

## 2015 Pathways Semi-Annual Report Outline

**Progress and Results by Objective:** Describe the progress of the project, including where the project is progressing as expected, where it is not, whether the project is still on track to complete expected results, and if not, what proposed modifications are contemplated.

**1. Objective 1:** To increase the productive engagement of 52,000 poor women in sustainable agriculture, and contribute to their empowerment

**A. Project Dashboard:** In this section, we would like to compile information on key project numbers to keep track of who we are working with and the project reach (cumulative). You can separate these by either different geographies e.g. districts or by different impact groups if you are working with more than one impact group. Adjust the table columns accordingly.

Impact and Target Groups, members and outreach	
Target Group and outreach	India
Number of villages	148
Number of groups by type	
– Self Help Groups (SHG)	591
– Farmers Club (FC)	22
– Co-operatives (COOP)	3
– Forests Right Committee (FRC)	71
– Forest Protection Committee (FPC)	22
– Water Users Association (WUA)	18
– Watershed Committee (WC)	25
– Total number of groups	752
Total number of poor women smallholder farmers (Impact Population) in collectives (Gates Foundation)	8110
Total number of poor women smallholder farmers (Impact Population) not in collectives (Gates Foundation)	4896
Total number of poor women smallholder farmers (Impact Population) (Gates Foundation). (All of them are reached through different project interventions outlined in the project document)	13006
% of women in leadership position (The baseline figure was 20.4 %)	80
<b>Total number of other target group</b>	
– Men and Boys e. g. spouses, other (Reached indirectly through the project influence)	48000
– Elites including traditional leaders	150

### B. Results by Change Lever

Please outline results by change lever as per guidance under each change lever. Go through lessons learned during the past 6 months that will help you to achieve your intended results moving forward. To what extent have these lessons led to modification of the results identified in the results framework?

**B. 1. Change Lever 1 - Capacity: Improved knowledge, skills, relationships, self-confidence, and conviction of women smallholder farmers.** (Include: Total no of CBTs and smallholders trained, what they have been trained in, mode of training - FFBS or otherwise. Outline progression in training, knowledge status at baseline and now, use available data)

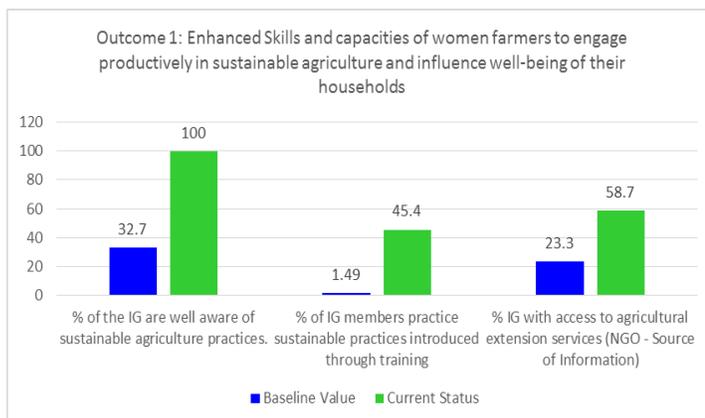
B. 1.1. Results

B. 1.2. Challenges

B. 1.3. Lessons learned and way forward

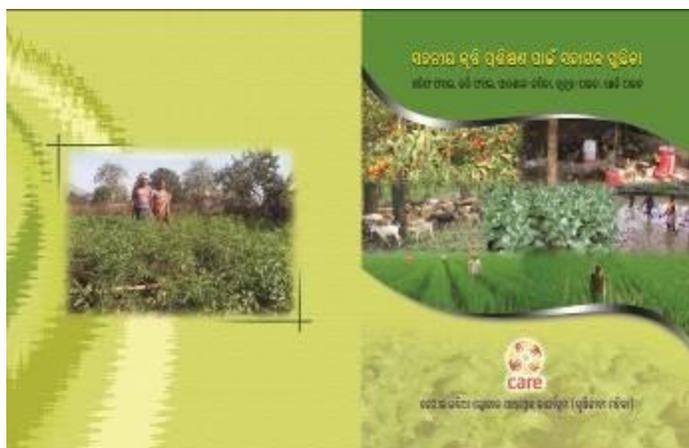
### B.1.1. Results:

**I. Sustainable Agriculture:** A series of training programs on improved agriculture practices were organized for the impact population (IP). In this reporting period, all the pre-sowing and sowing improved agriculture practices (IAP) i.e. summer ploughing, soil testing were covered under these trainings which basically follow the Kharif crop cycle of 2015. Training of Trainers (ToT) were organized for all the Community Resource Persons (CRPs) at each crop stage, where CARE Livelihoods and Sustainable Agriculture Expert imparted technical inputs. CRPs with the support from CARE Pathways district team, conducted the block level trainings, where the key farmers (which includes village animator and progressive farmers) from each project village participated. Trainings sessions were organized at the village and hamlet level to cover not only the IPs but also to cater to the needs of women farmers of the entire village. Progressive farmers took a lead role and supported the Community Resource Persons (CRPs) in imparting the trainings to farmers of their own village. Involvement of progressive farmers in the trainings was very effective as they shared their experience of adopting the IAPs in the previous crop cycle and the good results obtained out of that. All the villages and member of all collectives covered under the pre-sowing and sowing practices training.



Training Details: SA (December 2014 to June 2015)		
Training Theme/Topic	# Trainings Completed	# Groups Trained
Pre-sowing: (Summer ploughing, soil collection and testing, broadcasting of dhaincha, seed germination test)	12964	591
Sowing: (Seed treatment, nursery management, sowing methods, application of fertilizer, weed management)	12667	591

In this reporting session, Pathways India developed the training module including all the stages for Kharif and Rabi cropping, kitchen garden, backyard poultry and goatery management. Each CRP and Animator got one set of Training Modules and IEC materials for use while conducting village and group meetings with the IPs. This will help the CRPs and Animators to deliver the right message to our IPs. Apart from this, field visits were carried out by CARE and Sub-Grantee staff on a regular basis for onsite handholding.

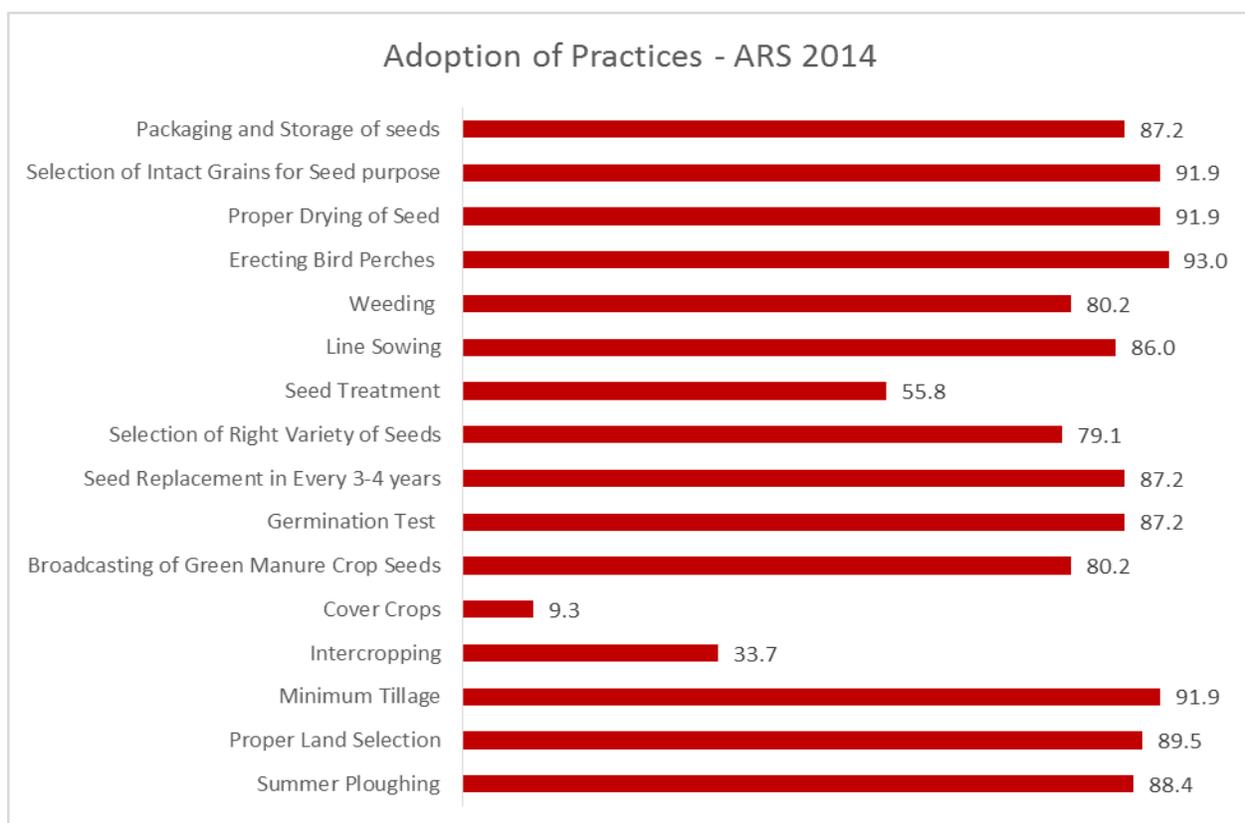


During this reporting period, ICRISAT supported Pathways India with Pigeon pea seeds for mass propagation. CARE also engaged with the Department of Agriculture Engineering and mobilized drudgery reduction agriculture implements at a subsidized price for IPs. All the intervention villages covered under this intervention. The Government has issued these implements in the name of Pathways SHGs. CARE India has signed an MOU with Odisha Agriculture University (OUAT) for replicating the Pathways India model in other non-operational blocks and districts.

Pathways India started the kitchen gardening programme with an aim to enhance the nutritional intake level of the people living in the intervention villages by consuming fresh vegetables grown in their backyards during this reporting period. The Kitchen Garden programme is managed by the SHG of the villages. For promoting the kitchen garden for every household, a start-up kit i.e. kitchen gardening seeds worth Rs.1500/- has been given to SHGs. In this process, the SHGs identified those households who are interested to start kitchen garden but due to lack of quality seeds are unable to do. After identifying the households, the SHGs collected the actual cost of the seed i.e. Rs.50/- per packet from the members and deposited the money in the group fund. All the intervention villages are covered under this initiative.



From the very inception of the project, the women farmers started adopting the IAPs. The following chart represents intensity of adoption of different improved farming practices by the farmers in the project villages. Of the 16 improved practices promoted, more than 75% percent of farmers adopted 13 key improved practices.

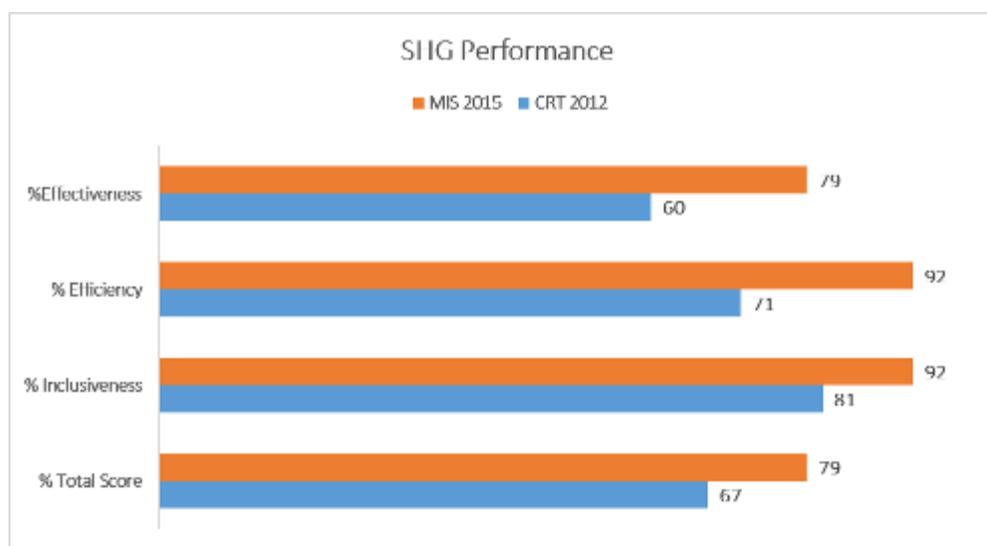


**II. Collective Strengthening:** Taking forward the collective strengthening processes, several capacity building measures were taken up during the reporting period. Till May 2015, all the 32 CRPs got series of trainings and orientation programmes on different aspects of the Pathways Intervention. Altogether 4 training programmes have been conducted for the 32 CRPs. The trainings imparted for the CRPs are

on community forest resource boundary demarcation and GPS mapping, business development plan, refresher training on reflect circle and land right. After receiving these trainings the CRPs are able to resolve the issues of the community and collectives in an integrated manner. Due to the capacity building of the CRPs and their handholding towards the SHGs, the SHGs are now performing better.

### Community Resource Persons (CRPs) Trained on Collective Strengthening

Topics		# of CRPs trained		
		Female	Male	Total
Training of CRPs on community forest resource boundary demarcation and mapping through GPS and community forest resource rights claim making		13	4	17
Training of CRPs on Business Development Planning		11	21	32
Refresher training to CRPs on Reflect Circles		8	12	20
Training of Land Rights Facilitators on land rights modules and land allocation procedures		2	6	8
Topics	# of Collectives covered	# of Collective Members (IP) and Other Members trained		
		Collective Leaders/Members	Other members (Women & Men)	Total
Training on Business Development Planning Skills	522	719		719
Training/Orientation of SHG members on revenue land laws and land allocation procedures (homestead and agricultural land)	100	1000	150	1150
Refresher training to RC Facilitators on Reflect Process	18 RCs	18		18
Training/Orientation of Animators (SHG leaders) on governance and management, record keeping and financial linkage	591 SHGs	148		148
Training/Orientation of Male Change Agents on Gender Transformative Changes			108	108
Orientation of Water User Committees on crop planning and resource maintenance	12			12
Training/Orientation of Animators and RC Facilitators on Gender Transformative Changes	148 Animators & 18 RC Facilitators	166		166



Pathways India's collectives strengthening and engagement efforts helped the SHGs to be able to perform their functions in a more efficient manner which enables impact population to have increased productivity, proactively engage with markets, take on more high value entrepreneurial activities, access inputs, resources and services, and challenge structures, policies and practices which otherwise

limit their productive potential. Apart from that, in this reporting period, due to project assistance, 8 out of 12 functional Water User Groups (Pani Panchayats) are undertaking crop planning and initiated efforts to generate corpus fund for meeting operational expenses around maintenance of the water structures.

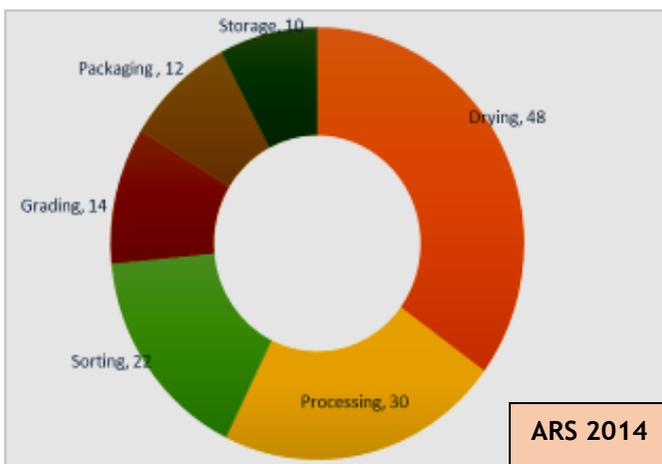
### III Market and Value Chain Development:

During this reporting period, Pathways organized refresher trainings in 90 prospective project villages on the collection and post collection aspects of Mahua flower and Hill grass. The training emphasized on better collection and post collection practices, disadvantages of pre-mature collection, market preferences on quality etc. Apart from that, quality inputs have been given by the CRPs to the IPs over better drying and storage practices. During the market exposure visits, the IPs were given the chance to interact with the traders around important tips on drying techniques as well as storing practices. In addition the IPs also get information over the importance of maintaining colour of the produce and its correlation with accrual of better prices. Greater relevance of these training themes has been validated by the quality specification of the traders, who have the capability to offer higher prices.



SL. No	Training theme / module	Total Participants
1	Village level sensitization programme on fair business practices	148 villages
2	Village level orientation on aggregation process and practices	148 villages
3	Village level sensitization on collection and post collection management of hill grass	15 villages
4	Village level sensitization on collection and post collection management of Mahua flower	90 villages
5	Mass sensitization on the process of aggregation through video shows	148 villages

Follow up orientation meetings on the produce aggregation process was held as per schedule during the marketing season across all 148 villages. Detailed discussions on aggregation at the village level were discussed in those trainings. As a tool, a documentary film on aggregation process and collective marketing, developed by Odisha Tribal Empowerment and Livelihood Project (OTELP) had been shown. After the orientation meetings completed in all the project villages, a block / district level product assessment compilation sheet was developed for Mahua flower in 90 project villages across Kalahandi and Kandhamal. Apart from that, experience sharing meetings on the benefits of product aggregation process for better market linkages of surplus produce were held across 10 Gram Panchayats (GPs). The objective of these meetings was to explain the process carried out during product aggregation and the additional benefits received due to the process. In the experience sharing meetings, the impact group leaders expressed how they took aggregation process and the major discussions was on the quality aspects of the products. To reduce the prevailing unfair business practices, sensitization programmes were organized in all 148 project villages. Due to the orientation meetings, cross learning, exposure visits and trainings on best practice of post-harvest and market &



value chain towards the IPs, the following chart represents intensity of adoption of different post-harvest and marketing practices by the farmers in the project villages. Majority of female farmers said that they practice drying before selling. It is evident that many farmers adopted different marketing practices.



Three round of exposure visits were organized to expose impact group leaders on improved livestock rearing practices. The goat cluster impact group leaders visited one of the successful goat rearing model developed by PRADAN (a NGO) in Baliguda of Kandhamal district and the impact group leaders who are supposed to take up poultry brooding unit were visited one poultry cooperative based at Bisam cuttack of Rayagada District. During the visits, impact group leaders were given the chance to have focused interactions with the resource persons of the units to understand various critical aspect of improved rearing practices. Apart from that, the impact group leaders were also exposed to the animal haats (periodic markets) to understand the market dynamics of goat and backward poultry.

In the last reporting period, CARE India Pathways Team started a discussion with Hester Bioscience Ltd. for poultry vaccines. By end of July 2015, Hester Bioscience under their BMGF grant, will be on board for poultry vaccines in Pathways intervention villages.

#### **B. 1.2. Challenges and Way Forward:**, Pathways India is also facing challenges.

- Due to lack of knowledge on financial planning and business, SHGs unable to make effective utilization of corpus fund. To overcome the problems, Pathways India gave technical support to the CRPs and collective leaders through Business Development Plan training. As a follow-up to this, SHGs would be imparted skill enhancement trainings and handholding support extended on the identified traits.
- In absence of support from the government, maximum number of Water User Groups unable to renovate the water structures which is a major factor for the groups becoming defunct.
- Developing local cadres of resource persons is critical to sustain the initiatives even after the completion of project. In this context, animators have been identified in each project village and emphasis is given to nurture and groom them during this year.

**B.2. Change Lever 2 - Access:** Increased access to productive resources, assets, markets, and appropriate and reliable services and inputs for poor women farmers. (Includes: Access to agricultural inputs (which inputs, amounts, show progression from baseline to now); output markets, financial services and credit (include VSLA and SHGs if applicable, amounts, increment through time); land (Acreage for individual or groups, incremental from last year to this year; access to technology and innovation (e.g. post-harvest); access to extension services)

B. 2.1. Results

B. 2.2. Challenges

B. 2.3. Lessons learned and way forward

#### **B. 2.1. Results**

**I. Access to Agriculture Inputs:** To meet the input needs of the IPs and to establish an effective extension services for the farmers the model of Agri Kiosk was initiated which is being managed by identified Agripreneur from the local community. During the last reporting period, 6 more Agri Kiosk established in the intervention blocks. The central focus of this initiative is to increase outreach to cover remote areas to provide more accessible and timely services; and introduction of new standards for production and marketing. Now the Agri Kiosk is in a process to estimate the inputs requirements

and looking for quality suppliers to meet the requirements. Till May 2015, the Agri Kiosk catered 42 project villages and 1776 IPs. Apart from that, from the next month, the Agri Kiosk will provide services related to Crop and Livestock insurance.

Pathways is now also creating infrastructure base in all project villages by providing agriculture implements. These implements will reduce the drudgery of women farmers and will facilitate them to adopt improved agriculture practices and ensure quality output of the products. These items are now procured through State Government Agricultural Department (Asst. Agricultural Engineer, Kandhamal & Kalahandi). There is a provision in the scheme - if the agricultural implements are procured in the name of women beneficiary, then 50% subsidy is allowed. The Department of Agriculture already approved the process and will provide the instruments very soon. Apart from that, for maintaining quality, recommended moisture percentage in the produce is required, which would not only help in storing of produce for a longer period of time but would also give a net price advantage to the community. Maintaining recommended percentage of moisture in the product is a critical quality parameter in majority of the agriculture and forest produce. Hence, need for appropriate technology to assess the moisture content of the produce is important for the impact group members. In the last reporting period, electronics moisture meters were placed in the maize cluster villages and adequate orientation had given to the impact group leaders about its use.



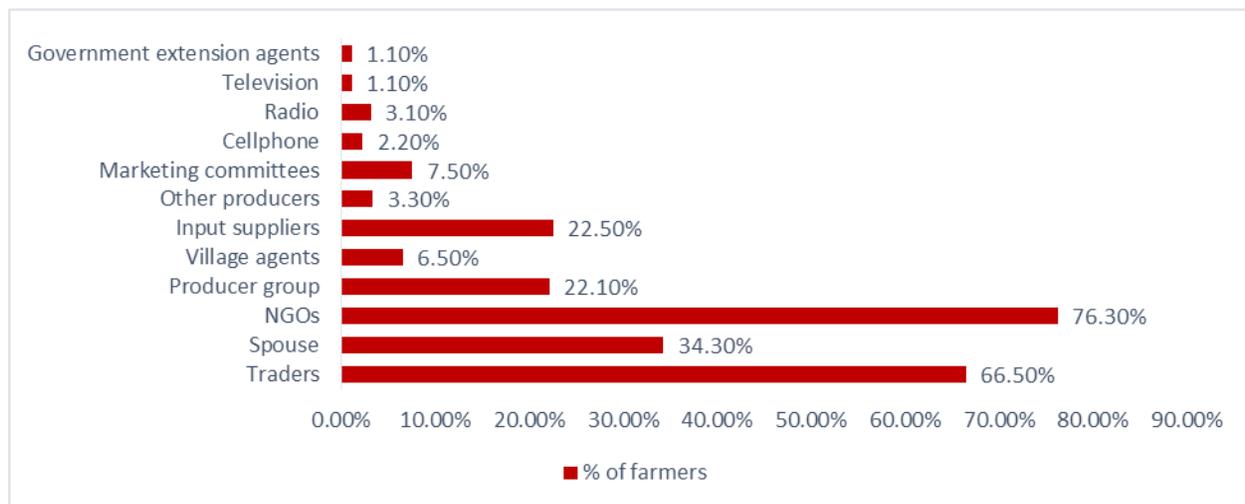
CARE also engaged with the Department of Agriculture Engineering and mobilized drudgery reduction agriculture implements at a subsidized price for IPs. All the intervention villages covered under this intervention. The Government has issued these implements in the name of Pathways SHGs. Apart from that through the Kitchen Garden programme, a start-up kit i.e. kitchen gardening seeds worth Rs.1500/- has been given to SHGs. In this process, the SHGs identified those households who are interested to start kitchen garden but due to lack of quality seeds are unable to do.

**II. Access to Market:** 43% of the women farmers do not receive any market information as per the Pathways India baseline. Others who received primarily get information from other producer and middlemen in the villages. With this context, Market information boards, placed across 148 villages are instrumental to spread market information across all the project villages. Through this board, CARE Pathways disseminate the market price of different available agriculture products to the IPs. The market information board placed at the village level is also provided with the updated information on Minimum Support Price (MSP) of 22 agriculture produce recommended by the Commission for Agriculture Cost and Price (Govt. of India) and MSP of 10 different Non timber forest produce recommended by Ministry of Tribal Affairs (Govt. of India). During the last reporting period, price information on Maize, Mahua Flower, Turmeric, Char (a NTFP) etc. were updated by the field functionaries on a regular interval of 2-3 days. These information boards act as a catalyst to bring competitiveness in the operational area and



helps to increase price trend in the intervention villages. This led farmers to take informed decision on selling their produce in the market that provided the maximum return. In this connection it is important to mention here that efforts has been made to compile updated market information on not only availability of produces but also on the existing traders at various places and disseminate the same regularly to the impact population. CRPs and Animators are playing the role in disseminating the information to the community and also in enabling the community to take effective decisions on linking their produces.

In the last reporting season, 15 exposure visits were organized across 148 project villages to various local and regional markets. These visits were arranged with an objectives to accelerate the process of market linkage and to build comparative price analysis attitude among the IPs. Apart from the interaction with the traders on various aspects of market linkages, IP's were able to show their product sample to the traders whom they have visited. The need for some common women friendly market infrastructures in the village was realized in the due course of the project interventions. Mostly the need was around weighing scales, hand pulling trolley and multipurpose tarpaulins. As local traders



exploits the IPs, the requirement of weighing scale seems very critical. Due to this, in the last reporting period, the project distributed weighing scales in the intervention villages. Market information on the price of the crop is capital for the farmer to properly decide on setting the price of the product. This subject was also investigated during the current ARS survey and findings are presented in below. Traders (66.5%) and the NGOs (76%) appear to be the most important source of information for the farmers. Other important sources of information include the spouse and input retailers.

**III. Access to Credit:** As Pathways India worked with existing SHGs, addressing the problem of loan repayment among the defaulter SHGs was taken up on an urgent basis. During this reporting period, 85% of defaulter groups initiated repaying the outstanding loan amount and 20% of them already repaid the amount. In the last quarter, several meetings organized between the defaulter SHGs and the local bankers. 62 SHGs already regularized their loan payment and 25 SHGs cleared the outstanding loan. Out of 591 SHGs, 73 SHGs accessed finance to undertake agricultural activities either for vegetable cultivation or to purchase agricultural implements from local banks and government agencies. The loan amount is ranged between Rs. 10000 to 3.5 lakh (\$160 to 5400).

**IV. Access to Land (Forest and Revenue):** Enhancing IPs' access to forest land under the Forest Rights Act (FRA) was taken up on priority basis in this reporting period. Orientation of members of FRCs on policy provisions and procedures to facilitate claim submission pertaining to individual rights and common forest rights (CFR) were undertaken as regular jobs. In 86 revenue villages, Pathways India initiated the FRA implementation process with an aim to address the field level implementation gaps through awareness creation, building capacities of Forest Rights Committees (FRCs), extending support in final mapping of the Community Forest Rights (CFR) areas and facilitating interaction between the forest land holders and government officials for accessing convergence schemes with close coordination

with district administration and Integrated Tribal Development Agency (ITDA). Till date, 812 applications submitted by Scheduled Tribe (ST) households for individual forestland rights under Forest Rights Act out of which 424 applications were approved by the Gram Sabha and forwarded to Sub-Divisional Level Committee. Because of the sensitization and awareness programme of the FRA initiative, the FRC now feel the need to revalidate the for Community Forest Resource area and already undertook the process of validation/rectification of CFR hand maps in 62 villages. Apart from that, technical assistance extended to FRC on using GPS machines for forest resource mapping and boundary demarcation for identification of community forest resource rights in 25 villages. Following the CFR rights settlement, CFR management planning process has been initiated in 7 project villages.

For ensuring revenue lands for the IPs, in collaboration with LANDESA, Pathways initiated the Land Rights activities in Kalahandi and Kandhamal. In this reporting period Land Literacy Module was launched in Kalahandi district in the presence of the District Collector and Revenue Officials. The Launching and Consultation Workshop on Land Literacy got a huge coverage. 852 IP's already trained in all the Land Literacy Module. Till date, 43 landless households submitted applications for land under OGLS.

### B. 2.2. Challenges and Way Forward:

- Frequent turnover of CRPs created challenges for implementing the land literacy related activities. Pathways India already started conversation with LANDESA to address the issues.
- Despite of existence of favourable forest policy, till desired results couldn't be achieved due to lack of coordination among the different agencies. Again, delays in claims settlement demotivated and discouraged the IPs which influenced their participation in project activities at times.
- Non-availability of preferred variety of seeds, fertilizer & pesticides in time create a big challenge for the intervention. Through linkages with the Agri-Kiosk and SHGs, the problems will be resolved in near future.
- Turnover of experienced staff from sub-grantees slows down the program implementation flow.

**B.3. Change Lever 3 - Productivity: Improvements in yield and income through adoption of sustainable and intensified agriculture and value addition.** (Yields and income from farm activities, income from wage labor, nutrition outputs). Be as clear as possible, if yield is from individual woman or household plots, clearly show increase from baseline, last year, to this reporting period. Same applies to income. If declined, support the findings with data and additional information e.g. market fluctuation. Use graphics and tables to show yield and income data. Report any nutrition outcomes as well in this section.

B.3.1. Results

B.3.2. Challenges

B.3.3. Lessons learned and way forward

### B. 3.1. Results

**I. Improvement in Income and Improvements in Yield:** The results as presented in the below table on Paddy cultivation. Looking at revenue generated through the sale of the production, women farmer realized 69\$ as profit from Paddy cultivation.

Crops	% of respondents who grow crop	Number of respondents	Total area (acre)	Total Production (in KG)	Kept (in KG)	Sold (in KG)	% of production sold	Total profit realised from sell in USD	Average Profit in USD by producer
Paddy 2014	100%	86	70.3	94,207	46,965	37,573	40%	\$4,138	\$69
Paddy 2013	88%	92	104.4	76,730	50,830	12,377	16.1%	\$2,309	\$29

If we compare both Paddy cultivation of 2013 and 2014, we will find that there is an increase in production (22%), increase in selling for better price (24%) and average profit by producer increased to \$69. Now, the project IPs are convinced that adoption of improved agriculture practices can lead increase in yield.



## II. Aggregation Process of Mahua flower, Turmeric and Char (a NTFP):

As per the base line data, 63.6% farmers sold their surplus produce individually in local market. In this background, in this reporting period, Pathways

India is able to initiate the process of Mahua flower aggregation across 82 project villages of Kalahandi and Kandhamal district. The process resulting an average of 15% growth in the income of the impact population involved in the process in comparison to the base price of the produce. In the process, cumulatively 7813.85 quintal of Mahua flower has been sold and total sales of around Rs.15744907 have been achieved. In this reporting period, the project also helped the IPs to follow the same process of Mahua aggregation in Turmeric and Char. The details are given below.

Product	Villages	Number of Farmers	Quantity in QTL	Base Price	Selling Price	Total Turnover	Profit
Mahua	82	2912	7813.85	1708	2015	15744907.75	2398851.95
Char	14	345	128.46	4265	5928	761460	213620
Turmeric	40	685	806.71	5195	5457	4402216	211358

**B.4. Change Lever 4 - Household Influence:** Increased poor women farmers' contributions to and influence over household income and decision making. (Use midterm review and other data [e.g. monitoring of progress markers identified in the MTR] in this section to clearly show improvements in household influence being careful to show the difference with baseline, last year to this reporting period. Also report any negative consequences e.g. women's workload/backlash/GBV. Include any power stories and case studies in the annexure)

B.4.1. Results

B.4.2. Challenges

B.4.3. Lessons learned and way forward

### B.4.1 Results

**I. Dialogue around Gender includes:** Unequal distribution of workload at home and farm, poor say in decision-making around agriculture and household activities, gender based violence and unequal access to productive resources, technology, information and resource based collectives were identified as some of the key gender themes around which the project worked. During the reporting period three themes, unequal distribution of workload, decision making and gender based violence, were focused upon in Pathways villages. Discussion and deliberations were initiated among the IPs and their spouses through SHG platform. Village meetings were also organized to involve other men in the community. Discussion was facilitated using pictorial poster on 'daily clock' in order to make the exercise interactive and enable the participants to relate the issue to their lives. Use of pictorial poster led to higher engagement of participants and there has been increasing demand for engaging with the community (both women and men) on such kind of discussions. Gender Dialogues were also organized by the CRPs to facilitate discussion on the identified themes.

Activities	# of Collectives Covered	# of IP Covered	# of Men Covered
Sensitization on gender issues through cultural programmes and screening films	432	3850	780

(ITVS support)

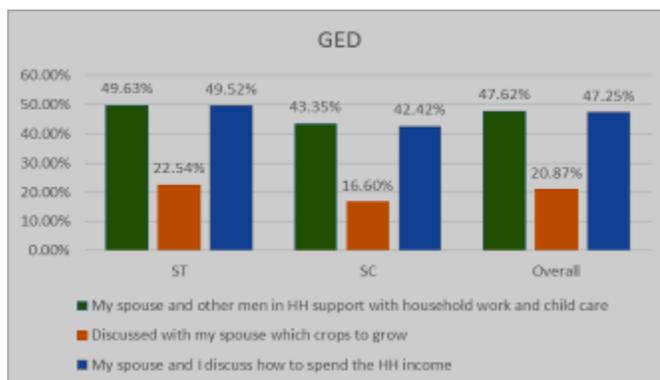
Administration of Gender Dialogues

144

1200

128

In this reporting period, CARE India hired two interns for documenting the gender based intervention (Gender, Diversity and Equity Process and Reflect Circle) and the early learnings from the field shows the remarkable change in the field. The study on Gender Based Interventions said that there is a reduction in alcohol consumption, reduction in caste based discrimination (Limited to certain villages) and above all reduction in gender-based violence. Apart from that, International Women's Day was celebrated in the project area. The event was used as a platform to facilitate cross exchange of experiences and information among collectives members. Selected SHGs were felicitated for their exemplary work. This platform was used to encourage male change agents to share their experiences and stories.



**II. Finalization of Progress Markers regarding Gender Transformative Changes:** Pathways India participated in the Gender Indicators Design Workshop organized by Pathways Global with the support of TOPS, USAID at Lilongwe, Malawi. The participants were oriented on outcome mapping and outcome challenges and progress markers that emerged during the mid-term review were revisited in the workshop. Subsequently, a two-step process was undertaken of checking the progress markers with the teams and then validating them with the communities to have the final list of the progress markers. The team is developing monitoring plans and tools to measure these progress markers.

**III. District level dissemination event in Kandhamal:** Pathways India organized a workshop for advocating ST/SC women's equal rights over livelihoods at Kandhamal with the support of government officials and external stakeholders on 28th of May 2015. With the support of Independent Television Service (ITVS)/Women and Girl Lead Global (WGLG) in the state of Odisha, CARE India is creating path to strengthen the advocacy efforts around gender equality. ITVS is partnering with CARE India to implement their HERO project - a campaign to strike the root cause of Gender Based Violence (GBV) with the use of documentary films stimulating dialogues on the harmful expressions of masculinity and its contribution towards GBV. CRPs of Pathways are being directly trained by ITVS/WGLG to facilitate discussions by using films developed by ITVS to generate ideas from community.

This workshop has given an opportunity to Pathways India to create a platform to advocate on the work on the ground with ST&SC women farmers in Kandhamal and create avenue for strengthening the linkages with relevant government departments.

**B.5 Change lever 5 - Enabling Environment: More positive and enabling attitudes, behaviors, social norms, policies, and institutions.** (Include results obtained through engaging men and boys, local institutional structures-traditional chiefs, religious leaders, women's meaningful participation in collectives; any policy and advocacy uptake arising from our work that creates an enabling environment. Support this with data. Include case studies in the annexure.)

B.5.1. Results

B.5.2. Challenges

B.5.3. Lessons learned and way forward

### B.5.1. Results

**I. Reflect Circle:** Reflect Circles (RC) were initially promoted in 18 Pathways villages comprising of representation from SHGs and non-collective households to gain learnings and developed a model based on the experiences. The RC facilitators were imparted training on Reflect approach, on facilitation

skills and in PRA tools. On-site handholding support was also extended to the facilitators and RC members in shaping the platform and holding the discussion on issues important to their lives and livelihood. One of the key noticeable changes observed is that the process increase the level of confidence within women, to interact with the district authorities and raise voices for their rights. As we said earlier, CARE India hired interns to document the early learnings of the Reflect Circle intervention in this reporting period. The draft document/study shows that there is a remarkable change in the household level due to this intervention (Case Study in Annexed).

### B.5.2. Challenges and way forward

- Pathways India think that it is needed to internalize and integrate women empowerment approach in all the interventions. Due to this, Pathways India is now looking all its intervention strategy, training modules and approach from a gender lenses.
- CRPs (frontline workers) lack of facilitation and dialogue skills around gender issues create challenge to achieve desired result.

**Note: Objective 2 and 3 - Influence of Pathways on other CARE (and outside CARE) projects/programs and its contribution to the global discourse that surrounds women and agriculture will be covered in a separate document (this would also inform the external assessment)**

Topics	Describe giving bulleted examples
<b>Influence of Pathways on Other CARE India Project</b>	<p>CARE India Strategic Programme Framework (SPF) has been informed by Pathways design. Please refer to Annexure 2 - Pathways Influence over CARE India SPF.</p> <p>The concept of “Immersion exercise” carried out in Pathways to understand the IP and their community was adopted by another project of CARE India (Empowering poor small holders farmers and enhancing maize productivity in Odisha, Kellogg’s Pathways Project).</p> <p>The market engagement and maize value chain development approaches and practices developed under Pathways formed the basis for conceptualization and design of CARE India’s new Empowering Poor Small holder Farmers and Enhancing Maize Productivity initiative in Nabarangapur, Odisha.</p> <p>The project is also adopting the Baseline Tools and, Household Profile Tool developed under Pathways.</p> <p>The forest dependence of communities in Pathways villages, especially for fuelwood for cooking purposes, and the imminent need to manage allocated CFR and individual forest lands sustainably led CARE India to design an initiative focusing on Improved Cook Stoves for Pathways districts. CARE India is looking for funds to support this project.</p>

**2. Challenges and Risks:** Are you aware of any significant risks or concerns that have not previously been identified, and that may affect your ability to achieve the agreed-on results? If so, indicate how you are addressing those risks and challenges? Note: This is the opportunity to raise awareness of any internal or external threats that have emerged recently (which was not reported before and has happened in the last 6 months) to your ability to execute the project. This could include anything from political turmoil to bad weather.

Already incorporated in the Change Lever Sections 1 to 5.

### 3. Learning Questions

**3.1. Learning questions - external assessment.** In this section, include team’s reflection on understanding Pathways operational model, how it is getting translated on the ground, it’s effectiveness and scope for scalability and sustainability. A table for responses is included below. Take time to discuss each question and reflect as a team (include the implementing partner NGOs and other stakeholders in this discussion) before answering these questions.

Question	Reflection - describe giving as much detail as possible
<p>How has the model been applied differently in your country and why? (e. g. due to variations by country, regions, segments of women SHF)?</p>	<p><b>On Sustainable Agriculture:</b> The Pathways India program adopted the principles of FFBS (Farmers Field Business School) in line with the global model. But for implementing the Global FFBS Model, Pathways India contextualized the same into rural-tribal context. Due to this, for sustainable agriculture part, Pathways India use hamlets as a unit because one of the mandate of Pathways India is to reach 48000 individual as indirect beneficiary. At the same point time, Pathways India is using the collective platforms for promoting the improved agriculture practices and also structured the Agri-extension messages as per the seasons and time i.e. following the agriculture calendar and broken down the extension messages as pre-sowing, sowing, vegetative &amp; harvest stage for monsoon and winter cropping. Pathways India extension agents (CRPs) always conducted these orientation programs prior to the season, which always give the IPs an ample time to adopt the IAPs.</p> <p>For promoting IAPs through trainings, is currently following a 3 tier approach for passing the extension information i.e. at first instance, CRPs are oriented by CARE India Experts at district level; it is followed by block level orientation program where again the CRPs, animators and some progressive farmers get trainings from technical officials of agriculture university / department; and finally CRPs conduct village level trainings for the IPs to reach out to maximum number of women and men farmers. Apart from that, animators and CRPs give regular handholding support to the collective members.</p> <p><b>On Market and Value Chain Development:</b> Tribal life in rural India depends upon multiple agriculture sub sectors. Under Pathways India’s value chain development initiative, Pathways Team wants to address the common constraints across the range of value chains that limit the productive potential of SC and ST women. In a sentence, Pathways India is not working only one value chain and for increasing the women’s productivity, the current MVCD approach address all the critical common structural constraints in all 7 value chains. The existing approach offers opportunities for greater scale of impact and facilitate the development of more inclusive and efficient markets.</p> <p><b>On Collectives:</b> From the very beginning, the project identified a wide range of collectives that are focused on active representation of small and marginal women farmers. These varied collectives (7 types) played a prominent role in Pathways India program; and provide a strong platform through which women can advocate for themselves, can increase the productivity, can engage in markets and shape the demand for productive resources, and challenge the existing structures, policies and practices which otherwise limit their productive potential. Apart from that, Pathways India has additionally promoted and piloted a participatory approach in some intervention villages as Reflect Circle which provide opportunities for deeper reflection on gender and power issues and more transformative change at the community level.</p>

Question	Reflection - describe giving as much detail as possible
	<p>For securing and ensuring access and rights of the tribal women, the Pathways India program is also working on Forest and Land Rights issues.</p>
<p>What have been the main challenges (internal and external) in implementation of the Pathways model in your contexts?</p>	<p><b>Internal:</b> To some extent fund flow has been a critical constraint, which hampered the desired progress in the field and Staff turnovers both within CARE and sub-grantees level has slowed down the progress.</p> <p><b>External:</b> Paddy is the main crop in the intervention villages. After receiving the extension messages over improved varieties of seeds, farmers are showing interest to change their old seeds with new improved HYV. But for paddy, government is the major seed supplier and there is always a delay in selling those seeds, so farmers are bound to sow their old seeds. Apart from that climate and to be specific monsoonal pattern has not been very conducive for the farmers which results decrease in yield than expected.</p> <p>In India, the minimum support price of agriculture and forest produce is fixed by the government but due to various reasons, government mechanism does not ensure the MSP realization to the farmers and leads to distress.</p>
<p>What early evidence is there that the Pathways change model is working? (Provide examples)</p>	<p>As per the baseline, only 32% women farmers adopted more than 3 improved agriculture practices, whereas now more than 50% women farmers are adopting 9 improved agriculture practices. In baseline, only 23% women farmers had an access to extension messages and services, whereas now all the women farmers have access to extension services through the Pathways CRP model. Apart from that, the provisioning of agriculture implements by government to farmers at a subsidized price was earlier only in the name of male farmers but now, due to this intervention agriculture implements supplied directly to the women farmer in their name by the government departments.</p> <p>The process of addressing common critical constraints across range of identified value chains (7 value chain), now showing and giving results. Due to the changed model, the community gets additional benefits. During this reporting period, IPs are applying the process and reaping benefits across.</p> <p>Apart from that Pathways India also addressed the issues and challenges of the marginalized tribal women and due to the project activities on Forest and Land Rights, there is a remarkable change in ground which helps the Pathways India to achieve its goal (Food and Livelihoods Security).</p> <p><b>Secure Land as a Trigger for Reducing Vulnerabilities:</b> Jeeva (name changed) is a member of the Self-Help Group (SHG) in Barepanga village being supported and strengthened by CARE India, under its Pathways initiative in Kandhamal district in Odisha. When Jeeva lost her husband she was left with no source of income and hardly any assets, except for a small piece of land of 2 acres in the nearby forest. The initial days were a challenge for Jeeva and her only child, as she struggled to feed and maintain the family. Her problems were compounded as she was not aware of the location of their forestland, even when she had a valid patta. She was also not able to get any help from the local government officials in locating her land. Around that time, Pathways initiated FRA related-activities in her village, and Jeeva came in contact with CARE's Forest Rights facilitator to whom she recounted her problem. Supported by the facilitator and the local ITDA staff in Kandhamal, the Gram Sabha helped her identify her piece of land.</p>

Question	Reflection - describe giving as much detail as possible
	<p>Today, Jeeva is cultivating paddy and vegetables on her own land. With this secured source of livelihood, she manages to maintain her family, and support her son in pursuing secondary education. In addition to that, due to CARE Pathways' convergence initiatives, she has also applied for support to construct a house for her family under Mo Kudia' Yojana, a housing scheme implemented by the state government to help poor households in constructing their own dwelling units. Displaying tremendous resilience and entrepreneurship, Jeeva has also filed an application with the Horticulture Department, seeking support to undertake mango plantation on her land, to maximize returns from the only piece of land she has. Access to land has made Jeeva confident and independent. She finds herself better prepared to take decisions on her life and livelihood.</p> <p>Jeeva is not the only one who has benefited from CARE India's forest rights interventions. She and other women members of the SHGs supported under Pathways program, participate in various collectives strengthening activities undertaken in their village. She has reliable access to affordable credit from her group, which she invests in agriculture. She and other women are increasingly confident about enhanced crop production and productivity of their lands, having adopted the improved agricultural practices being promoted under Pathways.</p> <p>Besides, women are starting to reap the benefits of aggregation and collective sale of their NTFPs, and supported by CARE India, actively negotiate with traders to fix a remunerative and fair price for their collected produce. This translates into more money in the hands of women and a bigger say in decision-making. These women who were only involved in NTFP collection earlier, and hardly engaged in marketing of the produce have started engaging with the markets, aggregating their produce, and negotiating prices with traders. The mobility of women has also expanded to include locations out of their villages, as women interact with NTFP traders in different markets. Sensitized by CARE India on gender equity and role of women, even men of Barepanga are not complaining, as they have also started recognising women as entrepreneurs!</p>
Which components in the model appear to be working best to achieve the program objectives?	<p>Engaging village-level animators is proving to be beneficial for reiterating and sustaining technical inputs and advisory shared with women smallholders in Pathways India. Animators are emerging as a key cadre for Pathways sustainability plan.</p> <p><b>On Sustainable Agriculture:</b></p> <ol style="list-style-type: none"> <li>1. Enhancing capacities of women farmers to practice sustainable agriculture in a phased manner seems to working very well, since most of the practices being, promoted &amp; popularized are simple and low cost. These efforts are being supplemented with the supply of drudgery reduction agricultural implementation to women farmers. This is heling the programme immensely to achieve its objectives.</li> <li>2. Facilitating contact and conversation between women small holders and the agriculture department for direct support is another way to achieve desired result.</li> </ol> <p><b>On Market and Value Chain Development:</b></p> <ol style="list-style-type: none"> <li>1. Enabling women smallholders to practice product quality management, access market information and engage in aggregation process for price</li> </ol>

Question	Reflection - describe giving as much detail as possible
	<p>realization is working best. These are also the common, critical constraints across several value chains (including those not covered under Pathways, like Turmeric and Char) and hence, the impact of Pathways' work on them is being extended to other products too.</p> <p><b>On Collective Strengthening:</b></p> <ol style="list-style-type: none"> <li>1. Addressing common critical constraints/gaps across the collectives proved to be an effective approach for strengthening and graduating the collectives.</li> <li>2. Exclusively women groups i.e. Self Help Groups appear to be the more conducive to eliciting meaningful participation of women and their leadership development. Strengthening SHGs provide an enabling platform for the IPs to learn and have interaction with Agri-extension service providers, market actors and government authorities and access rights, inputs and services and simultaneously facilitates reaching out to maximum number of IPs.</li> <li>3. Administration of Gender dialogues tools, promoting male champions and forming Reflect Circles have been effective in facilitating dialogue within the community around gender transformative changes.</li> </ol>
<p>Where there are indications of change processes/ pathways working as anticipated, what are the key drivers or success factors?</p>	<ol style="list-style-type: none"> <li>1. Gender transformative changes are happening in the process of market engagement. Women participation in the market engagement process have increased in manifolds and now women farmers are directly interacting with the market players. This happens due to the continuous hand holdings and exposure of IPs with the outer community and with market actors. The project activities brings confidence among the IPs to interact with the outer world.</li> <li>2. Another key driver is sequencing and timing of interventions. Stage wise agriculture trainings has been imparted to IPs in advance of the season.</li> <li>3. Refresher trainings and in-filed handholding support to the CRPs helped the project to implement the work in a good way</li> <li>4. Forest Rights Act, 2006 provided a favourable policy environment to work for the Change Lever 2 particular domain of change i.e. 'Access over resources'</li> <li>5. Liaisoning with government agencies resulted in leveraging their support and convergence schemes thus, multiplying the benefits to IP</li> <li>6. Women's participation in groups lead to change the gender relations and increased voice and power within households, markets and communities</li> <li>7. Exposure and interface meeting of the collectives with the outside actors lead to increased negotiation for enhanced benefits</li> <li>8. Adoption of improved agriculture practices by the IPs and promotion of low cost improved Agri-practices and extension messages at appropriate time during various agriculture season is one of the major drivers</li> </ol>
<p>Which of the planned outcomes and impacts are likely to be observed/ achieved within the lifetime of the current program, and which may require longer to materialize?</p>	<ol style="list-style-type: none"> <li>1. Enhanced skills and capacities of women farmers influenced the well-being of the household through increase in yield and income</li> <li>2. Increased household income due to increase in agriculture productivity and participation in market engagement process</li> <li>3. Inclusive &amp; effective collectives influenced the IPs for productive engagement in the domain of sustainable agriculture, market engagement and gender dialogues</li> <li>4. Positive and enabling attitude of men, PRI members, service providers, and market institutions towards the impact group</li> </ol>

Question	Reflection - describe giving as much detail as possible
Have there been any unintended outcomes of the program so far (negative or positive) not captured in current model or thinking?	Pathways in India has been able to develop a strong, non-financial partnership with other agencies to maximize the impact of its work on forest land right realization by IPs. . The model of collaboration developed by CARE India with Vasundhara (State Level NGO) and Integrated Tribal Development Agency (ITDA) evolved which added value to work around Forest Rights Act in Kandhamal district. State agencies like ITDA and Forest Department shared GPS machines with Pathways India to support Forest Rights Committee for undertaking GPS mapping of forest boundary in the intervention villages to complete the process of claim submission for Community Forest Resource Rights. Space was provided within the premises of the ITDA and Sub-Collector's Office to support CARE India's FRA implementation related activities in Kandhamal and Kalahandi districts, respectively.
Is the CBT model adopted by Pathways sustainable in your context? How and why?	<p>In India, CARE India called the CBTs as CRPs (Community Resource Persons). Pathways India feel that, this model is sustainable as the CRPs have been chosen from the same community and village. Even after the phase out of the project, as an assumption, the person will stay remain in the village. Pathways India already develop their skills and knowledge level and feel, the knowledge will help the CRPs to cater the IPs in near future. Apart from CRPs, Pathways have village animators who is nominated from the SHGs and selected by the project based on their skill and interest to work for others. These animators are facilitating other women farmers to adopt the IAPs and spreading the awareness messages.</p> <p>The village level animators and the CRPs already increased their capacity around sustainable agriculture, collective strengthening &amp; market engagement process and their frequent interaction with different actors already give them the confidence to mentor the IPs beyond the project. These cadres may emerged as service based cadres in the future.</p>
What has the program achieved to date that can be built upon?	<ol style="list-style-type: none"> <li>1. Identifying and addressing the common critical constraints/gaps across all the collectives and collective specific constraints/gaps in a phase wise manner has proven to be effective in graduation of collectives. 400 SHGs have been capacitated on Business Development Skills and agriculture and allied sectors related different traits have been identified by these groups for enterprises promotion. These groups required follow-up support in terms of trait specific skill building and financial linkage to enable the group members undertake enterprising activities.</li> <li>2. Simultaneously, building linkage and leveraging from government schemes/programs like, accessing agricultural tools under women drudgery reduction scheme, financial support to groups is critical to have multiplier results.</li> <li>3. Gender is a sensitive issue and demonstration of GTCs is a time taking process. Gender Dialogues, Male Champions and Reflect Circles (RCs) have proved to be an effective approaches to trigger discussion/dialogue and facilitate GTCs in collectives' platform. Conducting gender dialogue through different means like pictorial poster, role play, showing films, cultural shows need to be continued to constantly hammer the mind of community with gender messages.</li> <li>4. For extending the Agri-extension services, it's proven that strengthening animator's skills and knowledge is essential.</li> </ol>
What mechanisms for scaling up exist or are	<ol style="list-style-type: none"> <li>1. Women's participation in groups lead to change the gender relations and increased voice and power within households, markets and communities.</li> </ol>

Question	Reflection - describe giving as much detail as possible
envisaged and which are likely to be cost effective and/or 'self-sustaining'?	<ol style="list-style-type: none"> <li>2. Adoption of improved agriculture practices by the IPs and promotion of low cost improved Agri-practices and extension messages at appropriate time during various agriculture season is one of the major drivers</li> <li>3. Strengthening Self Help Groups, Farmer's Club, Forest Rights Committee, functional water user associations and watershed committee</li> <li>4. Capacity building, extensions through IEC (including posters, fliers, videos, facilitating adoption and practice ), demo plots and Creating provision for Agri-input and financial services / value chain financing</li> </ol>
Are the right stakeholders engaged in the implementation of the model - government, local groups and organizations that are going to be critical to scale and sustain it?	<p>From the beginning, Pathways India is closely working with district administration and government departments like agriculture, agriculture engineering and veterinary not only to access their services but to link the IPs for convergence scheme. Due to the project initiatives, women is now recognize as farmers.</p> <p>Linkage is also established with government agencies like ITDA and Revenue Department which has a primary function of enabling access of IPs to land. Engagement with PRI representatives have led to their active engagement and leadership in the local governance processes. Engagement with local bankers for extending financial support to SHGs is also a critical piece.</p> <p>Collaborative actions with Government authorities (like ITDA) and other agencies (Vasundhara) on land rights leverage the existing policy and make implication beyond the project location</p>
What adjustments are required in the next phase of the model to ensure that it builds on the lessons and maximizes the potential for successes and sustainability?	<ol style="list-style-type: none"> <li>1. Promotion of Producer group with Business/Enterprise skills development initiatives</li> <li>2. Forest Management Committee need to be strengthened for sustainable management of forest resource</li> <li>3. Promotion of Reflect Circles which act as a catalyst for social and women empowerment</li> <li>4. Promotion of Male Change Agents champions for gender equality</li> <li>5. Streamlining the trainings for capacity building of Animators</li> </ol>
How are you assessing your project's (and mitigating) risks to the success of the program (e.g. climate change, market volatility etc.)?	<ol style="list-style-type: none"> <li>1. From the beginning of the intervention, there is a negative impact on the crop due to climate change i.e. sporadic rainfall patterns, dry long spells and heavy showers on a single day. Pathways India through its extension messages providing simple messages which helps the farmers to mitigate the risks i.e. while transplanting paddy, Pathways India always advised the farmers to transplant the seedlings straight instead of planting in a slanting manner. This helps the farmers to harvest the crop 15 days before.</li> <li>2. Farmers are advised to sow their seed as per the land types i.e. short duration varieties in up-lands and long duration varieties in low lands etc.</li> <li>3. Certain varieties of paddy are promoted in the intervention villages like Sahabghahi which has better drought resistance capacity.</li> </ol>
What aspects outside the control of this project are important and pivotal in the model working?	<ol style="list-style-type: none"> <li>1. Favorable government policies and schemes like financial assistance and credit i.e. Kisan Credit Card to women farmers for agriculture activities. As of now, it is confined only to male farmers.</li> <li>2. Effective government supply system of quality Agri-inputs like seeds, fertilizer and pesticides on time.</li> </ol>

**3.2. CARE's learning questions related to collectives.** Pathways has identified collectives as central to achieving both short- and long-term changes necessary to facilitate women's influence and empowerment in agriculture. Hence, CARE has prioritized learning around collectives as focus of Pathways learning agenda. The intent behind the focus on collectives is to generate a more robust understanding on what strategies create more effective results. A table for responses is included below. Take time to discuss each question and reflect as a team (include the implementing partner NGOs and other stakeholders in this discussion) before answering these questions.

Question	Reflection - describe giving as much detail as possible. Draw data from ARS, PPT, MTR for supporting your claim
<p><b>Inclusiveness:</b> Which types of collectives and which types of interventions are best suited to enable impact group (IG) members to actively participate and achieve the program objectives?</p>	<p>Among all the collectives, Self Help Groups are the most inclusive and accessible to IPs, help to build solidarity among them and facilitates to reach out to maximum number of IPs, is best suited for Pathways India to achieve the program objective. Through and with SHGs, it's easy to build the skills and capacities of IPs on agriculture practices, strengthen Agri-extension services and also its helps to facilitate enhanced market engagement.</p> <p>As far Data: MTR was more focused on Gender and PPT only access the SHGs.</p>
<p><b>Inter Group Synergies and Dynamics:</b> How do relations between and within different types of groups work to create greater coordination and effectiveness? What are the factors that lead to success and how can we avoid traditional failures?</p>	<p>In current existing situation, an IP has different memberships. It's provide an opportunity to the IP representatives to carry learnings and negotiate with the respective collectives.</p>
<p><b>Improved Productivity:</b> Are women that are engaged in collectives more productive in the agricultural sector than women who are not? Are those women better able to access extension services, improve farming practices and gain more benefit from agriculture? Why or why not?</p>	<p>For sustainable agriculture, village is the unit. For conducting trainings and meetings, women farmers participated in the meetings which involve other women farmers along with our IPs. Till date, Pathways India didn't do any study over the effectiveness of SHGs and its relation towards productivity and technical knowledge (IAPs).</p> <p>But from July onward, Agency will be on board to do a research over Collective vs Non Collective Members knowledge over IAPs and how it effects the production.</p>
<p><b>Market and Other Linkages with the Ecosystem:</b> How do groups serve as a platform for establishing links with key stakeholders, service providers, private sector market actors and other institutions? What role can collectives play in facilitating member access to inputs and markets more reliably and gainfully? What works, what doesn't and why?</p>	<ol style="list-style-type: none"> <li>1. After concept sharing meeting on aggregation process, leaders of the SHG were instrumental in conducting individual SHG meeting to reinforce the concept and played an important role to achieve economies of scale at the village level.</li> <li>2. In the project villages, the SHG leaders played a remarkable role in demonstrating and convincing community towards the exploitative weighing tactics of the local level intermediaries (kutchia). Collectives have been involved for arranging economic transport mechanism thereby minimizing marketing cost of interventions.</li> <li>3. For Input markets, SHGs are instrumental in group based indenting.</li> <li>4. Natural resource based collective like Forest Rights Committee are better in a better position to engage</li> </ol>

Question	Reflection - describe giving as much detail as possible. Draw data from ARS, PPT, MTR for supporting your claim
	<p>themselves with government agencies and enabling the IPs to access and exercise rights over land.</p> <p>5. By providing agriculture implements to the SHGs under the Government Agriculture Scheme, Pathways provided access to services to the impact population which will reduce the drudgery of women farmers and will facilitate them to adopt improved agriculture practices and ensure quality output of the products.</p>
<p><b>Improved Gender Roles and Relations:</b> How does women's participation in different groups lead to change in gender relations and increased voice and power within households, communities and markets? Are they able to better influence and/or control decisions related to agriculture within their households? Why or why not?</p>	<p>Collectives provide a forum for women to collaborate and organize, build solidarity among themselves and to promote their voices and priorities at different levels. Collectives also promote women's access to credit, services, inputs and resources and this provide an enabling environment for women's participation and engagement in decision making within the households. Women who holds membership in SHG or any other collectives are looked upon differently and occupies a better status within households and communities.</p> <p>The most common change in the intervention areas is women's engagement in the household decision making process. Prior to the commencement of Pathways, the husband in the household made decisions on his own. However, since their involvement in Self Help Groups, men have developed their communicative skills, while women have developed the confidence to talk to men. As a result of Pathways, many men are accepting their wives input. Women feel more confident in speaking to their husbands and voicing their opinions on household matters. They are beginning to influence household decisions.</p> <p>Apart from that, there has been a noticeable increase in women speaking freely to men in and outside the village, women making the final decision on important household issues like education and healthcare, and women traveling outside the village. Through the Pathways intervention, women are more able to access markets, both as a result of Pathways trainings and, because their mobility is increased. Due to Pathways, they can access banks, they can take loans, deposit money, and better maintain their financial records.</p>
<p><b>Intervention Sequencing and Timing:</b> What is the best sequence of interventions and how does this vary by sub-IG? How we develop and strengthen the capacities of the collectives as sustainable community institutions, before we exit?</p>	<p>From the field experience, Pathways India feel, it's better to follow a sequence for implementing the Pathways model. It's helpful, if we start working closely with the collectives in one hand and at the same point of time, imparted trainings on sustainable agriculture and market engagement to the IPs as per seasons to address the challenges, will give better result.</p> <p>Currently, Pathways is working on strengthening the collective's governance and build the capacity of the CRPs and Animators. Animators are mainly the SHG members and is lead the process of governance strengthening in collectives. Working on issues of governance and systems, building</p>

Question	Reflection - describe giving as much detail as possible. Draw data from ARS, PPT, MTR for supporting your claim
	capacities of collectives and linking the collectives with the other government schemes, will help the collectives to become a sustainable community institutions.

**4. Appendices to be included in the report:**

- (i) Key activities planned till end of the project period;
- (ii) Milestone tracker with key milestone status;
- (iii) Case Studies or other reports to share.