activities in all 48 VDCs of Ilam district. The major focus of MJS has been in the area of women empowerment and awareness program. It has formed saving group, women pressure group, organised and managed non-formal classes and attempted to enhance women's access to decision-making process and illuminate gender discrimination. It has been realized that women's access enhancement and meaningful participation are to be given a serious thought to include them in the mainstream of development. It is also realized that women should be economically independent to take part in the development intervention.

The EWPDI program has been focused on the empowerment of the existing registered cooperatives for sustainability, capacity strengthening of newly formed SCOs/cooperatives, and their registration. Women saving and credit groups have been identified in the VDCs. The program has been made to strengthen the capacity of those SCOs on collection, management and mobilization of saving credit. The trainings have been organized on cooperatives management, book keeping, proposal writing, leadership management & entrepreneurship development in order to improve running cooperatives' management & institutional capacity.

3.1.1 Objectives

The objectives of EWPDI project were to:

- Identify women saving and credit groups and their needs to strengthen their capacity on collection, management and mobilization of saving credit
- Enhance awareness of women/girls for contemporary issues of communities (domestic violence, girls trafficking, teenage pregnancy, etc.)

3.1.2 Rationale of the Mid Term Evaluation

MJS has been independently implementing EWPDI project since the year 2005. EWPDI programme has been prepared with the objectives to identify the women saving and credit groups and their needs to strengthen the capacity on collection, management and mobilisation of saving credit and also to enhance awareness of women/girls about contemporary issues of

community (domestic violence, girls trafficking, teenage progeny etc). The project has been implemented in 5 VDCs (namely Shiddhithumka, Soyak, Sahantidanda, Jitpur and Sanghrumba) and Ilam municipality since the year 2003, and in 2 more VDCs Laxmipur & Chisapani since 2005. Currently the project has been running in 11 VDC⁵ and 1 municipality. The four new VDCs where the programme has been extended in 2007 are Lumde, Gajurmukhi, Ibhang, and Mahamai. After the continuous expansion of programme in different VDCs, the MJS Team felt the need to review the EWPDI project progress. Therefore this Mid Term Evaluation was proposed by the Executive Committee and coordinated with DF Norway with the purpose defined below.

3.1.3 Purpose of Evaluation

The purpose of the Mid Term Evaluation, according to the ToR were to:

1. Whether the project has been running according to the goal and objectives of the project proposal.
2. Identification of gaps in the programme/project
3. Comparative study with the effectiveness of cost & resources.
4. Sustainability of the program

3.2 Methodology

The following methodology was followed in three phases to carry out the review:

3.2.1 Phase One: Preparatory Activities

3.2.1.1 Telephone consultations with MJS

The Evaluation Team held a series of telephone consultations with MJS to understand their expectations from the evaluation exercise. The evaluation methodology, work plan including tentative dates for field visits and roles of the Evaluation Team & MJS/EWPDI project team were agreed upon. The Evaluation Team also requested the EWPDI project members to send their relevant documents through e-mail and courier service.

3.2.1.2 Literature Review

All relevant literature (such as Project Proposal, Yearly Project Progress Report, Yearly Project Application Report, By laws, organisation's brochure, District profile) were reviewed and analysed. See Annex 3 for the list of literature reviewed.

3.2.1.3 Development of Guidelines

The Evaluation team developed semi-structured questionnaire guideline for the purpose of interviewing Board Members, staff and various external stakeholders and members of SCOs and cooperatives. The guidelines incorporated the questions on the goal and objectives of EWPDI project and how far these goals have been achieved, the challenges the EWPDI project has been facing, identified gaps, programme sustainability and future direction of the project etc.

3.2.2 Phase Two: Data Collection, Interviews and Field Visits

⁵ Later called *working VDCs*

3.2.2.1 Interaction Meeting with MJS Board and Staff of EWPDI Project

Series of interactions were held with MJS Board members and staff of EWPDI project. (See Annex 4 for the list of interaction) Prior to the interactions the Evaluation Team informed the Board members and EWPDI staff about the evaluation process. A two- day workshop was organised for the board members and the staff. On the first day the meetings were held with the board members and on the second day with the staff. The workshop focused on the group exercises. During the first day the board members were asked about the organisational history of MJS, activities done for organisation development, MJS's achievements, learning mechanisms and the areas that need improvement in the future. On the second day they were given an exercise on the roles and responsibilities of board members, employees, donors, saving credit groups and cooperatives' members. They tried to identify the areas that needed improvement to perform the roles in the future.

The interaction with the EWPDI's staff started with the introduction of the activities of EWPDI project, its learning mechanisms and impact. On day two the staff members were given an exercise on the basic qualities of a good and mature saving credit and cooperative. Like board members the staff were also given an exercise on the roles and responsibilities of board members, staff members, donors, saving credit groups and cooperatives' members and the identification of the areas that needed further improvement in performing these roles. The workshop was carried out in an interactive and participatory manner.

3.2.2.2 Field Visits

The Evaluation Team also visited the working areas of EWPDI project (Laxmipur and Shantidanda). The field visits included interaction with the cooperatives' committee members and saving credit groups. They were mainly asked questions regarding the activities of their cooperatives and groups, the challenges they had been facing and the future directions of their cooperatives and saving credit groups. The beneficiaries of IGA of EWPDI project (training group) were also consulted. The interaction with these groups was focused on the issues related to benefits and challenges of IGA of EWPDI projects. (See Annex 4 for the list of interaction)

- The programme representatives from some of the VDCs in Ilam VDC were also invited for interaction. These VDCs included Ivang, Gajurmuki and Sangrumba. The interaction with them took place at MJS office. The saving credit group of Ilam municipality was also consulted during the evaluation process. There were altogether ten cooperatives and six SCOs consulted during the evaluation process. (See Annex 4 for the list of interactions)

3.2.2.3 Interaction with the Stakeholders

An interaction meeting was held with the EWPDI project's stakeholders in Ilam. The interactions included the Local Development Officer (LDO) and the representatives of District Agriculture Office (DAO) Agriculture Development (AD) and District Cooperative Office (DCO) (See Annex 4 for the list of interactions).

3.2.2.4 Interaction with the Domestic Violence Network

An interaction meeting was held with the domestic violence network members. The meeting was focused on the activities performed by the network. Apart from the interaction with the network, three domestic violence victims, to whom MJS has been providing support, were also consulted separately. Their confidentiality was strictly maintained by the Evaluation Team during the interaction.

3.2.2.5 Sharing of Evaluation Outcome

The Evaluation Team briefly shared the outcome of the evaluation with the MJS board and the staff members of EWPDI project. About an hour briefing took place at MJS office. The board and staff members were found positive on accepting the outcome of the evaluation.

3.2.3 Phase Three: Data Analysis and Synthesis

3.2.3.1 Analysis and Synthesis

The information acquired through literature review, field visits, series of in-depth interviews and interactions within MJS, staff members of EWPDI project and circle of stakeholders were analysed along with the core review queries.

3.3 Limitation of the Evaluation

Communication channels: At the pre and post evaluation process the Team had to rely largely on telephone and e-mail for communication and acquiring further information and documents from EWPDI members. E-mail while being a useful communication tool is not an ideal channel for obtaining in-depth information, especially regarding personal experiences.

Time: The evaluation was conducted within a limited time frame and therefore the Evaluation Team did not have an opportunity to cover more VDCs. Another obstacle during this process was the delay in preparation of ToR.

Bandhs: The evaluation was also disturbed by unexpected *bandhs* in the Eastern Region. Due to the *bandhs* the team had to change field visits' schedule at the last moment. The Team was able to visit only two VDCs and Ilam municipality.

Attempts to address these limitations were made by extensive review of the available literature and by organising interactions at MJS office in Ilam with members of the cooperatives and SCOs from VDCs which were not visited.

4. PROJECT BACKGROUND

EWPDI project has been in operation since the year 2003. At that time, the project was implemented by Namsaling Community Development Centre (NCDC) of Ilam. Although, MJS was also involved in the programme, it was working under the supervision of NCDC.

Since EWPDI project has been focused on women the DF Norway sensed the need of handing it over to women's organisation for an effective outcome. Hence the EWPDI project, in consultation with NCDC, was handed over to MJS in 2005. Since then, MJS has been implementing the project independently.

At present, NCDC is playing a role of an advisor to the EWPDI project and is providing support to MJS.

5. KEY FINDINGS

5.1 Programme concept and design

To enhance women participation in development interventions and decision-making is the goal of the project. Enhance women's Participation in Development Intervention (EWPDI) is a programme created to strengthen the capacity of existing SCOs and to raise awareness on contemporary issues of women. MJS explored the existing SCOs in working VDCs and provided group strengthening trainings such as: proposal writing; account keeping; leadership; entrepreneurship development; group management; running cooperative; preventing domestic violence. The trainings were organised in the district headquarter, and working VDCs in coordination with line agencies such as District Agricultural Office for agriculture related services and activities, District Cottage and Industry Office for skill development training and District Veterinary Office for livestock related services, technical support etc. MJS awareness-raising programme is mainly focused on domestic violence issues. Two-district level networking Committees, namely District Domestic Violence Network and District Cooperative Network, have been established with the initiation of MJS.

5.2 Implementation strategy

At the initial phase of the EWPDI project, MJS consulted the district stakeholders at the district level for the selection of VDCs to be included in the project. The programme staff, mainly the social mobilisers, collected data and conducted mass meetings, formed monitoring committees after the recommendations of the SCOs and Cooperatives in the working VDCs.

Programme implementation model

SN	Activities
1.	Selection of working VDCs at the stakeholders meeting.
2.	Exploration of existing SCOs, by MJS staff mainly by social mobilisers.
3.	Need assessments and formation of monitoring committees.
4.	Execution of the programme by Monitoring Committee and MJS staff.
5.	Conduction of training on annual planning, account keeping and group management incorporating domestic violence for selected members of the groups in district headquarter and working VDCs.
6.	Linkage and coordination with the District Agriculture Office, District Veterinary Offices, District Cottage and Industry and other organizations for technical support, skill development and income generating activities
7.	Monitoring committees, social mobilizers visit the cooperatives, SCOs mainly during their monthly meetings.
8.	Programme Management Committee formed
9.	Establishment of Domestic violence network. The network coordinated with organisations and individuals working in the field of domestic violence reduction to solve the domestic violence cases registered at MJS office in Ilam.
10.	Preparation of draft constitution of district cooperative network in the initiation of NCDC and other stakeholders of the Ilam districts.

5.3 The Monitoring Committee

- The monitoring committee of every VDCs has selected participants of SCOs and Cooperatives for capacity building trainings organized in the working VDCs and district headquarter.
- It helped the leaders of cooperatives and SCOs to implement the planned activities, solved problems of the SCOs mainly of repayments and accounting.
- Solved simple domestic violence cases at the VDC level and forward the complicated cases in the MJS district office.
- Coordinated and communicated with MJS and SCOs and Cooperatives.
- In every six month reported to MJS about the activities and involved in the planning process of the coming six months.

5.4 Orientation and training in the working VDCs and district headquarter

Generally president, manager and treasurer received the trainings. Interaction with Namuna Cooperatives, Laxmipur revealed that 10 out of 35 Cooperative group members received trainings and attended meetings in the district headquarter.

5.5 Coordination, linkage and networking

From its inception, MJS has been working closely with the district line agencies. Majority of the programmes before DF support were carried out in coordination and linkage with district GOs and NGOs. During the initial planning process of EWPDI project in 2003, 47 district level stakeholders participated in orientation program.

5.6 District level review meeting

In every six months MJS reviews the past programmes. The VDC monitoring committees present the reports and discuss the plan for the coming six months.

5.7 Programme management Committee (PMC)

In EWPDI project proposal there is provision for 5- member sub- committee- Programme Management Committee (PMC) - within the Management Structure. The purpose of PMC is to coordinate and support the programme. However, it has not been functioning according to the mandate as stated in the documents. The Executive Committee members were not aware of the roles and responsibilities of PMC as the project document was in English and the EC members were not comfortable with English language. MJS has been using this sub committee mainly for recruitment purpose. Within four years of EWPDI project, only six meetings were conducted, out of which 5 were for staff recruitment purpose.

5.8 Results

A. RELEVANCE

MJS has been closely working with DDC and the district stakeholders from its inception. In the initial stage it was located within the office building of the DDC and later moved from there. MJS has been regularly involved in the DDC annual planning and periodic planning processes. As mentioned above, it selected its working VDCs after consulting the district stakeholders and implemented the programme in coordination with line agencies. MJS has been contributing to poverty reduction by enhancing women's capacity in the field of socio - economic development. It is stated in the 10th Plan⁶ that women and groups from remote and backward areas should be target of development⁶. MJS has been performing in line with the statement targeting women and people of remote VDCs from August 2003. Similarly, with the purpose of inclusion it has formed Dalit groups in 8 VDCs out of its 11 working VDCs .

B. EFFICIENCY

MJS approach of capacity building and spreading awareness has helped to transfer the groups into legal cooperatives and has given a sense of financial security, a forum for enterprise development. Altogether in the 11 VDCs of Ilam there are 51 cooperatives and 251 SCOs are affiliated with MJS. Though, very little know-how regarding collection, mobilisation and management of the saving and credit, income generating and enterprise development has been reaching all the SCOs and cooperatives' members. 66 women and men have been received services on domestic violence and some cases were solved without registering at the VDC Monitoring Committees. Eight Dalit groups have been formed in March 2007 in 8 working VDCs. Exposure visits to the board and staff members have good impact on MJS work. Development Fund Norway supported the project with Rs **8,851,930** from August 2003 to June 2007. With total number of MJS members in the Cooperatives and SCOs standing at **9,834**, the programme cost per member has been Rs. **900**. Analysing the project's goal aspects from the perspective of participation of the target groups this is a reasonable cost in context of the project expenditure.

C. REPLICATION OF THE PROGRAMME

The EWPDI project' goal was to enhance women participation in development intervention and decision-making. The findings revealed that the participation in development intervention aspect has been achieved. The forum was created for discussion on women's issues. In addition there is easy access to small credit, information disseminated by MJS, receiving services and technical

⁶ 10th National Plan, National Planning Commission, Government of Nepal, 2002-2007

support from district line agencies such as District Agriculture Office, District Livestock Office and skill training from District Cottage and Small Industry Office. However, in term of decision making members of the SCOs and cooperative were found implementing the activities planned by their leaders, MJS staff and VDC Monitoring committee.

D. OUTPUTS

Objective 1: Enhance women saving and credit and strengthen the capacity of the existing SCOs.

Output 1.1: Capacity strengthening of SCOs on planning and monitoring

Monitoring committees formed: MJS identified the existing SCOs, conducted mass meetings and formed VDC level monitoring committees consulting with the SCOs. Members of the Monitoring Committees come from the SCOs and Cooperatives.

These SCOs were initially established and supported by institutions such as MJS, SFDP, Women Development Office, District Red Cross, British Nepal Medical Trust (BNMT), IUCN, Safer Motherhood, Child Education, Pro Public, Local Dalit Communities, Kirant Yayokha, Nari Bikahs Sangh (*Women Development Association*), District Livestock Office and District Agriculture Office. These groups are diverse in terms of their initial objectives and their exposure. But the common ground was saving and credit opportunities for the entire group. The following table shows the total members of the SCOs and the Cooperatives and their savings.

Table 1: Male and female members, total savings of Cooperatives

SCOs/ Cooperative	Total saving in Rupees	Total number	Total membe rship	Males	Females
SCOs	6,304,796	251	6,313	2,288	4,025
Cooperatives	14,925,928	51	3,521	2,015	1,506
Grand Total	21,230,724	302	9,834	4,303	5,531

In the 11 VDCs of the MJS's working area 251 SCOs are affiliated with MJS. These SCOs have **6313** members and RS. 6,304,796 of **their** savings and the Cooperatives have Rs.14,925,928. The SCOs prepare annual plan, conduct saving and credit activities in coordination with MJS staff and VDC monitoring committees. This forum has been a supportive in accessing the basic information on saving and credit, on income generating techniques and on women's issues mainly related to the domestic violence. The status of the SCOs ranked by MJS is outlined in the following table.

Table 2: Ranking of SCOs

Ranking of SCOs	Numbers of Groups	In Percentage	Reasons
Good	104	(41.4%)	Good account system as a result of Competent Human Resources, credit investment in the income generating activities, regular meetings, internal auditing
Moderate	114	(45.4%)	Difficulties in account keeping, credit mobilisation not in line with the objectives, irregular internal audit reports, minimum number of trained human resources

Bad	33	(13.2%)	Problems with repayments, lack of capable person for accounting, irregular meetings
Total	251		

These groups are also different in terms of their age. The oldest groups were established 8 years ago and some groups are infants of few months. Similarly, the saving amount varies from **5** to **200** rupees.

Activities of SCOs and cooperative: As reported to the MTR team by the cooperatives and SCOs members the regular activities were monthly meeting, saving and credit collection and mobilization and participate in the activities in interaction and mass meetings organized by MJS, exhibitions coordinated and linked by MJS, participate in some skill and income generating related trainings, interaction programme and receiving the technical support and services from the district line agencies.

Table 3: Male and female participants of the trainings

Training	Total members	Group Strengthening Training Received			Income generating and Enterprise Development		
		Total number	Males	Females	Total number	Males	Females
SCOs	6,313	1,099	305	794	227	126	101
Cooperatives	3,495	1,529	620	909			

Problems in the SCOs: Majority of the women SCOs are facing problems with accounting. The Monitoring Committee members informed the MTR team that the more savings the women's SCOs collect, the more difficult it is for women SCOs to handle their group saving. Many of the women SCOs are receiving assistance from their spouses and some groups have given up their effort and hired an accountant. Repayment is another trouble area the SCOs have been dealing with. In terms of repayment most of the SCOs have developed penalty system and that has been helpful to minimise the problem. This is a growing challenge as the saving increases every month.

The other NGOs who are working in the saving credit field have been minimising the risk by setting special criteria to promote women in account-keeping task; setting academic qualification of grade 10, or SLC; providing more trainings and refresher trainings to the woman account keepers and providing financial incentives.

Output 1.2 Investment of SCOs funds in income generating activities increased.

Establishment of the Cooperatives: MJS has been facilitating the SCOs to move towards the legal framework helping to establish cooperatives and supporting the existing cooperatives. Ilam Cooperative Division stated that the district has 282 reregistered cooperatives. Amongst them 51 are affiliated by the support of MJS. When the EWPD Project was initiated 17 new cooperatives were registered with MJS. 26 already had been supported by MJS before the EWPD programme was launched and 9 were handed over to MJS by NCDC. Bringing the SCOs into legal boundaries and forming the cooperatives has secured the groups savings, created a favourable forum for income generating activities and enterprises development. Nevertheless, there is need to improve for more effective use of the forum. MJS's members from its inception are promoting the concept of Cooperative by establishing Seti Devi Saving and Credit Women

Cooperative. The Executive Committee expressed that MJS has about Rs. ten million savings, which is sound resources for economic development.

Interviews with the staff and MJS revealed that the Executive Committee and staff have understood the advantage of cooperative, however, conceptually and principally most of them were not clear about cooperative.

Interactions and Workshops: For capacity enhancement of the cooperatives and SCOs MJS formulates action plans, organizes interaction programme to disseminate relevant information on income generating activities and to give exposure to the SCOs and Cooperative members in the exhibition programmes such as agriculture and locally prepared electricity materials.

Table 4: Ranking of Cooperatives

Ranking	Total No. of Cooperatives	In Percentage	Reasons
Good	12	(23.5%)	Good dairy business, saving collection and effective mobilization, good account keeping system (<i>charkhata</i>), efficient Human Resources, good participation of women (shareholders), regular submission of reports
Moderate	35	(68.6%)	(+) Affiliation with District Cooperative Association (saving and credit), good savings and investment, good milk production, good system of keeping account (<i>charkhata</i>), involvement of people from different groups, running different activities through cooperative (nursery, tea farming, goat raising) established good network
			(-) inadequate skilled HR, difficulty in keeping records, coordination problem, unable to produce milk in sufficient quantity, unable to maintain the proper accounting system
Bad	4	(7.9%)	Inadequate production of milk, inactive groups and members, in the process of termination
Total	51		

Training on capacity enhancement of SCOs and Cooperatives' shareholders

Training is one of the capacity enhancement activities of the EWPDI programme. Total number of MJS affiliated Cooperatives were 52 with their membership strength of **3,495**. Of the total members, 1,529 (48%) have participated in group strengthening trainings such as proposal writing, leadership training, account keeping, book keeping, micro credit and basic cooperatives. Of the total **6,313** members of SCOs **1,099** (17.4%) have received similar trainings. **227** members of SCOs and Cooperatives have received know-how on entrepreneurship.

- The two cooperatives the MTR team visited are ranked moderate by the MJS. Besides the key position holders like president and manager the other members were not found aware of the values principle and role and responsibility of the general members of cooperatives and its basic bylaws.
- The trainings for Cooperatives were conducted in the district headquarter and the SCOs in the VDCs. These training were not designed in a transformable approach. It is found

effective in other NGOs and CBOs where the training were given to the individual Cooperative.

Table 5 : A glimpse of sample Cooperatives in the project sites

SN	Name	Share holders	Numbers of Training received	Activities	Name of the training received by the aCooperative members
1.	Numuna cooperative Laxmipur	35	10	Dairy	Proposal writing, leadership, operational planning, group management (provided by NCDC), account keeping (provided by NCDC), cooperative four-account keeping system and entrepreneurship
2.	Trimukhi Cooperatives Shatidanda	105	12	Saving and credit	Proposal writing, account keeping account system, entrepreneurship and incense making etc.

MJS has given Entrepreneurship and skill training to **227** (6.4%) members out of 3,521 cooperative members. Out of the 227 trainees 24 (10.6%) have been working as full-time and 18 (7.9%) as part-time entrepreneurs.

OUTPUT 1.3: HUMAN RESOURCES DEVELOPMENT ENHANCED

Staff strengthening for programme implementation and support: To enhance the capacity of the staff, they were given trainings on NGO Management, Micro credit promotion, computer, account keeping, proposal writing and social mobilisation. MJS has a good system of joint exposure trip for staff and EC. The staff also had exposure trips to Pokhara, Palpa, Dharan, Lahan and Bangladesh along with the Executive board members. The staff and EC participated in 5- day long Organisation Assessment in March - April 2007. In addition to these, the staff have attended trainings and workshops relevant to their work that included cooperative management and others organised in the districts by like minded organisations.

Table 6: Staff members

S.N.	Name	Designation	Ethnicity
1	Ms. Mamata Dhakal	Programme Coordinator	<i>Brahmin</i>
2	Ms. Puspa Limbu	Accountant	<i>Janajati</i>
3	Ms. Junu Dhakal	Sr. Social Mobilizer	<i>Brahmin</i>
4	Mr. Rajesh Parajuli	Sr. Social Mobilizer	<i>Brahmin</i>
5	Ms. Tulasa Dhakal	Jr. Social Mobilizer	<i>Brahmin</i>
6	Mr Hem Bahadur Limbu	Office Assistant	<i>Janajati</i>

The staff is working in line with the organisations' vision, mission, goals and objectives (VMGO) following their Job Descriptions. Assessment of human resources is presented in Cob Web on the following page. The staff is capable of implementing the programmes and planned activities, however, innovative ideas and suggestions for improvement of the programme are yet to come out.

The project has 6 employees: a Programme Coordinator, 3 Social Mobilisers, a Financial Assistant and an Office Assistant. The staff were recruited and dismissed following the administrative rules and regulation, by the PMC and approved by the EC. The entire staff are district based but conduct field visits in the working areas frequently as stated in the Job Description (JD). The JD contains brief job summary. It lacks specification about who is to be supervised by whom, who is responsible for what and what is the authority of the incumbents. (Please refer to annex 5 for samples of the JD).

OUTPUT 1.4: MJS STRENGTHENED

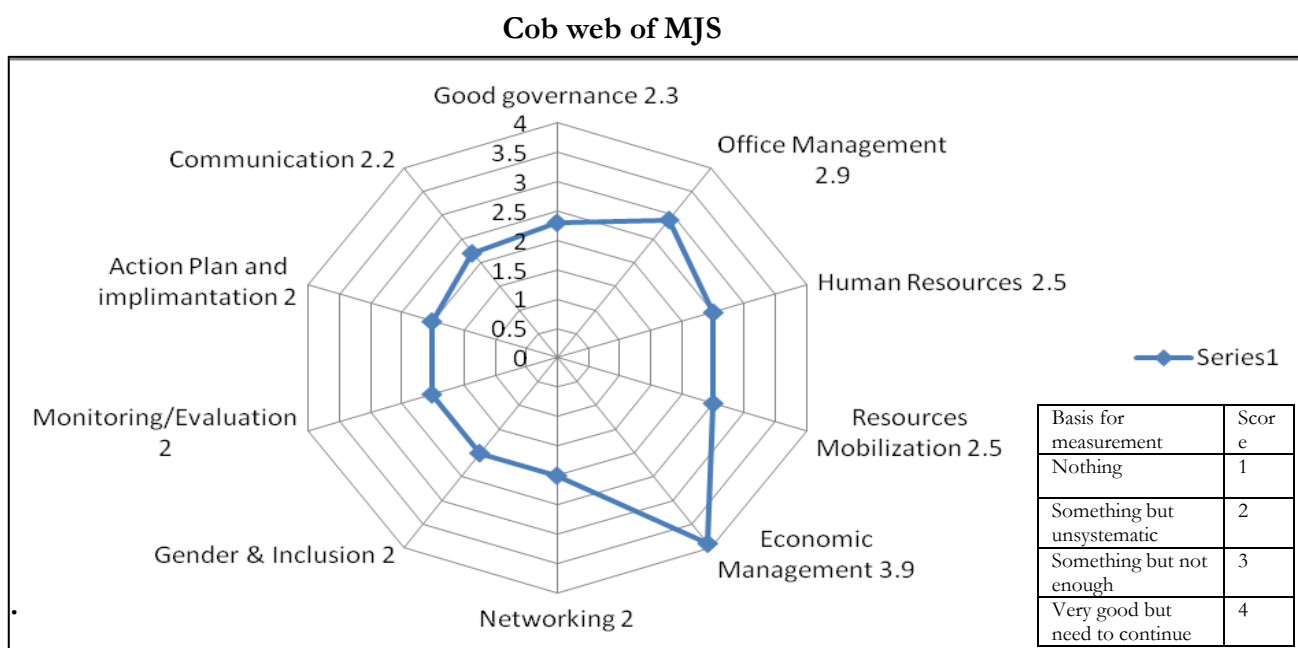
Capacity enhancement trainings for EC and staff: Programme management, micro credit promotion and account keeping trainings were organised for staff and board members to make the implementation of the programme smooth. Similarly, MJS has organised 5- day workshop on "Participatory Organisational Assessment Process" (POCAP). Assessments were done for 10 different headings of the Organisation (please see in the following page).

The exposure visits to Pokhara Palpa, Dharan and Bangladesh were organised for the EC and the staff. These trips were eye openers for the EC. The joint exposure trips have helped to develop innovative ideas and at the same time helped to develop common understanding for the programme development among Executive Committee and the staff. Construction of the old age home, though not the objective of the project was also the outcome of the trips improving the welfare of vulnerable people. The concept of an old age home emerged after the exposure visits and materialised with the help of local funds and in cooperation with DDC Ilam, supported by many organisation and individuals. Similarly piggy bank, ginger processing, incense making are also activities inspired by the exposure trips. These trips have played key role in vision building of MJS board and staff.

Administrative and financial rules and regulations implemented: MJS has strengthened formulating and implementing administrative and financial rules and regulations. Double entry financial system is now in practice. According to the auditors there are some variances but those inconsistencies have been addressed after receiving feedback from the auditors. Information about income and expenditures is shared among the EC and staff. Financial reports are circulated on a monthly basis.

Organisational promotion: MJS has prepared and distributed 300 brochures about the organisation. It has helped to promote the organisation in wider context.

Participation in workshops and trainings: MJS EC participated in various workshops organised by MJS and its different stakeholders. In April 2007, MJS organised Participatory Organisational Capacity Assessment Process (POCAP). The following was the organisational assessment of MJS extracted by the POCAP Report, 2007. The POCAP assessment report has highlighted only the positive sides of the organisation. Areas of improvement for further organisational development have not been incorporated in the report.



Source: POCAP report March/April 2007

Objective 2: To aware women/girls for contemporary issues of community (domestic violence, teenage pregnancy, girls trafficking etc.)

OUTPUT 2.1 PUBLIC PARTICIPATION OF LOCAL COMMUNITIES INVOLVED

To raise awareness among women/girls about contemporary issues MJS conducted three types of activities like, awareness campaigns in high schools about domestic violence mitigation and *Dalit* empowerment .

Awareness raising among women/girls about contemporary issues: Once in a year in the high school of working VDCs, MJS organises, street plays, video shows and distribute posters on early marriages and teenage pregnancies.

***Dalit* Empowerment:** in May and June 2007, MJS conducted one- day workshops for awareness raising on current status of *Dalit* Human & Legal Rights in the eight working VDCs. The workshops were attended by 287 people. Amongst them 18 (6.3%) were Non-*Dalits* while the rest 269 (93.7%) were *Dalits*.

Domestic Violence: MJS domestic violence component is a combination of basic trainings for key position holders of Monitoring Committees. MJS has been adopting different approaches to

mitigate domestic violence cases, such as creating social pressure in the communities, providing legal services by district based legal advisor and providing counselling services to the victims. The counselling location for the domestic violence victims and their family members is the programme coordinator's room, which is also a place for visitors. The ground floor of the office building is divided into four cubicles. The Programme Coordinator, Chairperson and the visitors share one room. The three other rooms have partition but do not have doors to close. Counselling in open place like this is a wrong practice. MJS should maintain the confidentiality of the victims and their family members.

Having knowledge on the principles of counselling and basic ideas of psychology can make this component more beneficial for the victims and counsellors. Out of 66, 65 women and a man received service from MJS till now. (Please refer to Annex 6 for the domestic violence cases registered at MJS)

Domestic violence network: MJS initiated district domestic violence network joined by Women Development Office, Social Workers, Women Police Cell, Lawyers of District Bar Association and likeminded organisations such as Maiti Nepal, NCD, Local Women's Groups. They hold regular issue based meetings; there were 15 meetings organised so far. The network conducts different awareness raising programmes against the domestic violence and the organisations help each other to mitigate the issues.

Provision of legal advisor in MJS: MJS has hired a legal adviser to handle the complex domestic violence cases.

This is one of potential areas where MJS can grow if only effective strategies and implementation mode are in place. Since domestic violence itself is a broad and sensitive issue there is a need of long term capacity enhancement package for SCOs and Cooperatives' members and vision building for EC and staff.

6. IMPACT

Access to small credit for income generating activities: This forum has helped women and men to continue their saving in their SCOs and Cooperatives. The SCOs and Cooperatives members have easy access to small credit to increase their income.

Income increased: Members of the cooperatives and SCOs stated that their income has been substantially increased but not systematically recorded yet. 42 micro entrepreneurs families income increased generating self-employment.

Improved women's health: Members of the SCOs stated that those who received improved cooking stove training and implemented it has improved their health condition.

Increase in decision making: Increased a small number of women in the decision making level of SCOs and cooperatives. Those who received exposures, capacity enhancement opportunities from EWPDI project are actively organizing and managing their SCOs and Cooperatives.

Family Solidarity and Justices: The condition of 66 domestic violence victims have been improved by providing them legal services, basic counselling and creating social pressure

MJS strengthened: MJS EC and staff members have broadened their vision, knowledge and skills to implement the program in the working VDCs

7. ORGANIZATIONAL

7.1 Organizational Set Up

MJS has been registered in District Administration Office Ilam and has affiliation with the Social Welfare Council of Kathmandu as non-profit development organization established in 1999 by a group of women comprises some experience in project implementation, social work and women empowerment. It was initially in the form of a Seti Devi Saving and Credit Women's Cooperative They introduced "Piggy Bank " in the same year. Seti Devi Women Cooperatives is now one of the components of the organization.

To guide the organisation MJS has developed a constitution with a permeable and 6 Sections. Women above 18 who have at least one- year affiliation with Seti Devi and are members of any saving and Credit group will be considered eligible for general membership. There are different categories of membership defined: ordinary member, life member and post holder (general member who is in the Executive Committee).

The membership and the renewal fee are defined separately.

7.2 The Composition and Role of Governing Body

7.2.1 The General Assembly (GA): The General Assembly is the top most executive Body of the organisation, which comprises general members and promoters. The constitution has stated that the GA is held once a year. The EC has the authority to choose the date of the GA. MJS EC members admitted that they are not conducting the GA regularly, however, election is organised on time.

7.2.2 The Executive Committee (EC): The EC is elected among the general members for 4 years. MJS 15 EC members are women from different socio -cultural backgrounds. Out of these 15 members 3 are from the ethnic groups (*Limbu, Tamang* and *Newar*) and one from the *Dalit* community. The table 7 shows the social structure of the EC.

The EC's task is to ensure that the organisation is run smoothly in a planned manner in accordance with its objectives. It is also the policy formulation body of MJS.

The EC meets as required although it is stated in the by-laws that it will meet once in a month to approve plans and review progress. The EC is selected through the election process. The general members elect the EC.

Table 7: The Executive Committee

S.N.	Name	Designation	Address	Dalit and Ethnic Group
1	Ms. Bishnu Dahal	President	Ilam – 2	
2	Ms. Meena Tamrakar	Vice-President	Ilam – 1	Newar
3	Ms. Meena Prasain	Secretary	Ilam – 3	
4	Ms. Bishnu Koirala	Tresurer	Ilam – 2	
5	Ms. Kamala Dhakal	Joint Secretary	Ilam – 9	
6	Ms. Goma Limbu	Member	Ilam – 9	Limbu
7	Ms. Anuja Siwakoti	Member	Ilam – 3	
8	Ms. Susila Sapkota	Member	Ilam – 2	
9	Ms. Basanti Ghatani	Member	Ilam – 2	Dalit
10	Ms. Kamala Baral	Member	Ilam – 3	
11	Ms. Aasha Budhathoki	Member	Ilam – 8	
12	Ms. Pamfa Pakhrin	Member	Ilam – 8	Tamang
13	Ms. Netra Kala Niroula	Member	Ilam – 1	

7.3 Programme Structure

7.3.1 Programme Planning: MJS does not have long term plan, however, the Annual Operational Plan for each year is developed and implemented.

7.3.2 Programme Review: Every six months MJS conduct review meeting with the representatives of the Monitoring Committee to review past activities and set plan for the coming six months.

7.3.3 Internal Monitoring System

Through the regular plan and implementation reports, by the responsible persons, the internal monitoring system of the project is maintained. The reports include: periodic reports prepared by the social mobilisers; field visit reports (written and verbal) prepared by the EC members and Programme Coordinator. Financial reports are prepared by the Assistant Finance Officer and circulated on a monthly basis. Unlike in other organisations, MJS EWPDI project related reports are prepared and recorded by the Programme Coordinator and submitted to DF Norway periodically. The reports are also shared during the stakeholders meetings in Ilam DDC.

7.4 MJS Plans for future

7.4.1 Counselling and Crises Centre for Domestic Violence: MJS is planning to use one room (first floor) of its office building for counselling purposes. It is also planning to provide shelter (overnight) to domestic violence victims. Maintaining the confidentiality of the victims is one of the principles of counselling, hence, allocation of special room for counselling might help to minimise the harm and retain the privacy of the victims.

7.4.2 Establishment of Fresh Milk Plant, Micro-Hydro Plant: For the year 2008, the program has been planned to implement small enterprise development like fresh milk plant, micro-hydro plant.

7.5. 1. Infrastructure

MJS is proud to have its own office building. The ground floor of two-story building and meeting/training room are in use while the remaining rooms on the first floor are still under construction. The ground floor has four cubicles; two of them are occupied by EWPDI project. According to the EC the MJS building was constructed partially from MJS own resources and partially subsidised by Development Fund Norway.

7.5.2 Equipment

MJS is equipped with major documentation and communication tools like computers, phone, photo copy machine camera, etc.

8. CONCLUSION

This review has attempted to provide an overview of EWPDI project, in terms of overall activities undertaken resources utilized, effectiveness and their impacts so far. It has also assessed relevance of the programme, in the national policies in view of sustainability. The programme has been implemented in 11 VDCs of Ilam over the last 4 years.

The Objectives were partially achieved by the projects. Analysing the project's goal aspects from the perspective of participation of the target groups in development intervention have been achieved. In term of decision-making MJS EC, staff and key position holders of the SCOs and cooperatives have been strengthened. However, the individual members are not yet involved in decision-making in the sense that they were not found involved in planning and monitoring of the SCOs and Cooperatives activities but involved in implementation.

Participation: There are **9,834** women and men in the 251 SCOs and 52 Cooperatives involved in the EWPDI programme. Especially the women have got a forum for discussion on women's issues, contemporary issues such as constitutional assembly domestic violence, saving and credit, income generating and micro enterprise development.

Domestic Violence Component: MJS has been mitigating domestic violence cases adopting good approaches such as creating social pressure in the communities, providing legal services by district based legal advisor and providing counselling services to the victims based on MJS's members' past experiences and observations. Creating formal network for advocating Domestic Violence is another step in good direction. However, there are some principally incorrect practices. MTR team felt that domestic violence victims and their family members are counselled in the office, where the staff work and many visitors are around. Apart from it, the psychological aspects of the counselling are to be understood- how the counsellor him/herself should emotionally isolate while maintaining empathy toward the victim. Therefore, knowledge of the principles of counselling and basic ideas about psychology can make this component more beneficial for the victims and counsellors

Access to Information Especially the women have got a forum for discussion on savings and credits; operating cooperative; domestic violence; constitutional assembly; income generating and to little extend about micro enterprise development. The SCOs have Rs. **68,03,763** savings for

mobilisation of the income generating and micro enterprise development activities the members may wish to start. Similarly, the SCOs and the Cooperatives are collectively receiving services from the District Line agencies such as District Agriculture Office, District Veterinary Office and District Cottage and Small industry Office; Smokeless stove training from Alternative Energy Promotion Centre (AEPC) and NCDC.

Saving and Credit: This forum has helped women and men to continue their saving in their SCOs and Cooperatives. The SCOs and Cooperatives members have easy access to small credits.

MJS is Recognised: Ilam District Stakeholders has recognised MJS as one of the active women's organisation in the area of saving and credit and mitigation of domestic violence.

Basis for Enterprise Development: Basis for small business enterprise development have been established.

- Finance is considered one of the major backbones of economic development. The SCOs and cooperatives have accumulated Rs. **2,12,30,724** savings, which is huge amount.
- MJS is assisting the SCOs in a legal transformation into Cooperatives for income generating and enterprise development.
- MJS has good relations with district line agencies like District Cottage and Industry Office, District Veterinary Office, District Agriculture Offices for skills transfer and technical support required for income generation and micro enterprise development for the potential entrepreneurs.
- MJS has partnership with *Kosheli ghar* for the market outlet. It visited the neighbouring districts like Panchthar for marketing purposes.
- Lastly, Ilam district is rich in forest and agricultural resources. All this advantages can be valuable for micro and small enterprises' development. Micro and small enterprises can flourish developing strategies for entrepreneurship expansion.

Challenges of Empowerment of Individual Members: The group strengthening trainings and exposures were not reached to individual members but focused to limited key position holders of the SCOs and Cooperatives in the present implementation mode with 3 district based social mobilisers for 303 SCOs and Cooperative in 11 remote VDCs of Ilam. The MTR team observed that, the key position holders have been utilising the skills and knowledge they received but do not have capacity to transfer it to other members.

9. RECOMMENDATIONS

The future programme of EPWDI programme should focus on :

Individual Members Focus Capacity Enhancement: It is necessary to reach the trainings to the individual members of SCOs and Cooperatives, remodelling the training delivery approach with realistic coverage matching the staff structure.

Vision Building and Conceptual Clarity: To strengthen the programme MJS should organise vision-building activities on micro and small enterprises and domestic violence. It is important to the EC as policy formulators and the staff as programme implementers need to be clear while incorporating innovative concept into the programme. In terms of installation of micro hydro fresh milk plant also, it is equally important to be clear while developing a plan.

Streamlining of the Micro and Small Enterprise Component: MJS should streamline micro enterprise development components like creation of entrepreneurship culture, resource analyses, marketing, developing effective selection criteria for the potential entrepreneurs and establishing appropriate support system for sustainable small and micro enterprise development.

Increasing Women's Number in Cooperatives: In cooperatives, the total number of members is 3,521, among them 1,506 are women and 2,015 are men. Cooperatives are the upgraded form of SCOs and smaller women's participation in the cooperatives is not considered a good sign from women development perspective. Hence, MJS need to think seriously about this discrepancy and attempt to increase the meaningful participation of women in cooperatives.

Revision of the Job Descriptions: MJS staff's job descriptions should be revised incorporating clear responsibilities and duties, authority of incumbent, standards of performance stating the designation of supervisor in addition to the job summary.

Streamlining the Documentation: MJS has initiated documentation system but it is still done manually. It should introduce appropriate database systems and packages; translate the key organisation documents in Nepali and circulate them among all the Executive Committee members.

Formulating Strategic Plan: MJS needs to formulate a strategy plan. The strategy needs to incorporate the learning and experience gained by the organization so far.

Phasing Out strategy: Weaknesses of the design and implementation of the EWPDI programme was lack of phase out strategy. Recently, MJS and NCDC strived to fill this gap establishing district cooperative network. This network can also develop in the form of federation in future. However, it is important that the individual members should be able to involve actively in planning process, implementation and monitoring of the SCOs and cooperative activities.

To achieve this objective the cooperatives members need to develop common understanding of being together in the SCOs and cooperatives, precise accounting system, record keeping, minutes taking, ability to make self decisions, regular participation in the group activities and democratic election. In terms of the Cooperatives, in addition to the above features the term and conditions, by- laws, principles and values need to be internalised by the members.



Annex 1: Programme Schedule

MID TERM EVALUATION OF PROJECT OF MAHILA JAGARAN SANGH ILAM (MJS)

By
Organisation Development Centre (ODC)

9.1

9.2 Detail Programme Schedule for interaction with Board Members of MJS and Staff Members of EWPDl Project

Time	Topics	Responsibilities	Remark
9:00- 9:15	Introduction	MJS President	
9:15 – 12:00	Orientations on MJS and its project EWPDl	MJS	
12:00 – 12.30	Presentation on evaluation framework by ODC members	ODC/ MJS	
12:30 - 3:00 (Board Members)	Focus group discussions and group exercises	MJS	
3:00 - 6:00 (Staff Membes)			

Annex 2: Proposal

A PROPOSAL FOR MID TERM EVALUATION OF PROJECT OF MAHILA JAGARAN SANGH, ILAM (MJS)

INTRODUCTION:

Enhance Women Participation in Development Intervention (EWPDI) project has been prepared with a view to enhance women's participation in development intervention. MJS has carried out various activities such as social mobilization, women awareness program and economically self-dependent activities in all 48 VDCs of Ilam district. MJS has women empowerment and awareness program in real sense. It has formed saving group, women pressure group and non-formal classes and attempted to enhance women's access in the decision-making level and illuminate gender discrimination. It has been realized that women's access enhancement and meaningful participation are to be given a serious thought to include them in the mainstream of development. It is also realized that women should be economically self-dependent to take part in the development intervention.

The EWPDI program has prepared having the objectives to identify the women saving and credit groups and their needs to strengthen the capacity on collection, management and mobilization of saving credit and also to enhance awareness of women/ girls for contemporary issues of community (domestic violence, girls trafficking, teenage progeny etc). The project has been implemented in 5 VDC (Shiddhithumka, Soyak, Sahantidanda, Jitpur and Sanghrumba) and Ilam municipality in the year 2003, and 2 more VDCs Laxmmipur & Chisapani in 2005 and now has been extended in 11 VDC and 1 municipality altogether after the extension of the program in four new VDCs (Lumde, Gajurmukhi, Ibhang, and Mahamai) in 2007. The program has been focused on the empowerment of the existing registered cooperatives for sustainability, capacity strengthening of newly formed SCOs/cooperatives, and their registration. Women saving and credit groups have been identified in the VDCs. The program has been made to strengthen the capacity of those SCOs on collection, management and mobilization of saving credit. The trainings have been organized on cooperatives management, book keeping, proposal writing, leadership management & entrepreneurship development in order to improve running cooperatives' management & institutional capacity.

For the year 2008, the program will be implemented in Ilam district on the identified need assessment of women SCOs & cooperatives in coordination with District Level Cooperative Network, which is formed in 2007 by coordinating existing cooperatives from the working area of MJS and NCDC and others in Ilam district, for sustainable development. During this year other income generating enterprises like fresh milk plant, Improved Watermill, micro-hydro plant, cooperative wholesale vegetable markets and others will be established within the district in order to mobilize the fund of Saving/Credit and Cooperatives. The most of the activities are based on mobilization of fund in income generating activities and also to enhance awareness of women/girls on contemporary issues.

ORGANISATION DEVELOPMENT CENTRE (ODC)

Organisation Development Centre (ODC) was established in 1996 as a Behavioural Based Learning Centre to cater to the needs of national and international organisations in regard to management and organisational services. In the last ten years ODC has provided services in the areas of organisation development, institutional strengthening, general management and good democratic practices. These services have been provided through training, consultancy, education, and research and through other learning processes. ODC has worked with organisations in Nepal and several countries in Africa, South and West Asia including Ethiopia, Thailand, Bangladesh, Pakistan, Cambodia, Laos and Vietnam. ODC has also collaborated with international organisations in Norway, UK, Finland, Germany and Netherlands to provide services to national and international clientele.

ODC's core programmes include Organisation Development (OD), Human Resource Management / Human Resource Development (HRM/HRD), General Management and organisational consultancies and behavioural-based training. The Centre has introduced the Human and Organisational Competency Development Programme (HOCD) as an effective fast track Institutional Strengthening and OD programme. ODC's highly skilled consultants provide facilitation, moderation, coaching, mentoring and other learning services. The Centre applies action research as an important tool in its learning processes. Assessments, reviews and evaluations of organisations, programme and projects are also services offered by ODC.

Please refer to www.odcincorp.com for further information on ODC.

Purpose of evaluation:

The purpose of the Mid Term Evaluation is as follows:

- Whether the project has been running according to the goal and objectives of the project proposal.
- Identification of gaps in the programme
- Comparative study with the effectiveness of cost & resources.
- Sustainability of the program

Scope of the work:

5. Saving & Credit group
6. Cooperatives
7. Mobilization of SCOs/ Cooperative fund in income generating activities
8. Capacity strengthening of Cooperatives member
9. Capacity strengthening of Cooperatives
10. MJS Capacity Strengthening
11. Coordination & linkage
12. Domestic violence against women

Project duration – 4 years.

Methodology:

- Review the backgrounds documents, project document, progress reports, by laws and other EWPDI project related documents
- Use semi structured guideline and/or focus group discussion to gather relevant data
- Interaction with MJS and its EWPDI project related persons
- Interaction with stakeholders
- Interaction with target beneficiaries in the field
- Sharing of major key findings with MJS
- Draft report submission to MJS
- Finalise the report based on the comments received from MJS

9.3 1. ACTIVITIES, INVOLVEMENT AND TIME LINE

The activities, involvement of consultants and timeframe for the mid term evaluation is presented below.

Stage	No.	Activities	Involvement days			Days
			C1	C2	Sub-total	
1	1.1	Preliminary Consultation – Preparation of scope of work	0.5	0.5	1	August 5
2	2.1	Literature Review	2	1	3	August 1- 2
	2.2	Design Evaluation	2	2	4	August 3-4
	2.3	Preparing for start-up Workshop	1	1	2	August 6
	2.5	Data Collection (field visits, interactions)	7	7	14	August 7- 13
	2.6	Compilation & Preliminary Analysis		2	2	August 15 - 17
3	3.1	Analysis & Report Drafting Submit draft report for comments	3	4	7	August 18 - 25
4	4.1	Feedback integration		2	2	August 29 - 30
	4.2	Finalisation of Report	1	1	2	August 31
Actual Days			16.5	20.5	37	
Planned days			15	19	34	

C1: Team Leader; C2 Team Member

Note: Travel days are not included in above calculations

9.4 2. COST ESTIMATES

9.4.1 2.1 Remuneration Fees

The remuneration fees for ODC consultants (C1, C2) is as follows:

C1:	15 days @ NRs. 10,000	=	NRs. 150,000
C2:	19 days@ NRs. 6000	=	NRs. 114,000
	Sub-Total	=	NRs. 264,000
	<u>VAT (13%)</u>	=	<u>NRs. 34320</u>
	TOTAL	=	NRs. 298320

In words: Nepali Rupees Two Lakh Ninety Eight Thousand Three Hundred Twenty Only.
(Including 13% VAT)

9.4.2 2.2 Expenses

The reimbursement of expenses (travel, accommodation and subsistence allowance) will be as per actuals as appropriate (except DSA)

9.5

9.6 3. Terms of Payment

The terms of payment for remuneration is proposed as follows:

- 1. 50 % of the total amount on signing of the contract**
- 2. 50 % of the total amount on submission of final report**

9.7 4. Proposed Consultant

Organisation Development Centre (ODC) proposes the following consultants:

C1: Ms. Homa Thakali, Team Leader
C2: Ms. Rachana Bhattarai, Team Member

Ms. Homa Thakali
On behalf of ODC

Ms. Bishnu Dahal
President
Mahila Jagaran Sangh (MJS), Ilam

Annex 3: List of Reviewed Literature

1. The Project Report of EWPD I 2003-2007
2. Project Applications of EWPD I 2005-2007
3. Project Proposal of EWPD I
4. Audit Reports of EWPD I 2004-2007
5. UNDP, Review of Rural Energy Development Programme (REDP), February 2007
6. Periodic District Development Plan of Ilam district, Part 1 and 2.
7. Tenth Plan 2002 - 2007 National Planning Commission Government of Nepal
8. MJS Participatory Organizational Capacity Analyses Process Report March 2007
9. Interactive Counseling Skills in Action Sue Culley New Delhi
10. Resource Manual for Reducing Domestic Violence for the Rural Women of Nepal Gender Networking Group 2002
11. Micro Enterprise Development Program UNDP (MEDEP) Mid Term Evaluation Report April 2006

Annex 4: List of Interacted People

Board members

S.N.	Name	Designation	Remarks
1	Ms. Bishnu Dahal	President	Ilam – 2
2	Ms. Meena Tamrakar	Vice-President	Ilam – 1
3	Ms. Meena Prasain	Secretary	Ilam – 3
4	Ms. Bishnu Koirala	Tresurer	Ilam – 2
5	Ms. Kamala Dhakal	Joint Secretary	Ilam – 9
6	Ms. Goma Limbu	Member	Ilam – 9
7	Ms. Anuja Siwakoti	Member	Ilam – 3
8	Ms. Susila Sapkota	Member	Ilam – 2
9	Ms. Basanti Ghatani	Member	Ilam – 2
10	Ms. Kamala Baral	Member	Ilam – 3
11	Ms. Aasha Budhathoki	Member	Ilam – 8
12	Ms. Pamfa Pakhrin	Member	Ilam – 8
13	Ms. Netra Kala Niroula	Member	Ilam – 1

Staff members

S.N.	Name	Designation	Remarks
1	Ms. Mamata Dhakal	Programme Coordinator	EWPD I Project Staff
2	Ms. Puspa Limbu	Accountant	EWPD I Project Staff
3	Ms. Junu Dhakal	Sr.Social Mobilizer	EWPD I Project Staff
4	Mr. Rajesh Parajuli	Sr.Social Mobilizer	EWPD I Project Staff
5	Ms. Tulasa Dhakal	Jr.Social Mobilizer	EWPD I Project Staff

Domestic Violence Network

S.N.	Name	Designation	Remarks
1	Ms. Bishnu Dahal	President	MJS
2	Ms. Lata Karki	Member	Women Development Office
3	Ms. Sharada Shrestha	Member	Teacher
4	Ms. Ambika Poudel	Member	Lawyer
5	Ms. Dilu Rai	Member	Police
6	Ms. Tara Budhathoki	Member	Police
7	Ms. Lila Bhattarai	Member	Forest User Group
8	Ms. Puspa Khanal	Member	Forest User Group

Stakeholders

S.N.	Name	Designation	Address
1	Dr. Ram Parikchhen Shah	Livestock Director	District Livestock Office
2	Mr. Hasta Br.Bista	Officer	District Agriculture Office
3	Ms. Pramila Bhandari	Cooperative Sub–Inspector	District Cooperative Office
4	Mr. Santosh Shrestha	Cooperative Sub–Inspector	District Cooperative Office
5	Ms. Dhanmaya Chapagain	Cooperative Sub–Inspector	District Cooperative Office
6	Ms. Kamala Kafle	Cooperative Sub–Inspector	District Cooperative Office
7	Mr. Jit Bdr. Magar	Cooperative Sub–Inspector	District Cooperative Office
8	Mr. Hira kaji Ghaley	Programme Coordinator	NCDC, Ilam
9	Ms. Indira Ghimire	Women Development Facilitator	NCDC, Ilam
10	Mr. Megh Nath Kafle	LDO	DDC
11	Mr. Rabindra Shrestha	Staff	DDC

VDC Level Monitoring Group

S.N.	Name	Designation	Address
1	Hem Kala Neupane	Coordinator	Ibhang VDC
2	Tika Baral	Member	Gajurmukhi VDC
3	Maya Subba	Member	Gajurmukhi VDC
4	Shela Baral	Member	Gajurmukhi VDC
5	Indra Lal Ghimire	Member	Sangrumba VDC
6	Yasoda Bastola	Member	Ilam Municipality
7	Netra Pd. Shrestha	Coordinator	Santidanda VDC
8	Dhanmaya Shrestha	Member	Santidanda VDC
9	Laxmi Dhungana	Member	Santidanda VDC
10	Indira Raut	Member	Santidanda VDC
11	Lila raj Dahal	Member	Santidanda VDC
12	Chiju maya Rai	Member	Santidanda VDC
13	Muna Rai	Coordinator	Laxmipur VDC

VDC Level Cooperative Member

S.N.	Name	Designation	Cooperative	Address
1	Jyoti Bhattarai	Secretary	Trimukhi Cooperative	Santidanda VDC
2	Khibaraj Acharya	President	Trimukhi Cooperative	Santidanda VDC
3	Mohan Niroula	Member	Trimukhi Cooperative	Santidanda VDC
4	Ram Pr.Bhattarai	Member	Trimukhi Cooperative	Santidanda VDC
5	Toran Pd. Luitel	Member	Trimukhi Cooperative	Santidanda VDC
6	Bhim Kumari Luitel	Member	Trimukhi Cooperative	Santidanda VDC
7	Man Maya Subba	Member	Trimukhi Cooperative	Santidanda VDC
8	Aitahang Limbu	Member	Trimukhi Cooperative	Santidanda VDC
9	Uma Luitel	Member	Trimukhi Cooperative	Santidanda VDC
10	Chan Kumari Rai	Member	Trimukhi Cooperative	Santidanda VDC
11.	Muna Rai	President	Namuna Cooperative	Laxmipur
12.	Kamala Khatiwada	Secretary	Namuna Cooperative	Laxmipur
13.	Krishna Maya Gautam	Member	Namuna Cooperative	Laxmipur
14.	Hem Kumari Gautam	Member	Namuna Cooperative	Laxmipur
15.	Chhatra Kumari Lohar	Member	Namuna Cooperative	Laxmipur
16.	Jamuna Bhhattarai	Member	Namuna Cooperative	Laxmipur
17	Manika Rai	Member	Namuna Cooperative	Laxmipur
18	Pampa Rai	Member	Namuna Cooperative	Laxmipur
19	Santa Maya Rai	Member	Namuna Cooperative	Laxmipur
20	Devi Maya Khatiwada	Member	Namuna Cooperative	Laxmipur
21	Srijana Khatiwada	Member	Namuna Cooperative	Laxmipur
22	Nirukumari Basnet	Member	Namuna Cooperative	Laxmipur
23	Desh Maya Rai	Member	Namuna Cooperative	Laxmipur
24	Nirmala Rai	Member	Namuna Cooperative	Laxmipur
25	Rupa Rai	Member	Namuna Cooperative	Laxmipur
26	Shanti Rai	Member	Namuna Cooperative	Laxmipur
27	Sun Maya Rai	Member	Namuna Cooperative	Laxmipur
28	Dew Kumari Adhikari	Member	Namuna Cooperative	Laxmipur
29	Khagi Maya Katuwal	Member	Namuna Cooperative	Laxmipur

S.N.	Name	Designation	Cooperative	Address
30	Arati Rai	Member	Namuna Cooperative	Laxmipur
31	Hima Deve Phuyal	Member	Namuna Cooperative	Laxmipur
32	Bhima Rai	Member	Namuna Cooperative	Laxmipur
33	Krishna Rai	Member	Namuna Cooperative	Laxmipur
34	Nanda Kuamri Basnet	Member	Namuna Cooperative	Laxmipur
35	Dhan Maya Rai	Member	Namuna Cooperative	Laxmipur
36	Kamala Gautam	Member	Namuna Cooperative	Laxmipur
37	Phul Maya Lohar	Member	Namuna Cooperative	Laxmipur

VDC Level SCOs Member

S.N.	Name	Designation	SCOs	Address
1	Jina Rai	Secretary	Srijana Saving Group	Santidanda VDC
2	Jhimu Kumari Rai	Chairperson	Amar Jyoti Saving Group	Santidanda VDC
3	Gyan Maya Rai	Member	Amar Jyoti Saving Group	Santidanda VDC
4	Lila Adhikari	Member	Amar Jyoti Saving Group	Santidanda VDC
5	Chandra Kala Malla	Member	Amar Jyoti Saving Group	Santidanda VDC
6	Deshu Rai	Member	Amar Jyoti Saving Group	Santidanda VDC
7	Som Raj Rai	Member	Bikashil Saving Group	Santidanda VDC
8	Ratna Rai	Member	Srijana Saving Group	Santidanda VDC
9	Pavitra Gautam	Member	Srijana Saving Group	Santidanda VDC

Sewing Skill Group

S.N.	Name	SCOs	Address
1	Bishnu Maya Dahal	Amar Jyoti Saving Group	Santidanda VDC
2	Ratna Kumari Rai	Srijana Saving Group	Santidanda VDC
3	Samikchya Rai	Amar Jyoti Saving Group	Santidanda VDC
4	Lila Adhikari	Amar Jyoti Saving Group	Santidanda VDC
5	Sabita Bishwakarma	Amar Jyoti Saving Group	Santidanda VDC
6	Rukmani Subedi	Bikashil Saving Group	Santidanda VDC

Dalit Group

S.N.	Name	Designation	SCOs	Address
1	Gyan Bdr. Chahar	President	Samanta Saving Group	Santidanda VDC
2	Puja Chahar	Member	Samanta Saving Group	Santidanda VDC
3	Gita Nepali	Member	Samanta Saving Group	Santidanda VDC
4	Gita BK	Member	Samanta Saving Group	Santidanda VDC
5	Him Kala Lamjal	Member	Samanta Saving Group	Santidanda VDC
6	Phulmaya Rasaily	Member	Samanta Saving Group	Santidanda VDC
7	Ambika Baraly	Member	Samanta Saving Group	Santidanda VDC
8	Amrita Rasaily	Member	Samanta Saving Group	Santidanda VDC
9	Naresh Nepali	Member	Samanta Saving Group	Santidanda VDC

Annex 5: Job Descriptions

JOB DESCRIPTION OF PROGRAM COORDINATOR

- Proposal Writing/ Submission to Donor and implementation.
- Preparation of action plan according to proposal.
- Conduct meeting/ training/ workshops.
 - Management – Participation/ facilitators, stationary, tea snacks and others.
 - Reporting of trainings.
- To be organized Monthly meeting of Board (to organize) and implementation of boards decisions (every 10th of the month).
- Half yearly and yearly reporting, auditing.
- Co-ordination with VDC level stakeholders, district line agencies NGOs.
- Attend different meetings, workshop and training organized by others.

Job Description of Accountant

- Establish and implement the project financial and Office administrative system.
- Prepare and control budget in accordance with the project work plan.
- Manage and control office property, inventory.
- Prepare guideline and ensure the security of staff and office premise.
- Linkage development coordination with local and district level stakeholders.

JOB DESCRIPTION OF SOCIAL MOBILIZER

- To participate different programs of working area's (meeting, training, and workshop) organized by EWPDI, prepare report and submit to the office.
 - If necessary to be advice them.
- Help to SCOs and cooperatives on monitoring and mobilization.
- To suggest them to use their fund in IGA.
- To record of groups and cooperatives activities.
- To participate on the meeting organized by monitoring/ evaluation committee of working area.
 - Submission of report.
- Actively participate in all the activities organized by org.
- Follow the Executive board decision.
- To help the Program Coordinator and office asst.
- Submission of the field's report.

Annex 6: Works done by Mahila Jagaran Sangh for Domestic Violence

S.no	Types of violation cases	VDC	Municipality	Causes and situation
1	Domestic dispute		7	Compromised
2	Action		2	Compromised
3	Forceful rape	Maipokhari,3		Sent in court
4	Multiple Marriage	Barbote,3		Compromise
5	Violence through language	Sumbek,1		Compromise
6	Insult by language	Godak, 4		Compromise
7	Multiple Marriage	Barbote,3		Sent in court
8	Multiple Marriage		9	Sent in court
9	Entry at home	Sangrumaba ,3		Compromise
10	In relation to Pension recommendation		9	sent in district police with recommendation letter
11	Multiple Marriage	Sidhithumaka ,4		Compromise
12	During the domestic violence action		7	Compromise
13	Help for search	Sidhithumaka ,4		sent in district police office
14	domestic violence		3	Compromise
15	domestic violence		9	Compromise
16	Search for Daughter	Chulachuli,5		Discover
17	Action on Mental torture		4	Compromise
18	Multiple Marriage		4	sent in court
19	Distribution in properties		9	Taken action in court
20	Recommendation for free legal advisor	Kanayam 8		sent to women Bar unit
21	Multiple Marriage		6	submitted in police office
22	Action for fighting		3	sent to court
23	Action for fighting	Barbote,1		sent to court
24	Action for insulting behaviour	Laxmipur -2		Sent to court
25	Multiple Marriage	Gorkhe		sent to court
26	Action for multiple marriage	Maipokhari,6		Sent to court
27	Action for domestic fighting		8	Compromise
28	Action for fighting and insulting behavoiur		4	Compromise

S.no	Types of violation cases	VDC	Municipality	Causes and situation
29	Action for requesting distribution of properties			
30	Request for help		8	submitted in police
31	Physical and mental torture		4	sent to court
32	Physical and mental torture	Sumbek,4		Compromise
33	Multiple Marriage	Laxmipur -2		Sent to court
34	Fighting		9	
35	Request for searching daughters		2	Sent to Maiti Nepal
36	Fighting and domestic violence			Compromise
37	Physical and mental torture		9	Compromise
38	Mental torture		4	Compromise
39	Immoral relationship		3	
40	Negotiation for land	Fickal,6		sent to court
41	Insulting Behaviour			Sent to court
42	Action for domestic violence		7	Compromise
43	Request for searching Daughter	Maipokhari		Sent to Maiti Nepal
44	Domestic dispute		2	sent to court
45	Forcefully Rape			Sent to Mailti Nepal
46	The act of beating	Gorkhe,3		Compromise
47	Dispute		8	Compromise
48	The act of beating	Shanti Dada,2		Compromise
49	Action for Dispute	Shanti Dada,2		Compromise
50	The act of beating		2	
51	Rape		3	A deed of agreement
52	Free legal advisor		8	Sent to Women Bar uni
53	Free legal advisor		5	Sent to Women Bar uni
54	Request for reconciliation	Godak VDC		A deed of agreement
55	Immoral relationship		8	Compromise
56	Insulting behaviour		6	Compromise
57	The act of beating		4	
58	Discussion between husband and wife	Jamuna VDC		Not Compromise

S.no	Types of violation cases	VDC	Municipality	Causes and situation
59	Discussion between husband and wife	Naya Bazar,4		Not Compromise
60	Multiple Marriage		4	Sent to court
61	The act of beating	Chamaita		sent to court for action
62	The act of beating		9	A deed of agreement
63	Mental torture	Sumbek,2		sent to court for action
64	Request for share land	Shanti Dada		Sent to court
65	Insulting behavior	Shanti Dada		Sent to Monitoring com
66	Beating torture		6	Compromise