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Women-led Community Resilient Local Governance (wCOREL)

Swayam Shikshan Prayog (SSP)

Document Prepared By *W+ team, WOCAN*

Project Name	Women-led Community Resilient Local Governance (wCOREL)
Project Start Date	1 April 2021
Project End Date	31 March 2024
Date of PDD	<i>26 november 2023</i>
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<i>Define the boundary and scope, as applicable; geographically, by type or number of individuals, etc. Provide as much detail as necessary to clarify the scope of the proposed project.</i>	<i>7</i>
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1.12 Other Forms of Environmental or Social Credit	Error! Bookmark not defined.
1.13 Additional Information Relevant to the Project	Error! Bookmark not defined.
<i>As part of the PDD, Project Implementers shall provide a brief description of their plan for project Monitoring (checking on project performance) and Evaluation (assessing project performance against anticipated outcomes), that includes:</i>	<i>Error! Bookmark not defined.</i>
<i>Examples: Outcomes could include (depending on selected domain):....</i>	<i>Error! Bookmark not defined.</i>
<i>A key requirement of the W+ Standard is a mechanism for benefit sharing. Direct share payments from revenues generated from the sale of W+ units, or of W+ Certified initiatives, are to reward women for their contribution to project successes. There should be a mechanism that can reliably and transparently track distributions of cash shared with women and women's groups after the sale of units. Direct share payment mechanisms shall be: auditable, reliable, timely, and secure. Project Implementers must include a proposed mechanism in the PDD and later determine and report the selected mechanism in the Monitoring and Results Report, even if no units have been sold yet.</i>	<i>Error!</i>

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1. DESCRIPTION OF WOMEN'S EMPOWERMENT ACTIVITIES

1.1 Summary Description of the Women's Empowerment Activities Implemented

a) The location of the Project.

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

b) Conditions prior to the project's implementation

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

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

Education and Knowledge

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

Income and Asset

Promoting economic resilience for women's collectives as farmers, producers. Target group of beneficiaries is rural women from small marginal farming households with land; landless

households, mothers, widows, women-headed households and girls belonging to poor communities across 500 villages across five districts in Maharashtra.

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

Leadership

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

1.2 Project Sector(s) and Type(s)

Climate resilient farming

1.3 Project Implementer(s)

Provide contact information for the Project Implementer(s). Copy the table as necessary (*if there are co-applicants*).

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

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

Activities

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

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

1.5 Project Activities Start Date

Project activities started on April 2021

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

<i>W+ Domain and title of related activities</i>	<i>Start Date</i>	<i>End Date</i>	<i>Crediting period: Total Years/Months</i>	<i>Any Associated Standard (e.g. CDM, VCS)</i>
Education and Knowledge - Orientation and providing support to women farmers – producer group for planning meetings. - Women- led climate resilient farming model (WCRF) workshops for CRPs/facilitators with Maharashtra State Rural Livelihoods Mission (MSRLM). - Creation of farmers training manual. - Developing monitoring systems for tracking adoption of WCRF model and convergence. - Mapping of government schemes and online tracking system in partnership with Haqdarshak or other agency with technology platform relevant to target groups.	October 2021	October 2023	2 years	None
Income and Asset - Strengthening farmer producer groups for market engagement. - Management training workshops for value chain enterprise business leaders. - Workshops with govt officials, financial institutions and private sector companies.	October 2021	October 2023	2 years	None
Leadership - Trainings to enhance women's leadership to expand the 1-Acre model and enhanced participation of women in Panchyat water plans. mapping of government flagship programs on food security, livelihoods and social protections, and challenges for access to vulnerable families; - creation of leadership handbook; - skill development workshops for WILL Resource Team members; Formation and strengthening of WILL Action Groups - Establish District/Block Level Joint Platform – Sahayog Mala for convergence with key govt depts. - Dialogue workshops between the women leaders and concerned Block, district &	October 2021	October 2023	2 years	None

state officials for women's land rights & entitlements • Creating process & evidence based – Advocacy document • WILL Leaders Best Practices and Video Documentation				
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1.7 Description of the Project's Activities

Education and Knowledge

Orientation and providing support to women farmers – producer group for planning meetings. Introducing the Women- led climate resilient farming model (WCRF) and providing workshops for CRPs/facilitators with Maharashtra State Rural Livelihoods Mission (MSRLM).

Creation of farmers training manual. Developing monitoring systems for tracking adoption of WCRF model and convergence. Mapping of government schemes and online tracking system in partnership with Haqdarshak or other agency with technology platform relevant to target groups.

Income and Asset

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

Leadership

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

1.8 Project's Activity(ies) Boundary and Scope

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

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

1.9 Conditions Prior to the Project's Initiation of Activities

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

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

1.10 Compliance with Laws, Statutes and Other Regulatory Frameworks

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

1.11 Project Implementer's Right to Engage in the Project

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

1.12 Other Forms of Environmental or Social Credit

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

1.13 Additional Information Relevant to the Project

None

2. GENDER ANALYSIS

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

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

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

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

Results show that women leaders that have been part of the project are more involved in irrigation agriculture, and participate more in marketing and selling activities. During the focus groups with women leaders, women mentioned that not only they participated more in marketing and selling, but also hold more decision making power in these activities. In the household of women leaders, women also mentioned a shift in the division of work with their partners, even though men are not getting involved in household chores, men are adjusting their activities to be more supportive to women, mainly with transportation to and from meetings with the community and the leaders groups. However, women overall have a bigger burden when it comes to household chores, mainly related to cleaning and taking care of children. While men are sometimes involved in activities related to buying clothes, food, etc.

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

Activity Profile:

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



Poultry farming	✓	✓	
Poultry selling	X	✓	✓
Dal (lentils) processing	✓	✓	
Dal (lentils) selling	✓	x	✓
Papadum making	✓	X	
Planting trees	✓	✓	
Grading of finished goods??			

Activity (reproductive)	Women	Men
Sweeping	✓	X
Dish washing	✓	x
Preparing breakfast and tea	✓	X
Cooking?	✓	X
Washing clothes	✓	X
Fetching water	✓	✓
Child care	✓	✓
Worship preparation	✓	X
Morning praying/worshipping	✓	✓
Weekly grocery shopping	✓	✓
Buying vegetables	✓	✓
Vegetable cleaning	✓	X
Bed making	✓	X
Caring for the sick	✓	✓
Husking (mill)	✓	X
Carrying flour from the mill	✓	✓
Clothes shopping	✓	✓
Sewing	✓	X

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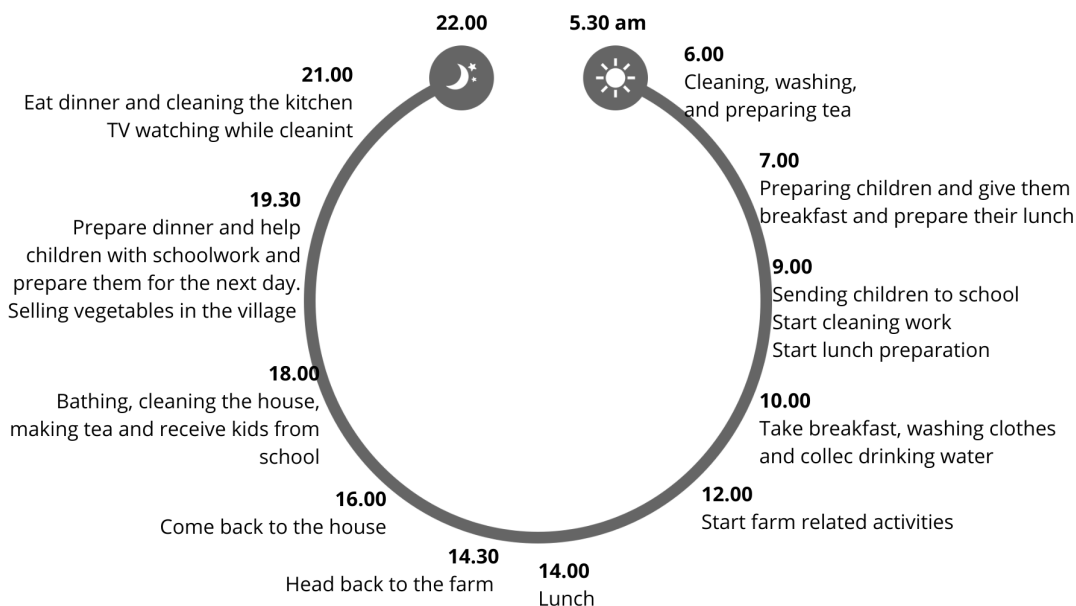
Village meeting	✓	✓	Women leaders are equally involved in village meetings
Savings groups meeting	✓	X	
Trainings	✓	X	
Joining processions	X	✓	
Religious travel	✓	✓	
Conflict management	X	✓	Where women leaders are doing this, men are not involved anymore
Health awareness	✓	✓	This was only mentioned by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

Time poverty

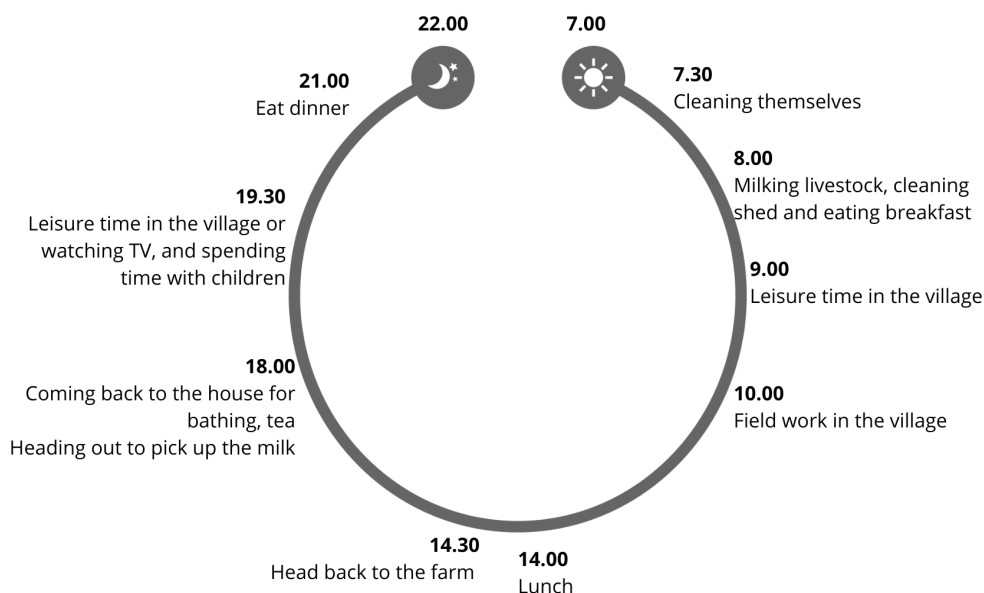
An important consequence of women's work burden is time poverty. A daily time chart below demonstrates the number of hours a woman typically works in a 24-hour period, usually waking up between 5.00 to 5.30 am and going to bed around 10.00 pm. In between, she cleans and washes the house before the rest of the family wakes up, she also prepares the children to go to school, giving them breakfast and preparing their lunch. She then proceeds to finish cleaning the house and washing clothes before heading out to fetch water. She starts farm work around noon, with a break for lunch around 14.00 and heading back to the farm around 14.30. She returns to the house around 16.00, to bathe the children, assist with schoolwork, and prepares dinner. In some households, women will head out to the village around 19.30 to sell vegetables and fruits. They eat dinner around 21, then bedtime is usually preceded by cleaning chores, and sometimes some television watching while cleaning the kitchen.

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

Women



Men



Overall, the main challenge for women is time poverty and accessing government schemes. Even though women have seen a significant impact to access government schemes, the requirements and process is still too cumbersome and they could benefit from having additional mentoring. Even though women leaders have successfully accessed government schemes and organized the

community for this purpose, they still identify this as the main challenge. It would be beneficial for women to have access to technical support for machine repair, access to agricultural insurance and access to high quality inputs.

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

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

3. SELECTION OF W+ DOMAINS

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

W+ Domain	Benefits	Challenges/Risks
Knowledge & Education	Women farmers with improved recognition as agriculture decision makers capacities for sustainable use of natural resources with improved food and income security for their families	Lack of time to attend trainings Lack of access to resources/materials to apply their knowledge
Leadership	Increased grassroots women leaders participation in advocacy with policy makers for development priorities and alliance building to support marginalized communities Increased grassroots women leaders voices and leadership in governance spaces	Women not being able to access decision making spaces in the community and governance spaces



Income & Asset	Increased economic resilience and access to value chain ecosystem resources for marginal women farmers	Income of farmers communities are in high risk due to mono cropping and market rate fluctuation Women farmers may not get credit from agencies like National Bank for Agriculture and Rural Development (NABARD) due to the change in priorities due to the pandemic Non-availability of government loans and subsidies for women farmers Increased competition from large companies following the Farm Bill and market risks related to price fluctuation of farm produce/commodities
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4. Women's Empowerment Plan (WEP)

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

- Theory of change
- Statement of intentionality

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

a) Theory of change

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

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



Trainings implemented and number of people that participated		Non-availability of government loans and subsidies for women farmers	
Inputs - Access to markets through collective action - Entrepreneurship training		Increased competition from large companies following the Farm Bill and market risks related to price fluctuation of farm produce/commodities	

Outcomes: Leadership	Indicators	Risks	MoV
End outcomes Enhanced agency, participation and influencing decision making at all levels	- Number of decisions influenced from their leadership position (end) - Ability to negotiate decision making (end) - Influencing decisions at household level (it can be divided into income, education, health, etc)	Women not being able to access decision making spaces in the community and governance spaces	- Record of meeting's minutes - Number of women in official governance position - Other women's statements – Number of awards received
Intermediate outcomes Increased grassroots women leaders participation in advocacy with policy makers for development priorities and alliance building to support marginalized communities Increased grassroots women leaders voices and leadership in governance spaces	- Number of women in leadership positions - Number of awards received - Number of committees/governance spaces they are members of		- Number of women holding leadership position % of proposals accepted that were generated by women
Immediate outcomes	- Number of trainings provided by women leaders (ToT) (immediate) - Number of women mobilized (immediate)		Women's statements (qualitative) Bank accounts (quantitative)



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

b) Project's Intentionality:

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

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

Policy for gender/women's empowerment	Budget targeted for women's empowerment	M&E plan for women's empowerment	Internal capacities for gender analysis and women's empowerment	Project's selection criteria of beneficiaries to demonstrate equal opportunity for participation of women from all social groups in project activities
Yes/No	Yes/No	Yes/No	Yes/No	Yes/No
Through interviews with the project staff and the revision project reports, WOCAN concluded that even though there	Budget documents and budgetary revisions shared by SSP	Included in the project document	WOCAN assessed SSP's internal capacities for gender analysis and women's empowerment and concluded it was satisfactory. Continuous gender	Through interviews with the project staff and the revision of list of project beneficiaries, WOCAN identified that, while not formally written, SSP follows a criteria for the selection of project

was no written policy, the project operations were following a set of unwritten guidelines, principles, and strategies aimed at promoting women's empowerment			sensitive trainings for their staff to ensure they are able to integrate a gender perspective into their activities and strategic planning. They have dedicated focal points. They provide tools for staff to conduct gender analysis, data collection and disaggregation. SSP also has mechanisms for receiving feedback from staff, beneficiaries, and stakeholders on gender-related issues.	beneficiaries to ensure the participation of women from all social groups in their activities. SSP proved to have awareness of intersectionality and took specific measures to ensure women could participate in spite of their cast, marital status and economic status. They often target the most vulnerable sector for specific activities to ensure equality of opportunities
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5. Monitoring & Evaluation Plan

<i>W+ Domain</i>	<i>Project activities</i>	<i>Number of Beneficiaries</i>	<i>Required sample size</i>
<i>Knowledge & Education</i>	• Orientation and providing support to women farmers – producer group for planning meetings. • Women- led climate resilient farming model (WCRF) workshops for CRPs/facilitators with Maharashtra State Rural Livelihoods Mission (MSRLM). • Creation of farmers training manual. • Developing monitoring systems for tracking adoption of WCRF model and convergence. • Mapping of government schemes and online tracking system in partnership with	75.000	68

	Haqdarshak or other agency with technology platform relevant to target groups.		
<i>Income & Assets</i>	- Strengthening farmer producer groups for market engagement. - Management training workshops for value chain enterprise business leaders. - Workshops with govt officials, financial institutions and private sector companies.	75.000	68
<i>Leadership</i>	Women's leadership to expand the 1-Acre model and enhanced participation of women in Panchyat water conservation plans. <i>mapping of government flagship programs on food security, livelihoods and social protections, and challenges for access to vulnerable families;</i> <i>creation of leadership handbook;</i> <i>establishing the District/Block Level Joint Platform – Sahayog Mala for convergence with key govt depts;</i> <i>dialogue workshops between the women leaders and concerned Block, district & state officials for women's land rights & entitlements</i>	1.500	77
<i>Total</i>			

Outcomes:

Income & Assets

Results	Indicators	Risks – including Do No Harm risks	Means of verification	Collection methods	Frequency	Responsibility
<i>End outcome (Long term): Enhanced</i>	Number of people they have supported to access	Can't turn additional income into assets	Women's statements Written record of transactions	Documents and records		

<i>agency and increased economic resilience and access to value chain ecosystem resources for marginal women farmers</i>	financial institutions Number of mentees	Women farmers may not getting access to credit Non-availability of government loans and subsidies for women farmers Participation in the project prevent you from participating in other income-generating activities or employment Having to invest too much time building the income or assets you gained from the project?		Interviews and surveys Focus groups		
<i>Intermediate outcome (Medium Term) Conversion of income into assets.</i>	Number of assets they bought Type of assets they bought		Women's statements Records from transactions	Documents and records Interviews and surveys		
<i>Immediate outcome (Short Term) Increased income</i>	Amount of increased income in numbers Number of business established	income gap between women and men increased Having to sell assets (jewelry, livestock metc) or get a loan in order to pay for aspects of the project Increased in income or assets led to any physical or emotional abuse, social sanctions, violence or marital troubles	Bank accounts (quantitative) Recording amount of people Recording the amount of income	Documents and records Interviews and surveys		
Outputs						

Leadership

Results	Indicators	Risks – including Do No Harm risks	Means of verification	Collection methods	Frequency	Responsibility
<i>End outcomes</i> <i>Enhanced agency, participation and influencing decision making at all levels</i>	Number of decisions influenced from their leadership position Ability to negotiate decision making Influencing decisions at household level (it can be divided into income, education, health, etc)	Women not being able to access decision making spaces in the community and governance spaces Leadership role affects your time burden Conflict inside the household	Record of meeting's minutes Number of women in official governance position Other women's statements – enough women saying that the women is like that Number of awards received	Documents and records Interviews Focus groups		
<i>Intermediate outcomes</i> <i>Increased grassroots women leaders participation in advocacy with policy makers for development priorities and alliance building to support marginalized communities</i>	Number of women in leadership positions Number of awards received Number of committees/governance spaces they are members of	Leadership role creates conflict in the community (isolation, aggression, jealousy)	<i>Number of women holding leadership position</i> <i>% of proposals accepted that came from women</i>	Documents and records Focus groups Interviews and surveys		

<i>Increased grassroots women leaders voices and leadership in governance spaces</i>						
<i>Immediate outcomes</i>	Number of trainings provided by women leaders (ToT) Number of women mobilized		<i>Women's statements</i> <i>Bank accounts</i>	Document s and records Surveys and interviews		
Outputs						

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

Knowledge & Education

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

Income & Assets

- Have you experienced any problems in participating in the project?
- Did the time needed to participate in the project prevent you from participating in other income-generating activities or employment?
- Did you have to invest too much time building the income or assets you gained from the project?

- If the project generated employment: had the income gap between women and men increased?
- Have you had to sell assets (jewelry, livestock metc) or get a loan in order to pay for aspects of the project?
- Was the information and training on maintenance and operation of the project sufficient for bot men and women?
- Has the increase in income or assets led to any physical or emotional abuse, social sanctions, violence or marital troubles?

Leadership

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

Survey – to be included in the Appendix

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

5. BENEFIT SHARING MECHANISM

Funds can be channeled in following ways:

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

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



W+ PROJECT DESIGN DOCUMENT (PDD) | V2.0

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

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

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

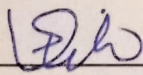
This signed declaration forms part of the requirements of the application of the W+ Standard.

Signature of authorized representative submitting this Project Design Document

Name: **Upmanyu patil**

Title : Director Programs

Signature: _____



Date: 13 /01/2024

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