Monitoring, Evaluation and Learning Plan

SaciWATERs Cap-Net Regional Network for Capacity Building in Sustainable Water Management

October 2015

Outcome Evaluation Report

Reporting Period – 1st January – 31st December 2014
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Submitted to

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Table of Content

1. Introduction

To improve the leanings from the capacity building activities and ensure appropriate and adequate monitoring, Cap-Net, which is a Network of Networks spread across 23 countries for training and capacity in building in 'Sustainable Water Resource Management' has initiated Monitoring, Evaluation and Learning (MELP) activity in the year 2014. As a response to this initiative SCaN, the South Asia Regional Network of Cap-Net hosted at SaciWATERs, Hyderabad undertook evaluation of its training programs organized during the year 2014.

The objectives of this evaluation are to:

- Summarize the results in terms of; the number of people trained, country, subject etc.
- Evaluate, analyze and describe the main outcomes of the network's select activities in the   period and the prospect for further impact.
- Describe the opportunities and challenges that were faced while conducting the activities so that lessons can be learnt for the future.

Out of the three training programs conducted by SCaN during the year (Jan- Dec) 2014, two training activities were selected for evaluation after a time lag of six to eight months. Feedbacks were collected through a field survey and via email from the participants.

1.1. About SaciWATERs Cap-Net Network (SCaN)

SCaN comprises of autonomous regional and national institutions and individuals committed to building capacity of water professionals across South Asia. Established in 2009, SCaN has successfully initiated activities in collaboration with various national, regional and international organizations. Through its capacity building activities it has been able to reach a diverse group of stakeholders such as academics, researchers, policymakers, donors and implementers. Realizing the enormous demand for capacity building in the water sector across the region, SCaN plans to expand its activities manifold to further reach many more institutions and individuals.

Over the years SCaN network has built strong network with the country level partners across South Asia. These partners further have their individual network partners who work very closely with the local communities. These network partners include stakeholders such as local governments, non-governmental organizations, academic institutions, think tanks, and community based organizations. These stakeholders consult and discuss issues with each other at different levels at various forums including SCaN. These forums bring back local specific issues to the regional SCaN network – facilitating SCaN to develop appropriate strategies that could direct a positive change for the communities.

The SCaN aims to provide platform to academics, researchers, and professionals from government, non-government, public and private for working in together towards strengthening the human and institutional capacity in IWRM in South Asia. SaciWATERs hosts the network and acts as its legal, administrative and financial

umbrella. SaciWATERs facilitates these programs by providing financial as well as human resources to conduct capacity building/training programmes.

Vision

To strengthen the human and institutional capacity by adopting an integrated approach within water sector in South Asia region through education & training; research; knowledge development; advocacy; and networking.

Objectives

- Facilitate network members to conduct capacity building programs in IWRM through partnerships;
- Provide network members a platform for sharing skills, expertise and resources to strengthen and enhance their efforts and impacts in IWRM;
- Expand multidisciplinary knowledge base in IWRM and its reach in the water sector.

SCaN activities

SCaN has involved through:
- Capacity building of professionals, community members, government officials, representatives of decentralized institutions on issues of gender, governance, sustainable water resource management, and climate change in the framework of IWRM,
- Development of training modules/manuals for education and capacity building on IWRM,
- Support educational training programs and fellowships for young professionals to promote interdisciplinary approach on water discourses,
- Promotion of networks and institutional strengthening through engagement of private and public sectors in South Asia.

SCaN Future Plan

- SCaN plans to establish a board with representatives from South Asia.
- SCaN to evolve as a strong network for capacity building, education, research, advocacy and knowledge mobilization center in South Asia that focuses on water sector.
- SCaN functions as an independent body within SaciWATERs and over the years plans to attain financial sustainability.
- Promote greater participation of network members in planning SCaN activities.
- Develop strong partnerships with South Asian Government Institutions for capacity building, knowledge sharing on issues of gender, governance, agriculture, transboundary water management, and climate change in the framework of IWRM.
- Create platforms of researchers and practitioners for knowledge mobilization more at South Asia level.

Strategy

Cap-Net in 2013 aligned its vision and mission with the UNDP strategic Plan (2013-2018) that emphasizes support to capacity building which will lead to enhancing national and local capacities for human development. The strategy for 2013-2018 is further aligned to the overarching strategy of the UNDP's Water and Ocean Governance Programme (WOGP) that envisages a world in which management, development and use of water and ocean resources is sustained and where there is accelerated effort to universal access to safe household water supply and improved sanitation. The UNDP WOGP programmes are addressed by Cap-Net, with limited focus on ocean resources but looking at coastal zone management as a new thematic area.

In line with Cap-Net's strategic plan, SCaN in South Asia is faced with different challenges in water resource management across the diverse geographical regions from the Alpine climate in the mountains, vast Gangetic plains to the Deltas, semi-arid and the coastal zones. SCaN with its vision to strengthen human and institutional capacity in IWRM across South Asia has identified the broad key focus areas applicable in these diverse geographical regions:

- Groundwater management
- Transboundary river management
- Safe Drinking Water
- Sustainable sanitation, health and water management
- Agriculture
- Climate Change Adaptation and Resilience Building
- Gender
- Coastal Management
- Himalayan Water Management

To address the focus areas, SCaN with its vision has identified three goals that align with Cap-Net until 2018:
- Capacity building: To develop capacity of institutions and individuals to manage, and use water, and to adapt to the increasing climate variability within a context that addresses, human rights, gender equity, and sustainable livelihoods
- Strengthening partnerships: To improve water management practices by:
- Using effective networks of capacity developers to impact on the ground, and
- Developing partnerships with international agencies to improve their outreach and collaboration on capacity development.
- Knowledge management: To develop and implement knowledge management systems in response (innovative capacity development), that ensure access to the best of international and local knowledge for all, measure the effectiveness of capacity development services, and review indicators and monitoring systems.

SCaN Focus Area 2015-2018

2. List of activities of the monitoring period and main partners involved

Activity	Date	Venue	Partners	Countries Covered	Participants			Outcome Reporting (Y/N)
					Male	Female	Total	
Launching Workshop to develop a training manual on the 'Impact of Climate Variability in South Asia'	February 18-19, 2014	Hyderabad, India	IRAP, SCaN, Cap-Net	India, Nepal	8	2	10	N
Training on Inclusive, Gender & Justice Approaches in Water-Based Livelihoods	April 23-27, 2014	Gujarat, India	Utthan	India, Nepal, Bangladesh	12	9	21	Y
Capacity Building for PRIs Members on water and sanitation in Kendrapara District	November 8-28, 2014	Kendrapara, India	IRDP	India	102	128	230	Y

3. Evaluation Tools and Methodologies

In 2014, a total of three capacity building training programs were conducted and the SCaN coordinator participated in three networking and knowledge development activities. The training programs were mostly regional focused and had clear outputs – such a development of a climate change module for South Asia, capacity building on gender and water focused livelihoods options and challenges and developing skills of decentralized local institutions members on water and sanitation issues across rural areas.

From the total three training programs conducted in 2014, two were selected for monitoring the outcomes:
1. Capacity Building for PRIs Members on water and sanitation in Kendrapara District
2. Training on Inclusive, Gender & Justice Approaches in Water-Based Livelihoods

Considering the diverse nature of the training programs, uniform methodology could not be adopted to evaluate both the training programs. Participatory and Case Study method was applied to evaluate the Capacity Building Training for PRIs members on Water and Sanitation. From the large participant list (total 230), a random sample of 101 respondents was categorized and proportionately the sample from each administrative blocks of Kendrapara district was distributed.

The sample size was selected from the training list as per their respective administrative blocks and a field visit was conducted for personnel interviews. After interview at village level, focus group discussions were conducted with the rural population. This was an informal conversation with villagers to triangulate information obtained for the Case Studies. The tool 3 was modified (annexure 1) as per the training inputs as it involved local decentralized institution members.

In the case of Training on Inclusive, Gender & Justice Approaches in Water-Based Livelihoods, the Tool 3 (annexure 2) was e-mailed to all participants for feedback. Four participants responded with the feedbacks. Due to reduced size of the feedbacks, the responses were analyzed qualitatively.

Both the training programs were evaluated in the month of August and September 2015.

4. Results of Monitoring

4.1. Capacity Building for PRIs Members on Water and Sanitation in Kendrapara District, Odisha.

A. Training Background

The Nirmal Bharat Abhiyan (NBA) renamed as Swachh Baharat Mission (SBM) or the Clean India Campaign is an ambitious programme of the Government of India for sanitation that aims to revamp the Total Sanitation Campaign (TSC) to make India Open Defecation Free by 2022. NBA envisages an integrated approach to Water, Sanitation and Hygiene (WASH). With NBA, the roles of District level Sanitation coordinators, who were an integral part of TSC, have undergone a major shift. Now known as Swachhata Preraks, they are the catalysts of the programme at district level, facilitating Gram Panchayats to achieve the Nirmal Gram (100 per cent Open Defecation Free [ODF]) status. To achieve ODF status, Swachhata Preraks spearheads the activities of NBA by planning, coordinating, monitoring, and executing the annual implementation plan for sanitation in their respective districts.

It is the Gram Panchayat (GP) role to provide Individual Household Latrine (IHHL) to both Below Poverty Line (BPL) and Identified above Poverty Line (APL) households across rural areas. Often the Village head or the Gram Sarpanch are unware about the project, its coordination mechanism and the roles of the village water and sanitation committees (VWSCs). It is in this context, a training was felt to provide the Sarpanch, Navi Sarpanch and Ward Councilors on different approaches and methods to achieve Water and Sanitation for all and to discharge their duties satisfactorily to bring about good governance and overall development in the rural areas in Kendrapara district. The Institute for Rural Development and Planning, Odisha, India conducted the training with the objective to:

- Bring about an improvement in the general quality of life across rural areas in Kendrapara district.
- Accelerate sanitation coverage in rural areas to achieve the vision of Nirmal Bharat by 2022 with all gram Panchayats in the country attaining Nirmal status.
- Motivate communities and Panchayat Raj Institutions (PRIs) promoting sustainable sanitation facilities through awareness creation and health education.
- Encourage cost effective and appropriate technologies for ecologically safe and sustainable sanitation.
- Develop community managed environmental sanitation systems focusing on solid & liquid waste management for overall cleanliness in the rural areas.

B. Training Materials

Study materials were collected from various sources. Panchayati Raj, State Water and Sanitation Mission, UNICEF, Water AID, Rural Development, Agriculture and other departments and compiled for final training module was developed. As per the agreed TOr training material was prepared and distributed among the participants and copy enclosed for your reference.

C. Training Participants

A total of 230 participants were trained in 7 locations from 8th November to 28th November 2014 in 9 batches. There were 128 Female and 102 Male participants in the training program.

D. Training Method

The Training program was conducted through classroom lecture-cum interaction, group discussion cum exercise, case study, audio-visual shows and exposure visits.

E. Analysis of the Feedbacks

From a total of 230 participants who attended the training program, a sample of 101 respondents was selected to evaluate the program. Participants in the survey were representatives of the local decentralized institutions across the villages in Kendrapada District, Odisha, India.

Gender	Relevance of the Course			Training Meet Expectations		
	High Relevance	Relevant	Not Relevant	High Relevance	Relevant	Not Relevant
Male	36 (60)	12 (31)	0	34 (58)	12 (35)	0
Female	24 (40)	27 (69)	2 (100)	25 (42)	26 (65)	2 (100)
All	**60 (100)**	**39 (100)**	**2 (100)**	**59 (100)**	**40 (100)**	**2 (100)**

Table No 1: Percentage-wise distribution of Gender and Course Relevance and their expectations

Note: Figures in paranthesis are percentage

From the Table No. 1, a majority (52 per cent) of the participants in the evaluation survey were females/women. The decentralized women representatives found the course relevant, while the men found it highly relevant. Similarly in the 'training meet expectations' category, it is found that men's expectations were highly met, while women considered it 'moderately relevant to their expectations'.

The data indicates that women would be the most likely participants in the Sanitation Training Programs. This is because 50 per cent of the local governance seats are reserved for women representatives. Men involved in local governance processes take control of decision-making.

Interestingly from Table No. 2 it is found the total 53 women participants in the training program, their decisions were mostly controlled by their husbands (about 80 per cent).

This indicates that though women are members of decentralized institutions (including Village Head/ Gram Sarpanch) decisions are made by their husbands. Women are considered as proxy participants within local governance system.

The findings lead to the conclusion that capacity building training when designed should have strong components on gender rights and equity over resources. This is because women participate such training programs as a de-facto member of local institutions though men may control their decisions.

| Table No 2: Distribution on male member control over women's decentralised position (Only for Women Members)	
Response	**Total**
No	11 (20)
Yes	42 (80)
Total	**53 (100)**
Note: Figures in paranthesis are percentage	

The flagship campaign on Sanitation by the Government of India promotes cleanliness message through construction of toilets and provision of safe drinking water. Therefore men who control decision-making process are the most to consider capacity building training as the most relevant course in their area of work. It concludes that capacity building training programs needs equal participation of men and women, but its benefits are most relevant to those who control decision-making.

Chart 1 Gender-wise distribution of knowledge used from the Training
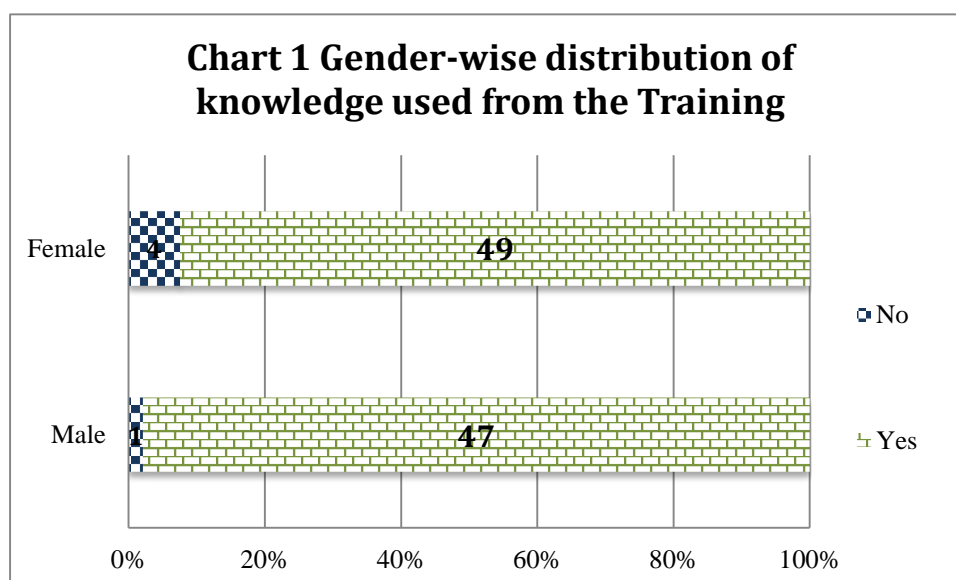
From the Chart 1, the gender analysis of knowledge used from the Sanitation Capacity Building training program indicates that women (about 51 per cent) tend to use the knowledge most as compared to the men (49 per cent).

The Chart 2 explaining how the knowledge gained from the training program is used, shows a higher percentage (about 23 per cent) of the knowledge is used to inform villagers through Gram Sabha or Public Meetings that are conducted at the village level. The Panchayat Raj Institution (PRI) members use the information to inform the Self Help Group (SHGs) or through Inter-Personnel Communication (12 per cent respectively). This is more relevant amongst the women leaders.

Interestingly from the "Others" category, it was found that the information/knowledge gained was used mostly to inform the Government Functionaries working at the village level (such as the Village Level Health Worker, Aaganwadi Workers, ASHA workers and among others).

Chart 2 Distribution of Knowledge Used from Training
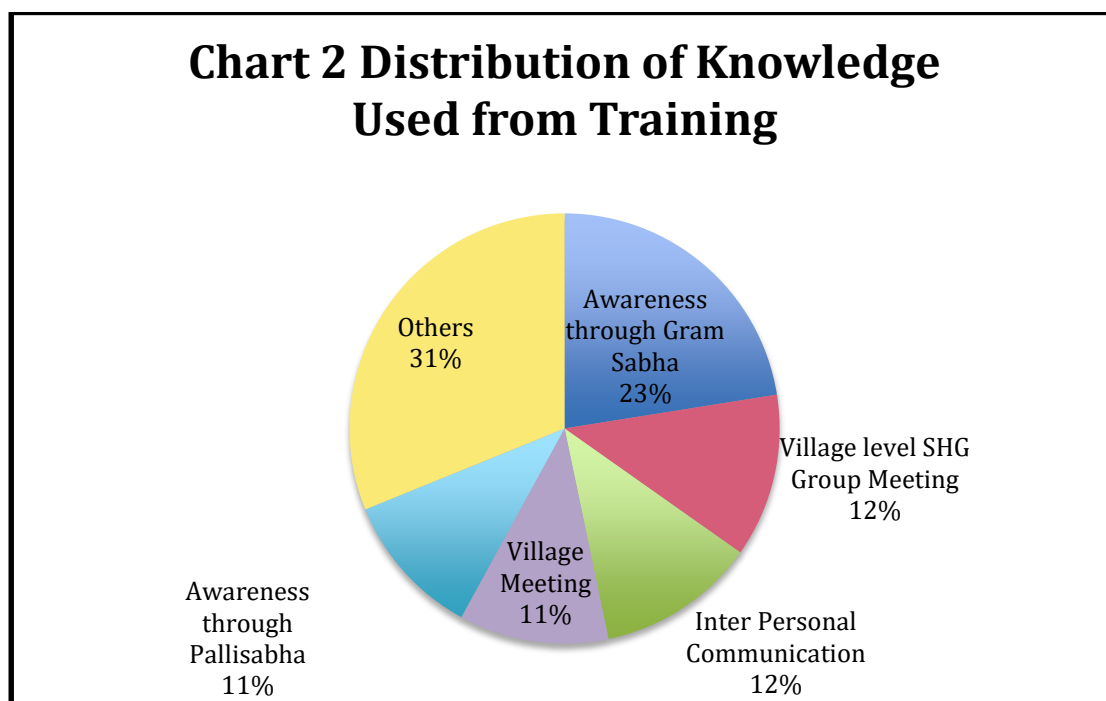
The data clearly states that when capacity building training programs are informative, or delivery of social welfare benefits to rural communities, these information are often used to inform the public and the government functionaries. Women tend to inform the local Self-help groups.

The Table No. 3 indicates about 71 per cent of local representatives do not share the information gained through training programs. From those who share the knowledge, it is found that men (about 55 per cent) are the ones who spread the knowledge.

Table No. 3: Gender wise distribution of Knowledge spread		
Gender	**Shared/ Spread the Knowledge**	
	No	**Yes**
Male	32 (44)	16 (55)
Female	40 (56)	13 (45)
Total	**72 (100)**	**29 (100)**
Note: Figures in paranthesis are percentage		

The gender analysis of knowledge amongst those who share information can be interpreted to indicate that men who control decision-making also control its access. Therefore, it leads to the conclusion that transformative knowledge is usually not shared. This is because the capacity building training program aims to accelerate the coverage of sanitation program by promoting use of community latrines and cost-effective technology across rural areas in Kendrapada district, Odisha.

From those who initiate to disseminate knowledge, men actively participate as compared to women. Due to strong patriarchal positioning of women and men in society, men tend to control knowledge/information as it largely concerns devolution of power.

Table No. 4: Distribution of knowledge spread by Participants	
Particulars	**Frequency**
Meeting and Workshop	8 (20)
Block Meeting	8 (20)
District Level Meeting	7 (17)
Interaction with BDO	6 (15)
State Level Meeting	4 (10)
EJEE & SDO of RWSS	2 (5)
Different State Level Meeting	2 (5)
Share my Exp with other GP	1 (2)
Share Knowledge with zilla Level	1 (2)
Different Level Meetingattended by Districts	1 (2)
Discussion with Nighbouring GP & NGO	1 (2)
Total	**41 (100)**
Note: Total number of Respondent who reported YES is 29. *Figures in paranthesis are percentage*	

Nonetheless from the Table No. 4, it can be analyzed that often knowledge gained through the capacity building training programs is mostly mobilized through village level meetings and block level meetings (20 per cent each), district level meetings (17 per cent), Interaction with the Block Level Development Officer (BDO) (15 per cent)

and State level meeting (10 per cent). The preferences on dissemination of knowledge are mostly towards the Block Level/District Level Government Officials rather than community members.

The data clearly establishes a hierarchical model on the proportion of knowledge mobilization at village, block, district and state level meetings. The knowledge gained is mostly shared to the Block Development Officers, District Collectors, Village Heads (Sarpanch), Non-Government Organizations and other Government Officers. There is a clear indication when decentralized local governance representatives participate in capacity building training program, there is a higher tendency to control and filter information.

Capacity Building Process
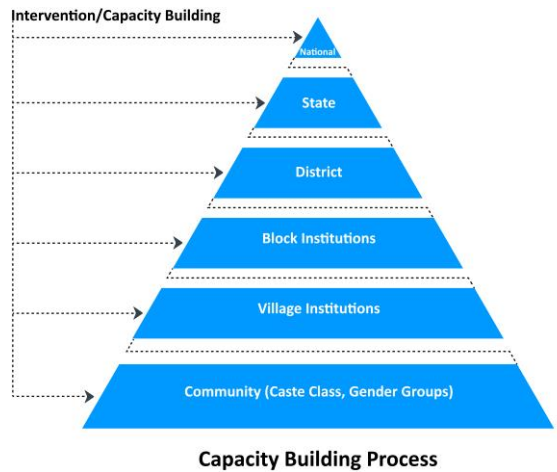
Although knowledge imparted through the capacity building training is relevant to the stakeholder's area of work, the information gained is not accessible by all caste and class groups in the community. Therefore, community representatives from all caste groups should participate along with decentralized institution members.

Amongst the significant group of participants, who did not share information gained from the training program, it was interesting to find that a majority about 3/4th of the respondents considered the 6-8 months time frame (from the training date to the evaluation) was a short period to promote sanitation knowledge to others.

The Chart 3 shows that an overwhelming proportion of 82 per cent of the participants consider a significant change in sustainable water and sanitation practices across their villages.

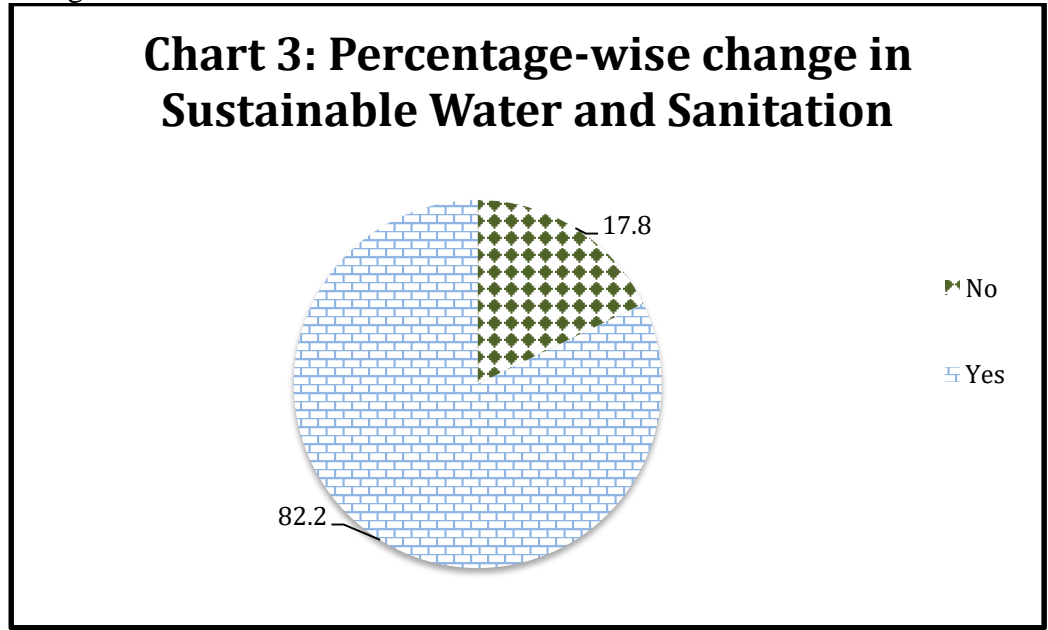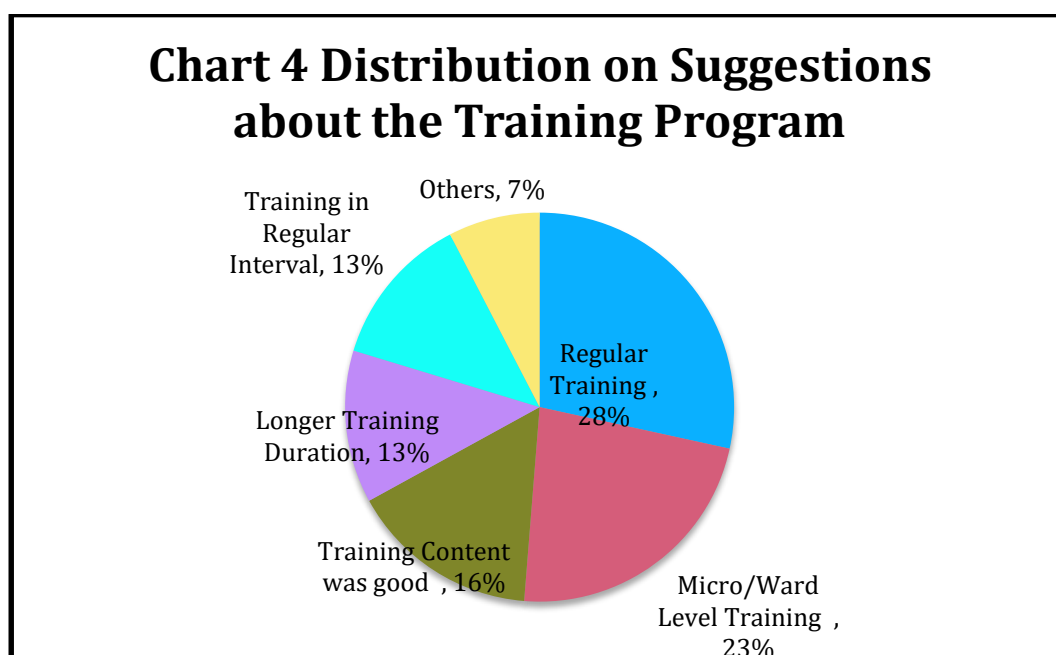**Chart 3: Percentage-wise change in Sustainable Water and Sanitation**

Table No. 5 indicates the proportion of change pattern in Sustainable Water and Sanitation practices at the village level after the capacity building training. It indicates a higher proportion about 47 per cent and 43 per cent of positive change in personal hygiene and environmental hygiene respectively.

Table No 5: Pattern/Type of Change in Sustainable Water and Sanitation	
Type of Change	
Response	**Number of Respondents**
Positive Change in Personal Hygiene	77 (47)
Positive Change in Solid Waste Management	13 (8)
Water Supply	2 (1)
Salt Water Available	1 (1)
Diesease Theory	1 (1)
Positive Change in Environmental Hygiene	70 (43)
Total	**164**
Note: Total number of Respondent who reported YES is 83. *Figures in paranthesis are percentage*	

This leads to the conclusion that post training, the participants have made some degree of contribution to bring about change in hygiene – both personal and their surroundings at the community level.

Chart 4 shows the participant perception about the Water and Sanitation Capacity Building Training program. It indicates that there is an increasing demand to conduct such training programs on regular interval (28 per cent), followed by to conduct more micro-level ward/hamlet level training programs (23 per cent).

Chart 4 Distribution on Suggestions about the Training Program

- Others, 7%
- Training in Regular Interval, 13%
- Regular Training, 28%
- Longer Training Duration, 13%
- Training Content was good, 16%
- Micro/Ward Level Training, 23%

Therefore, from the analysis of the participant's perception it can be concluded that such trainings programs are to be conducted on regular basis and should be more village focused. There should be higher participation of community members along with their local representatives. Capacity building of decentralized governance representatives may not always serve the purpose to bring about change. There could be a continuous process that is translated by involving community members and other local NGOs.

4.2. Training on Inclusive, Gender & Justice Approaches in Water-Based Livelihoods

A. Training Background

Utthan, an independent NGO with more than 30 years of experience working with marginalized populations in four districts of Gujarat, with the support of SCaN held a training programme on 'Inclusive, Gender & Justice Approaches in Water-Based Livelihoods' in Bhavnagar, Gujarat, from April 23-27 2014. The training brought together development sector professionals and activists from Bangladesh, Nepal and across India to raise their awareness and hone their practical skills on challenges to inclusive development in the water-based livelihoods sector. The training focused on raising participants' conceptual understanding of inclusive, equitable, gender, and justice issues within water-based livelihoods, as well as obtain the skills and practical knowledge to translate these concepts into action.

It imparted an analytical framework as well as strategies for integrating broad-based gender, religious and socio-economic equity through democratic mechanisms to ensure the sustainability of water-based livelihoods among vulnerable populations. The trainees completed modules on gender equality, sustainability and democratization, institution building, common property resources, project management, and appropriate technology for inclusive development. Field visits to three villages, role-play games, and case study analysis were used to reinforce the messages of the training. Training facilitators included Mr. Shalabh Mittal of the Entrepreneurship Development Institute of India, Ms. Seema Kulkarni of SOPPECOM, and Ms. Nafisa Barot of Utthan. A total of 21 participants from South Asia attended the training program.

B. Evaluation Method

To evaluate the training, the participants were contacted through email for their feedback after more than a year (i.e. about 12-13 months from the training date). The Evaluation Tool 3 was shared with the participant for their feedback. Only four shared their feedback from the total 21 participants. Several reminders for their inputs were sent across. Therefore, due to a small sample size, qualitative approach has been adopted to analyze the participant's feedback.

C. Analysis of the Feedbacks

In the gender-training program, there were 12 male and 9 female participants. The feedbacks obtained were only from the male participants (4) of which two each belonged to Bangladesh and India. The participants mostly (3/4th) worked as

professionals in NGO sector and one of them was an academic/researcher in an academic institute in Bangladesh.

All four participants used their knowledge gained from the gender training to improve their work performances. It is interesting to note the method of how they have applied their knowledge at their work i.e. through writing gender sensitive proposals focused on gender, water and livelihoods. One of the participants from Bangladesh had used the knowledge to develop gender focused training sessions, curriculum and conduct gender focus research. In fact the training was a platform for the academician to develop gender development skills as Training of Trainers (ToT).

All participants from the online feedbacks mentioned they had spread the knowledge gained through their NGO activities – advocacy campaigns, organizing Water User Committee meetings, Village Meetings and through facilitating training sessions on gender. The knowledge was shared to an array of stakeholders in the participant's work area.

In India gender knowledge was spread to village communities particularly members of the decentralized institutions such as the Village Institution, the water users institutions, NGO officials (colleagues) and to local women's groups. In Bangladesh the gender knowledge was spread to village communities particularly the fishermen living on the South-Western Coastal region of Bangladesh (Sundarban) through the NGO's (ASSIST Bangladesh) program activities. The Academician in Bangladesh conducted trainings on gender issues with Government Officials, NGO staffs, researchers and social workers.

Except one of the participants from India, the rest three believed with their knowledge on gender issues had brought positive change in water resource management. This in particular includes for India at Bhimasar Village in Gujarat, the sharing of knowledge on water and gender rights, the Women Village Head (Sarpanch) performed rituals when the village pond had sufficient water, acknowledging the abundance and management of resources. Like-wise in Bangladesh both participants considered their contribution after the training had led to improved drinking water supply in villages and better hygiene practices were followed. The training had a significant change to design gender sensitive educational curriculum.

The participant from India who did not consider a positive change, believed that addressing gender equality and equity over resources is a gradual process that takes longer time to have apparent change.

The participants from the training suggest similar training programs to be conducted on regular intervals across South Asia region for developing shared understanding about the gender and water management issues.

5. Impact of Capacity Development Activities - Case Studies

Touching People: Padmini smiles – A Case from Gausingh Village, Kendrapada District, Odisha, India.

Padmini Sahoo, a 24-year old female differently abled from Gausingh Village, Kendrapara District considered her life a curse until she met Kuntala Bihar. From childhood her crippling disability confined her at home. The disability fettered her and poverty further confounded her disability. She lost her parents and was taken care by her brother from her early days. For her brother, she was a burden who had to manage his family with the meager earning of daily labour. Life began a struggle for Padmini and poverty made it more miserable. Padmini consistently struggled with the vortex of isolation, loneliness, helplessness and survival.

She lived in a thatched roof house with no toilet. She walked two kilometers on a daily basis for open defecation. For defecation she left her house in the morning and returned by afternoon. Her physical conditions worsened the situation. One day when the villagers reported the women leader (Village Head) about Padmini's dire situation and the challenges with lack of toilet. The Village Head/*Sarpanch* (Ms. Kuntala Bihar) approached her and her brother to construct a toilet at her house. The brother refused as it was considered unhygienic to construct toilet near the house. The lady Sarpanch motivated her brother to construct toilet for her sister.

Kuntala participated in the Capacity Building Training on Water and Sanitation conducted by IRDP with the support of Cap-Net in 2014. Today with such behavioral change in the village, the leader brings smiles. Padmini owns a disabled friendly toilet at her house. A small smile from Padmini provides inspiration for all stakeholders of Swachh Bahart Abhyian (SBA) to work for 'Bharat Nirman' and scale up activities on WASH services. Little initiative by the local Sarpanch has made not only Padmini smile indeed the villagers too.

6. Lessons Learned and Recommendation

After evaluating two of the three capacity building trainings programs conducted in 2014, some of the key lessons learned can be broadly classified as:

- Gathering feedback from grassroots institutions require more time and financial resources.
- If grassroots training programs are to be evaluated, this needs coordination plan with partner organizations. The Network should evaluate the partner organization activity rather than partner evaluating for the Network. Partner organizations could support with human resources for evaluation.
- Time specific evaluation plan of all capacity development activities should be shared with participants during the training program. This will ensure participant's interest to get associated with the training program in future.
- Participants from the training program should be grouped for regular contact with the Network. This will ensure there is continuous exchange of emails through sharing Cap-Net/Network monthly newsletter, Annual work plans, and upcoming events. This will help Network to establish effective communication strategy with individuals, researchers and professionals.

6.1. Recommendations/Suggestions

The feedbacks of the training suggest:

- Capacity building training programs should encourage more participation of women in water resource management,
- Inclusion of gender issues in training programs – gender issues should be an integral agenda for capacity building activities,
- Training programs that have direct impacts on rural development should accommodate diverse stakeholders from community to policy makers,
- Promotion of Case Studies - case studies that have impacts from the training could be promoted. This could be a global activity carried out by Networks. Incentive could be provided to individuals that bring significant change through the training program.
- Impacts on capacity building could focus both at field level and change in policy.

7. Conclusion

The Monitoring, Evaluation and Learning Plan (MELP) exercise provided an opportunity to understand how capacity building development activities have an impact on individuals, institutions and policy. For the first time SCaN carried out the field evaluation survey with 101 sample size. This provided an opportunity to understand the field implications of the training program. There was a direct relationship established through the feedback exercise.

The feedbacks from the evaluation highlight there is an increasing need to involve women's group as participants in training program. Trainings designed for specific groups should be less discouraged unless classified but should promote an array of stakeholders. This will ensure dissemination of information and knowledge to wider section of the population.

Gender issues at household and over common resources should be an integrated component of all training agenda. This will help to address the gender concerns across sectors and particularly women in decision-making at households and institutions.

Capacity Development Activities that intend to bring about perceptional change or policy impacts should be a continuum process every year. Networks could recognize such issues as their focus area.

8. Annexure 1

SCaN Outcome Evaluation of Capacity Development Activities
(Tool 3 – Form A modified)

Dear Participant,

You participated in the course "**Capacity Building for PRIs Members on Water and Sanitation in Kendrapara District**" held from **November 8th to 28th November 2014** either at **Aul, Derabishi, Kendrapara, Marshaghai, Mahakalapada, Pattamundai, and Rajnagar** and organized by Institute for Rural Development & Planning (IRDP) with the support of UNDP Cap-Net.

Could you please take a few minutes to answer the following questions? This will help us to improve our work. This survey will gather information about use of knowledge gained from the Capacity Development Activities (CDAs) and how are they applicable in your day-to-day work and if any level of change is observed. Through this information it will assist SCaN and Cap-Net to assess outcomes and impacts of the training and accordingly develop strategic plans in the future.

More importantly, this survey will assist SCaN and Cap-Net to understand the effectiveness of the CDA. The information provided by you will be strictly used for research purpose only. The survey will take about **twenty minutes** to complete and may need repeated visit if required. **The information provided by you will be strictly kept confidential and will not be shared with others**. There are no direct benefits of the evaluation as an individual.

Participation in the survey is voluntary and you may choose to withdraw at any time you want and not to answer any specific question. Your withdrawal will not affect your relationship with IRDP/SaciWATERs/SCaN/Cap-NET and there will be no loss of benefit to which you are otherwise entitled. However, collecting this information is important for us to understand outcomes and impacts of the trainings. Without this data we will not be able to understand your training needs effectively. It will be difficult for us to help you if we do not get the required information. We would like to invite you for the survey and appreciate your participation.

If you have any questions about the survey please feel free to call us or speak to the concerned field supervisor.

Call us at:
SaciWATERs
B – 87, 3rd Avenue, Sainikpuri, Secunderabad, 500094
Phone: +91-40-27116721
Email: scan@saciwaters.org

A. TRAINING INFORMATION

1. Was the course relevant to the area of your work?

Highly relevant (5)	Relevant (3)	Not relevant (1)	Comments (reasons for case not relevant)

2.   Did the training meet your expectation/objectives

Highly relevant (5)	Relevant (3)	Not relevant (1)	Comments (reasons for case not relevant)

3.   Was the training information/content sufficient to improve your present work performance?

Highly relevant (5)	Relevant (3)	Not relevant (1)	Comments (reasons for case not relevant)

4.   Have you used the knowledge from the training to improve your working performance particularly to achieve the targets of Clean India?

Yes	1
No	0

4.1. If YES, please explain how you have used the knowledge to achieve the targets of Clean India.

4.2. If NO, please mention the limitations.

5.   Have you shared or spread the knowledge gained from the training within or beyond your organization?

Yes	1
No	0

5.1.If YES, please explain how you have shared/spread and to whom you have shared/spread the knowledge.

   5.1.a. Explain how you have shared/spread the knowledge?

5.1.b. To whom?

5.2.If NO, please mention the limitations.

6. Have you identified positive or any specific changes in sustainable water and sanitation that contributed by the knowledge that you gained from the course?

Yes	**1**
No	**0**

6.1.If Yes, what change was that? (Please Elaborate on this)

6.2.If No, why not?

B. PERSONAL INFORMATION
7. Gender

Male	**1**
Female	**2**
Third Gender	**3**

8. Type of Profession

River basin organization/water manager	**1**
Academic/researcher	**2**
Policymaker/executive level officer (Government)	**3**
Technical/Social Government Officer	**4**
NGO Official	**5**
Journalist	**6**
Local Institution Representative	**7**
Community Member	**8**
Others (specify)	**9**

9. Institution

Private Sector	1
Government	2
Academic	3
Non-Profit Organisation (NGOs)	4
Political Party	5
Decentralized Institutions	6
Others (Specify) _____	7

10. Country

Afghanistan	1
Bangladesh	2
Bhutan	3
India	4
Maldives	5
Nepal	6
Pakistan	7
Sri Lanka	8
Others (specify) _____	9

11. Any other comments/suggestions in regard to the training

12. Name of the Participant: _____

13. Address: _____

14. Date: _____

15. Time: _____

SCaN Outcome Evaluation of Capacity Development Activities
(Tool 3 – Form A modified)

Dear Participant,

You participated in the "**Training on Inclusive, Gender& Justice Approaches in Water-Based Livelihood"** held from **April 23rd to 27th 2014** at Bhavnagar, Gujarat organized by Utthan and supported by UNDP Cap-Net and Arghyam. The South Asia Network of Cap-Net – SCaN is evaluating this training program.

Could you please take a few minutes to answer the following questions? This will help us to improve our work. The survey will gather information about use of knowledge gained from the Capacity Development Activities (CDAs) and how are they applicable in your day-to-day work and if any level of change is observed. Through this information it will assist Cap-Net or SCaN to assess outcomes and impacts of the training and accordingly develop strategic plans in the future.

More importantly, this survey will assist SCaN and Cap-Net to understand the effectiveness of the CDA. The information provided by you will be strictly used for research purpose only. The survey will take about **twenty minutes** to complete and may need repeated visit/Skype call if required. **The information provided by you will be strictly kept confidential and will not be shared with others**. There are no direct benefits of the evaluation as an individual.

Participation in the survey is voluntary and you may choose to withdraw at any time you want and not to answer any specific question. Your withdrawal will not affect your relationship with Utthan/SaciWATERs/SCaN/Cap-NET and there will be no loss of benefit to which you are otherwise entitled. However, collecting this information is important for us to understand outcomes and impacts of the trainings. Without this data we will not be able to understand your training needs effectively. It will be difficult for us to help you if we do not get the required information. We would like to invite you for the survey and appreciate your participation.

If you have any questions about the survey please feel free to call us or speak to SCaN Coordinator.

Call us at:
SaciWATERs
B – 87, 3rd Avenue, Sainikpuri, Secunderabad, 500094
Phone: +91-40-27116721
Email: scan@saciwaters.org

A. TRAINING INFORMATION

1.   Have you used the knowledge from the training on Inclusive, Gender & Justice
Approach in Water-Based Livelihoods to improve your working performance?

Yes	1
No	0

1.1. If YES, please underline explain how you have used the knowledge.

1.2. If NO, please mention the limitations.
2.   Have you shared or spread the knowledge gained from the training within or
beyond your organization?

Yes	1
No	0

2.1. If YES, please explain how you have shared/spread and to whom you have
shared/spread the knowledge.

   2.1.a. Explain how you have shared/spread the knowledge?

   2.1.b. To whom?

2.2. If NO, please mention the limitations

3.   Have you identified positive or any specific changes in water resource
management that contributed by the knowledge that you gained from the course?

Yes	1
No	0

3.1. If Yes, what change was that? (Please Elaborate on this)
3.2. If No, why not?

B. PERSONAL INFORMATION
4.   Gender

Male	1
Female	2
Third Gender	3

5. Type of Profession

River basin organization/water manager	1
Academic/researcher	2
Policymaker/executive level officer (Government)	3
Technical/Social Government Officer	4
NGO Official	5
Journalist	6
Local Institution Representative	7
Community Member	8
Others (specify)	9

6. Institution

Private Sector	1
Government	2
Academic	3
Non-Profit Organisation (NGOs)	4
Political Party	5
Decentralized Institutions	6
Others (Specify) _____	7

7. Country

Afghanistan	1
Bangladesh	2
Bhutan	3
India	4
Maldives	5

Nepal	**6**
Pakistan	**7**
Sri Lanka	**8**
Others (specify) _____	**9**

8. Any other comments/suggestions
9. Name of the Participant: _____
10. Address: _____
11. Date: _____
12. Time: _____