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Study on Pathways to Social and Economic Empowerment of Rural Women through SUCCESS Programme

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National Rural Support Programme

RSO

THARDEEP RURAL DEVELOPMENT PROGRAMME
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Study on Pathways to Social and Economic Empowerment of Rural Women through SUCCESS Programme

(2018)

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ACRONYMS

CAT	Community Awareness Toolkit	MHI	Micro Health Insurance
CBK	Community Book Keeper	MIP	Micro Investment Plan
CDD	Community Driven Development	MoU	Memorandum of Understanding
CDLD	Community Driven Local Development	NADRA	National Database and Registration Authority
CIF	Community Investment Fund		
CIs	Community Institutions	NGO	Non-governmental Organisation
CMST	Community Management Skills Training	NRSP	National Rural Support Organisation
		O&M	Operations and Management
CNIC	Computerised National Identify Card	PIM	Programme Implementation Manual
CO	Community Organisation	PSC	Poverty Score Card
CPI	Community Physical Infrastructure	RSPN	Rural Support Programme Network
CRP	Community Resource Person	RSPs	Rural Support Programmes
DCO	District Coordination Officer	SDG	Sustainable Development Goal
DEO	District Education Officer	SO	Social Organiser
DHO	District Heath Officer	SRSO	Sindh Rural Support Organisation
EU	European Union	SUCCESS	Sindh Union Council and Community Economic Strengthening Support Programme
FGD	Focus Group Discussion		
GBV	Gender Based Violence		
GoS	Government of Sindh	TMO	Tehsil Monitoring Officer
HH	Household	TRDP	Thardeep Rural Development Program
ICT	Information and Communications Technology	TVST	Technical and Vocational Skills Training
		UC	Union Council
IDIs	In Depth Interviews	UCBPRP	Union Council Based Poverty Reduction Programme
IEC	Information, Education and Communication		
		UCDP	Union Council Development Plan
IGG	Income Generating Grants	VDP	Village Development Plan
JDCs	Joint Development Committees	VO	Village Organisation
KIIs	Key Informant Interviews	WASH	Water, Sanitation and Health
LMST	Leadership Management Skill Trainings		
LSO	Local Support Organisation		

EXECUTIVE
SUMMARY

This study measures women's social, economic, political and legal empowerment as a result of various interventions carried out by the Sindh Union Council and Community Economic Strengthening Support (SUCCESS) programme. This programme is implemented by the Rural Support Programmes Network (RSPN) and three Rural Support Programmes (RSPs) in eight districts of Sindh in Pakistan. Since women empowerment is a multidimensional concept, the framework used in this study focuses on multiple tiers. The study used qualitative methods and relied on 18 Focus Group Discussions, 30 in-depth interviews, 24 key informant interviews and one ethnographic study to collect data from six out of the eight programme districts. The study addressed the following key aspects of empowerment in relation to SUCCESS interventions:

- How have community institutions triggered socio-economic and political empowerment?

- What auxiliary interventions induced empowerment in poor and marginalised community members?

- How community institutions have induced political participation and political empowerment?

- What have been the various challenges and opportunities?

The results show that RSPs' social mobilisation efforts have been one of the biggest influencer in encouraging women to join the SUCCESS programme. Social mobilisation triggered empowerment despite weak relational and societal power relations. At the start of the programme, RSPs acted as enablers in the realisation of 'power within' women who were qualified but lacked guidance in a restricted environment. These women, on realising their 'power within' and 'power to', convinced their families and joined SUCCESS to benefit from activities that further enhanced their 'power to' and 'power with'. These women became early adopters and eventual leaders in the SUCCESS programme.

As a matter of huge change in the social fabric of the society in its particular milieu, the beneficiaries are now supported by a large group of immediate male family members that shield and protect them. Many of the initial recruits started their journey with SUCCESS programme, and mobilised other community women. Social mobilisation efforts enabled community women to communicate and convince the programme's mandate, and immediate, short and long-term benefits, to their opposing kin and neighbours. More results or observations are expected during round two of the research.

On the economic front, the social mobilisation process has been effective in inculcating the importance of mobilising savings for micro-investments. Throughout the programme, Local Support Organisations (LSO) Presidents have shared their ideas of utilising funds to generate more resources. As grassroots community institutions, the Community Organisations (COs), Village Organisations (VOs) and LSOs act as enablers in ensuring inclusive democratic process whilst improving the political participation of the community members through awareness sessions

on 'citizen's right to vote'. An absolute majority of the research respondents at the lowest tier indicated that this was the first time they had participated in the 2018 General Elections. Democratic values of giving voice and self-accountability are also reflected in the working of these community institutions. The leaders of these community institutions highlighted the principles of accountability, transparency, and fairness in the governance and management of their own institutions.

The social landscape of the SUCCESS programme areas has been impacted to a considerable level due to increase in women's physical mobility. When SUCCESS was first initiated, the biggest resistance was against women attending programme meetings at the village, union council, taluqa or district levels. This resistance eventually decreased when programme benefits became evident. Mobility restrictions applied relatively more to the higher tiers, i.e. the VO and LSO Women leaders at the CO level did not have many reasons to commute beyond their immediate neighbourhood. Interestingly, by now, most women at VO and LSO levels have the full support from their immediate family members and in most cases, they include parents, husbands and brothers, who provide logistical help and protection to travel.

SUCCESS has begun to break social stereotypes. Prior to SUCCESS, both men and women in the community were critical of women working as polio workers, lady health workers, social organisers, who would visit villages as part of their 'duty'. They were not considered to be 'good' women. Now women from these very communities have started engaging in the social, economic and political activities at their mohalla and village levels. Hence, social perceptions are gradually becoming more supportive of women working.

The SUCCESS programme has been successful in ensuring inclusion, diversity and integration. Members from the Hindu community, differently

-abled women, women from the poorest social stratum and women from different ethnic backgrounds (such as Kohli, Panhwar, etc.) are among the programme beneficiaries.

Incentives such as raising awareness, skills and monetary benefits (loans, savings and grants) have played a great role in altering behavioural patterns among women and men in the project districts. Many women were given consent by their men to go out and work with RSPs only after the realization that their participation in SUCCESS activities is crucial to benefit from the programme. Many women shared that those who once opposed them, now ask for project updates, and often assist them in managing their logistics for community meetings.

At the political and public policy front, the results show that the programme has started to play its part in the journey of political recognition for LSO leaders. Having built their confidence, these women leaders are demanding better public services, and in some cases accountability, complaint management and conflict resolution. The political interactions in the form of Joint Development Committees (JDCs) at the *taluka* and district levels, activists workshops and exposure visits have improved networks of LSO leaders.

The study captured some real life-changing stories of women leaders and their journey to the mission beyond household and ahead in their lives. Many of those interviewed proved to be agents of change. They were able to create new political spaces within the communities and beyond. SUCCESS has shown the potential of what female LSO leadership could achieve. This has been possible by exposing them to other cultures; enhancing their ability to speak up at various forums; allowing them to try out new roles; providing space to directly interact with senior government officials and by expanding their contact base and networks. Even at this early stage in the programme, many are now personally recognised by district officials.

As evidences show, the CIF (internal micro lending) and IGG targeted to the vulnerable and marginalised members have inherent potential to restructure the presecribed roles and household perceptions on women's economic roles and responsibilities. CIF has played a vital role in activating the 'power within' in the beneficiaries. The majority of the recipients were found to be articulate, communicative and actively engaged in household management decisions. Some have started to practice and test out their bargaining and negotiation skills within their family environment. The CIF has also served as tangible proof that the SUCCESS programme can enhance household resources. It has given a 'seeing is believing' twist to the programme, and for many it has restored the faith in community groups or establishing social capital.

The completion of Community Physical Infrastructure (CPI) schemes has made a huge difference in the community, directly contributing to a reduction in resistance and ridicule. Women are respected, empowered to go out in public and work independently. The experience of handling CPI projects has enhanced women's ability to make decisions, and has actually changed women's accepted roles, i.e. what a woman can do.

The study also shows some of the unintended consequences of the programme. LSO leaders spoke of the threats they had received from local influentials including politicians and in some cases, immediate and/or extended family members. A possibility exists for these threats to increase over the duration of the programme as women become more articulate, vocal and influential in their

"In about two years' time, when the calf turns into mature cattle, I will sell this asset for net worth of PKR 80,000".

RIZWANA SHARED HOW THE CIF, AND HER COMMITMENT TO PERSONAL SAVINGS, IS A GREAT WAY TO PREVENT MYOPIC SPENDING.

local communities. SUCCESS should develop a careful strategy, comprising of training community leaders to manage this possibility and emerging challenge.

Technical and Vocational Skills Training (TVST) has been a popular intervention, especially for women. Most women enrol in training sessions for sewing and tailoring for their families. Immediate male family members of CI members are also entitled to skills development training such as motor, mobile and electronics repairing. Although TVST equipped them with skills, it does not provide awareness of market linkages and scalability opportunities. For most of the beneficiaries it was a challenge to save enough money because of the low demand of tailors and low purchasing power in their immediate community. Thus far, there is no indication that these women are thinking about group enterprises, and applying their skills to commercial products. Suggested additional training modules are: entrepreneurship and business development for LSO leaders and for women who are interested in it, followed by creating women groups working as an enterprise to be initiated through SUCCESS interventions.

Regarding Micro Health Insurance (MHI), access remains a challenge. Many MHI card holders have been unable to benefit from this intervention because of mobility constraints, unaffordability of transportation costs, and lack of medical professionals in the

hospitals. A major area where support is needed is at childbirth, when most women are not able to travel far. Another MHI challenge is its limited coverage, both in terms of the hospitals on panel, as well as the types of diseases it covers.

It was noted that COs, VOs and LSOs are heterogeneous in terms of their capacities. Groups that reside in remote areas and are culturally constrained and vulnerable require additional efforts and resources to develop competencies to become fully empowered. In such instances, it is recommended that additional resources should be provided to support CRPs.

As the programme moves forward and to further leverage the huge transformative potential of social mobilisation, it is suggested that the VOs are encouraged and supported to start adult literacy classes at village level to reduce illiteracy among women. Literate VO members can be trained as adult literacy teachers, and given the task to train other women to read and write. The Community Awareness Toolkit (CAT) covers many relevant training topics, however, it is recommended that two new topics are added - Gender-Based Violence (catalysing LSO and VO leadership on this issue), and ICT and digital technology skills.

"I give awareness on personal hygiene, education and birth spacing. Though I am a midwife, I never supported birth spacing. Not because I will run out of business", "but because no one talks about it. But now I fully support birth spacing and control as it contributes positively to prosperity and mother's health. CAT also informed us on nutritious diet, infant vaccination, and how hygienic housing conditions are vital for preventing illness."

EXPRESSED BY A PARTICIPANT FROM JAMSHORO

INTRODUCTION

Empowerment refers to the process of enhancing the capacity of women or marginalised groups to make choices, and to transform those choices into desired actions and outcomes. The empowerment of rural women is about expanding women's assets and capabilities to participate in, negotiate with, influence, control and hold accountable the institutions that affect their lives. Accordingly, empowerment is central to the processes of maintaining the benefits of women at individual, household, community and broader levels.[1]

This study aims to measure women's economic, social and politico-legal empowerment as a result of various interventions by the EU-funded SUCCESS programme, which is implemented by RSPN and its member RSPs in Sindh.

The study consists of two integral parts as follows:

Part-1 looks at the women's socio-economic empowerment and political participation triggered by the SUCCESS programme's three-tiered community institutions for rural women erected under its social mobilisation efforts.

Part-2 reviews the effects of targeted interventions on the vulnerable and marginalised women of the stratum in six out of eight project districts of Sindh in Pakistan.

The programme is in its second year of implementation and is scheduled to conclude in 2021.

1.1 BACKGROUND

SUCCESS is the acronym of 'Sindh Union Council and Community Economic Strengthening Support', a six-year initiative (Oct 2015-2021), which drew its aspirations from the Union Council Based Poverty Reduction Programme (UCBPRP) of the Government of Sindh (GoS). The project is executed by the Rural Support Programme Network (RSPN) with its three-member RSP partner organisations including National Rural Support Programme (NRSP), Sindh Rural Support Organisation (SRSO) and Thardeep Rural Development Programme (TRDP) and is supported by the European Union.

The programme is an enabler for the Government of Sindh to support and sustain local Community Driven Development (CDD) initiatives in Sindh, through the provincial budget in partnership with community institutions fostered by Rural Support Programmes. The local CDD initiatives are aimed at greater poverty reduction efforts in rural areas of the eight districts of Sindh, with a focus on social and economic empowerment of poor, marginalised rural women through organising them to form their own community institutions from the settlement level to the Union Council and district levels. The institutions are made of, for, run and led by the women in eight programme districts across Sindh. The eight SUCCESS Programme districts include: Tando Muhammad Khan, Sujawal, Matiari, and Tando Allahyar with NRSP, Larkana and Kambar-Shahdadkot with SRSO, and Dadu and Jamshoro with TRDP.

The project aims to organise 770,000 rural households represented exclusively by women

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in eight districts, which are to be mobilised and capacitated through community institutions. This will lead to a 30% increase in income of the households, increase socio-economic services and communal benefits delivery. These results will be fostered through the community's infrastructure and productive assets through the community's participatory approach and by the formulation and implementation of the dedicated Sindh Province policy and budget framework for community-driven local development by the Government of Sindh.

The project initiated with the establishment of community institutions at three distinctive tiers at the immediate level of community as Community Organisations, village-level Village Organisations and Union Council-level Local Support Organisations. A graphical representation can be seen in Figure 1.

The community institutions play a significant role in extending technical and financial support to the rural women, building social capital and creating demand for public services delivery through a set of specialised interventions for the poorest members of community institution for

the provision of sustainable livelihoods and better accessibility to the basic social and economic services, namely:

- Community Investment Fund(CIF)
- Income Generating Grants(IGG) for income generation and diversification activities
- Technical & Vocational Skills Training (TVST)
- Micro Health Insurance (MHI)
- Community Physical Infrastructure (CPI)

Most importantly, the programme builds the capacity of leaders through various leadership and community management skill trainings (CMST, LMST, Activists) and fosters social capital and networks that improve political, public and community interaction for the creation of public services demands. The technical assistance provided to Government of Sindh to formulate and create a budget for a Community Driven Development framework is expected to have a huge impact that will lead to policy level transformations and will solve some of the most pressing developmental challenges being faced by the communities in Sindh. The programme components and their associated targets can be seen in Figure 2.

FIGURE 1

The RSP's three-tiered social mobilisation approach

FIGURE 2

The programme components implemented through the SUCCESS programme and their targets

COMPONENTS OF SUCCESS PROGRAMME

1. SOCIAL MOBILISATION

The central idea behind social mobilisation is that people including poor and women have an innate potential to help themselves, that they can better manage their limited resources if they organise themselves. Once people are organised into properly functioning institutions of their own at the neighbourhood, village and union council levels, they can use those institutions as a tool for effective implementation of all kinds of community development initiatives.

2. COMMUNITY INVESTMENT FUND (CIF)

The Community Investment Fund (CIF) is used by RSPs to provide capital grants in the form of revolving funds to Community Institutions (CIs) i.e. COs, VOs, and LSOs. The CIF is targeted at the women from the poorest households to ensure that only the poorest households (with Poverty Score 0-23) will access CIF capital and start income generating activities.

3. INCOME GENERATING GRANTS (IGG)

IGG is a one-time grant to support innovative economic activities and support the poorest households who are not able to access CIF loans. Income Generating Grants (IGGs) provide assistance to the poor community members through one-time cash grants and guidance so that they are able to start income generating activities to increase their incomes. Eligible households are identified through poverty scorecards to ensure that only the poorest households (with Poverty Score 0-23) access IGG.

4. MICRO HEALTH INSURANCE (MHI)

Micro Health Insurance (MHI) is a social protection measure for the most destitute and vulnerable households to protect them from health shocks that may push them deeper into poverty and hamper their capacity to generate income, hence adversely affecting their socio-economic well-being. The programme intends to provide 25% of the poorest households with MHI to cover their basic health needs and increase their resilience to health shocks. For each household covered, a premium will be paid by the RSP to a selected insurance provider to provide insurance coverage (for example against hospitalisation, disability and accidental death/normal death coverage when required).

5. TECHNICAL & VOCATIONAL SKILLS TRAINING (TVST)

The Purpose of TVST is to design and implement demand-driven training programmes for poor community members, especially women, which facilitate their access to the labour market and enhance their income generating opportunities through self-employment. Under the Programme, a total of 108,000 females and males will receive training. The target group consists of those who have no or limited access to the formal training system, including:

a. School drop-outs, unemployed, marginalised/deprived groups such as poor, women and youth to start income generating activities through self-employment.

b. Livestock owners and farmers to adopt enhanced farming practices to improve their food security and nutrition.

6. COMMUNITY PHYSICAL INFRASTRUCTURE (CPI)

Community Physical Infrastructure (CPI) projects are used to improve the basic infrastructures and productive assets used by, and services delivered to, the targeted communities. The community members will benefit from improved community infrastructures to meet their basic needs and gain better access to public services. CPI projects will be linked to the needs prioritised by the communities. They may include projects in WASH (Water, Sanitation and Health), education, roads, irrigation, renewable energy, flood protection, etc. All these infrastructural projects will be managed, built and maintained over time by the communities, who will also form Operations and Management (O&M) committees and community savings systems.

7. RESEARCH AND ADVOCACY

The SUCCESS programme is also conducting a range of research studies which will provide an in-depth understanding of the causes of chronic poverty, ways to escape from chronic poverty and an analysis and practical guidelines on programme interventions for reducing chronic poverty. Also, as the project proceeds, the changes in the lives of project beneficiaries will be documented to find out what works and what does not work and why. These studies will not only inform mid-course project correction but will also inform other development organisation, the federal government, academia, civil society and the Government of Sindh to design and implement effective poverty reduction strategies.

1.2 RATIONALE OF THE STUDY

The Sindh Union Council and Economic Strengthening Support (SUCCESS) approach to women's socio-economic and politico-legal empowerment drew its inspiration from RSPN's nationally proven three-tiered social mobilisation model, for community institutions, and is entirely women-led. These community institutions are to empower the women community members over the course of six years, to challenge the status quo through the power of self-organisation. RSPN and its partner organisations have been playing a facilitative role to stimulate consciousness and mobilisation in rural women. The programme also aims to raise collective cognizance of injustices, gender inequality, restricted mobility, restrictions on girls' education by engaging both women and men in dialogues and through interventions that play transformation effects on relations and society.

Most importantly, the inter-connected community governance tiers (which support RSPs' overall Community Driven Development (CDD) for the social and economic empowerment of women and poor mandate) generates the sense of inclusion, participation, cohesion, decision making, democratic representation and ownership in the women and marginalised at individual, household, local community and societal levels. The programme is an overall attempt to reduce household poverty through greater socio-economic women empowerment in Sindh. The project also attempts to strengthen the grassroots women 'agencies', 'networks' and associations. These community institutions are expected to be stronger, more functional, mature and sustainable, in the coming years, thanks to the support extended by the SUCCESS programme in the form of community mobilisation and community institution facilitated by RSPs.

Since the SUCCESS programme is in middle of its implementation and is scheduled to conclude in 2021, it is important to gain insights in the empowerment progress so far, to be able to learn from the best approach, for the programme itself, and for other programmes. This study will also indicate the changes or emphasis that needs to be made in the current interventions and inputs to leverage better results.

1.3 OBJECTIVES OF THE STUDY

This study aims to measure women's economic, social and politico-legal empowerment as a result of SUCCESS interventions. The study assesses potential linkages between women's empowerment and poverty reduction, where empowerment is seen as a transformative process that drives poverty reduction initiatives.

A second objective is to provide feedback to RSPN/RSPs' on CDD's effectiveness and the SUCCESS approach in assuring social, political and economic empowerment of rural women in Sindh and will inform policy-makers on how to improve women's social and economic empowerment in Sindh.

The study devotes special attention to the following objectives:

- To understand the rationale and approach and process of the SUCCESS programme in the social and economic empowerment of women.

- To systematically document the real change brought about by SUCCESS interventions in the lives of women, who have been mobilised and become active members of Community Institutions, in their position and status at personal, household and community level.

- To identify the link between the SUCCESS programme interventions and their impact on social and economic empowerment of women, and their poverty status.

- To assess the effect of Community Institutions fostered under the SUCCESS programme on access to services, governance processes, citizen-state relations, government engagement and responsiveness, as well as on the confidence, skills and capabilities of poor women to engage with service delivery issues.

- To identify and document examples of good practices, failures and lessons learned from the field, both from RSPs' as well as Community Institutions' perspectives during the implementation of the SUCCESS programme and post-SUCCESS programme period.

- To provide practical and context-specific policy and practice recommendations for improving programme implementation, and set the development agenda for post-SUCCESS programme.

LITERATURE
REVIEW

2.1 WOMEN EMPOWERMENT

Over the last three decades, there has been particular emphasis on women empowerment. A variety of approaches have been discussed in this regard, with specific efforts to understand empowerment in the context of poverty alleviation.

The concept of women empowerment is increasingly used to understand what is needed to change the condition of poor, vulnerable and powerless women. Women in most developing countries have fewer opportunities, limited access to and control over resources, and lack decision-making power. Amongst the many reasons for women's lack of empowerment, poverty ranks at number one. However, this link can be better understood once the concept of empowerment itself is clear.

According to Rowlands (1995), power is generally defined in terms of control and influence over others. Men exercise this control over men and over women, while socially, politically and economically-privileged classes dominate over the marginalised sections of the society. As per the published literature the traditional concepts of empowerment revolve around mainstreaming people in the decision-making process in political and economic spheres. However, Rowlands emphasises that empowerment is more than just improving the decision-making power, and must integrate the processes that leads people to perceive themselves as 'able' and 'entitled-to-occupy' that decision-making space.

Another author, McWhirter (1991), defines empowerment as 'the process by which people, organisations or groups who are powerless become aware of the power dynamics in their life context, develop the skills and capacity for gaining some reasonable control over their lives, exercise this control without infringing upon the rights of others, and support the empowerment of others in the community'.

According to many, 'empowerment' is also a transformative process. Karl (1995) defines it as a process of awareness and capacity building leading to greater participation of women, to greater decision-making, power and control, and to transformative action.

A great deal of emphasis has been laid on the significance of women's self-reliance and internal strength in the journey of empowerment (Moser, 1993). Keller & Mbwewe (1991) highlight that by increasing their self-reliance women can assert their independence to make choices and to control resources, which will assist them in eliminating their own subordination.

VeneKlasen and Miller (2002) define women's empowerment as a process whereby the lives of women and girls are transformed from a situation where they have limited power to one where their power is enhanced. The concept recognises three levels (vertical-bottom up) at which changes relating to empowerment can possibly take place, and reflects it as follows:

1. *Personal Level:* changes in a woman's knowledge, self-perception, agency,

Women empowerment is defined by Chambers (1993) as 'Empowerment means that people, especially poorer people, are enabled to take more control over their lives, and secure a better livelihood with ownership and control of productive assets as one key element. Decentralisation and empowerment enables local people to exploit the diverse complexities of their own conductions and to adopt to rapid changes' and Bennet (2002) as 'Empowerment is used to characterise approaches based on social mobilisation. A key element in most social mobilisation approaches is helping poor and socially excluded individuals realise the power they gain from collective action. Often social mobilisation approaches work "from below" to create voice and demand for change among diverse groups of poor and socially excluded citisens'.

understanding of her economic role, personal autonomy, self-efficacy, self-confidence etc.

2. *Relational Level:* changes in the relationships and power relations surrounding woman's immediate network both within the household and within the community

3. *Environmental Level:* the broader level changes in societal norms, culture, gender roles, prescribed roles by conservative and modern societies

2.2 CONCEPTIONS OF POWER AND EMPOWERMENT

It is imperative to understand the concept of women empowerment in the context of 'power dimensions'. There are close linkages between the two concepts. Power in sociology is defined as "the chance of a woman or a number of women to realise their own will even against the resistance of others who are participating in the action" (Hindess, 1996; Giddens, 2006; Macionis, 2004; Haralambos et al. 2004). Many research studies have been successful in clearing the confusion regarding the term and its usage. Mosedale (2005) clarifies that in many women empowerment projects terms like "better health or increased income" are used as measures for assessing empowerment. The concept can be explained through power dimensions. Since, human beings conceive power as "something we 'have' or 'lack,' something we 'use' to create a political effect on another actor" (Hayward, 1998). Such definitions seem to be quantitative in nature. For instance, these suggest that a gain of power by person A, is a loss of power for person B. This understanding is rooted in a conception of social life as competition and/or conflict-bound (Mosedale, 2005; Rowlands, 1997). Rowlands (1999) calls it 'power over' conceptualisation of power. If we look at this definition from a gender perspective, it would suggest that delivery of power to women would be loss of power for men. Perhaps, it is due to the prevalence of the conception of power in such terms that women empowerment has not been accepted wholeheartedly (Rowlands, 1997; 1999).

Datta and Kornberg (2002) state that women empowerment occurs when individual and group efforts correspond with those of agencies. Policies and programmes that states and international organisations undertake to alleviate the adversities that women face every day are well within the purview of empowerment. They

do this by enabling women to have more power over resources and decision-making. Here the meaning of empowerment is primarily focused on the meaning of power as 'power within' with 'power to' and 'power with' as subsidiaries. Furthermore, empowerment of women is taken as a process that involves shifting from a position of powerlessness towards the achievement of socio-economic and political participation.

The role of international organisations and states may be questionable from a women empowerment point of view but there is agreement among the scholars that empowerment in its simplest sense means 'enablement'. However, an average woman in a developing country may not be in a position to 'enable' herself to attain power over resources, and have a say in decision-making. Therefore, an external agent is needed (either a state's department or some other organisation) to facilitate women empowerment by creating enabling conditions (Mosedale, 2005). In a development context then, many authors have

defined empowerment as emphasis on 'power within' at the individual (micro) level and shifts to 'power to' and 'power with' at economic and political (macro) levels, a kind of dynamic duo where power is taken at individual and collective level at one and the same time (Kabeer, 1994, 1999; Moser, 1993). Literature also highlights that empowerment of women is a continuum involving change at individual level as well as change at social and political levels.

Women empowerment has also been viewed and discussed in terms of personal development and collective thinking as a group. According to Moser (1989) empowerment is "the capacity of women to increase their own self-reliance and internal strength. This is identified as the right to determine choices in life and to influence the direction of change, through the ability to gain control over material and non-material resources".

Moser's focus on self-reliance and internal strength emphasises the significance of the individual. However, Moser (1993) in

explaining her view of empowerment does recognise that economic empowerment is necessary, but not a sufficient condition, to address gender inequalities. Empowerment to her is transformation of all the structures of subordination from family to state and global levels. Her work proves that to change the structures, a sense of self-confidence and self-esteem are important players to mobilise women resourcefully. Kabeer (1999) views empowerment as "the process by which those who have been denied the ability to make strategic life choices acquire such an ability."

One of the most important requirements of empowerment is 'power within', because only then can women develop an ability to control the resources (Kabeer, 1994). Recognition of women's experiences, analysing the issues that subordinate women need to be focused to initiate and develop this power from within. Kabeer's (1994, 1999) emphasis seems to be on women's agency. Her point is simply explained by Karl (1995). She states that traditional notion of measuring participation in quantitative terms meant development for women if more women were counted to be joining women's organisations at grassroots levels, even if "they were simply passive recipients of development aid, without any voice in the design, implementation or monitoring and evaluation of project". Against such an odd measurement of women's development, the main focus of Kabeer (1994) is on women's agency in the empowerment process. In an effort to make empowerment more than just taking participation in decision-making, Kabeer emphasises the inclusion of the processes that results in women's seeing themselves as capable and confident. However, the question is how to include or initiate such processes. Kabeer (1999) recommends that the process of empowerment must involve shredding the socially constructed negative selves by developing in women a sense

of capacity and right to act. However, socially constructed self-image cannot be undone at an individual/personal level alone. Therefore, Kabeer (1994) argues that women's empowerment must also involve collective action to bring social and political empowerment.

Rowlands (1997) defines empowerment as "a process that involves some degree of personal development, but that this is not sufficient; and that it involves moving from insight to action". She views empowerment as a three-dimensional phenomenon. Empowerment at the 'personal' level means "developing a sense of self and individual confidence and capacity" (Rowlands, 1999); as 'close relationship' which means "developing the ability to negotiate and influence the nature of the relationships and decision made within it"; and empowerment at 'collective' level means 'individuals working together to achieve more extensive impact than each could have had alone". Her sequence of the empowerment process starts from 'power within'. It emphasises the individual as a focal point in the process. But it is difficult for women alone to change the gender conditioning and power structures. This calls for collective action. To develop a sense of confidence and conviction in self- initiative, women need to get organised for collective action towards their empowerment. This is what Rowlands (1997, 1999) means by 'power with' and 'power to', i.e. in collaboration with each other, women with similar interests can work 'with' each other 'to' transform social and political structures for their betterment and attain a level of control which previously did not exist. By working and achieving these three processes in the empowerment process, the 'power over' structure can be challenged and moulded for an equitable social order.

Contrary to the conventional notion of women empowerment as a bargaining process of win-lose situation, it is seen as achievable within the

existing social order without challenging and/or affecting the overall distribution of power. Empowerment processes initiated would translate into benefits for all not just a few, and the empowered would become agents of development by becoming self-reliant (Craig and Mayo, 1995).

The need for political empowerment of women becomes more significant in a development context where 'power within' cannot be much beneficial until women are not strong and empowered from political point of view. Friedmann (1992) conceived power in three forms: social power, political power and psychological power. The psychological power or individual's power results from developments in social and

political power. Social power is meant to include skills and knowledge that at household level enhances production as well as provides bases for political power. Political power in turn is understood as a mechanism to influence policies that determine micro and macro structures and process. According to Friedmann (1992) political power could be influenced from collective action. His notion of psychological power is similar to Kabeer's (1999) and Rowlands' (1997, 1999) conception of 'power within' and hence, it would include individual attributes of self-reliance and self-esteem. Friedmann (1992) promotes the strategy of collective social power that can influence political power in the form of influencing social policies. Once the political

process of policymaking and legal structures are influenced it would translate into personal empowerment or (in Friedmann's terminology) psychological power.

Many research studies define women's empowerment as a continuous process, which entails the initiatives for change at grassroots or individual level through the realisation of 'power within', which triggers women's ability to 'power to' through sharing and learning from each other. This 'power with' in the form of organisation gives women the strength to challenge and change their individual and collective lives for the better. Unless women have knowledge about the issues that are central in their lives, and unless they get to know reflectively the whats and whys of their daily lives, the discovery of political platform would be worthless. This also seems justifiable, keeping in mind the fact that neither men nor women share uniformity in their lives and experiences. Both power 'within' and political power strengthens and compliments each other for sustainable development and empowerment of women.

The most important aspect that contributes to women's socio-economic and political empowerment at the personal level is 'power within' and 'power to'. According to the published literature, empowerment is the process by which women individually (Datta and Kornberg, 2002) and collectively (Schulz et al., 1993) gain greater 'power over' their own lives, both within and outside of their home, and their power to bring about transformations in the gender inequality spheres. This then improves the social, economic and political structures surrounding them at relational and societal level. When changes are mobilised from within rather than from outside, women sense a greater empowerment

and acceptance of others as equal individuals (Rowlands, 1997). The international research also acknowledges the 'external actors' and 'enablers' that nurture this power within to empower women in real sense. "Power can be gained, nurtured and sharpened and those processes that are aimed at acquiring power pave way to women empowerment[2]" (Nikkhah et al., 2011).

2.3 EMPOWERMENT AS A TRANSFORMATIVE PROCESS AND ITS LINKAGES WITH HUMAN DEVELOPMENT

Since empowerment can overall be defined as all those processes where women take control and ownership of their lives, this 'control' and 'ownership' requires spectrum of opportunities to choose among. Thus, through this understanding of the concept, empowerment overlaps with the concept of human development, which itself is "a process of enlarging people's choices". Although both concepts describe processes, but human development implies to enlarge spectrum of choices while empowerment is the process of acquiring the ability to choose from these choices. The difference can be visualised by a model of

FIGURE 3

Visualisation of the different spaces for women's activity and agency

ULTIMATE (1)

OBJECTIVE (2)
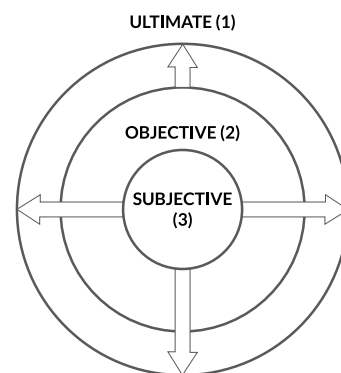
SUBJECTIVE (3)

2.   Nikkhah, Hedayat Allah, Marof Redzuan, and Asnarulkhadi Abu-Samah. "Development of 'Power within' among the Women: A Road to Empowerment." *Asian Social Science* 8.1 (2011): 39.

the subjective and objective activity space i.e. the space surrounding women, available for taking ownership of one's life.

This space for women's activity and agency is limited by a number of factors - women's own ideas of what is possible for them to do; laws regulating what is legal or illegal for women to do; and societal norms for what women should and should not do. The subjective space (3) delimits women's activity by their own ideas of what is possible for them to do, the internalised views of what one as a woman is able/unable to do and is determined by societal norms, attitudes, past experiences etc. The objective limits (2) to women's activity are the laws and norms regulating what is legal and possible/ acceptable for women to do and not to do e.g. ownership laws, inheritance laws, political rights, access to the labour market etc. The outer circle (1) constitutes the "ultimate" limit to women's activity space. Where human development will enlarge the objective limits for women's activity, empowerment processes leads to the expansion of both subjective and objective activity space as women act to change the laws and norms. While human development does not determine any particular agent of change, it lies at the heart of the concept of empowerment that it cannot be given to someone by somebody else (Kabeer, 2000; Kvinnoforum, 2001).

Empowerment processes can be facilitated by outsiders but must be driven by women themselves. As such, it is also an approach to societal change that treats women as agents of change and constitutes a bottom-up perspective where women themselves identify the problem to be solved, how to solve it and act accordingly. If poverty reduction initiatives are to have a transformative impact in the long run, they must enable women to take ownership of the process itself. A development initiative can provide resources such as land or micro credits

to women in a community, but unless women are empowered the gendered power relations at individual, household and community level may restrain women's abilities to maximise their use of the outcomes of the initiative. For example, an increase in women's personal assets through a micro credit scheme may result in the partner/ husband feeling challenged in his role as provider for the family and attempt to control these resources.

2.4 WOMEN EMPOWERMENT AND POVERTY ALLEVIATION LINKAGES

The literature suggests many linkages between poverty eradication and women's disempowerment as seen by Mayoux (2000). The linkages may be direct as in the case when the exclusion of women from decision-making structures result in women's needs being ignored or resources being unequally distributed. In another instance, oppressive behaviour towards women and low status of women living in patriarchal societies deprive women from claiming basic human rights such as decent standard of living, freedom, dignity and self-respect.

The literature also highlights the significance of poverty reduction initiatives in empowering women. Studies have proved that poverty reduction initiatives that address basic needs and issues of infrastructure facilitate women's empowerment. For instance, safe water provision closer to home reduces the time required to carry out household chores, which usually women are tasked to fulfil, and leaves them time to participate in income-generating activities, and for girls to go to school. Many studies suggests that poverty alleviation initiatives will have no impact on women empowerment if not coupled with addressing the value systems that forbid women to take part in activities outside their

WOMEN'S EMPOWERMENT *is a critical aspect of achieving gender equality. It includes increasing a woman's sense of self-worth, her decision-making power, her access to opportunities and resources, her power and control over her own life inside and outside the home, and her ability to effect change*[4]

homes or for girls to go to school.

Zulfiqar (2010) states that women empowerment can be achieved through a number of interventions that improves access to educational opportunities, participation in the political process, provision of economic opportunities and micro-credit programmes.

Mayoux (2000) argues that empowerment depends on how women perceive empowerment in their lives. There can be different forms of empowerment required by women according to their needs and demands. She presents three types of empowerment: economic empowerment, increased well-being and political empowerment. Poverty alleviation is linked with economic empowerment. It is only one type of empowerment and the first step towards women empowerment is to let women decide the kind of power or empowerment they want for themselves. Without understanding women's own perspective on empowerment, it is not possible to have meaningful interventions for improving their status.

Women empowerment has been a major theme in Pakistan's national development agenda. Both civilian and military forms of government in Pakistan have tried to increase the socio-economic status of women through various approaches adopted in their respective terms. Currently, although the status of women in

Pakistan varies across economic, social, rural-urban and religious-ethnic divides, gender inequality remains high and intense in almost every sector of public as well as private life. Domestic violence, gender discrimination, lack of access to education, healthcare facilities and career opportunities are a few manifestations of the social subjugation of women in the society (Khan, 2016).

With the Sustainable Developmental Goals (SDGs), the international community has joined hands with the developing countries to empower women. Achieve gender equality and empower all women and girls[3].

Although there is evidence that women's access to economic participation does play a role to enhance their empowerment, there are other factors also to be considered in the context of Pakistan. Non-economic factors like socio-cultural conditions, misunderstood religious interpretation and political situation of the country does have significant influence to enhance or restrict women empowerment (Khan, S. 2016).

Zulfiqar (2010) argues that for working women, in most developing nations, the nature of work and its social dynamics does not shift the balance of power in their favour. It does not improve their status in relation to men. These concepts have different meanings and interpretations for

3. https://sustainabledevelopment.un.org/sdg5

4. http://www.un.org/popin/unfpa/taskforce/guide/iatfwemp.gdl.html

individuals. Women's participation in economic activities can lead to a decrease in incidents of domestic violence and/or can increase their access to information and mobility but at the same time, it can also mean the exploitation of their labour by men who assert and enjoy complete control over women's earnings. Numerous examples are available all over the world, where men are seen to be involved in physical, mental or psychological violence against women for controlling their income or not allowing them to spend their money according to their own choice. Even the types of exploitation women have to face at the workplace are multiple. Women have to face a number of issues like low and differential wage rates, long and odd working hours, tough working conditions, health and environmental risks and sexual harassment. These issues seem to exploit women through visible and invisible means. Under such circumstances it seems that the link between economic participation and women empowerment is a complex one. What is important, however, is women's own vision and views about empowerment. However, the situation is not as discouraging.

Women's participation in economic activities has considerably improved and changes are occurring in the gendered division of labour. Although the pace of change is slow, a number of factors are responsible for this improvement like education, rural-urban migration, declining family size, globalisation and technological advancement. The factors responsible for female participation in the formal economy have been many including commercialisation of agriculture

sectors, landlessness, recession, increased cost of living, lack of state provided social and health care services and personal economic security. Globalisation has also transformed the way both men and women experience their lives. The increased economic and social restructuring of the world has also had strong effect on gendered subjectivities, roles and responsibilities. Now women have a wide range of economic opportunities even in professions which were traditionally considered male dominated like pilots, scientists, economists and politicians etc. Factors like access to information and independent media have played a great role in bringing about social change around the world. Gender equality and women empowerment have to make men and women equal partners with equal powers.

The literature also indicates that the exercise of conceptualising or defining empowerment is crucial for purposes of monitoring and evaluation when empowerment of women is used as a means to contribute towards poverty eradication. If, to quote the aide mémoire (UNDP, 1997), "the success of anti-poverty policies and programmes depend on the extent to which these policies and programmes empower people living in poverty in general and women in particular", then empowerment itself must also be measured. Unless empowerment levels are measured it be between will and impossible to say anything about the correlation between women's empowerment and poverty reduction or to determine if the methods employed actually succeed in empowering women.

3

METHODOLOGY

3.1 THEORETICAL FRAMEWORKS ON WOMEN EMPOWERMENT

This section outlines the framework used for the baseline assessment and deepening of the understanding of women empowerment under the SUCCESS programme interventions. Given that women empowerment is a multidimensional concept, it requires exploration at multiple tiers. International women empowerment frameworks, published journals, articles and guidelines have been assessed to evolve a relevant and suitable women empowerment framework that fits well to the SUCCESS programme interventions and poverty reduction.

Secondary literature helped in designing a customised women empowerment framework from published work by academic authors and multilaterals, project IEC material, especially Program Implementation Manual (PIM), Community Awareness Toolkit (CAT), Programme Annual Reports, published case studies, UCPRB reports, RSPN news briefs and project briefs. The findings and attributes in the discussion sessions were also linked with high impact journals to validate and explain the interlinkages between multiple indicators.

Figure 4 outlines the basic frameworks studied and utilised for conceptual guidance and insight into the women empowerment dynamics[5].

FIGURE 4

Guidelines and frameworks referred to in developing a customised framework for SUCCESS

ICRW	THE WOMEN EMPOWERMENT IMPACT EVALUATION FRAMEWORK
OXFAM	GUIDE ON MEASURING WOMEN EMPOWERMENT
THE WORLD BANK	LEARNING PRODUCT FROM WOMEN EMPOWERMENT IN RURAL COMMUNITY DRIVEN DEVELOPMENT
OPHI	WORKING PAPER AGENCY & EMPOWERMENT: A PROPOSAL FOR INTERNATIONALLY COMPARABLE INDICATORS

3.2 SPECIFIC FRAMEWORK FOR THIS STUDY

To understand the complexity of the SUCCESS programme interventions revolving around the RSP's three-tiered approach of social mobilisation and assessing the induced impacts on the women's socio-economic and political empowerment, few theories and concepts have been utilised towards creating a tailored-to-SUCCESS women's empowerment framework for this study. The concepts by VeneKlasen and Miller (2002) and the power dynamic theory by Rowlands (1997) form the base of the SUCCESS customised impact evaluation framework for assessing women's empowerment.

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5. The referred frameworks and studies are enlisted below.

    I.   The women empowerment impact evaluation framework from International Centre for Research on Women (ICRW) by Anne Marie Golla, Anju Malhotra, Priya Nanda, and Rekha Mehra, 2005.

    II.   OXFAM's guide on measuring women empowerment

    III. Learning product from WBG's women empowerment in rural community driven development.

    IV.   Oxford Policy and Human Development Initiative (OPHI) working paper Agency & Empowerment: A proposal for internationally comparable indicators has done a review of the available literature on measuring empowerment , 2007

    V.   A framework for assessing empowerment by IARC Administrator, Institute for Development Policy and Management, 2003

    VI.   Measuring theory of change by Picard, M. and Gillingham, S. (2012) Women's Empowerment Impact Measurement Initiative Guidance

    VII. Measuring Empowerment in Practice, World Bank Policy Research Paper, 2005

FIGURE 5

Three levels of change to monitor and evaluate women empowerment
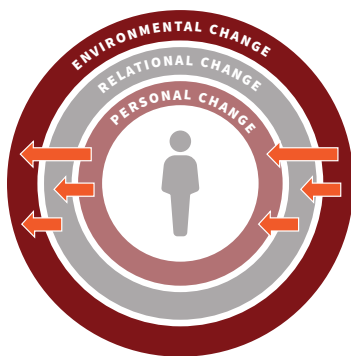
PERSONAL CHANGE

RELATIONAL CHANGE

ENVIRONMENTAL CHANGE

VeneKlasen and Miller (2002) define women's empowerment as a process whereby the lives of women and girls are transformed from a situation where they have limited power to one where their power is enhanced. This concept recognises three levels (vertical-bottom up) at which changes relating to empowerment can possibly take place, and reflects it as follows (also illustrated in Figure 5):

1. **Personal**
2. **Relational**
3. **Environmental**

The changes at the *personal* level take place within the immediate surroundings around the woman. This includes changes in her knowledge, self-perception, agency, understanding of her economic role, personal autonomy, self-efficacy, self-confidence, her opinions on economic role; gender, property and mobility rights; recognition of care, access to finance, personal capacity (applied knowledge) and skills.

Changes at the *relational* level take place in the relationships and power relations surrounding woman's immediate network both within the household and within the community. Changes at the relational level associate with social capital, participation in community institutions, relations with spouse, husband, father, mother, mother-in-law and their support to women's rights and pursing of her career, leaders/influencers motivational interjections, market outreach, political interactions and participation in community decision making process.

Finally, the broader level changes are defined as the *environmental* level interactions. These can be informal changes, such as in societal norms, culture, gender roles, prescribed roles by conservative and modern societies are also looked at in this tier. At this level, the general socio-cultural barriers that impede the women's socio-economic participation could be well defined and reflected. The restricted mobility, stereotypes, access to legal rights, democratic participation, influencing public institutions for demand delivery, advocating for women rights are few of a broader category area that are considered when studying the societal level evolutions.

The 'empowerment pathways' promoted by SUCCESS were tracked

by grouping the results from six districts at three distinctive levels:

- At the *Micro-Level (Personal Level)*, an individuals' confidence, aspirations, perceptions, assertiveness, efficacy, beliefs as well as actions influenced by the programme were reviewed. At this level, personal empowerment was observed for social, economic (business) and political dimensions. The micro level develops inferences from the discussions with the women working at settlement level (members of CO's), and provides an insight into the household changes inspired by SUCCESS.

- At the *Meso-level (Relational/Community Level)*, the SUCCESS-induced alterations in beliefs, attitudes as well as actions that transformed the relations were recorded, and the relational empowerment was observed across the social, economic (business) and political dimensions. The meso level develops inferences from the community members engaged in SUCCESS activities at the village level (members of VOs, who are leaders of their COs), to obtain an insight into relational changes at the village level with households, community and public representatives.

- At the *Macro-level (Environmental/ Society Level)*, empowerment impacts at the broader societal context were noted. This specifically covers the changes in prescribed roles, and changes both at personal and relational levels at large. The macro level inferences were drawn from the discussions with the LSO members, who are VO leaders, JDC's members (presidents of LSOs), activists (LSO presidents) and members that have attended the first few meetings at the Local Support Organisation Network (LSO presidents).

The SUCCESS programme aims at uplifting the socio-economic situation of impoverished and vulnerable women in the localities of rural Sindh in Pakistan. Its community mobilisation process is central to promoting community driven local development, and organising the households in the targeted districts into a network of community institutions. The marginalised, vulnerable are then mainstreamed in the development process through targeted interventions on micro health insurance, loans, grants, technical and vocational skills and infrastructural schemes. Lastly, the programme facilitates a link between the public service providers and community institutions, so that the community's articulated demand for public goods and services can be effectively met. Thus, in SUCCESS women empowerment is both a '*process*' and an '*outcome*'.

FIGURE 6

Customised framework for SUCCESS interventions – Integrating Rowland (1997) power theory and women empowerment framework by VeneKlasen and Miller (2002)
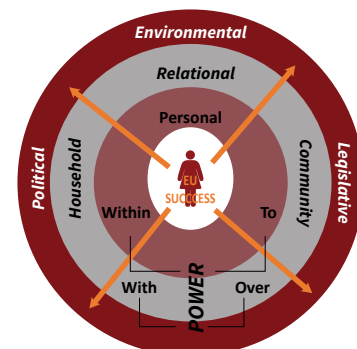
For an in-depth and detailed understanding of the approach, processes, interventions, and procedures towards empowerment, especially understanding the alteration in the power dynamics of ' SUCCESS beneficiary' (that how the SUCCESS woman benefitted from the programme and how targeted interventions contributed to her socio-economic and political empowerment), it was also necessary and appropriate to adopt a cross-sectional/horizontal approach to in-depth-empowerment apprehensions with the standpoint of individual's empowerment induced from SUCCESS. The concepts from Rowlands' (1997) power dynamics theory with four dimensions mentioned below were also made part of the customised women empowerment framework:

1. **Power within**
2. **Power to**
3. **Power with**
4. **Power over**

Rowlands' renowned power theory defines *power within* as individual's personal characteristics, constituting psychological strength, self-confidence, self-esteem, self-efficacy etc. More specifically, power within is described by aspects referring to how a woman perceives herself and other women in society; while *power to* refers to individual agency, meaning the capability to decide actions and carry them out. *Power with* recognises that empowerment is a collective process, which requires the support and interaction of peers and organisations. Finally, *power over* assesses the strength of the strong over the weak, measuring power relationships between a woman and other individuals in the household or community where she lives. Power over looks at women's ability to influence and

participate in the political forums and dialogues. Power over also relates to women's control and command on time, mobility decisions, control in markets, ability to advocate and influence for changes at political level. *Power within* and *power to* both relates to changes taking place at personal level, and power with and power over are changes taking place at relational level. Both Rowland's power dynamics and VeneKlasen's empowerment tiers have been creatively utilised in proposing a customised framework to define the empowerment pathways for SUCCESS interventions.

In support to the above framework, Lombardini et al (2017) proves inter-linkages of various empowerment frameworks and could support in explaining the bi-directional empowerment theory of change. The positive trends and improvements at the personal level (personal changes) can impact and influence the way women deal or operate with her immediate family, community members or political entities (relational change). The multitude of the personal level changes and improvement in the power relations (relational changes) is anticipated to generate changes in the broader environment, transforming societal norms and gender perceptions etc. This process is also bi-directional, changes in broader society (environmental change) especially cultural norms influence the way women interact with their community (relational change) and shape their gender perceptions and economic roles within the society (personal change).[6]

The study also aims to map the empowerment concepts as perceived by the programme beneficiaries. Additionally, the study also explores what has been the supportive role of SUCCESS

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6. *Lombardini, S., Bowman, K. and Garwood, R., 2017. A 'how to 'guide to measuring women's empowerment: Sharing experience from Oxfam's impact evaluations.*

in getting the women recognition, the power to influence decisions at political forums, and advocate for women and community rights.

3.3   OPERATIONALISATION OF THE FRAMEWORK AND DESIGN

As SUCCESS is a women empowerment programme, where empowerment is an outcome and a process, to better track changes for all interventions, we have grouped the project interventions in three distinctive categories:

1. The immediate social, economic and political empowerment as a result of establishing the community institutions at the community level, village level and Union Council level. This component is treated separately to capture success stories around self-help initiatives, to understand programme benefits for all community members being part of the community institutions despite their poverty scorecard, entitlement of specific intervention. For this segment to understand SUCCESS's empowerment process, and track the empowerment pathways at the personal level, the first tier of social mobilisation, Community Organisation (CO) was examined thoroughly. As the CO has representation from all households in a close geographical proximity, with 10-25 members at the neighbourhood or Muhallah level. The members of CO were the most appropriate respondents to examine power within and power to dynamics, power with and power over relations to the household and immediate community members. Also, as the CO members were anticipated to have less exposure than Village Organisation (VO) and Local Support Organisation (LSO), it was interesting to see the SUCCESS-induced socio-economic changes at the grassroots level. Instead of the individualistic approach, initiating with the CO was preferable, as the members live in close geographical proximity

and have challenges and opportunities of similar nature. It was anticipated that the relational aspects (power with and power over) between intra-community members and households (immediate family) would have less diversity and flavour at CO level, compared to the VO tier. Hence the relational aspects were explored more deeply at the VO and LSO levels to determine nuances and trends that may emerge due to geographical proximity, diversity, different skill set of respondents and village development initiatives.

Lastly the environmental and broader level implications associated to perceptions of gender roles and issues, political interactions, developmental challenges, opportunities, relations with political and public representatives were assessed through a deeper engagement with the LSOs. It was expected that the power over, power with, power within and power elements would have a more unique and distinctive trend at this tier, as the respondents as per the RSP's social mobilisation model, were the senior leadership of the federating village organisations. A possible limitation of this approach, is the anticipation that close proximity and intertwined communities are often influenced by similar creed, caste, sects, religion, customs and normative practices. See study limitations.

2. The social, economic and political empowerment as a result of specific targeted interventions for a certain group of individuals falling with in the specific poverty score card (0-23). These were treated as a separate entity, as the benefits were extended to a limited number of individuals and the resulting empowerment was altogether different across the marginalised groups. This part specifically covers the five highly specialised and targeted interventions; Community Investment Fund (CIF), Income Generating Grants (IGG),

Community Physical Infrastructure (CPI), Technical and Vocational Skills Training (TVST), and Micro Health Insurance (MHI).

3. The increased political visibility and interaction of the SUCCESS-created-leaders (mainly presidents, managers, general secretaries, from grassroots to top level) that are now part of its top tier community institution (Local Support Organisation) with the public and political entities. This part covers the key interventions like setting up Joint Development Committees at Taluka level, activists workshops, exposure visits and other interaction with stakeholders/ outside world for the rural women in Sindh. Once again, the empowerment for these interventions was unique in terms of its extent and was recorded under a separate section by looking at the key political empowerment indicators.

The major aspects of empowerment under this study are:

1 **Social**

2 **Economic**

3 **Politico-legal.**

They are qualitatively assessed through indicators and characteristics, which are assessed at three distinct levels; household (personal), relational (community) and societal (broader) across all hierarchal community institutions of SUCCESS. For challenges and opportunity assessment; prime indicators of 'willingness, eagerness and aspirations to entry', ' challenges on entry' and 'supporting elements' were also few traits that were applied to six the sampled districts to understand the challenges faced by rural women in joining SUCCESS and opportunities provided to improve their socio-economic status and political participation.

FIGURE 7

Major aspects of empowerment

STUDY COMPONENT	SOCIAL EMPOWERMENT	ECONOMIC EMPOWERMENT	POLITICAL EMPOWERMENT
STUDY INDICATORS	Autonomy Leadership Self Confidence Self Expression Gender Roles Attitude Shifts Decision Making Behavioral Changes	Income Business Practices Consumption Patterns Prosperity Work Environment	Accessibility Information Communication Vertical Accountability Recognition Representation Participation

The following matrix summarises the power dimensions across indicators with specialised characteristics at three distinctive levels which was used to develop research questionnaires for investigating empowerment at the CO, VO and LSO level.

Level	Dimensions	Indicators	Characteristics and Features
Personal level changes	Power within	Self-esteem	Do you believe in yourself? Do you give yourself the deserve credit? Do you take pride in your organisation and its members? Were there instances when you celebrated/praised your team before others?
		Self-confidence / self-efficacy	How good are you in dealing with the unexpected events? How do you deal with the prospective situations? Were there instances when you solved a problem for yourself or your organisation?
		Articulateness / confidence	Are you confident enough to speak to local authorities? Do you share your problems with your colleagues at CO or neighbours to seek help? Are you confident that teaming up and working under shared vision for collective goals will change the fate of the villagers? What are some personal aspirations for growth and future trajectories?
		Personal autonomy	Do you have any mobility restrictions? Do you have power to freely use media, phone or technology? Do you think the leadership trainings have changed the autonomy dynamics for you or your friends?
	Power to	Individual capacity (application of knowledge)	Are there instances when you applied your knowledge to crisis management, conflict resolution, project management, business, marketing etc.
		Knowledge/ access to information	How well is your knowledge in cross cutting issues and themes? What did you learn from the SUCCESS vocational and technical skills programme? Was the training useful? Do you apply management, leadership, activism, skills in your organisation? Are you informed on the justice system?
		Income	Are you engaged in income generating activities? How many hours do you work with your CI? Do you have access to credit savings? Financial services? What are the constraints? What are their specific needs? (Investment and cash flow needs/social pressure to pay school fees and food items)? Are there any financial products available? How is SUCCESS benefiting these women tackle the financial issues? What are the income levels? Revenue earing and profit, savings as a result of self-help initiatives or SUCCESS programmes. Do you have safe place to save? How did your community institution help you in income generation, business or savings or vice versa?

Level	Dimensions	Indicators	Characteristics and Features
Relational level changes	Power with	Social capital	How powerful is your community network? Do you reach out to your network for help? How well connected are you? Does your community trust you? Is your CI helping you to understand social and political rights? Would you like to share success stories, opportunities of collaboration via your social network? What were some achievements and some failures?
		Participation in community groups	How active are you with your CI? How frequently do you visit your communal meetings? How do you contribute to your CI? Are there any impediments to your participation in your CI? How has SUCCESS helped you in understanding the power of networks?
		Level of support provided by groups own initiatives	Did the leadership, management and other training opportunities enhance your skills? What were some instances when you contributed to your community organisation? Are you thinking of doing joint ventures with your group members? Is your CI extending you any technical, financial or moral support for your income generating activities?
	Power over	Political participation	
		Attitude and beliefs of people around these women/men's support to women's rights	What are the attitudes of close relations (father, husband, brothers, sons, mother –in-laws, other female relatives) towards women working for poor and over all community development?
		Attitude and beliefs of community leaders to support women's access to courts	Do you know where to go and what to do in case of violence? What is your opinion about gender roles, gender rights and women's economic participation? How do you perceive the power within the household, the right to property, freedom of movement and recognition of care?
		Degree of influence in governing the community institutions	Do you take part in meetings? Do you have the right to vote and voice your needs?
		Participation in public events	Do you have the right to access social and financial benefits offered by SUCCESS? Would you like to brief us on the election process of your institution? Do you and your colleagues get the opportunity to be elected to governing bodies? List a few decisions where you were able to influence or were a change maker. Do you have autonomy related to GBV?
		Involvement in the household decisions	
		Control over household assets	
		Contribution to income	
		Power in markets	
		Control over time	
		Care responsibilities (ability to reduce time to CR, redistribution of burden of CR, time for networking, socialising)	Did the programme positively contribute in breaking the stereotypes, glass ceiling and addressing other socio-cultural barriers? How does your community perceive your engagement with the SUCCESS interventions? Could you brief us on few external factors i.e. accessibility, availability, affordability, continuity, mobility (and if there are any other priorities that need immediate attention) aspects that positively, negatively, directly and indirectly impact your engagement with the programme.
Environment/ Society Level Changes		Accessibility of legal services	
		Safety of movement outside the home	How effective were the SUCCESS interventions in reinforcing hierarchical and social patterns, the patriarchal structures, norms and values?
		Stereotypes	
		Ability to influence at political level	How effective were the success contributions to create linkages between policy makers, regulators, line departments and other public service delivery departments? Would you like to comment on the recognition of your community institutions at the political end?
		Advocate change for other women	
		Quality of legal services	

3.4 RESEARCH TOOLS

The techniques and tools used in this assessment include Focus Group Discussions (FGDs), Key Informant Interviews (KIIs), and In-Depth Interviews (IDIs). The qualitative research methods included narrative, observations, grounded theory, case studies and Ethnography. More details are listed below:

1. Community institutions triggered socio-economic and political empowerment

Through group discussions and observations, this component helped in understanding the community driven development processes underlying SUCCESS for poverty eradication and in establishing linkages with women's socio-economic empowerment at personal, household and community level.

2. Auxiliary interventions induced empowerment in poor and marginalised community members

Through In-depth interviews, this component was aimed at unveiling the implications of the health insurance, grants, loans, skill building trainings, community infrastructure schemes for sustenance and sustainable income generation. The specific interventions are Community Investment Fund (CIF), Income Generation Grants (IGG), Community Physical Infrastructure (CPI), Technical and Vocational Skills Trainings (TVST), Micro Health Insurance (MHI).

3. Community institution induced political participation and political empowerment

Through group discussions, key informant interviews (Activists and Joint Development Committee member) and case study approach in defining the results. This component enabled us in analysing the impact of newly formulated community institutions on access to services, governance processes, citizen-state relations, government engagement and responsiveness, as well as on the confidence, skills and capabilities of poor women to engage with service delivery issues.

4. Challenges and opportunities assessment

Through key informant interviewing of project staff, social organisers, unit in charge, training officers, community resource person, LSO presidents, community book keeper.

5. Empowerment dynamics in a non-intervened village

Through ethnographic observations and study using the following tools: transit walk, seasonal calendar, interviews and group discussions.

Given the complex nature of the indicators and their interrelatedness, to develop a comprehensive tool, it was crucial to understand the levels and tiers of interventions. The assessment tool targets the various aspects of the interventions and inculcates the specialised themes in the tool design for all components (1-5). The beneficiaries and the supporting staff are all catered for in the tool design to provide a broader coverage and insights. To evaluate the various study components, it was mandatory to conduct multiple level field observations through primary data collection tools.

The following figure summarises the overall research design with various inputs, techniques, tools and outputs of the study. Each thematic area is corresponded through a set of specialised tools and techniques resulting in the collective outputs of the assessment.

FIGURE 8

The overall approach and methodology for the women empowerment study
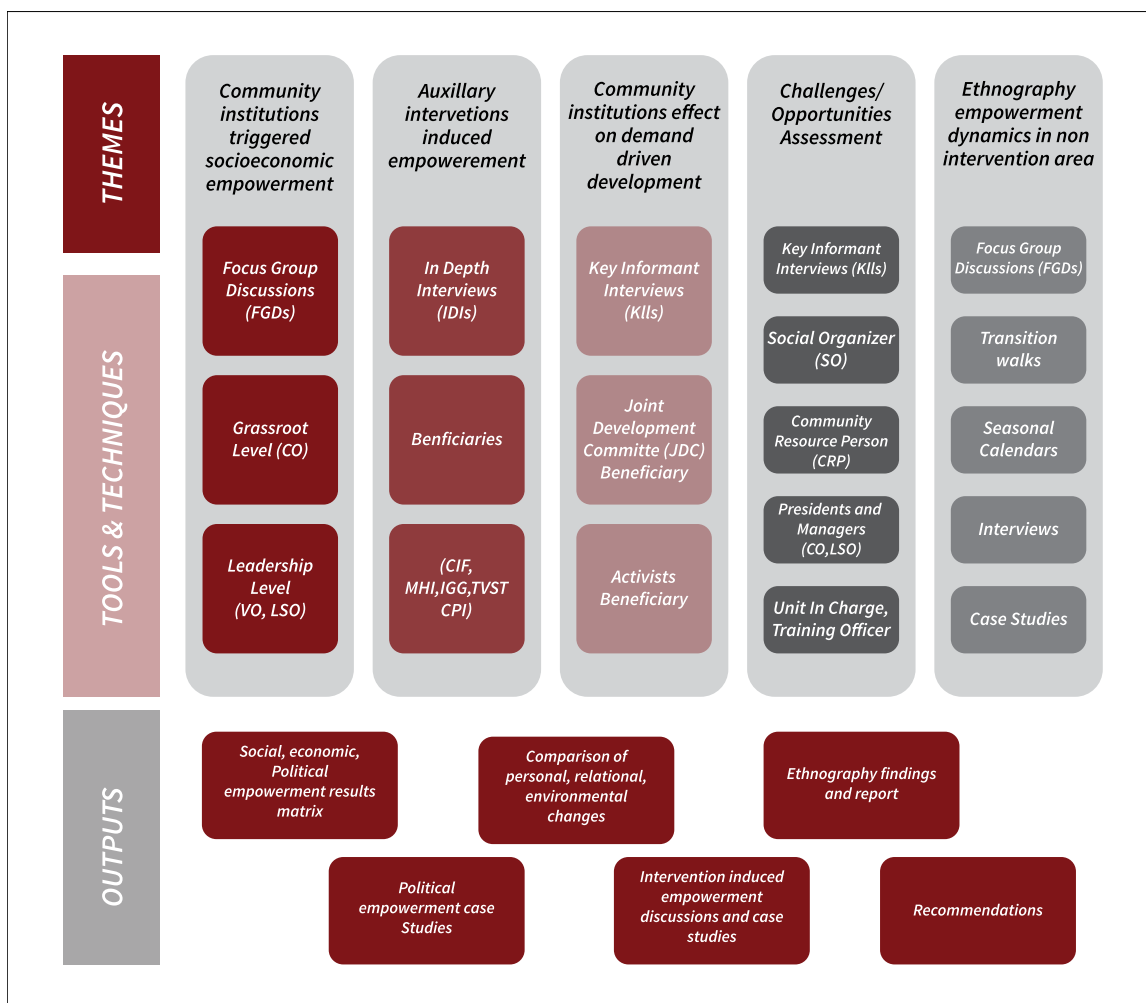
3.5 SAMPLING METHODOLOGY

The study covers six out of eight districts, two per the implementing partnering organisations of RSPN:

1. Jamshoro and Dadu, managed by the Thardeep Rural Development Programme (TRDP)
2. Sujawal and Tando Allahyar, managed by the National Rural Support Programme (NRSP)
3. Kambar-Shahdadkot and Larkana, managed by Sindh Rural Support Organisation (SRSO)

FIGURE 9

Map of the study districts
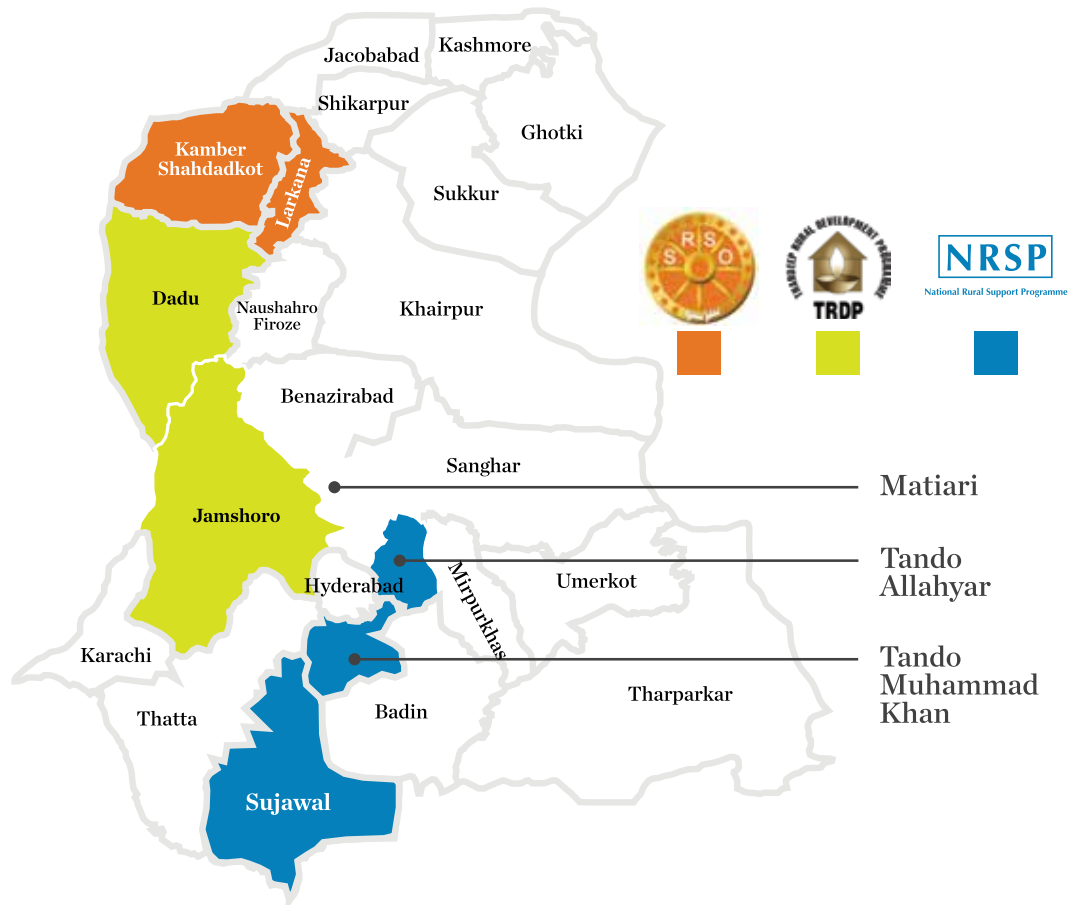
The respondents were categorised in the following two categories:

- The direct beneficiaries: The women who directly benefitted from or were empowered by the programme

- The stakeholders/informed sources: The RSP's staff and representatives working with the programme implementation at all three levels of community institutions, Government of Sindh employees in relevant departments, community leaders and influencers. This was to study the environment that surrounds and influences the decisions made by our key research participants

The study used multi-staged random sampling for the selection of FGD beneficiaries for conducting the field observations as following:

FIGURE 10

Multi stage sampling technique for the assessment
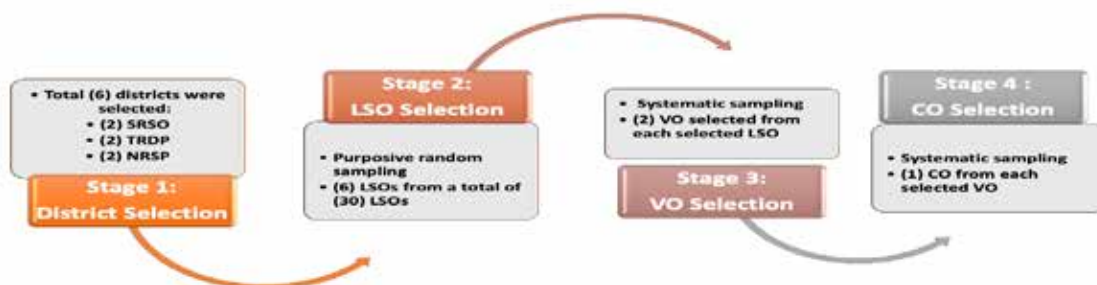
Stage 1:

Six districts were selected, two per RSP. As TRDP and SRSO are administrating two districts each, both were selected for the study. For NRSP, two out of four were selected based on the distinct geography and different socio-economic landscapes. The District Sujawal (previously part of Thatta that is the most disaster-prone district) and Tando Allahyar (previously part of Hyderabad District) were selected to cover the entire SUCCESS boundary and to provide a holistic approach as shown in Figure 9 and 10.

Stage 2:

Through purposive sampling, six LSOs from the six selected districts were picked at random from the IMI list that has a total sample of 30 LSOs. The list of the selected LSOs are summarised in the following table.

LSO samples for FGDs				
RSPN	**District**	**Tehsil**	**Union Council**	**LSO Name**
TRDP	Dadu	Dadu	Mian Yar Muhamad Kalhoro	Awam Jo Awaz
TRDP	Jamshoro	Sehwan	Wahur	Bakh
SRSO	Kambar- Shahdadkot	Warah	Khandu	Khushhali
SRSO	Larkana	Dokri	Tatri	Laat
NRSP	Tando Allahyar	Chambar	Jarki	Jarki
NRSP	Sujawal	Shah Bunder	Chuhar Jamali	Chuhar Jamali

Stage 3:

Through systematic sampling after the selection of LSOs. Further, two VOs at random from the sampled LSO were picked. Out of those two VOs per LSO, those with the highest number of federating COs were finalised as summarised in the following table.

LSO Name	District	Tehsil	Union Council	Revenue Village	Settlement	VO Name
Awam Jo Awaz	Dadu	Dadu	Mian Yar Muhamad Kalhoro	Deh Phaka	Phaka	Mian Yar Muhammad
Bakh	Jamshoro	Sehwan	Wahur	Wahur	Absari Panhwar	Kamiyabi
Khushhali	Kambar-Shahdadkot	Warah	Khandu	Khandu	Shabrani	Khair Muhammad Shabrani
Laat	Larkana	Dokri	Tatri	Khairo Jhatial	Aalmani	Aalmani
Jarki	Tando Allahyar	Chambar	Jarki	Jarki	Darya Khan Solangi	Jarki 4
Chuhar Jamali	Sujawal	Shah Bunder	Chuhar Jamali	Dootri	Muhamad Arif Rind	Dootri

Stage 4:

Lastly, one CO was selected at random from the same VO through systematic sampling in order to understand and analyse the link between all these tiers as shown in the following table.

Sampled COs from Selected VOs							
District	Tehsil	Union Council	RV	Settlement	LSO	VO Name	CO Name
Dadu	Dadu	Mian Yar Muhamad Kalhoro	Deh Phaka	Phaka	Awam Jo Awaz	Mian Yar Muhammad	Aamun Zindabad
Jamshoro	Sehwan	Wahur	Wahur	Absari Panhwar	Bakh	Kamiyabi	Mairam
Kambar-Shahdadkot	Warah	Khandu	Khandu	Shabrani	Khushhali	Khair Muhammad Shabrani	Fazul Stop 2
Larkana	Dokri	No. 40 Tatri	Khairo Jhatial	Aalmani	Laat	Aalmani	Amir Khan
Tando Allahyar	Chambar	Jarki	Jarki	Darya Khan Solangi	Jarki	Jarki 4	Nida
Sujawal	Shah Bunder	Chuhar Jamali	Dootri	Muhamad Arif Rind	Chuhar Jamali	Dootri	Ali Akbar Khaskheli

For component 1, 18 FGDs were conducted across 6 districts, with 3 FGDs in each district at LSO, VO and CO levels. Each FGD consisted of 8 members and hence it was possible to capture the views of as many as 144 beneficiaries through the FGDs alone. The sample selection was done from the sample of Institutional Maturity Index list provided by the RSPN. A list comprising of 30 LSOs, 61 VOs and 124 COs. The number of respondents per FGD were kept strictly to 8 per group, a respondent from the same district was only allowed to participate in one session to avoid repetition of the results and to capture diversity in views. Respondents were given the respondents card with an assigned number, there demographics data was collected and confidentiality agreement was signed. Using this technique, we tried to minimise the research bias in sampling. We did not ask RSPs to provide us the IMI numbers for the selected CIs to avoid pre-conceived or prior-to-field-work judgmental views and were able to capture the views of diverse audience from different CIs.

For component 2, there were total 30 In-Depth Interviews (IDIs), 5 per district, broken down in 6 districts with respect to 5 key interventions; CIF, IGG, TVST, MHI and CPI. For component 3, there were total 10 Key Informant Interviews (KII) with the members of Joint Development Committee at the Taluka level, activists who have attended activists workshops, LSO presidents who went on learning exchange and exposure visits.

For component 4, there were total 14 KIIs done with the project staff; social organisers (3, Larkana, Sujawal, Kambar-Shahdadkot), training officers/unit in charge/capacity building officers/programme coordinators (6, Dadu, Larkana, Kambar-Shahdadkot , Sujawal, Tando Allahyar, Jamshoro), Community Resource Person (3, Sujawal, Dadu, Larkana), Community Book Keeper (1, Jamshoro) and spouse of LSO member (1, Jamshoro).

The research study involved 198 respondents and over 15 stakeholders for various project related discussions.

For the intervention induced empowerment, political interactions and participation, separate research tool was designed by thoroughly going through the programme implementation manual to study the questionnaire in detail.

Field missions for the research were conducted in two legs. First mission was a week-long pilot for Dadu District which was conducted in May 2018. We further refined our methodology based on the findings from the pilot and the main field mission was carried out in late July and early August 2018 over the course of three weeks.

FIGURE 11

Coverage of primary data collection
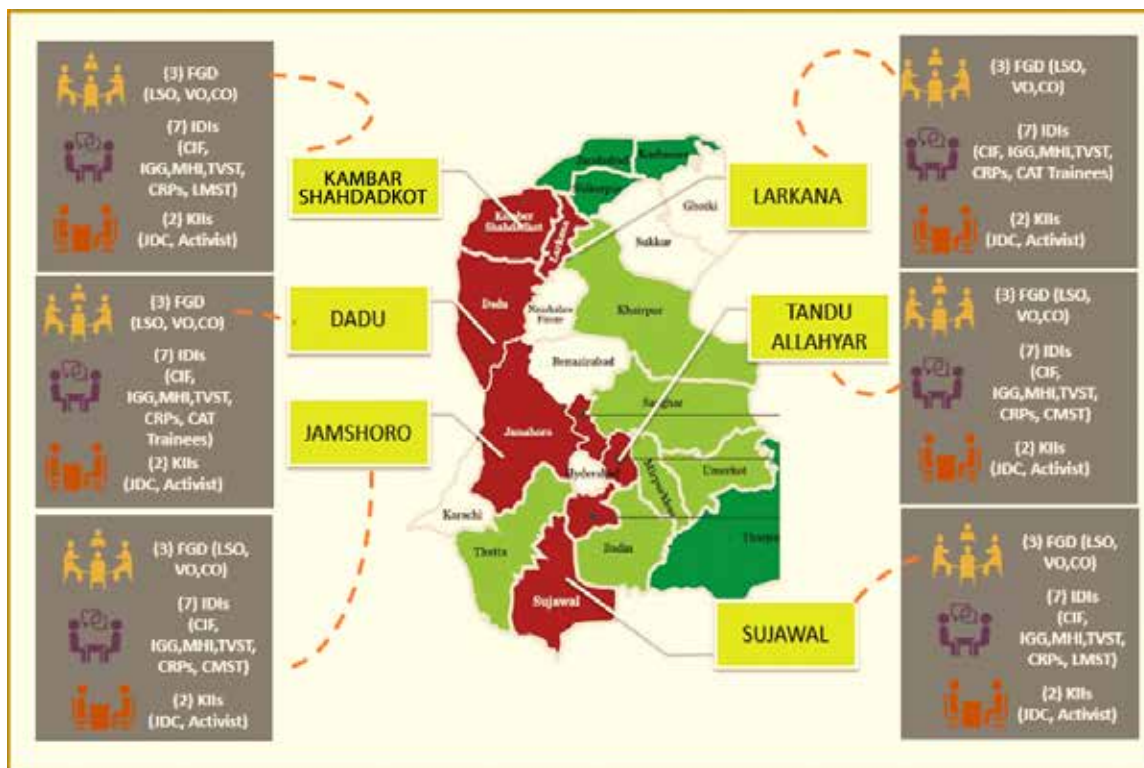
3.6 STUDY LIMITATIONS

The main limitation of the study is the fact that some of the interventions have only recently been implemented. It is therefore not possible to establish the impact of the interventions. However, with anecdotal evidence, an image can be shared of the potential impact (both direct and indirect) of the interventions. In the second round of research, after several years of programme implementation, the linkages between the SUCCESS interventions and empowerment will be clearer.

Close proximity and intertwined communities are often influenced by similar creed, caste, sects, religion, customs and normative practices, and can therefore produce less diversity in responses to qualitative questions. To address this possible limitation, the study made efforts to ensure that diversity was reflected in field sampling for the study components, and that the analysis took this matter into account. Our detailed sampling strategy assisted to overcome this challenge.

The study was conducted soon after the elections, thus some external factors might have played a part in influencing voting decisions. Also, the study doesn't take into consideration the opinion of political entities and public representatives due to their unavailability and prior commitments to election campaigns. The sampled Union Council in Kambar-Shahdadkot and Larkana were yet to disburse the

IGG to the entitled members during the field data collection, hence no IGG interviews were conducted in these two districts. The sampled UC for Kambar-Shahdadkot, Kandu was situated near the border and recorded very weak responses for both CO and VO (due to geographically dispersed locale and challenged region), the team requested SRSO to change the LSO (to avoid generalisation). The new LSO was Ibteda, in UC Dohri, village Abdul Wahab Khoso. For the end line, it is highly advisable to have 8 different respondents representing 8 different COs, VOs and LSO rather than to take one CI with its 8 members as respondents. This is to cater for uncertainty, ambiguity and accuracy in analysis. Although this is exhaustive for both field management team and RSP's coordination team staff, the logistics should be worked out in the end line and the sample pool should inculcate if not for all but at least 8 different VO or CO or LSO members in group participation.

In the next two chapters, we have discussed the results and findings of our study and listed down our recommendations. Annex 1 includes a template for cataloguing the impact on the three levels during the course of the programme. The report for Round 2 will include a filled version of this table to summarise the programme's impact in a very simplified manner.

RESULTS

4.1 DESCRIPTION OF THE DEMOGRAPHICS

We conducted 3 FGDs in each district at CO, VO and LSO levels with each Focus Group comprising of 8 people. Kambar-Shahdadkot was an exception where the VO and LSO FGDs comprised groups of 5 people each. Hence, we conducted a total of 18 FGDs with participation from a total of 138 participants across 6 districts.

Among the 6 districts, participant group from Larkana had the lowest literacy level with more than 80% participants having received no education at all. While, only 1 participant had done intermediate. Dadu and Kambar-Shahdadkot fared better with more than 1/3rd of the participants with a matric or higher-level education. See Figure 11.

Sujawal group had the highest average age with 25% participants aged 50 years or higher. Dadu had the youngest age group with almost 40% participants aged 25 years or less. Kambar-Shahdadkot group had the lowest average poverty score with almost 80% participants falling in the lowest category (PSC 0-23). Jamshoro group fared the best with only 1/3rd of the participants falling in the lowest band. See Figure 12.

FIGURE 12

Education level of FGD participants
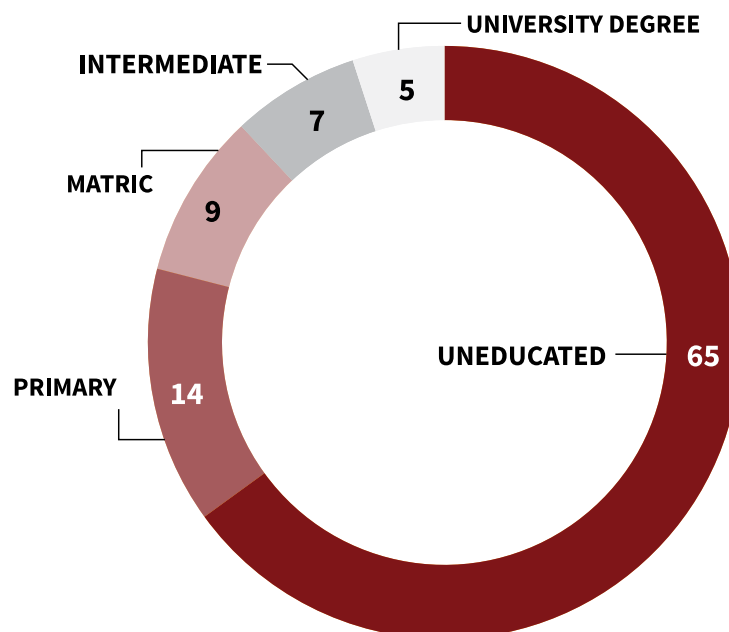
FIGURE 13

Average poverty score and age of the FGD participants

24.50	30.14	23.83	20.52	20.81	18.72
Dadu	Jamshoro	Tando Allahyar	Sujawal	Larkana	Kambar Shahdadkot

Average Poverty Score

30.33	37.83	34.00	40.88	31.96	36.94
Dadu	Jamshoro	Tando Allahyar	Sujawal	Larkana	Kambar Shahdadkot

Average Age (Years)
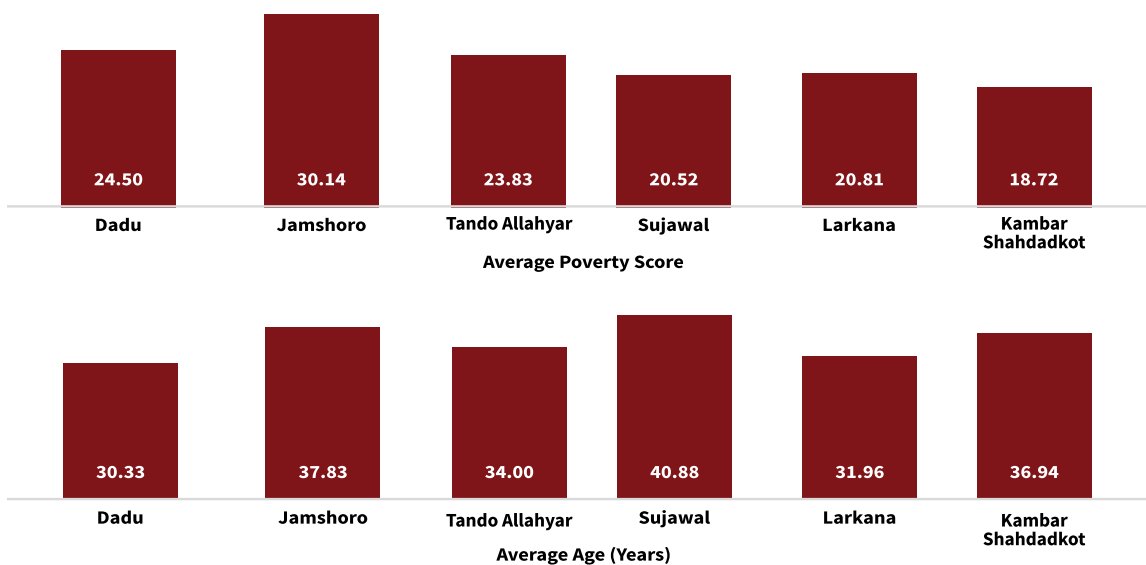
Dadu group, having the lowest average age also had the lowest percentage of married participants and the lowest average number of children at 2.71. Sujawal group, having the highest average age also had the highest average for number of children. Also two men were interviewed, the SO and a respondent's spouse.

FIGURE 14

Percentage of participants married and average no of kids

2.71	4.79	3.71	5.50	4.21	4.44
Dadu	Jamshoro	Tando Allahyar	Sujawal	Larkana	Kambar Shahdadkot

Average no. of kids

79	88	96	92	96	89
Dadu	Jamshoro	Tando Allahyar	Sujawal	Larkana	Kambar Shahdadkot

% Married
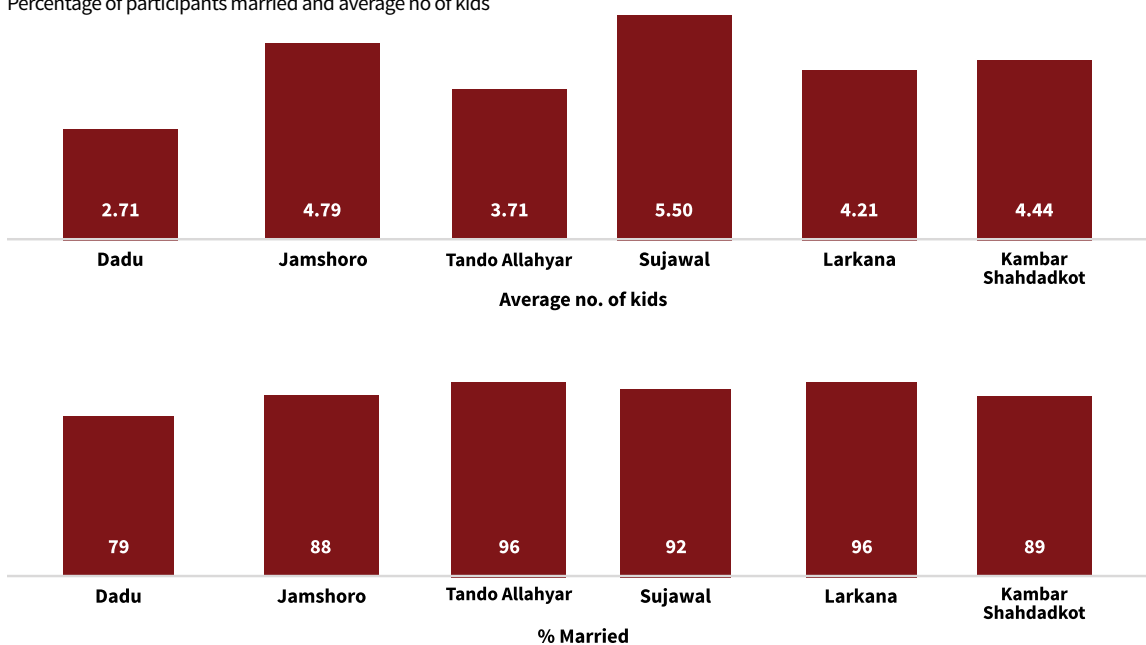
4.2 RESULTS ON COMMUNITY INSTITUTIONS TRIGGERED SOCIO-ECONOMIC AND POLITICAL EMPOWERMENT

The results of the segment of the study for 6 districts in Sindh are presented in Annex 2. The summary of overall 'general' empowerment trends in women beneficiaries of the community institutions at the immediate community, village and Union Council level are enlisted in the table below.

Social	Economic	Political Empowerment
Community Organisation Level		
• *RSPs social mobilisation effort became the biggest influencer in encouraging women to join SUCCESS. Many were initially hesitant and faced resistance from their male counterparts.* • *Majority of the respondents (women) joined the CO with the hope to alleviate their poverty status and were anticipating incentives in the shape of skills, awareness and financial benefits.* • *Leadership qualities were only evident in the CO managers and presidents, who have undergone the leadership management skills training. These women respondents were more expressive and confident as SUCCESS gave them exposure working at higher community institutions (the village and Union council level).* • *Other women respondents who were not at the leadership posts and have not received the LMSTs and CMSTs were shy and less vocal.* • *Majority acknowledged and appreciated the role of SO's and CRP's in boosting their self-esteem and self-confidence, which are key traits of women empowerment.* • *Only 37.8% of the respondents went to primary school and majority highlighted that lack of education has caused them disempowerment.* • *The lowest tier of community institution i.e. community organisation at neighbourhood level was motivated by their president, who shares their work experiences imparted via SUCCESS especially the CMST training, networking workshops, political interaction with her members, who have never stepped outside their neighbourhood.* • *SUCCESS improved the decision making role of women at the household level and the respondents narrated participation in key decisions related to health, mobility, finance, education, grocery and shopping.* • *The respondents at the lowest tier of community institutions faced mobility restrictions, gave preference to staying indoors and highlighted that women should only step out of house in case of an emergency or for meetings accompanied by male family members.* • *Majority were clear on the definition of women empowerment. To them empowered woman is a vocal, effective communicator, with no mobility restrictions, smart and intelligent, problem solving, understanding and considerate. Those who fall under the category of disempowerment as defined by their peers also had clear understanding of the concepts of empowerment but were disempowered due to socio-cultural barriers suppressing their 'power-within'.*	• *SUCCESS helped the CO members in micro investment planning, 30% of the research participants have already initiated implementation of their investment plans by mainly through the CO's savings, Community Investment Fund loan and Income Generation Grants.* • *Respondents acknowledged SUCCESS for teaching them communal saving mechanisms, which enables them to act as a micro-lending organisation towards solving petty issues at the neighbourhood level.* • *At the CO level savings were lend to members for livestock purchasing, buying sewing machines, opening shops, helping sick to buy medicines and transportation fare to hospitals and for renovating houses.* • *The respondents were very well versed with the CAT sessions; they shared their learnings and application to their daily life. SUCCESS helped the respondents to learn about healthcare, disadvantages of self-medication, cleanliness and hygiene for physical and mental wellbeing, childbirth spacing, vaccination, importance of education, savings practices. As education is the key to self-empowerment and CAT is playing a great role at the lowest tier in creating awareness on social, economic, political and environmental thematic areas.* • *The respondents at the CO level didn't have much clarity on enterprise/ business development, creating market linkages CO sustainability. Planning is still at household level. No trends were highlighted on initiation or future plans of starting a joint venture, business in partnership using the skills of traditional hand embroidery.*	• *The respondents have never interacted with public office representatives except for the CO manager and president, who are part of higher community tiers at the village and Union Council level.* • *Majority knew the significance of their vote, voted for the first time in their life after obtaining Computerised National Identity Card (CNIC) with the assistance from their community organisation.*

Village Organisation		
Social	**Economic**	**Political Empowerment**
• *Majority of the women joined the VO to solve key village developmental issues (road construction, schools reopening/ opening, drinkable water and health), they agreed to join VO for the improved quality of life and economic wellbeing of themselves and their communities.* • *The social organiser of SUCCESS played a vital role for the majority of the respondents in identification of their village challenges and socio-cultural barriers that impede women's participation in the development process.* • *SUCCESS has encouraged the respondents to work together in building stronger communities, achieve the identified developmental goals and to improve the quality of life for themselves, their families and their villages. Joining VO for the first step to social empowerment as women at this level step out of their immediate neighbourhood level to be part of a village organisation.* • *SUCCESS liberated many, restructured their life vision, polished their power within, boosted their confidence, motivated them against the life odds/ three decade practiced conservatism and above all ignited the spark of interest whilst handing them the key to prosperity.* • *Most of the respondents lacked a clear road map before SUCCESS, they were limited to internal home affairs and lacked exposure of the outer world, but when they were represented at VO and LSO, the exposure and interaction with other community women improved. To many, the observance of outside surroundings was a realisation to the bigger problems that they as a community face and their VO gives them a strategic pathway to resolve them.* • *The VO members were all leaders committed to their respective COs at neighbourhood level. They were more vocal, effective communicators, slightly literate than others (5 to 10 graders on average) family heads/ key decision makers at home, had no mobility restrictions.* • *From the recorded responses, it can be concluded that these women were trained by SUCCESS to convince community men and women on women right's and influence the public representation/ village elites on existing village developmental challenges.* • *The responsiveness, waking consciousness of their societal problems and ability to address them were few traits induced after SUCCESS's social mobilisation strategy.* • *While understanding the personal relations of VO members, it was extrapolated that all women who actively contributed to the discussion and were vocal had full support of their men due to which they emerged as leaders and move forward to represent their women at the village level organisation, which requires moving outside the settlement level and interacting with women and men from other community organisations and public line departments.* • *Majority of the respondents narrated many tormenting and agonising stories in dealing with their immediate households and neighbours during the inception stages of SUCCESS. Respondents faced strong resentments from both community men and women.* • *Trends recorded showing empowerment is massively impacted by familial hierarchy not just patriarchy but also 'matriarchy'. Respondents highlighted that mother in law is a key figure in decision making on behalf of program beneficiaries in many instances they were the major cause of disempowerment, still supporting ascribed roles/ traditional roles for young (married women)* • *SUCCESS has improved the women role in decision making for most of the respondents, who have now started to participate in key household decisions related to investments, expenditures and management as a result. The programme contributed to improvement in household decision making and relations (neighbours, immediate family now take pride in the SUCCESS women being part of the programme)*	• *Some VOs have started village level initiatives: vaccination and immunisation (Polio, hepatitis) services for their community, taking the CNIC and other registration matters faced by members to LSO and public offices.* • *Some interesting future developmental plans were narrated by the VO members; organising vocational trainings for their CO members in future, reaching out to the underprivileged and financially unstable families within their respective communities and facilitate them through extending them micro credit via their CO through savings for members with higher PSC, Income Generating Grants and Community Investment loans to the members with the lower poverty score.* • *The leaders of a VO had plans of establishing a multi-purpose facility supporting vocational training, serving as VO office and a one-stop shop for the women to display their handicrafts.* • *Most of the respondents had complete knowledge of the modules offered within CAT by their respective CRPs. They were equipped with necessary information regarding; Mother-child healthcare, pre and post-partum, food and nutrition, cleanliness, hygiene, education being applied in their homes.* • *Respondents plan on using their savings made at CO level to start micro investments, however to them this money is less and some were not eligible for CIF loans. The micro-investments using CO savings and CIF loan were livestock and tuck shops. Respondents also shared their business plans utilising their embroidery skills (rilli, tukka, kacho barth, kulli, canvas and silayi in their local language) for income generation in the future.*	• *The only interaction was with Health Department representatives who provided them with free vaccines for Hepatitis for the entire village.* • *The VO leadership was optimistic on more political interactions in future and appreciates the programme for first creating awareness on their demands and needs, then boosting their confidence as active citizens who should adopt participatory leadership approach when interacting with the public department representation and lastly, assisted them to knock at the right doorsteps.* • *Participants were well versed with voting significance and voted by will.*

Local Support Organisation (LSO)		
Social	**Economic**	**Political Empowerment**
• *Majority of the respondent of the LSO had the mission of poverty alleviation existing in their communities.* • *80% of the respondents went ahead with SUCCESS at its top CI tier to serve their passion of working on humanitarian grounds. Some of the LSO members had high PSC; they came forward at the leadership positions to contribute positively to communal welfare and development.* • *Few women leaders also shared that their aspirations behind joining the CI was to break gender barriers by proving to community men on women's equal role in community development.* • *The LSO respondents made it to the topmost positions owing to their interpersonal skills, leadership qualities, their literacy, effective communication, awareness, and ability to move freely in village.* • *Respondents had tenacious determination to bring about change.* • *Half of the respondents faced strong resentment from their communities and immediate families in joining SUCCESS, the beneficiaries negotiated at the relational level. The rest got disheartened by the initial communal pressure received when going to programme meetings. They were motivated, encouraged by their fathers, brothers and even sons (note in the cultural setting we operated, women tend to get married at 18 on average and the respondents were in their 30s to 50s have had sons that played key decision-making role in their lives).* • *Respondents also highlighted that economic empowerment interventions (CIF and IGG) too played a great part in motivating them to start their journey with SUCCESS and also changed the oppressing view of community members. The people of this region are very poor and their livelihood critically oscillates between livestock farming and agriculture. Both are badly effected due to the water shortage in the area.* • *Poverty became biggest push and had hopes to obtain personal or communal benefits through the programme.* • *The LSO members were mostly in their late 30s to 60s age slot, majority were also key family decision makers, though initially faced a lot of impediments/ barriers to joining the CIs but later convinced their families.* • *Initially resistance was from immediate family men, neighbors who were convinced by the social organisers from RSPs many trusted RSP and had prior working relations with them.* • *Some women were hesitant to work with NGOs but their community mobilisers were renowned, influential, educated women in the village and were trusted by both men and women.*	• *Respondents initiated village development initiatives, hand-pump scheme at the village level, reopening of a primary school. In future they plan on work for sewerage line and portable water.* • *Women at the leadership position had a vision of serving their communities through the CIs, they were thinking on opening the closed schools, installing handpump schemes.* • *The programme has triggered and capacitated them on the significance of registration, education, vaccination, childbirths pacing, maternity care, WASH and hygiene. The respondents shared their learning experience, exchange/ transfer with community members (non SUCCESS) and daily application.* • *The business planning aspect is weaker in the leader's lot. Their members, who received TVST opened beauty parlors as their business. IGG and CIF are granted to the beneficiaries eligible in this category. This area needs attention, enterprising and business development training is required for LSO and VO leaders to assure sustainability. Though many women are helping their husbands, livestock but still didn't have much idea on how their skills could be utilised or harnessed to business or how market linkages could be improved. Majority are still dependent on their spouses in business dealings and operations. They are very well aware of utilising CIF for business prospects but still lacked business ideas. Maybe this trend improves in the end line.*	• *LSO leadership were interacting with the political influential on supporting their Union Council Development Plans, the president of LSO met the DEO and requested him to open the closed school.* • *Majority of the respondents participated in the election this time and now have realised the significance of their vote.* • *The LSO president reiterated her influence and support from village men and women. According to her it is SUCCESS which has boosted her confidence level and empowered her to raise objections and take decisions for the welfare of the people at this formalised and top governance tier of SUCCESS.* • *The political interactions in the form of Joint Development Committees (JDCs) at the Taluka level, activists workshops and exposure visits improved the networks surrounding the project beneficiaries. The networking opportunities with various departments have addressed a few of the development challenges. Though the process has just been initiated, and many of the programme beneficiaries are in an initial relationship/ partnership building stage, many public offices contacted the SUCCESS LSOs and VOs to seek their support to implement schemes or to facilitate the election process.*

4.3 RESULTS ON SOCIAL MOBILISATION: COMMUNITY INSTITUTIONS TRIGGERED SOCIO-ECONOMIC AND POLITICAL EMPOWERMENT

This section exhibits and discusses the results of the SUCCESS-triggered women's social, economic and political empowerment through application of our customised women's empowerment framework (described in section 2) to programme's modus operandi.

In particular, this section presents the generic social, economic and political empowerment dimensions explored in the previous section (results) for six programme districts. Attention has been paid to the empowerment processes underlying the SUCCESS's journey of organising the bottom-most, impoverished, vulnerable segments of the community, and then involving them through a formalised and mainstreamed process of development, growth and democratic participation.

Building further on the results from the six project districts, two per the implementing Rural Support Programme:

1. Jamshoro and Dadu, managed by the Thardeep Rural Development Programme (TRDP)
2. Sujawal and Tando Allahyar, managed by the National Rural Support Programme (NRSP)
3. Kambar-Shahdadkot and Larkana, managed by Sindh Rural Support Organisation (SRSO)

For the clarity of the readers, we will be reiterating the framework application fitting the empowerment dynamics to the three levels that explain the SUCCESS empowerment process.[7]

SUCCESS aims at uplifting the socio-economic and political status of Sindhi rural women in 8 districts by addressing socio-economic challenges and socio-cultural norms instilled from birth and supported by beliefs and local practices.

Taking a basic approach in elaborating our findings that relates to the process, research questions that complements our understanding of empowerment were: how did this woman, who had been so confined to four walls for years, broke the glass ceiling and then climbed the ladder to success? What were her aspirations and expectations? Who encouraged her to join the community institution? What were the challenges that she initially faced from the immediate family, neighbourhood and community? What has been her biggest motivation in the process? Who provided her the motivational interjections? How did her personal relations evolve? How did she develop and build self-efficacy, confidence, articulateness and resilience? What role did community institutions play to advocate the collective action against communal challenges played in empowering these women? How did the participatory leadership and inclusive democratic role assist the development process, in voicing and creating confidence, in negotiating and convincing the power relations? The research also maps the empowerment concepts as perceived by the programme beneficiaries. What has been the supportive role of SUCCESS in getting the women recognition, the power to influence decisions at political forums, and advocate for women and community rights? So, in essence, the study maps all the dimensions of empowerment and identifies the empowering enablers at every tier and level along the SUCCESS process through power dynamics around the project beneficiaries.

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7. For empowerment framework related work, study approach and methodology in section 2 and 3

4.3.1 Personal Level Changes with SUCCESS

In this first phase of implementation, SUCCESS has contributed to the socio-economic empowerment of individuals, which is discussed in detail below. SUCCESS has induced courage, boosted confidence, provided encouragement, motivational interjections and advocated on the needs, rights and agency of the women in the 8 districts of Sindh, through the social mobilisation efforts towards community institutions (CO, VO, LSO), complemented by the auxiliary incentives in terms of skills, awareness, micro infrastructural schemes, micro loans and grants for income generating activities and health insurance.

This section focuses on changes in 'power within' and 'power to' dimensions that were unveiled through study results. The power with (in the relational section) and 'power over' at both personal and community level is extensively explained in the later section (relational level changes).

4.3.1.1 Personal Autonomy, Self-Efficacy and Agency

SUCCESS restructured the personal autonomy (i.e. the ability to decide on actions and carry them out independently) for most of its beneficiaries at both personal level and community level. For many, this journey of exploring internal 'agency and autonomy' began when they encountered strong resentments from their immediate family members and neighbours not supportive of the idea of women leaving their home for communal proceedings taking place at the newly established community organisation (an organisation that has the mandate of collective actions to community problems, dealt with self-help initiatives at the neighbourhood level). The women respondents narrated interesting stories of how they dealt with such resistance. The social mobilisation

"Now the times have changed. We need to get our children educated. We need to have fewer children. Earlier, we were not able to speak out, but now we are confident and can raise our voice. I will vote for those who have a sound village development policy and plan, and who will work on critical issues, e.g. water crisis", highlighted a respondent from District Sujawal.

mantra worked well in awakening the self-esteem of these women; they were all set to motivate men and their families on the overall economic benefits of this programme, this time with 'the women route' to community development and poverty alleviation.

The women in the research area have been strongly dependent on their families for approval on decisions related to mobility, health, marriage, childbirth spacing, family planning, asset and wealth. Examples that were shared during the many meetings indicated a change in the decision-making process at the household level. Women are slowly beginning to claim a share in the decision-making processes. Some decisions are still controlled by the men in the community, e.g. education of the girl-child and their marriage. The women are hopeful that they will advocate on women's rights through their community institutions. For some, this process has already started, e.g. a respondent from District Dadu postponed her wedding when the dates conflicted with her technical and vocational skill training. She was able to convince her family to shift the date of her wedding, since the training would elicit future economic benefits for the entire household.

4.3.1.2 Beyond personal autonomy to leadership pathways

Amongst the respondents, an interesting category of leaders was discovered. There are educated women leaders in the LSO and VO management who have been active decision makers in their household management, in command of expenditure and investments. According to them, after SUCCESS interventions, these women were inspired to channel their 'personal autonomy' towards making their communities a better place. They said that their spirit was rejuvenated, and they found a purpose and courage to fight illiteracy, and the ascribed, associated roles and behaviour towards women that prevailed in the society. These women may have had personal autonomy, but through SUCCESS they now have an agency, agenda and platform. For most people in the area, such a brand of leadership was not expected. And for these SUCCESS leaders, they now have a genuine cause to fight for.

SUCCESS leaders are taking a stand on girls' education, particularly at the household level. Where schools are available, the stance is to send girls to school. Where affordable public schools exist, but are not functional, the agenda is to make them relevant. Many however reported that there are no schools in the vicinity, both due to unavailability of resources as well as a restricted culture that will not allow girls to be educated.

The SUCCESS women have also started to use technology, particularly the mobile phone, for updates, communication and connectivity. The respondents indicated that the rate of using the gadgets was very high in all research discussions.

Many respondents were clear that they understood the significance of family planning and childbirth spacing, its role in women's health, and its contribution to family welfare and prosperity. One of the strongest indicators of personal strength, repeated by the women, was their decision making to vote. About 90% of the respondents were aware of their voting rights.

4.3.1.3 Individual Knowledge and Capacity

The research participants exchanged the knowledge imparted by SUCCESS's Community Awareness Toolkit (one of the project activities mandatory for all CO's at the grassroots is a training on 12 modules[8]). The module on 'childbirth spacing and family planning' received the highest responses, since the demographic profiles of participants show an average five children per women, the knowledge and

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8. Mother and Child Care Pre-Natal, Delivery, Post-Partum, Vaccination, Prevention of Diarrhoea and Pneumonia, Importance of Family Planning, Food and Nutrition, HIV And Aids, Cleanliness, Clean Water and Hygiene, Child Education, Natural Disaster Management, Fundamental Constitutional and Social Rights, Registration (Birth, Identity Card, Marriage, Death, Environmental Pollution and Causes of Climate Change)

applicability of CAT could solve some of the most common issues of the community. While many respondents were clear about the significance of family planning, some were hesitant to talk about it to their men. Most respondents were knowledgeable of the modules offered within CAT by their respective Community Resource Persons (CRPs). They were equipped with the necessary information regarding; mother-child healthcare, pre and post-partum, food and nutrition, cleanliness, hygiene and education being applied in their homes. The results highlights the training applicability in the lives of women. Some modules that were not mentioned or discussed at all (in a total participation of over 187 women in various programme discussions) were HIV and AIDS, national disaster management, environmental pollution and climate change.

In SUCCESS, women with poverty score less than 24 are entitled to Technical and Vocational Skills Training. The changes that accrue through this intervention are discussed in detail in the Auxiliary-Interventions-induced-empowerment section covered as part 2 in section 6.

Social mobilisation triggered the empowerment despite weak relational and societal power relations (strong resentment from external players in relation layer). At the start of the programme RSP's acted as an enabler in the realisation of power within attributes in few pre-qualified women (who had a spark, qualification but lacked guidance in a restricted society) through its social mobilisation efforts. The women on realising their power within and power to convinced their families and joined SUCCESS to benefit from activities that further polished their power to and power with. They were early adopters and are now SUCCESS leaders.

FIGURE 15

Social mobilisation driven empowerment despite weak relational & societal power relations
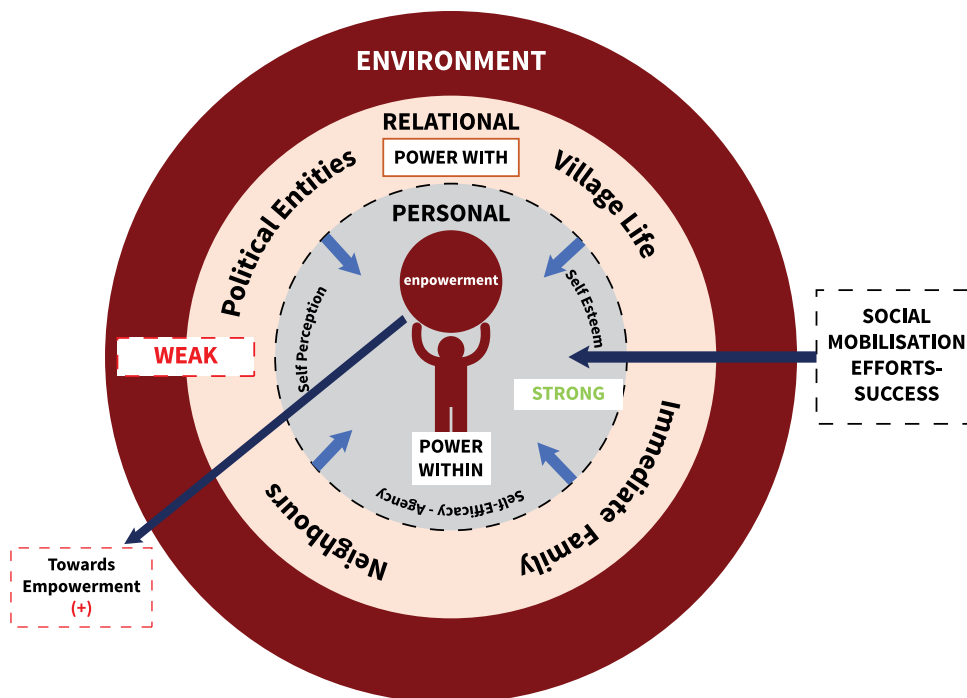
4.3.2   Relational Level Changes with SUCCESS

4.3.2.1   *Coalitions towards joint action for increased public welfare provision*

The project has improved the power relations (power with, power over) of its beneficiaries both at the top tier and bottom level. Most importantly, the political interactions of LSO leaders have created the most synergistic impacts for the welfare and development of their community members. The results show that the programme has started to play its part in the journey of political recognition for these leaders by building confidence and creating a strong sense of influence of demands and rights for public services, and in some cases accountability, complaint management and conflict resolution. The political interactions in the form of Joint Development Committees (JDCs) at the Taluka level, activists workshops and exposure visits improved the networks surrounding the project beneficiaries. The networking opportunities with line departments (Deputy Commissioner, Assistant Commissioner and Officers from various departments, e.g. irrigation, health, education, agriculture and livestock) have addressed a few of the development challenges. Though the process has just been initiated, and many of the programme beneficiaries are in an initial relationship/partnership building stage, many public offices contacted the SUCCESS LSOs and VOs to seek their support to implement schemes or to facilitate the election process.

Many of the community institutions have done their homework with SUCCESS, and have created investments and development plans, e.g. Micro Investment Plans (MIPs), Village Development Plans (VDPs) and Union Council Development Plans (at all the CO, VO, LSO tiers) and the RSPs are in process of signing MOUs with government line departments for linking the community institutions with government line department for providing supplies and services and future work with community

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FIGURE 16

Empowerment in multitudes
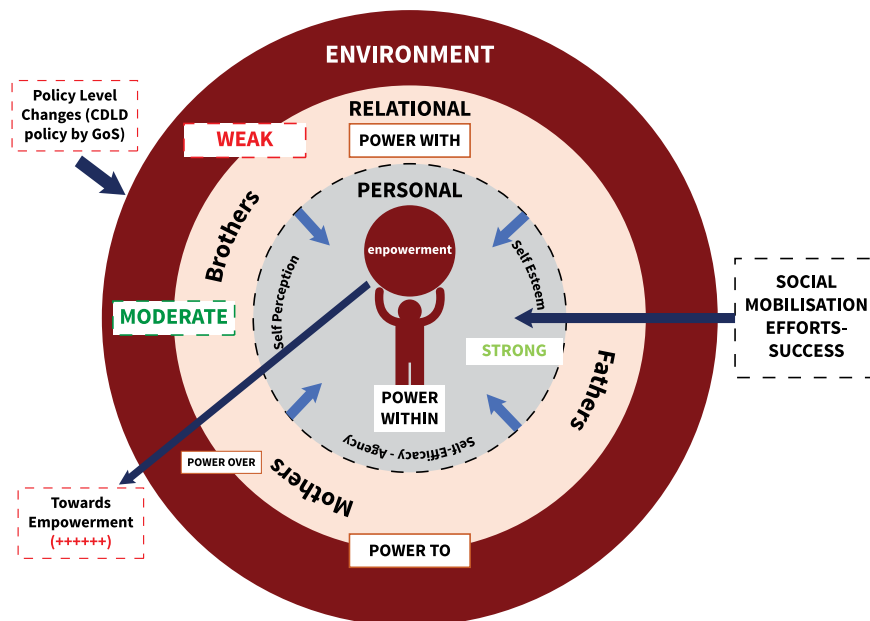
institutions. Just this initial exchange of contacts and information has resolved some of the key issues, e.g. CNIC registration for community members, vaccination and immunisation for SUCCESS beneficiaries (their families and their livestock), reopening of schools, participation in public events and campaigns. It is anticipated that over time this network of community institutions, line departments, activists, partnering organisation will be strengthened to empower women beyond the relational level (community level) to society level, where policy (CDLD) level changes will create multitudes of women's socio-economic and political empowerment in the SUCCESS and non-SUCCESS districts.

Social mobilisation efforts, when complemented by policy level changes and support from immediate family can create multitudes of empowerment in the region. The programme is also providing technical assistance to GoS on development, implementation and monitoring of CDLD policy and budgeted framework through the technical assistance component of the SUCCESS. Policy level changes is expected to create environmental level changes, which will impact the power relations and power within and power to. Thus, the magnitude of empowerment is synergistic.

4.3.2.2   The relational arenas

There is evidence that the 'power with' dynamics of the beneficiaries have been transformed as a result of SUCCESS. Those from the communities (surrounding the programme beneficiaries) that initially opposed the initiative are now playing supportive, facilitative and advisory roles. The 'power with' aspects were improved with the motivational interjections and awareness sessions by the project staff (most importantly, programme staff, training officers, the social organisers and community resource persons,

presidents and managers of LSOs). The women who are actively participating in SUCCESS were trained to 'empower' by SUCCESS through various project management, community management, leadership management trainings (PIM, CMST, and LMST-CO-VO).

SUCCESSing with catalysts of change

Many of the first recruits to join the SUCCESS bandwagon were those who can be described as visionaries, i.e. those who had always wanted to do something to better the quality of life for the community women, and did that through their voluntary activities. Some of them were either migrants from other provinces, qualified women with 14-16 years of formal education (and a higher Poverty Score Card scores). There were those lady health workers, polio workers community mobilisers in the past development projects in the SUCCESS areas. Before SUCCESS, in the eyes of the community, most of these women had questionable reputation. These women, therefore, became active advocates of SUCCESS. In return, they earned recognition, and a realisation to their once thought impossible dreams.

Many of these enablers started their journey with SUCCESS, and mobilised other community women to start theirs. Social mobilisation efforts enabled the community women to convince and communicate the programme's mandate, and immediate, short and long-term benefits, to their opposing kin and neighbours.

Backstopping support

Where earlier there was retaliation, there existed endorsement. Other than the project staff, some men played a significant role in the empowerment initiation process. Most women told stories of how their fathers stepped up for them, and who convinced the villagers regarding the communal benefits of SUCCESS for both men

and women. For instance, technical and vocational skill building programme offers/entitles skills to male members of a female beneficiaries' household, where men or male youth can access technical skills on electronics, motor repairing and mechanics. Also, many community and village organisations gave loans to men in the community through community savings. Some men have become the indirect beneficiaries of the income-generating loans received by the community women from the community investment fund for income-generating activities. The community physical infrastructure has also facilitated ease of life for both men and women in the community.

Although the beneficiaries still face oppositions from non-SUCCESS intervened villages, and nearby communities, but now they are supported by an army of immediate male family members (husbands for majority, father-in-law, brothers, sons, uncles) that shield and protect them. Hopefully, in the end line study, more clarity will be obtained on the 'power with' dynamics.

SUCCESS' women empowerment process flow diagram (figure 15) illustrates the most significant players in empowering the rural women in eight project districts of Sindh. The capacity of SOs and CRPs greatly influence the programme beneficiaries. Results show in some cases when mentoring goes wrong, it can greatly impact the empowerment dynamics of women and vice versa can create wonders!

FIGURE 17

SUCCESS Women Empowerment Cycle

Tracking the pathways to women's socio-economic and political empowerment: shows how the empowerment is a transformative, transmissive a round the programme cycle of SUCCESS
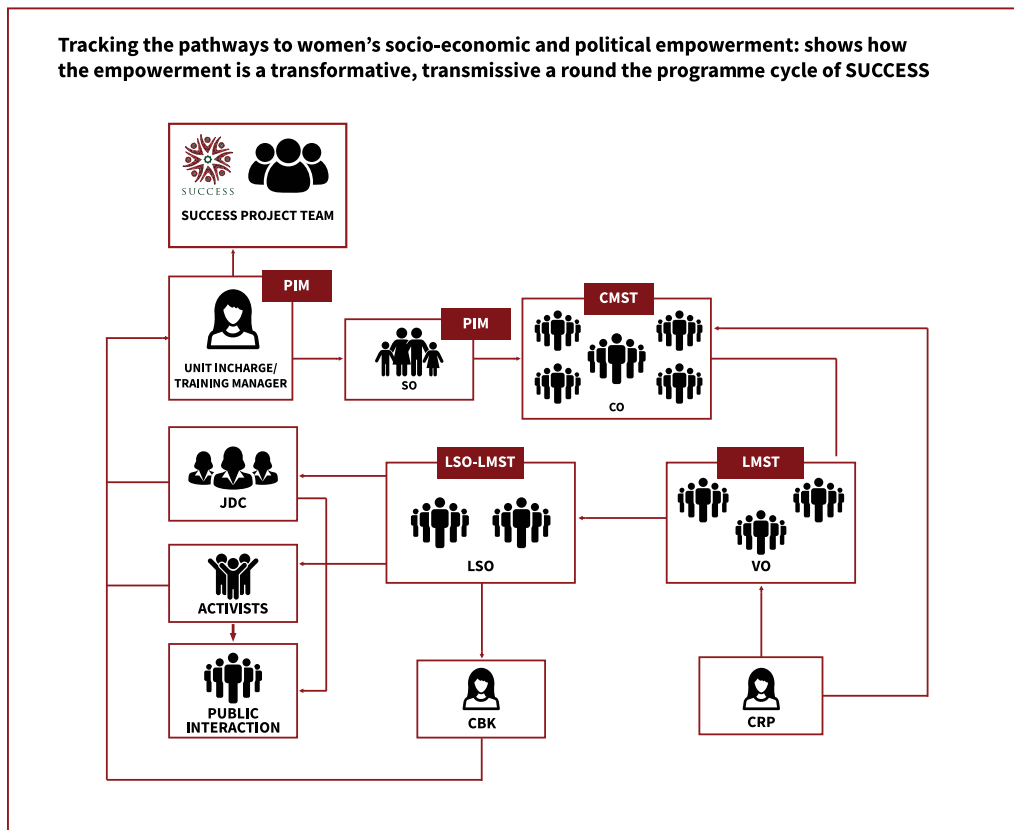
4.3.2.3 *A way out with communal micro loans*

Once the community institutions are established, functional, active and mature, the next aim is to achieve financial independency and stability for its members and for the institutions. To ensure this, the programme disburses loans from the revolving fund called the Community Investment Fund (CIF) to those members that fall within the Poverty Score Card (PSC) category 0-23. This loan is meant to initiate income generating activities at household level. In the first two years of its implementation, the focus was on mobilising communal micro savings at the immediate community and village levels. The programme has now started to disburse CIF loans. Interestingly, most of the research participants were solving their consumption needs at household and community levels through their saving and internal lending. It was found that the savings were utilised for rotational lending on need bases, e.g. for organising transport for the needy, especially in case of emergencies; for purchasing medicines for the sick; to renovate houses, or to open a tuck shop at home.

The current status of the project in terms of achieving its women's social, economic and political milestones: the programme with its social mobilisation efforts improved the 'power within' for many CI members, complemented by capacity enhancement efforts to nurture 'power to'. The interventions improved the power relations (power with), many women are now participating in the household management and community development decisions. Some emerged as leaders and catalyst of change who are participating in high impact political forums to demand for public services that cater to community needs.

4.3.2.4 *The sustainability debate*

To the institutional sustainability concerns post SUCCESS, the research participants were positive about achieving institutional sustainability by the time they graduated from this programme in 2021, by utilising their communal savings for bottom tier (findings from group discussions with CO members), and CIF for higher (findings from group discussions with leader's LSO/VO). It is evident that the social mobilisation process has been effective in inculcating the sense of mobilising savings for micro investments. It is understood that using the revolving fund (CIF) approach, the LSO will charge a nominal fee for loan processing and management, which will add resources to the overall CIF fund, some of which will be used for the management of the three tiers, i.e. CO, VO and LSO. The intervention is in the early stages of implementation, and many LSOs have a considerable amount of community investment fund, safely residing in the VO and LSO bank accounts. Several of the LSO presidents shared ideas of how to utilise that fund to generate more resources, e.g. set up a tent and catering service, set up a uniform stitching factory, etc. These are just thoughts, yet to be implemented.

Another observation was that for now the RSPs are facilitating the capacity building of the leaders and presidents in their management role. RSP has appointed a 'Community Book Keeper', a literate, educated and paid resource, to support the leadership of the LSO. When asked, the women indicated that they would receive the required skills over time so that by the time SUCCESS was concluded, they would have the skills to independently manage all tasks.

4.3.2.5 *Enabling Environment to work*

It was observed in the majority of the sampled community institutions that most of the 'Community Book Keepers (CBKs)' and 'Social

FIGURE 18

SUCCESS's Empowerment Tracker
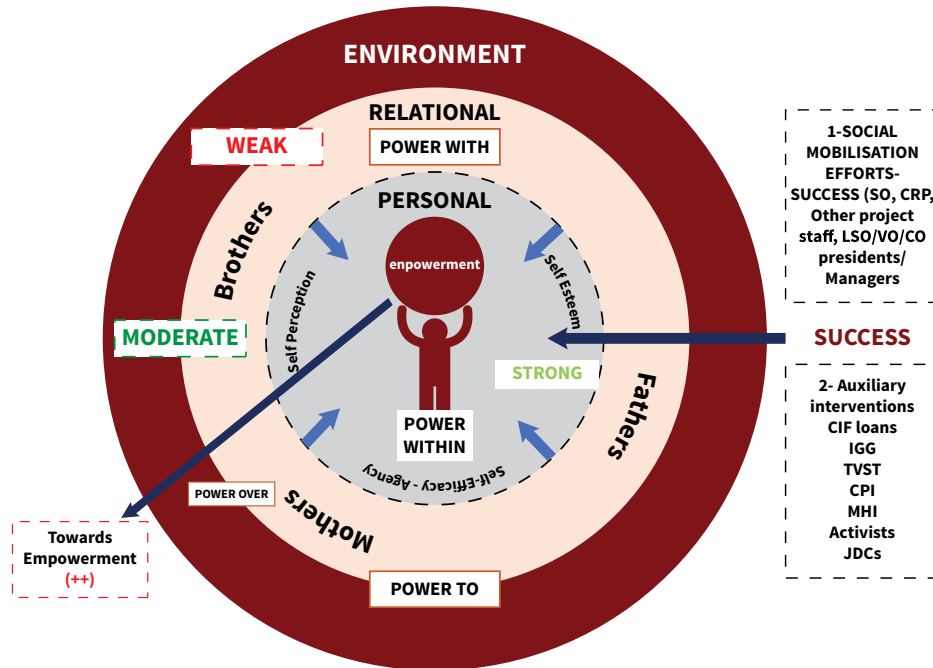
Organisers' (SOs) were men. When this point was raised, the majority of the respondents rated it as a positive. They said that it improves the work environment in the Community Institution, and builds the members confidence to be able to interact with male colleagues. One of the male CBK interviewed highlighted that his role is not limited to his job description of booking keeping only. He is often called upon to play the role of an advisor and mentor to his women colleagues, particularly in matters where these women have to interact with the government or community influential.

4.3.2.6   The missing entrepreneurs

Many of the women in the visited districts were found to be involved in livelihood activities at household level, be it in agriculture, livestock, embroidery, tuck shop, dhaba-mini tea stand, etc. Through income generating grants or loans from the Community Investment Fund, livelihood activities have been given a boost at household level. Most such livelihood activities for women are born of necessity, not designed by choice. There are women who have exquisite embroidery skills. They make rilli (patchwork) products. These activities are also seen as income generating activities that will make some immediate money. What seems to be lacking is a pathway to setting up a business or an enterprise. Most women are dependent on their spouse for buying and selling. They have limited or no interactions with the market. Perhaps because IGG and CIF are still relatively new interventions, there was no evidence of group enterprises or common interest groups.

4.3.2.7   *Social mobilisation triggers political mobilisation*

As grassroots community institutions, the COs, VOs and LSOs are also enablers in assuring inclusive democratic process whilst improving the political participation of the community members through awareness sessions on 'citizen's right to vote' (Community Awareness Toolkit). An absolute majority of the research respondents at the lowest tier indicated that this was the first time in their life that they had participated in the 2018 elections. They were obliged to their community institutions' for recognising their rights of citizenship by first assisting them in obtaining their CNIC, and then guiding them on the voting process. They mentioned how previously the decision related to vote remained with their immediate male family members (fathers, bothers and husbands), and there was little understanding about what impact the vote would have on their own lives. Many of the respondents proudly expressed, 'Vote Amaanat Aahe' (Vote is a responsibility). They were clear on the roles and responsibilities of significant public officials/elected representatives at the various tiers of the local government. SUCCESS's social mobilisation, and RSP's three-pronged strategy on formalising people's institutions, has already gained recognition in the political arena. The LSO presidents were approached by various political elites during the 2018 election campaigns for votes. It will be interesting to note how the next election plays out.

The good news is the members of the community institutions are also taking part in the intra-community institution democratic process. They have appointed their representatives in these community institutions. The leaders also highlighted the principles of accountability, transparency, and fairness in the governance and management of these empowering institutions. The involvement of women in the political arenas, and in decision-making roles, is an important strategy, and a first step for empowerment, as well as monitoring standards of political performance (Kuldeep, 2012[9]). It is appropriate to say at this point that the political empowerment journey for SUCCESS beneficiaries has just started.

4.3.3   Environmental Level Changes with SUCCESS

4.3.3.1   *Beyond mobility restrictions*

One of the areas that has been impacted to a considerable level is related to women's physical mobility. Pre-SUCCESS many men were not supportive of the idea that women should leave their house and travel outside the immediate community. When SUCCESS was first initiated, the biggest resistance was with regard to women's attending project meetings at the village, union council or district levels. There were many verbal onslaughts and attacks by both men and older women against VO and LSO leaders. This resistance eventually decreased when programme benefits became evident, mobilised by women owned and women led institutions, e.g. visible, tangible evidence of a community physical infrastructure scheme, or the addressing of some pressing social or economic challenges through access to loans, grants, savings, awareness sessions, political interactions with key stakeholders, etc. Mobility restrictions applied more to the higher tiers, i.e. the VO and LSO women leaders. Those women at CO level did not have many reasons to commute beyond their immediate neighbourhood. Interestingly, when probed deeper, most women at VO and LSO

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9.   Kuldeep Fadia (2014) Women's Empowerment through Political Participation in India.
Indian Journal of Public Administration. 538 / Vol. ix, no. 3, pp.537-548.

levels have the full support from their immediate family, and in most cases it is the family members (spouse, father, mother, brothers) who provide them protection, and shield them from cruel comments from surrounding communities. It will be interesting to note how the later stages of the programme builds on this gift of physical mobility, and how the women leverage their ability to move beyond the confines of their villages, independent of the SUCCESS programme.

4.3.3.2 *Addressing the prescribed gender roles and self-perceptions (stereotypes)*

In majority communities, gender roles are deeply ingrained. Women's self-perception of their prescribed gender roles and responsibilities is that they must serve the reproductive role, and leave the productive and political domains to men. Prior to SUCCESS, both men and women in the community were critical of those working women, polio workers, lady health workers, social organisers, who would visit the villages as part of their 'duty'. These women were not considered to be 'good' women. Now women from these very communities have started engaging in the social, economic and political activities at their mohalla and village levels. They leave their house to identify and prioritise community, village and union council related challenges, and formulate development plans (micro investment plans, village development plans and Union Council development plans). These women are visible in the productive and political domains where

they interact with the RSPs on programme interventions, self-help initiatives or through government's support.

Many renowned anthropologists of the country have conducted descriptive studies on women's mobility restrictions due to deeply-rooted discriminatory socio-cultural mores and traditions. Some cultural aspects are religious prescriptions, cultural norms, practices related to her status and role, geographic regions, ethnic origin, the rural-urban divide, impact of tribal, feudal and capitalist social formations[10] (Roomi and Parrott, 2008). The SUCCESS districts are based in the region where a significant cultural norm affecting women's empowerment is the notion of 'izzat' (honour). Women are considered to be the repositories of a family's honour, and their chastity and good reputation is highly valued and guarded (Shaheed, 1990 [11])."

In the light of the above, one must acknowledge the process that has triggered transformation in gender roles, women's role perceptions; in favour of socio-economic development and political participation. This is a huge programme achievement as most of our research participants are part of village settlements, where women's mobility and economic role is generally circumscribed.[12] (Real time encounter on GBV see foot notes).

4.3.3.3 *Towards Diversity, Reintegration and Inclusive Community Institutions*

The diversity in research respondents included

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10. Roomi, M. A., & Parrott, G. (2008). Barriers to development and progression of women entrepreneurs in Pakistan. The Journal of Entrepreneurship, 17(1), 59-72.

11. Shaheed. F. (1990), Pakistan's women: an analytical description, SANJH, Lahore.
    Smallbone, D. et al. (2000), Young Entrepreneurs, Women Entrepreneurs, Ethnic Minority Entrepreneurs and Co-Entrepreneurs in the European Union and Central and Eastern Europe, Summary Report, CEEDR, Middlesex University Business School.

12. It is worth mentioning, the team while conducting this research study encountered two such cases one in the SUCCESS village near Tando Allahyar, where a woman was murdered in the name of honor by her brother for marrying without family's consent, and another in the District Kambar-Shahdadkot by relatives for land and property disputes.

members from the Hindu community, differently abled women, women from the poorest of social stratum, and women from different ethnic backgrounds (Kohli, Panhwar, etc.). This indicates that the goals of inclusion, diversity and integration are consciously integrated into the SUCCESS model. This is particularly important since these areas of Sindh are the bedrock of ancestral conflicts between different clans and tribes. It is clear that the LSOs have the potential to serve as a unifying force, bound by the oath of prosperity and welfare for all.

4.3.3.4   *The women route to sustainable development for all*

The offering of incentives, be it in terms of awareness raising, skills, monetary (loans, savings, grants) benefits, has played a great role in alteration of behavioural changes patterns among women and their men in the project districts. Many women were initially attracted to SUCCESS because of these benefits. When the men in the community realised that SUCCESS had taken the women route to development, and without supporting this agenda, they could not bring these benefits home, consented to support the programme. That's how majority of the women, who were initially opposed, were given consent to go out and work with RSPs for the communal and personal welfare. Many women shared that those who once opposed them, now ask for project updates, and often assist them in managing their logistics for community meetings.

4.4   RESULTS ON AUXILIARY INTERVENTIONS INDUCED EMPOWERMENT IN POOR AND MARGINALISED COMMUNITY MEMBERS

This section discusses and exhibits the findings from interviewing the entitled members of community institutions with a certain poverty score card, who are mainstreamed

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CIF

The reopening of home-based-mini grocery stall

Mumtaz is a beneficiary of CIF loan worth Rs. 15000 granted to re-establish a small shop (groceries and snacks for children) for which she repays Rs. 1500 per month. She used to run this shop in the past, but had to close it when she ran of funds to repurchase her groceries. Her motivation to open the shop was to be financially independent and take part in the household decision-making.

Now she earns enough profit to repay her loan along with contributing to household finances. Being financially independent has reduced her mobility constraints and powered her decision-making role in the house. She has the independence of running her shop operations and managing her finances, without seeking support from her husband.

CIF has boosted her empowerment in a way that she now has 'power over' her assets, and is able to contribute to household income. The financial strength has restructured her vision to income generation. Her immediate goal includes scaling up her business to generate enough money for next investment.

Mumtaz CIF beneficiary, from CO Sada Baar, District Dadu

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in the programme through various resource mobilisation efforts for the sustenance and sustainable income generation. This section explores the linkages between poverty reduction and targeted-interventions- induced women's socio-economic and political empowerment in the six study districts of the programme namely; Dadu, Jamshoro, Sujawal, Tando Allahyar, Kambar-Shahdadkot and Larkana.

The findings are presented in form of case studies, which could help the readers in understanding immediate-induced-empowerment-effects

of these specialised 'poverty reduction interventions' targeted to the poorest member of the community institutions documented through contemporary real-life episodes and timelines in the lives of women recipients.

The specific interventions:

1. Community Investment Fund (CIF)
2. Income Generating Grants (IGG)
3. Community Physical Infrastructure (CPI)
4. Technical and Vocational Skills Training (TVST)
5. Micro Health Insurance (MHI)

One of the unique features of SUCCESS is its inbuilt provision to address the socio-economic needs of the more vulnerable members (PSC 0-23) of the newly established community institutions. One significant intervention is the provision of loans from the community investment fund available with LSOs and VOs. It is anticipated that the loans will boost income, the micro health insurance will cover against health shocks, the technical and vocational training will enhance capacity for more market-based production and local employment, and small-scale community infrastructure schemes will allow cost effective community infrastructures needs of the community. These interventions are meant to level the playing field so that those who are currently marginalised and vulnerable may be supported to play a vibrant role in community development.

As these targeted interventions are still in their inception stages of implementation, it may be too early to analyse the induced empowerment, which will likely be more evident in later years. However, some of these interventions seem to have resulted in changing beneficiaries' lives, improving power relations, distinctly challenging the prescribed gender roles and perceptions associated to women's socio-economic role in the society, and creating effective demand for public services at the local level.

4.4.1.1 Community Investment Fund

Intervention Brief

The Community Investment Fund (CIF) is used by RSPs to provide capital grant in the form of revolving fund to Community Institutions (CIs) i.e. COs, VOs, and LSOs. The CIF is targeted at the women from poor and poorest households to ensure that only the poor and poorest households (with Poverty Score 0-23) will access CIF capital and start income generating activities. With the help of CIF grant and technical assistance from RSPs, the Community Institutions (CIs) provide a platform for planning and implementation of household level interventions to improve the lives of the people especially the poor and women. The CIF is managed and implemented by these CIs themselves including development of policies and procedures for managing the CIF with the technical support of RSP. The CIF grants have been instrumental in the creation of sustainable access to finance for the poor and women. They also strengthen social mobilisation on a sustainable basis by directly encouraging the creation of community-based institutions, keeping them active, functional and enhancing the participation of the poor in such community institutions. They also resulted in improving the livelihoods of individual borrowers and their households (SUCCESS Annual Key Performance Report, 2017).

As of January 2018, a total of Rs. 276 million CIF sub-grants have been transferred to 181 community institutions (LSOs/VOs) across the eight programme districts. These community institutions have further provided micro loans to 5,863 poor households. The CIF beneficiary households have invested the CIF in micro enterprises, livestock purchase, agriculture inputs and corner shops (SUCCESS Annual Key Performance Report, 2018). The programme plans to grant Rs. 1.4 billion CIF to 316 Local Support Organisations, benefiting 285,402 poor households by end of the programme in 2021 (SUCCESS Website – Dashboard/KPIs).

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CIF

Towards financial security through a decent saving vehicle

Rizwana Muhammad, a housewife and a mother of two kids invested in livestock. They used the loan from CIF to buy a calf, and then she rigorously contributed to personal savings, as learnt through her CO lessons. Instead of moving towards short-term financial gains, she planned for greater returns. "In about two years' time, when the calf turns into mature cattle, I will sell this asset for net worth of 80,000 PKR'. She shared how the CIF, and her commitment to personal savings, is a great way to prevent myopic spending. She and her husband are working together to return the loan. Although Rizwana is yet to attain financial stability, she intends to work hard in rearing her livestock and contribute positively to the household income. She also added that the loan obtained through her community institution has restored her faith and trust in the functioning of communal institutions for the betterment of her people. The returning of the loan on time is of paramount importance to her, since other women in the village could equally benefit from the CIF. She acknowledged and took ownership of her belongingness to a women-led- institution by adding, 'we are working towards changing views of our men, who would beat their women for going out. We are setting example for other village women, who refrain from participating in income generation. This will help us to achieve our CO goals of community development without any hurdles". The ambitious Rizwana expressed, "with these loans at least some of our financial issues will be resolved". The respondent sounded very confident, expressive and was an effective communicator.

Rizwana Muhammad, CIF beneficiary, LSO General Secretary, District Sujawal

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As CIF is a revolving fund, which is to be utilised, expanded, revolved and not fully consumed toward achieving institutional sustainability, this approach is also anticipated to generate economic empowerment of those poor households who access it in the concluding stages of SUCCESS. However, it will be interesting to evaluate the impacts of these micro loans on the women's social and economic status once they fully benefit from the intervention, i.e. returning of loans, revenue generation stream, reinvestments, consumption and utility etc. A few interesting thoughts for end line assessment is how women's income is spent in the household, her power dynamics with markets, and her control over assets and spending.

4.4.1.2 Income Generating Grants (IGG)

Intervention Brief

IGG is a one-time micro grant to support innovative economic activities, to the poorest

households who are unable to access CIF loans. Income Generating Grants (IGGs) is the financial assistance to the poorest members of the community institutions. The SUCCESS community members provide a one-time cash grant and guidance to self-identified income-generating activities. Eligible households are identified through Poverty scorecard to ensure that only poorest households (with Poverty Score 0-11) access IGG. The Community Institutions (CIs) are vehicle through which grants are managed and disbursed to the most deserving households, with the technical assistance from the local RSPs. These CIs provide a platform for planning and implementation of household level interventions to improve the lives of the people, especially the poor women.

As of January 2018, a total of Rs. 69 million IGG sub grant have been transferred to 199 Community Institutions (LSOs and mainly VOs). A total of 997 poorest households have taken these grants.

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IGG

Effective decision maker, apt crafts-women and an empowered woman of an aspiring entrepreneur

Razia Solangi joined her Community Organisation (CO) with the hope that one day, this programme that aimed for women's economic development, will contribute positively in the lives of affected women in her village. All her life, Razia had been working closely with her husband to support their 7 children. Razia cashed on her sewing and embroidery skills and earned enough to feed her children. Over time, the old craftswoman started to lose her eye sight. The shrewd middleman took advantage of her limited market knowledge, exposure and inadequate bargaining power. At her CO, she would vigilantly listen to the advocacy of self-help initiatives, though couldn't contribute much due to her poverty status (PSC score 07). At the CO, Razia was motivated and encouraged to start her micro investment planning. The only thing she could think of was a sewing machine for herself, but after discussion with community members she changed her plan and decided to buy the sewing machine for her son, who never went to school and was drifting purposelessly through life. Razia knew that the women cannot go and sit in the main bazar (market), but if her son is given an opportunity, he will learn and earn better in the main market. She first linked her son, with a renowned village master (tailor), and once he had learnt enough, gave him the sewing machine. She shared with pride, "today he earns about 5000 PKR per month on an average, and this is just the beginning. He contributes to household expenditure and has become more confident in dealing with customers. He has become good at bargaining, as told by master g" she expressed with a satisfied smile.

Razia Solangi, IGG beneficiary, member of CO Salma, District Jamshoro

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The IGG beneficiary households have invested the IGG mainly on livestock, agriculture and micro enterprises (SUCCESS Annual Key Performance Report, 2018). The programme plans to grant Rs. 951 million IGG to 60,959 poorest households by end of the programme in 2021 (SUCCESS Website – Dashboard/KPIs).

IGG intervention was highly appreciated by those women who are marginalised and vulnerable, and needed such an intervention so that they could be at parity with other members in their group. Through IGG, the VO and LSO members are able to assist their members to tackle their financial challenges and increase household income, thus assisting their economic empowerment and independence. However, as indicated during the interviews, this intervention is not only about assisting needy women or families. It is also about fair decision making at CO and LSO level, it is about building competencies such as self-determination, effective use of resources, ability to save and control resources, and communicate and bargain at household level. It is about women having the confidence that they can change their own lives and destiny.

At a later date, it will be interesting to evaluate the impacts of micro credits on the women's social and economic status once they fully benefit from

the intervention, i.e. returning of loans, revenue generation stream, reinvestments, consumption and utility etc. Interesting areas to explore in the end line will be: what portion of women's income is spent on household purchases, what is their level of engagement with markets, what is their control over assets and spending.

Micro credits have been the more popular development intervention for the rural areas of Pakistan, and for the Rural Support Programmes. In SUCCESS, both the CIF and IGG interventions are in its inception stages in the sampled districts, it is too early to comment on its immediate impact in improving the financial position of the SUCCESS beneficiaries. Most respondents had received their first loan, and were in the first few stages of returning instalments. They had yet to interact adequately or actively with markets. There was limited evidence of any market linkages. While the respondents intend to reinvest revenues for business improvement and growth, this has not yet happened.

On the positive side, the targeting evidenced by the CIF internal micro lending and income generating grants is spot on. It has reached out to vulnerable and marginalised members. The scheme has the inherent potential to challenge and restructure the prescribed gender roles and household perceptions on women's economic roles and responsibilities. CIF has played a vital role in activating in the beneficiaries the 'power within'. The majority of the recipients were found to be articulate, communicative and actively engaged in household management decisions. A few have started practicing their bargaining power and negotiation skills, within the family. The CIF has also served as tangible proof that SUCCESS can enhance household resources. It has given a 'seeing is believing' twist to the programme, and for many have restored the faith in community groups or establishing social capital.

IGG

Becoming financially stable

Hafeezan is married and has nine children. She never went to school, does house work and falls in lowest Poverty Score Card band. TRDP staff shared that IGG is mandatory for all VO members who fall among 0-9 PSC band. Hafeezan understood the PSC ratings, CO formation process, IGG requirements and received CMST training. Hafeezan was given Rs. 15,000 IGG grant, with which she bought pregnant goats so that they could consume milk at home, and sell the baby goats for cash. Although Hafeezan and her fellow women had never received a grant before, except from the Benazir Income Support Programme, their confidence in the scheme built due to the accompanying social mobilisation. The provision of IGG to Hafeezan created some disagreements between local women, but social mobilisation and clarifications on requirement of low PSC ratings for grants has mitigated the situation to an extent.

Hafeezan, IGG beneficiary, member of CO Abad, District Dadu

4.4.1.3   *Community Physical Infrastructure*

Intervention Brief

Community Physical Infrastructure (CPI) projects are used to improve the basic infrastructures and productive assets used by, and services delivered to, the targeted communities. The community members will benefit from improved community infrastructures to meet their basic needs and gain better access to public services. CPI projects will be linked to the needs prioritised by the communities. They may include WASH, education, health, link roads, street pavements, culverts, irrigation, renewable energy, flood protection arrangements etc. These infrastructures will be managed, built and maintained over time by the communities, who will also form Operations and Management (O&M) committees and community savings systems (SUCCESS Annual KPI Report, 2017).

As of January 2018, a total of 137 CPIs have been initiated and 21 of them completed across the 8 programme districts. The completed CPIs befitting around 12,830 households. The type of CPIs include brick pavements, culverts, bridges and water pumps (SUCCESS Annual KPI Report 2018). The programme plans to implement a total of 2,800 CPIs by end of the programme in 2021 (SUCCESS Website – Dashboard/KPIs).

For the community, the CPI schemes are a tangible, visible, and definitive proof of the LSOs, and its members', ability to mobilise resources and solve the community's immediate issues. It provides the verbal and vocal approval that women need to be able to venture forward with credence and confidence. The CPI schemes convert, or at least curb, those 'naysayers' who would prevent the women CO and LSO members from venturing forward with their community work. Several of the interviewed women indicated how their community members have started saying that "these women have been able to

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CPI

The Road to SUCCESS

Barecha village was chosen to benefit from the CPI development scheme by its VO members for road construction. Absence of road in the village was severely hindering the everyday activities of village residents.

Initially, VO members faced many challenges, including criticism from men and land acquisition for road construction, but assistance from TRDP helped the VO members to overcome the land issues and problems created by the village elites.

"Our men were struggling to achieve road works with the concerned public line departments for two decades. We faced many problems because of the roads, e.g. our funeral proceedings were impacted, seasonal torrents created problems, and our children had difficulties going to school. When the village women were able to get this scheme for the village, the villager's gender perceptions of women's participation in development transformed," narrates Malookan.

Malookan further shared that the CPI scheme mobilised both women and men, and empowered women to work as a team to manage the infrastructure scheme from inception to execution. The VO members were also organised in teams to manage credit, procurement, site inspection with field engineers.

'CPI has reduced our mobility constraints, and has given us the power to decide and act. It has also increased men's confidence in their women's abilities,' said Malookan with pride.

Malookan, President of Dharti, Village Barecha, Dadu

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achieve that which men could not".

The very act of identifying, prioritising, and managing the establishment of a community infrastructure scheme, developed the CO and LSO members in meaningful ways. It has developed women's understanding of how community infrastructure, especially roads, are a must for a community to prosper and grow. According to the respondents, "they were encouraged to take decision by RSPs despite resistance from the community men, and applied for the CPI scheme."

The experience of handling CPI projects has enhanced women's ability to make decisions, and to say 'no'. "Not all communities could be given CPI schemes all at once. We had to make a decision as to who would receive the scheme first. And we had to learn to be fair and just". There are spill over effects of being able to facilitate a

community infrastructure project. The women say that they feel more able to handle their chores, manage household expenses, and take decisions in their family matters only because they were able to complete infrastructure projects (paved roads, hand pumps and sewerage lines were few mentioned by our respondents) - conventionally dominant by men - on their own. They were mobilised to be confident, communicate, develop negotiation skills and establish a firm belief in hard work.

Most of the villagers, especially men, criticised the women for getting out of their homes and working on the roads like men. They threatened and ridiculed them, and even called them transgender for forgoing the roles of a conventional woman. With RSPs support, the women were able to convince their husbands that the programme was for the benefit of the entire community, and programme gatherings and trainings included only women. Women were able to receive the CPI grants and work on the projects themselves, partially because of the support from their men and immediate families. Due to the successful construction of infrastructure, and the huge difference it made to the community, the resistance and ridicule has decreased and now the women are respected, empowered to go out and work independently. So, in essence, the CPI has actually changed women's accepted roles, i.e. what a woman can do.

Finally, women have also recognised the power of working together, and how unity, leadership, and management skills are the very essence of empowerment. They attributed the dominance of men to the lack of education and guidance. Being organised at multiple levels has made them realise the importance of being educated, and now they are making sure that their children, especially girls, go to schools.

4.4.1.4 Technical and Vocational Skills Training (TVST)

Intervention brief

The purpose of TVST is to design and implement demand driven training programmes for poor community members, especially women, so that they may be able to access the labour markets and enhance their income earning opportunities, with regards to (self) employment. Under the programme, a total of 108,000 females and males are to receive trainings. The target groups consist of those who have no, or limited, access to the formal training system, including; the school drop outs, unemployed, marginalised/deprived groups such as poor, women and youth to start income generating activities through (self) employment; livestock owners and farmers to adopt enhanced farming practices to improve their food security and nutrition (Success Annual KPI Report, 2017).

As of January 2018, a total of 1,100 beneficiaries including 1,048 women and 52 men have received training in technical and vocational skills in various trades. Women mostly took vocational training in tailoring (stitching and sewing) followed by dress designing/embroidery, beautician, basic computer skills and home based livestock farming, while men opted for car driving and computer skills (Success Annual KPI Report, 2018).

TVST is a popularly accepted intervention. Most of the beneficiaries were mobilised and encouraged to benefit from the intervention through their COs. Most women enrol in the training for sewing and tailoring, since these are skills they are most familiar with, and which they can immediately apply within the home, both for stitching clothes for the family, and if possible generating an income. The immediate family men of the CI members are also entitled to this skill developed training (motor repairing, mobile repairing and electronics).

TVST
Sugra's aspiring entrepreneurial Ménage

When Sugra joined the community organisation Mula Bux, it was a fate changer for her and her immediate family. Not only did she utilise the CIF loan to invest in livestock, she also made sure her entitlement of technical and vocational skill training opportunity was tapped in by her daughter in law. SUCCESS's social mobilisation efforts played a significant role in awakening and transforming her attitude towards her 'power relations' (power with, power to) especially the beliefs and attitudes on women's rights, her role beyond household chores. The inspiration and encouragement that was fostered by her CO was carried forward as she motivated her daughter in law to TVST.

At the 15 days training on sewing and stitching in Institute of Rural Management (a training institute engaged by NRSP for TVST), the skill conveyor taught her the advanced and modern practices to sewing. Although Sugra's daughter-in-law knew the basics of stitching, her knowledge was outdated. Through the TVST, she was trained on how to take proper measurements with the measuring tape, rather than using hands or wood, how to invest in proper cuts, and how to design using modern ways.

On return, the daughter-in-law and mother duo, planned opening a shop, and that too in the city centre with the support of their men. When asked why not in her immediate community, she spontaneously replied, 'the purchasing power of the city people is better than those living in rural areas, and the rate of profit and demand in these areas is higher as compared to village'. Sugra is eagerly looking forward to starting her family business. She said, "I really wish and hope that through our CO we get connected to the retailers and shop keepers in the city, so that we can obtain bulk orders." Sugra is confident and all set to break through the competitive and gender dominating markets.

Sugra, Member of CO Mula Bux, District Sujawal

Since in the poor/marginalised households, stitching cloths for their own children and families is a local norm hence it was observed that most of the beneficiaries who enrolled in sewing and tailoring training were young girls who wanted to acquire a high-level skill to establish a home-based income generating activity, a goal inspired in them by their COs. Apart from sewing and tailoring, some women also enrolled in the beautician course since it is a much-demanded service in those communities. Due to their access to financial benefits, beneficiaries were relatively independent, confident in their abilities and shared the family burden of household expenses to an extent. Some of the beneficiaries were also aware of the market linkages and importance of

scalability for the establishment of successful and commercial business enterprises.

One immediate challenge that these beneficiaries face is the lack of practicing equipment (sewing machines) since they cannot afford to buy a machine for themselves. Although a few women had a vision to save enough money, to use CIF loan to buy sewing machines in the future, but for most of them it was a challenge to save enough money because of low demand of tailors and low purchasing power in their immediate community. Although TVST equipped them with skills, it does not provide awareness of market linkages and scalability opportunities. Thus far, there is no indication that these women are thinking about group enterprise, and applying their skills

TVST
50% off at Hameeda's

Hameeda attended the beautician course, her choice guided by the fact that there is no beauty salon in her village. She was optimistic on her business prospects and revenue stream. When she shared her business idea with her immediate family, she met with strong resentment and opposition. To them business was about heavy investments and a lot of risk. Travelling out station for the training was unacceptable for the family, a jigsaw solved by SUCCESS through organising the workshop in the closest proximity.

For Hameeda, it was a challenge to attend the training given the responsibility of children and household work. She often thought of quitting the training, but was supported by her mother to complete household chores so that she could manage. During the training she was introduced to latest business trends and market practices by the trainer. She even integrated promotional techniques such as giving discounts to her customers to create a customer base.

Hameeda now often travels to Dadu and other cities to get the products her customers demand. Hameeda is now financially independent, and is contributing to household expenditure. She has also noticed an improvement in the relationship with her spouse. Hameeda believes that self-confidence, agency, self-efficacy, with the support from her peers/family, along with market exposure and skill enhancement is all what it takes to be empowered. She believes that many women in village did not get the opportunity of TVST as they didn't fall in the required PSC category, and hence she plans to play a trainer and mentor's role soon. According to Hameeda, 'There is change. Our men understand that we are thinking of our families and contributing to income. Men in village have now realised that women's mobility will be beneficial for their families'.

Hameeda, member of Khudabad Masjid, District Dadu

to commercial products. Only one beneficiary recognised the importance of linkages with the customers and retailers in the city and wanted to start her family business using the support of the men in the family.

It was also observed that the beneficiaries of TVST were not encouraged to transfer their acquired skills and exchange knowledge with those women who did not qualify for the intervention, but wanted to learn new skills for income generation. These beneficiaries need awareness to turn acquired skills into profitable and scalable enterprises, the advantages of group enterprises, linkages to market and long term and sustainable future planning.

Another reported challenge by the project staff was: what if the community member's immediate family is a young, unmarried girl? When she gets married, and leaves her household, we will lose an income earning member of the household whose income we want to increase. This will make it difficult for the implementers to support the community members in the next stage of their micro investment plan, which was linked with the utilisation of the acquired skill. However, this will not affect the income of all beneficiaries, as she will continue to contribute to (another) household income.

These vocational and technical skills interventions are designed to build women's capacity and to assist her to be financially independent. They are directly linked with women's economic empowerment and thus polishes her 'power to' applied knowledge and skills. Women with skills become financially independent provided with the equipment to practice skills and market linkages to sell their products.

4.4.1.5   *Micro Health Insurance*

Micro Health Insurance (MHI) is a social protection measure for the most destitute and vulnerable households to protect them from health shocks that may push them deeper into poverty and hamper their capacity to generate income, hence adversely affecting their socio-economic well-being. The programme intends to cover 25% of the poorest households with MHI to cover their basic health needs and increase their resilience to health shocks. For each household covered, a premium is paid by the RSP to the selected insurance provider to provide insurance coverage (for example against hospitalisation, disability and accidental death/normal death coverage when required) (Success Annual KPI Report, 2017).

As of January 2018, a total of 261,481 female and 264,807 male members from 74,989 poorest households have been insured for micro health. So far 485 patients have been treated with a total amount of Rs. 5.5 million claim repayment. The type of illnesses treated included water borne diseases and maternity care. (Success Annual KPI Report, 2018)

Nobody better than Sabri could explain the extricated linkages between poverty and the health shocks; she lost a daughter to an ailment left untreated due to her poor financial situation and distant public heath units. The tragedy of her daughter's death hit the family, and her poverty status couldn't battle it.

Based on respondents' feedback, there are many MHI card holders who have been unable to benefit from this intervention because of non-existent of hospitals in their districts. Majority of card holders were daily wagers with limited access to the hospitals in other districts because of unaffordability of transportation cost and unavailability of cheaper public transport system. Some do not have the available house help that will allow long absence from their homes. The biggest health situation when support is

needed is in the case of child births, where most women are not able to travel far to the hospitals, preferring home deliveries. Community's conservative beliefs also refrain them from getting medical help.

MHI

Learning to put health first

One day, Sabri was invited to join the Community Organisation, where she actively participated in the communal gatherings, acquainted herself to the Community Awareness Toolkit lessons on vaccination, HIV and AIDS, Diarrhoea and Pneumonia, mother and childcare. Few months later, she got the micro health insurance card, and the NRSP staff briefed the village women on the usage. To Sabri, who learnt to go with the harsh choices compromising and putting health at risk for household amenities used the card twice for her living children (for acute Diarrhoea, seasonal influenza), she acknowledged the NRSP team for the opportunity, and blamed her fate for losing her daughter. 'SUCCESS MHI will save many daughters', Sabri expressed with optimism.

Sabni, Member of LSO Chuhar Jamali, Sujawal

Apart from mobility constraints and unaffordability of transportation costs, lack of medical professionals in the hospitals was also quoted as a major constraint. Project staff shared an incident where an MHI beneficiary, with severe abdominal pain, went to Dadu in an emergency. However, the panel hospital could not treat her and referred her to Bakhtawar Hospital in Jamshoro. Since transportation cost was not covered under the intervention, her family could not afford the travel to Jamshoro and the woman passed away from her ailment without any treatment.

Another MHI challenge is its limited coverage, both in terms of the hospitals on panel, as well as the types of diseases it covers. For example, in Dadu, 1000 women received the health card but 60-70% women are over-aged and cannot benefit

from the insurance, since major ailments such as diabetes, cancer and T.B are not covered under the insurance. As shared by the staff member, there are only two hospitals in Dadu that are on the insurance company's panel, and they only provide maternity services - hospitalisation and C-Sections. For normal childbirth, OPD, emergencies, child care and first-aid, beneficiaries are forced to travel to Jamshoro, which is a challenge for the majority.

Some of the women who were able to use MHI cards were positive about their experience, but they were not very clear about the standard using procedures and coverage of the health card.

MHI holders, along with their families, need mobilisation and health trainings on MHI procedures and its benefits, coverage, usage and panel hospitals. Other important factors that would truly enable MHI intervention are getting in touch with health departments to develop community infrastructure, easily accessible medical services and advocacy for women's health.

4.5 RESULTS ON COMMUNITY INSTITUTION INDUCED POLITICAL PARTICIPATION AND EMPOWERMENT

This component enabled us in analysing the political empowerment triggered with the participation, interactions and exposure of leaders at high impact forums representing their communities' institutions and bringing accolades for themselves, their immediate families and communities. Much of the impact of community institutions on empowering women in political domains, on boosting their confidence to engage with public service delivery issues, in active citizen participation and in fostering healthy partnerships between public representatives and VO/ LSO leaders were looked in-depth in sections 4.2 and 4.3. However, this particular

section records some real-life changing stories of the leaders and their journey to the mission beyond and ahead. To us, these were the agents of change, the real stars and the most empowered of the lot.

Empowerment in Newly Created Political Spaces and Beyond

Gender equality and women's empowerment are both human rights and are critical for achieving comprehensive, unbiased, and sustainable development. Global statistics clearly show that women are underrepresented as leaders, elected officials, and voters due to cultural and social norms, and self-limiting beliefs and practices, which negatively affect their participation in the political process. The above case studies are indicative of how SUCCESS is enhancing the female LSO leader's individual leadership skills, e.g. their exposure to other cultures; their ability to speak up and speak out at various forums; allowing them to try out new roles (e.g. working alongside the police – see case study in 4.5.1); by directly interacting with government officials and the power that are; and by expanding their contact base. The fact that they were personally recognised by several of the district officials was a matter of awe and wonder to several of the interviewed women.

The case studies below clearly indicate that the first two barriers that must be simultaneously addressed for political empowerment to be initiated, is at the level of self and family. Given relevant training, and adequate time and opportunities, women have been able to manage this. Most of women interviewed spoke of how they convinced their husbands and significant others. They spoke of sacrifices, of how they had to put in extra time and effort to complete their prescribed roles and duties, in order to continue working with the LSOs. The fact that the women are willing to put in the extra hours of work,

sacrifice rest, and put up with societal censure, indicates how important they think it is for them to evolve, grow and play a leadership role in their respective communities.

Several of the interviewed women have received threats from local influential, including politicians, and in some cases immediate and/or extended family members. It is possible that such threats may increase with time, as the women become more articulate, vocal and influential in their local communities. SUCCESS should develop a careful strategy, comprising of training PLUS interventions, to manage this possibility and emerging challenge.

With time, many of these women will become influential in their own right. They will have developed personal contacts and connections that they can then leverage for the benefit of the community, or on the downside, for their personal benefits. Erum, LSO President, Chuhar Jamali, Sujawal, put up all health-related contacts generated as a result of her JDC interactions on the LSO board so that they may be available to all. Going forward, it is recommended that SUCCESS explicitly define how the benefit of increasing political power be mainstreamed, institutionalised and rotated at LSO level.

4.6 ETHNOGRAPHY OF A NON-INTERVENED VILLAGE

Illahi Bux Panhwar is one of the non-intervened villages of the SUCCESS programme. The reason for conducting an ethnography of this village is to explore the social, cultural and economic aspects of empowerment in women of this area as compared to the women in the intervened area of the SUCCESS programme.

Several interesting aspects were unveiled by this study as women of this area are still not socially empowered and do require the consent of their

male family members in each step of their lives; be it a matter within family and outside the premises of their house. They are socially bound inside their homes with not many social and economic opportunities. It was observed that the women here are more oppressive because of their financial dependency on their male members of the family; be it their father, brother, son or husband. The women end up working and helping their males in livestock business and work such as seasonal labour which does not add much to their economic stability and social decision making.

The males of this village hold the social, economic and decision-making power of their houses in their hands. However, they are economically unsound as they are bound to their landlords because of the loan they take from the *Wadera (feudal landlord)*. When the time comes to return the loan, since they are not economically stable enough to repay or return the loan, the interest increases over time. The Wadera uses this loan as leverage to make the men perform labour tasks as farmers or servants. This social turmoil boils down to the simple fact that there is a lack of freedom of speech and education. This is a never-ending cycle as the children also become involved in bounded labour since their birth and they don't avail the necessities of life such as their basic education. The women of this community are equally deprived. Just like their male counterparts, they struggle for basic needs which results in below the line poverty for them and their family.

The interactive sessions in this village showed that the women of this village lack political awareness. They don't have any knowledge about their right to caste vote, and importance of elections. The silver lining was that they did know about BISP, a programme of Government of Sindh which provides financial aid to the poor people who have a low poverty score. However, it was alarming to observe that the *waderas*

brainwash the villagers into casting votes only to the individuals who give them a fiscal incentive to do so. The women, being unaware of their right to vote or the power it holds, are told to cast votes with the permission and will of their husbands or elders of their household. The Wadera of the community also plays a vital role on election day as he sends a lorry or Suzuki (car) to the villagers in which all females reach the polling stations and cast their vote to the party affiliated to their landlord or Wadera.

Comparing to the communities that are being transformed under SUCCESS, the women in this community were much more restricted. They are yet to recognise their 'power within' brandish by fate, by culture and by their power relations, they are in dire need of the enabler that enchants the spell to nurture their 'power to' control socio-economic life decisions and to influence the power relations in favour of greater socio-economic and political rights for the benefits of their households, immediate community and village. The first two years of SUCCESS earned the women of Sindh their first step to empowerment; which is stepping outside the four walls, followed by the realisation of their power within, by nurturing their 'power to', to greater power with and power over decisions that not only 'started' to evolve themselves, their families, their immediate communities, the villagers, the public representatives but are aiming higher and bigger at an environmental and societal level with the bandwagon of SUCCESS; a women empowerment initiative for the women of 8 districts in Sindh; a process; an output and an outcome in itself.

Evolving from **Within!**

Erum, LSO President, Chuhar Jamali, Sujawal, after being invited to attend a workshop on Elections for Women, had two concerns. First, permission from her family. Second, flying to Islamabad by air for the first time. She had never stepped out of her province alone and travelling all by herself to the capital was inconceivable. Today she confidently laughs at her own insecurities and said humorously, "I wrote my will and asked my family to take care of kids in case the plane crashes and I do not return.'' Stepping out of her comfort zone, saying goodbye to her family and friends, she flew to attend a workshop organised by EU in Islamabad. Initially, it was difficult for her to adjust, but she learned to appreciate the diversity and feel happy being among people who were different from those in her village. Erum requested the programme manager, Fazal Saadi to give her the chance to be part of the discussions on general challenges impeding women's political participation. Despite feeling constantly let down by one of the organisation staff, Erum remained self-assured, determined to make her voice heard. When she raised her hand, all eyes were on her. She highlighted how the hurdles that women encounter include security issues, where women are scared to go out and vote because they are afraid of deteriorating law and order situation during elections. She was appreciated for sharing her views, and for her it was as if a dream came true, where she was a recognised and a prominent person during an event.

Sabni, Member of LSO Chuhar Jamali, Sujawal

She was able to connect with many people, and came back many business cards. During the recent elections, she was given the opportunity to work alongside the police, and strived hard to maintain peace. She was given a special duty uniform, and proudly wore the law enforcement officer's cap. There were hurdles to be faced as well, e.g. when she refused some local politicians and feudal lords that it would be inappropriate for the LSO to organise a communal gathering for political party, since the LSOs had to remain non-partisan. It took considerable courage to be able to say no.

Erum also shared her experience of representing her district to a JDC meeting in Hyderabad, where she shared SUCCESS project's progress and directly interacted with the DCO, DHO, AC, TMO and representatives of the health and education departments. She mentioned how the DHO shared contact details of doctors, specialists and nurses, thus expanding Erum's LSO's contacts with hotlines, helplines of various hospitals and other relevant institutions. These contacts numbers are now chalked on the LSO walls. Erum proudly shared how a recent snakebite case was treated through a doctor who was referred by the DHO. Erum has put in a request to the District Education Officer for a separate girls' school for her village. She has been reassured that this will be taken up in upcoming JDC meetings.

Empowerment **Plus!**

Nadia, CO & VO manager, and LSO treasurer, proudly narrated, "When I went to attend JDC meeting, the DC recognised me. It was a matter of prestige to be recognised by the high officials present at the JDC meeting.'' The JDC members applauded her efforts for successfully completely the hand-pumps scheme for her LSO.

During the JDC meeting, she requested the DCO to initiate a livelihood scheme for the widows in the village. The DCO recommended that the widows could be supported with a sustainable income generating programme. He reassured her that he could link the poor girls with the public fund for dowry. She also put up a request for LSO office space that will create a direct link between government representatives and LSO members for further formal proceedings.

Nadia also travelled to Europe to attend European Union Development Days (two days event). Though she could not speak the language, she was able to manage a heart-to-heart connect! She impressed many in the audience from around the world, with anecdotes of how she, and the women in her village and union council, have committed to a change agenda, and are journeying towards their success. Nadia became the hero for many, who were inspired by the courage of this physically challenged woman, who is leading her community institution to promote and work for improving women's socio-economic status in Sindh. In a society where the currently prescribed gender roles and cultural norms pose impediments to women's economic empowerment, Nadia brings hope to all. Despite being differently abled, Nadia is fighting all odds for the progress of SUCCESS. Nadia stressed, "A woman should not be financially dependent on her spouse, but should generate her own means of income." With tears rolling down her cheeks, Nadia shares that her journey has been tough. She managed household errands at night, especially those related to her children's school, such as washing the uniform, ironing, and devoted her mornings to community organisation work, undertaking CRP sessions on CAT, meetings, trainings and workshops. Only through such multitasking has she been able to achieve what she has.

Battling Ghost **Teachers!**

Born in the Kohli (Hindu) community, Rani lived in the outskirts of Tando Allahyar, a poverty-stricken area with strongly knitted communities. This oppressed community lacked the confidence to raise their voice against any injustice, since the very land they lived on belonged to feudal lords. Though school buildings were available, they only had access to school till the second grade, and that too without tutors. Most parents were reluctant to send their daughters to schools in nearby villages for fear of being harassed by people from the Muslim communities.

As a vocal and confident woman, Rani was selected as the President of her LSO. Initially, she faced challenges from her immediate family members, but noticing her passion and vision, her husband later supported her. After joining the SUCCESS programme, she realised the importance of education, and thereby enrolled herself in school. She said, "It's still at times difficult for me to face taunts of my community. I hide my books when coming back from my class. Before the introduction of this programme, we had not even known that there was an outside world. We had never been to Hyderabad". For her, this journey was not easy, but she was persistent and was motivated by the thought that she could be instrumental in improving the lives of those in her area.

Rani proudly remembers the JDC meeting, where she met the local influential and discussed the issue of ghost teachers with the District Education Officer. The JDC members praised Rani for raising her voice, took notice of the issue, and promised to resolve it. Rani says that it would not have been possible for her to take on this issue, or vocalise it, had it not been for the EU-SUCCESS programme which not only mobilised the communities, but provided opportunities to women like her to represent the issue at relevant platforms. Rani has been given a CIF grant that she has utilised for purchasing livestock. She has already improved her income through this intervention.

Challenging the
Status Quo!

"Initially it was challenging to be part of this organisation. I faced resistance from my husband as well. But with time, his views changed, and he started supporting me", said Vice President, Zubeeda Khan Solangi from LSO in Jamshoro. Despite early hardships and difficulties, she not only convinced her husband to support her, but also influenced many other women like her who were passionate to do something to improve their community and better their lives.

Zubeeda is a self-confident and witty woman, who believes in equal rights and women empowerment. In order to financially support her family, she ran a sewing centre, where, free of cost, she taught girls how to stitch and sew. Zubeeda firmly believes that her community will not prosper until every woman in the community participates and becomes an active agent of change.

Zubeeda shared her JDC experience with a bright smile and sparkling eyes. For her, it was a dream come true to share a platform with the political influential and representatives of key public institutions in her district. At this platform she raised the issue of women's physical and social mobility. She shared with the JDC how her LSO had facilitated the obtaining of CNIC cards and birth certificates for villagers, and how important it was to further streamline the same. Through SUCCESS, Zubeeda has strengthened her contacts with those public offices which were once considered unapproachable. Zubeeda now looks forward to the activists' workshops and the JDC sessions.

Zubeeda believes that her LSO has brought social mobility and self-awareness within her community, and has highlighted the importance of voting. She also realises that she has become somewhat of a threat to her village's feudal lords, who have threatened her. One of the respondents narrated that the political elite was also present at the JDC session. During the meeting, he applauded and celebrated the women's empowerment initiative (in front of SUCCESS delegation and staff), but later on he sent Zubeeda a threatening message to immediately stop the women's gathering and campaigns. When asked what this may mean for her and her LSO team, Zubeeda said that nothing could harm them as long as they, the Local Support Organisation, are united.

Advocating for **Women** Rights!

Jannat was born in a family that was reluctant to send their girls to school. But her mother supported her, and her siblings, to get education, while keeping it a secret from the male members of the extended family. Jannat hence became one of the few educated girls of Tando Shahbaz. Her villagers therefore trusted her, and voted for her to be the President of LSO.

Initially, her immediate family and neighbourhood opposed her for joining the programme. She shared SUCCESS's mandate with her family, highlighting how it aimed to reduce poverty in the community, and uplift the socio-economic status of the village women. She highlighted how the project aimed to work for the prosperity and welfare of the rural women. Even though Jannat's own Poverty Score was above the poor category, she joined the mission for ensuring a brighter and better future of the girls and women in her village.

Jannat narrates her experience of attending a Taluka level JDC meeting, where she became part of high level delegation comprising of District Commissioner, UC chairman, department heads etc.

SUCCESS gave her the courage to advocate/ demand for the rights and equality of deprived women before public officials. Many officers encouraged her, appreciated the programme and listened to her demands relating to infrastructure, education, and development issues in the UC. Jannat remembers with pride how she represented the thousands of women in her UC. Jannat says that everyone derives power from somewhere. Our power comes from our united force of thousands of women. She said, "It is our vote that counts and gives power to those in power and our votes have the power to snatch this from them if not well served."

She thinks that EU-SUCCESS has helped people to mobilise, raise voice for the rights and betterment of society, and has promoted top tier political awareness. The same relatives and immediate community members, who were once against girl-education and women's mobility beyond four walls, now see her as a role model. This programme has been beneficial in breaking stereotypes and transforming gender roles in society, whilst politically empowering us.

Breaking Barriers – **Changing Mindsets!**

Sanam, LSO Noor member, attended activist workshop as an observer. She went to attend such a workshop for the first time. She said, "I was so happy to be part of that workshop. I saw well-educated women actively participating". Sanam had been educated till class eight. Her society was not open to female education, and most girls did not study beyond class five. After attending the activist workshop, she realised the importance of education. Upon return, she insisted that her father allow her younger sister to enrol in college, so that, she could receive higher education. Sanam has now enrolled herself in school so that she can complete her matriculate.

Sanam's exposure has changed her for the better. She is more confident than before, and has the courage to take on issues with her family, e.g. higher education for herself and her sister. This exposure empowered her and strengthened her to differentiate between right and wrong.

Boosting Internal and **External Power!**

Zahida, LSO Noor chairperson, shared her rough journey of SUCCESS which was full of resentment from all over.

Even her husband was reluctant to shield her against the opposing community members but she remained steadfast and committed to her mission. Soon, societal perception evolved as they saw her working for the betterment of her community. Her husband softened too.

Through JDC meetings and activist workshops, the SUCCESS programme has provided Zahida with a platform to form linkages and develop contacts. In the JDC meeting, Zahida pointed out to the concerned some pressing village level developmental challenges. She reported to the health officer how the basic health care units in the vicinity of the village had no attendants. She reported how pregnant women had died while commuting to city hospitals. As a result, the DHO appointed a lady doctor in a nearby health unit.

She proudly shares that through political interactions with public officials in the form of LSO meetings, JDC session, activists workshops, many of the basic community issues are being resolved. The networking opportunity provided by SUCCESS proved beneficial when she got many of her colleagues CNIC registrations from NADRA. Through her LSOs efforts, many students have been enrolled in reopened schools. She reiterated that SUCCESS has given her confidence, and has shown her a pathway to directly communicate with high officials governing important public departments, i.e. health, education, livestock, etc.

These workshops have not only helped her with networking, but has provided her useful exposure, built her self-confidence, and improved her communication skills.

RECOMMENDATIONS

The recommendations of the study are grouped into three different segments extrapolated from field observations and records. As part of the overall study of the programme, the research team spent quality time with programme implementation partners/members of RSPN. Their valuable inputs aided in capturing few recommendations presented as:

• Inputs to the programme

• Process improvement

• Communication and documentation

These recommendations will assist the programme and monitoring teams in improving programme management and implementation.

5.1   RELATED TO INPUTS

1. The respondents managing the VOs and LSOs were found to be confident, articulate, and possessed many positive leadership qualities. That is the reason why they are in leadership positions in the first place. As evident from their field stories and data, these women will engage with a wide range of stakeholders, i.e. feudal lords, politicians, bureaucrats, mid-level and lower tier government officials, the private sector, civil society organisations, etc. What is clear is their need for a range of skills, i.e. how to be diplomatic and tactful, while remaining assertive; how to be visible and articulate at board meetings, without being dominant; how to manage LSOs resources without depending on external help. It is critical to ensure that the LMST covers those

leadership aspects that are critical for the women's empowerment journey ahead.

2. Currently a paid bookkeeper assists the LSOs with financial management. While the CMST and LMST provide training in bookkeeping and accounts, most of the LSO and VO members are semi-literate, or even not-literate. It is suggested that the VOs should be encouraged, and supported, to initiate adult literacy classes at village level. Literate VO members can be trained as adult literacy teachers, and given the task to train other women to read and write.

3. The Community Awareness Toolkit (CAT) covers many interesting subjects, all relevant to the issues faced by the SUCCESS communities. It however remains silent about two important topics, as follows:

   • During the Study, the team heard of two recent GBV cases that happened in the districts of Tando Allahyar and Kambar-Shahdadkot, where the women on whom the violence was perpetrated, died. It is understandable that prominence or visibility of GBV in CAT may cause a resistance to the overall programme by men, and those who influence local systems. However, SUCCESS must introduce ways in which such issues that have a direct link to women's empowerment (or lack of empowerment) are made visible. It was found that one VO had taken up a initiative to say 'NO' to Ghutka (chewing tobacco), having been inspired by the messages in the health

and nutrition module. Is it too early for SUCCESS to catalyse the LSO and VO leadership to track sensitive issues such as GBV, Karo Kari (honour killing), trafficking of women and children? At what stage in the programme is this likely to happen? True empowerment is not possible if the CIs skirt around issues that are at the core of women disempowerment.

- Given the exponential growth of Information, Communication and Technology (ICT), it is recommended that it is one of the topics covered by CAT. The LSO and VO leadership and members should have a sense of how digital technologies are changing the world, and whether literate or not, how they must embrace such technologies and apply the same to enhance the quality of their lives.

4. The majority of the CPI schemes are currently being implemented at the mohalla level. This made the VO member's contribution visible closer to home, and even though these were small initiatives, e.g. a hand pump, a pavement, etc., it gave her the credibility and applause she needed to be able to negotiate for her mobility and involvement with CIs. To use CPI to strengthen women's empowerment at a relational and environmental level, it is recommended that in future some of the CPI schemes should be considered at a cluster village level so that more challenging issues can be addressed, e.g. portable drinking water schemes, sewerage and sanitation etc.

5. TVST is a very popular SUCCESS intervention. As highlighted in various interviews, along with IGG and CIF revolving fund, it has the potential to empower women's lives

in meaningful ways. The focus of TVST interventions should be to provide modern, updated and market based technical skills. Such inputs build the personal competence of those receiving the training. Based on needs reflected by a number of respondents, this intervention should be complemented with entrepreneurship training that directly contributes to building personal, relational and environmental empowerment. Some specific recommendations are as follows:

- Entrepreneurship and business development for LSO leaders: many LSOs have sizeable funds in the form CIF and by taking interest on the CIF loans the LSO can generate additional income. Some of the members indicated that with the interest income, they would like to initiate a business. The principle amount would be returned to the account, and the profits would be used to run the CIs. Some ideas included setting up a tent service, establishing a catering service, setting up a pick and drop service for women and girls, etc. It is recommended that the SUCCESS team explore examples of successful social enterprises (i.e. an organisation with the primary purpose of doing well, but generating enough resources to manage the organisation) and pilot a few in the programme area. Such hands-on entrepreneurship practice will make the LSOs more competent to guide and counsel entrepreneurship development for village women.

- Be it for agriculture, livestock, stitching and sewing, dairy, embroidery, patchwork – common interest groups, where 5-15 women work together, either as a group enterprise or as individual entrepreneurs operating on one platform. Such an arrangement has

shown tremendous success throughout the country, especially as a way to curb exploitation by middlemen/women. An important reason for this is that it serves as an empowerment development tool, where women have anonymity and togetherness, and a legitimate platform, to try out their business skills with vendors, markets, distributors, suppliers and customers. It is recommended that such platforms be initiated through SUCCESS interventions. Once the groups are formed, they would be trained in how to operate as a common interest group.

- Encourage to make beneficial use of the higher experience of more aged women and the higher energy-levels of young women to facilitate rural-urban linkages, where younger women are trained to produce, while more aged women like Sugra are trained to market the product to towns or cities. The older women have greater mobility and can bring orders and engage more assertively with the markets.

- Organise enterprise development training for the non-literate, semi-literate and literate women who want to be self-employed or emerge as an entrepreneur. Respondents, who had received technical training, had limited understanding of how to set up their business or engage with the market. It is recommended that SUCCESS ensures that such training also covers how ICT can be used to link up with national and international markets, and how e-commerce platforms can be used to purchase supplies and set up shop.

6. SUCCESS created considerable awareness on voting rights, the significance of a vote, and

how to withstand political pressures. The LSOs and VOs successfully communicated these messages to their members, and their level of success can be gauged by the fact that these political parties, both before the elections and after, acknowledged the CIs. In one instance, a furious local feudal called the men to a Jirga(assembly), where he complained that the women had voted for a party different from the one he had instructed, and that all the men should divorce their wives for this act. Many women at the village level said that they were compelled to vote as instructed by their landlord, since they owed him this act of loyalty in return for the lands provided to them. The environment in which these women exist binds them in complicated ways. It is recommended that political awareness and rights be a major input in the next three years. A core message that these women and their families need to hear is about how mutual dependencies work. Their dependencies on the landlord, and his on them, have to be understood, recognised and respected by all concerned parties. These are sensitive messages, and must be carefully inputted. However, for true and lasting empowerment, such subjects cannot be ignored.

7. It was noted that COs, VOs and LSOs are heterogeneous in terms of their capacities. Those groups which are remote, culturally constrained, and vulnerable require considerable efforts to mobilise them to a level where they are to par with the more average groups. Such groups require additional efforts and resources to spark those competencies that will lead them towards empowerment. In such instances, it is recommended that the SUCCESS team select the most competent SOs, and provide

additional, and external support, to the local CRPs. In other words, unequal efforts are recommended for equal results.

8. Demographics show that the majority of MHI beneficiaries used their cards for accessing financial support for deliveries. Based on past experience, our understanding is that one of the key deterrents to recurring pregnancies is the cost of delivery, especially if it is a C-Section or a complicated case. Given the financial support, is it likely that the number of pregnancies goes up? It is recommended that the pregnancy trends are noted and assessed.

5.2 RELATED TO PROCESS

1. One of the most significant features of SUCCESS is an 'All Women' mobilisation and action strategy. This may be one of the reasons why women have 'permission' to participate. With every non-traditional action that a woman takes, she manages to readjust the prescribed gender roles. She is then able to take on roles that were traditionally thought to be men's prerogative or domain, e.g. working on infrastructure schemes, mobilising resources for the community, talking to those who are in power or have influence. Just as the roles for women are changing and expanding, is there a tracking for evidence that men's roles are

also expanding to take on those roles which have been traditionally associated with women, i.e. nurturing children, taking care of household work, etc.? It is recommended that both men and women's changing roles are documented and the following is carefully noted: Given some new roles that women are undertaking, are they being overburdened in any way? What are they sacrificing to adopt these extra roles? What roles are men taking that now ease women's traditional burden of work? Are we in any way disempowering men to empower women?

2. In practically every group meeting, when articulate, vocal, confident and mobile women were asked, 'What supported your journey to being as you are?', they said that it was the support and backing of their fathers. It makes sense that those who are the gatekeepers will also be door openers. It is recommended that SUCCESS not only find creative ways to acknowledge this resource, but going forward find a way to build on this sentiment, and leverage male support for women's empowerment.

3. SUCCESS has undertaken interventions to promote women's mobility, not only within the village and union council level, but to national workshops and seminars, and to international events. If such mobility is to continue beyond the life of the programme, then one must build or leverage safe spaces

and safe mobility that women can access "outside the programme boundaries". There are examples where women in remote areas have been able to leverage a change in the routes assigned to public transport so that it can be more easily accessible to them. Some villages have been able to facilitate a market-based solution where local male entrepreneurs provide extension transport services (rickshaw, cart) to a location where public transport is more readily available. Another mechanism is where women are trained to move independently, in groups, and slowly weaned off the very protective support generally extended by most projects.

4. The study shows a co-relation between the SOs or CRPs associated with a particular group and its social mobilisation and empowerment indications. It is recommended that those SOs that have been effective in mobilising and motivating women have the opportunity to mentor SOs that are handling the more challenging groups. If possible, the more experienced SOs could also be rotated to engage with other, less mature, groups. Groups that face more severe socio-cultural barriers could also be given the opportunity to engage more regularly with motivational speakers and inspiring women from other districts, facilitated through technology (a local version of TED-talks).

5. Managing Expectations: Programme interventions such as CIF, IGG, TVST and MHI are focused solely on the poorest households (PSC Score 0-23). Managing the expectations of households who are above this band regarding these interventions may prove to be a challenge. It would be appropriate to identify other resources available to serve these needs, e.g. microcredit programmes available in the area, government initiatives that are providing livestock, etc.

5.3 RELATED TO COMMUNICATION AND DOCUMENTATION

1. How are CAT sessions' or TVST inputs actually empowering women at personal level, relational and environmental levels? What we captured was hearsay, anecdotal and very useful. It is recommended that SUCCESS find an effective way to record these induced mind-set shifts while they are happening. Otherwise some important learning may evaporate if one waits for an end line reporting. For example, one interesting immediate application of CAT's hygiene, health and nutritious diet session happened in Tando Allahyar, where over 30 women (respondents) shared quitting 'Gutka'. Such mind-set change is huge, and its tracking is imperative.

2. LSO/VO/CO leaders should share the political experiences/ interactions, with their members, through videos, photographs, and knowledge sharing meetings. The CO members lacked knowledge/exposure regarding the political interactions of their leaders and the outcomes of the meeting. For the CO members who cannot leave their mohalla, one could organise virtual sessions. It was observed that there are LSO and VO members who are smart phone users. One of the visited LSOs gave a presentation on multimedia. It is recommended that SUCCESS makes greater efforts to mainstream ICT in these women's empowerment process wherever possible.

3. It is recommended that SUCCESS team consider developing some additional sessions in CAT for the following target groups:

   • Female youth, unmarried and newly married age group (18-35), with messages on how to manage time poverty, mobility, work-life balance effectively.

   • Elderly women, who showed a dominant and suppressive attitude towards younger women, in particular their daughters-in-law. It would be useful to bring a mind-shift, attitude change programme for this target group so that they not only embrace change, but become an active advocate for the same. Such behaviour change can be further incentivised by acknowledging positive role models.

   • Adolescent girls are our target groups in future. It is recommended that CAT incorporates 1-2 modules for these girls, inspiring them towards a socio-economic leadership role in their communities.

4. Empowering women is about bringing a change in the existing social and cultural status quo. In the short term, there are bound to be perceived winners and losers. Conflicts at household and community level are inevitable, as are the violent reactions, as evidenced in this research, from those who are currently in power. It is strongly recommended that such situations are anticipated, and in response SUCCESS offers protection in the form of a universal help line or hot line.

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7

ANNEXURES

7.1 ANNEX 1: CONCLUSIONS TABLE

We are presenting a template for cataloguing the impact on the three levels during the course of the programme. The report for Round 2 will include a filled version of this table to summarise the programme's impact in a very simplified manner.

Level	Dimensions	Impact rating second round (2021)	Description/ justification of rating	Significant changes over round 1
personal level changes	Power within			
	Power to			
relational level changes	Power with			
	Power over			
environment / society level changes				

7.2 ANNEX 2: DISTRICT-WISE FINDINGS

Jamshoro	
Social Empowerment at the CO-level	
Aspirations, Willingness & Eagerness to Entry	The respondents joined the CO because TRDP convinced them on the programme's mandate to alleviate poverty through RSPN's three tier social mobilisation approach and connecting grassroots to public institutions. Majority of the respondents joined the CO to obtain incentives in the shape of skills, awareness, and monetary benefits.
Self-perception, Agency, Self-efficacy, Personal Autonomy	Leadership qualities were only evident in the CO manager and president, they were more expressive and confident as they had exposure working at the village and Union Council level. Other respondents were shy and less vocal, majority are yet to explore the outside world with SUCCESS. All respondents reiterated on SO's, CRP's role in boosting their self-esteem and self-confidence. 'Illiteracy has been the biggest barrier in our growth; only three of us have a primary qualification, I strongly feel that with SUCCESS we can get back to school' added a respondent.
Motivations, Confidence & Encouragement	SUCCESS motivated them to organise themselves in a community organisation at a neighbourhood level to solve immediate challenges. Their major motivation was the president of the CO, Shahida. She has been sharing her work experience especially the CMST training, networking workshops, political interaction with her members, who have never stepped outside their neighbourhood for work and are accompanied by their guardians to basic health units, to visit relatives and markets.
Supporting Elements & Barriers to Entry	The CO members didn't face any barriers to entry as they convene meetings at the neighbourhood level, and the women do not travel outside the neighbourhood. The men keep an eye on their activity and have now started trusting them.
Empowerment Perception	To our respondent, an empowered woman is a vocal, effective communicator, with no mobility restrictions, smart and intelligent, problem solving, understanding and considerate.
Social Interactions, Decision Making	SUCCESS improved their decision making at the household level and the respondents narrated participation in key decisions related to health, mobility, finance, education, grocery and shopping. However, majority of the respondent stated that they preferred staying home rather than going out. They agreed that women should only step out of house in case of an emergency or for work. In either case, according to them, it is advisable to be accompanied by male family members.

Economic Empowerment at the CO level	
Self-Help Initiatives: Village Development Activities & Vision	SUCCESS helped the respondents with their micro investment plans, which were implemented by many through individual or CO's savings. A respondent shared that prior to SUCCESS she used to assist her husband with their micro investments. However, SUCCESS taught them communal saving mechanisms that are being applied, which enables them to act as a micro-lending organisation which solves petty issues at the neighbourhood level. "Our communal savings now help us in addressing issues collectively. The savings were lent to members for livestock purchasing. buying sewing machines, opening shops, helping sick to buy medicines, I bought a sewing machine for myself and have started sewing clothes for neighbours and other village women'' stated respondent.
Productivity, Knowledge & Capacity	Majority of the respondents were very well versed with the CAT sessions, they shared their learnings and application to their daily life. SUCCESS helped the respondents to learn about healthcare, disadvantages of self-medication. Cleanliness and hygiene for physical and mental wellbeing, childbirth spacing, vaccination, importance of education and savings practices. One of the respondents shared that at CO, the discussions around the expertise and skill set of the members have already started for business prospects. Respondent shares: "Our CRP gave us training about CAT and we learned numerous things in that. Like savings, cleanliness and they also taught us to identify our skill and utilise it for income generation (the respondent must be talking about the micro investment planning briefing here).'
Enterprise, Markets & Financial Independence	Not too much clarity on enterprising, business development, solving market linkages, CO sustainability. Planning is still at household level. No trends were highlighted on initiation or future plans of starting a joint venture, business in partnership using the skills of traditional hand embroidery.

Political Empowerment at the CO level	
Political Interaction & Associated Development	The respondents have never interacted with public office representatives except for the CO manager and president at the Village and Union Council level tier.
Recognition, Representation and Participation	Majority knew the significance of their vote, majority of the respondents voted for the first time as their CO assisted them in obtaining CNIC by taking the concern at the VO level. Respondent voted by their own will.

Social Empowerment at the VO-level	
Aspirations, Willingness & Eagerness to Entry	Background: Majority of the women joined the VO to solve key village developmental issues, they agreed to join CI for the improved quality of life and economic wellbeing of themselves and their communities. When asked on what kind of immediate issues, they answered road construction, schools reopening/ opening and drinkable water, health. To our respondents; Baby, the village social organiser of SUCCESS gave them a ray of hope to address socio-cultural barriers that impede women's participation in the social, political and economic spheres of life. They were eager to work together in building stronger communities, achieve the identified developmental goals and to improve the quality of life for themselves, their families and their villages. This was the first milestone/accolade in the journey of empowerment, the decision to join village level community institution and to step out of their immediate neighbourhood despite strong resentment from all over. SUCCESS set them free, restructured their life vision, polished their power within, boosted their confidence, motivated them against the life odds/ three decade practiced conservatism and above all ignited the spark of interest whilst handing them the key to prosperity. "The representatives of Thardeep played a significant role in uniting us to resolve our village developmental challenges, the women in their team assisted in planning, identification, prioritising developmental goals and need assessment, and advised on possible solutions. I also had a dream to serve my community and SUCCESS has helped us in realising it', a respondent from village Absari Panhwar, UC Wahur, Jamshoro highlighted. Most of the respondents lacked vision before SUCCESS, they were limited to internal home affairs and lacked exposure of the outer world, but when they joined the CO and then were represented at VO and LSO; the exposure and interaction with other community women improved. Too many, the observance of outside surroundings was a realisation to the bigger problems that they as a community face and their VO gives them a strategic pathway to resolve them. Another respondent from Absari Panhwar village shared her VO journey, "I joined the VO because there were so many problems within my family, community and the village. I was unaware of them earlier, I was unaware that village schools had no electricity and no tutor as I never stepped outside my home, those who have resources send their children to Shah's village, today with my VO?, I have realised that there are greater problems that required my attention and participation than just cooking at home, now I've started going out, I got awareness from SUCCESS and self-realisation, I am very much driver to work for education and water issues in the village through my VO Kamiyabi. 'SUCCESS taught us to be an initiator in solving the problems through 'Pehnji madad paarn' self-help initiatives' the respondents of FGD held in village Absari Panhwar, UC Wahur in Jamshoro reiterated.
Self-perception, Agency, Self-efficacy, Personal Autonomy	The leadership traits were measured for the VO member who are all leaders in their respective COs at neighbourhood level. Those who were selected as leaders/ advanced with SUCCESS to represent community at VO level were vocal, effective communicators, slightly literate than others (5 to 10 graders on average) family heads/ key decision makers at home, had no mobility restrictions. From the recorded responses, it can be concluded that these women were trained by SUCCESS to convince community men and women on women right's and influence the public representation/ village elites on existing village developmental challenges. "The responsiveness, waking consciousness of our societal problems and ability to address them are few traits induced after SUCCESS's social mobilisation" added an executive member from VO Kamiyabi.

Motivations, Confidence & Encouragement	To majority of the respondents, the self-confidence was boosted by the social organiser from TRDP. However, this was later strengthened by the immediate support from men counterparts; husbands for majority, father in law, brother, uncle for others. It was observed that absolute majority of the empowered women were encouraged and supported by their kins. In the Sindhi cultural setting women's stepping out of house even for shopping is considered unacceptable, according to many clans and tribes, the unmarried girls have restricted mobility if not accompanied by male relative. From the interaction and further probing on it by understanding their personal relations, it could be extrapolated that all women who actively contributed to the discussion and were vocal had full support of their men due to which they emerged as leaders and move forward to represent their women at the village level organisation, which requires moving outside the settlement level and interacting with women and men from other community organisations and public line departments.
Supporting Elements & Barriers to Entry	Majority of the respondents narrated many tormenting and agonising stories in dealing with their immediate households and neighbours during the inception stages of SUCCESS. A trend that was observed and evident at the village level organisation. Not only their community men showed resentment to the programme but also many women stood against SUCCESS beneficiaries. However, the silence was broken with the words, ' The women from my in-laws taunted me and asked me 'Cho thi wanje? Cha milando ahey? Cha deendo ahey?' (Why are you going? what do you get? What do they give you?) Everyone in the family criticised me to my breaking point', A respondent added. 'My brothers criticised me, even my own sons objected my outgoing for trainings, you tend to ignore when the neighbourhood criticise you but what do you do when your loved one at home demur', said another. The respondent group had a mother-daughter-in-law duo. The ddaughter-in-law was initially opposed of going to SUCCESS meetings by the mother-in law present at the meeting, to her mother-in-law, the kids and house chores are first priority, even the respondent shared that the kids are often looked after by her own mother during important VO proceedings but her mother-in-law who is also a part of the organisation opposes her VO participation. When questioned the mother-in-law respondent she stated that she is aged and is a family head can manage the VO meetings but her daughter-in-law has to guard the house and is updated and briefed on the VO proceedings. This shows a trend that empowerment is massively impacted by familial hierarchy, not just patriarchy especially in the cultural setting where the mother-in-law being the aged and experienced figure is to make key decisions on behalf of adolescent girls and daughters and daughter-in-law and her stance is no different than the ascribed roles and restrictions imposed on women by the society.
Empowerment Perception	Majority of the respondents had clarity on the definition of empowerment at both household and community level. Their understanding of the concepts, the SUCCESS induced empowerment to them at both personal and community level was mapped individually. To majority respondents; 1) Assertiveness/ self-assured in communicating concerns. 2) Decision Maker, 3) Valorous/ fearless to take stand and with stand all external pressures were traits of the empowered women.
Social Interactions, Decision Making	SUCCESS has improved decision making for most of the respondents, who have now started to participate in key household decisions related to investments, expenditures and management. Majority agreed that their decision making related to household affairs has improved as they are respected by their immediate family and neighbours for being part of the formal institution. They now actively participate in community gatherings for CAT and actively participated creating village development plans based on priority and their community needs. The respondents are anticipating active participation in community development related decisions on upcoming programme activities. Respondents also shared that many women in their representing COs consult them for decisions regarding health, financial asset management, education and marriages.

Economic Empowerment at the VO level

Self-Help Initiatives: **Village Development Activities & Vision**	Micro saving practices capacitated by SUCCESS played the biggest role in economic empowerment of majority of the respondents. Surprisingly, 100% respondents were solving the petty issues at household level and community level through saving and internal lending. The savings were utilised for rotational lending on need bases, to sick and pregnant women in arranging transport from the village to Jamshoro city, for buying medicines for the needy, for livestock to open shop or to renovate their houses. Some other village level initiatives started were: vaccination and immunisation (Polio, hepatitis) services for their community, taking the CNIC and other registration matters faced by members to LSO and public offices. 'SUCCESS had given us all so much knowledge on not wasting our money, I finally renovated my own home through savings' shared a respondent. 'Prior to SUCCESS, I had no knowledge or confidence. Now, I can go to the hospital myself, got NICs made for my CO members and also used our CO savings to help people who need financial assistance', said another executive member. 'The savings of our VO enabled me in opening my own shop, I have returned the money to my VO so other sisters could benefit from it', shared an aspiring entrepreneur and VO member. The VO planned on organising trainings (TVST) for their CO members in future, they are anticipating to reach out to the underprivileged and financially unstable families within their respective communities and facilitate them through extending them micro credit via their VO through savings for members with higher PSC, Income Generating Grants and Community Investment loans to the members with the lower poverty score. The president of the VO had plans of establishing a multi-purpose facility supporting vocational training, serving as VO office and a one stop shop for the women to display their handicrafts.
Productivity, Knowledge & Capacity	Most of the respondents had complete knowledge of the modules offered within CAT by their respective CRPs. They were equipped with necessary information regarding; Mother-child healthcare, pre and post-partum, food and nutrition, cleanliness, hygiene, education being applied in their homes. 'Adi Shahida informed us the significance of CNIC, birth certificates, later our VO assisted us in obtaining registration documents, thankfully, I voted and participated in the democratic movement in Pakistan this year', expressed by a respondent. Another added by sharing, 'I was also given awareness on the personal hygiene, education and birth spacing. Though I am a mid-wife, and never supported birth spacing not that I will run of business', she added with hilarity 'but because no one talks about it "but now I fully support birth spacing and control as it contributes positively to prosperity and mother's health". CAT also informed us on nutritious diet, infant vaccination, and hygienic housing conditions vital for healthy individuals and will keep the ailment out'. The respondent is a member of VO Kamiyabi, in village Absari Panhwar, UC Wahur in Jamshoro.
Enterprise, Markets & Financial Independence	Respondents plan on using communal savings to start micro investments, however to them this money is less and some of them are not eligible for CIF loans. Some micro-investments using savings and CIF loan were livestock and tuck shops. Also, most of the respondents were willing to use their embroidery skills (rilli, tukka, kacho barth, kulli, canvas and silayi in their local language) for business in future.

Political Empowerment at the VO level	
Political Interaction & Associated Development	They only interaction was with Health Department representatives who provided them with free vaccines for Hepatitis for the entire village. The respondents belonged to the village of current chief minister Sindh, were very vocal about their public services demands. They had plans on meetings the public officials, who were busy in elections at the time of our interview. The demand inventory of VO members constituted; clean drinking water, vocational centres and schools for girls and boys, career counselling sessions for the students. The respondent agreed that SUCCESS has initiated the public and political interaction and dialogue. The VO leadership is optimistic on more political interactions in future and appreciates the programme for first creating awareness on their demands and needs, then boosting their confidence as active citizens who should adopt participatory leadership approach when interacting with the public department representation and lastly, assisted them to knock at the right doorsteps. "Honestly, before SUCCESS I didn't even know if a livestock department or health department existed", said a respondent.
Recognition, Representation and participation	Majority of the respondents replied: "We voted out of our own will and choice nobody forced us into voting for anyone, even if they did, we wouldn't listen to them and will vote for people who'll solve our problems. We demand basic human rights and whoever helps us, will get our votes. This time, in the elections, we were sure of our needs and demands."
Enterprise, Markets & Financial Independence	Respondents plan on using communal savings to start micro investments, however to them this money is less and some of them are not eligible for CIF loans. Some micro-investments using savings and CIF loan were livestock and tuck shops. Also, most of the respondents were willing to use their embroidery skills (rilli, tukka, kacho barth, kulli, canvas and silayi in their local language) for business in future.

Social Empowerment at the LSO-level	
Aspirations, Willingness & Eagerness to Entry	Majority of the respondent joined the LSO for alleviation of poverty existing in their communities. Few joined to work for the humanitarian purpose. Few for personal benefits. It was observed that majority of the LSO members had high PSC, they came forward at the leadership positions to make a difference and contribute positively to communal welfare and development. A leader commented that her aspirations behind joining the CI was to prove it to her community men by setting up an example that women can also bring about positive change/ play equal role in community development.
Self-perception, Agency, Self-efficacy, Personal Autonomy	Majority were selected for the topmost positions by their community women as their representatives, owing to their interpersonal skills, leadership qualities, their literacy, effective communication, awareness, and ability to move freely in village. (It could be noted, in the cultural setting we researched, going out freely is an achievement and privilege and is celebrated as the biggest achievement, liberation attained by SUCCESS). Most of the LSO beneficiaries interviewed acquired formal education but never got opportunity to work. They are looking forward improving the developmental challenges and uplift the poverty status of their households, neighbours, villagers with the SUCCESS- introduced- governance model empowering the grassroots and marginalised.
Motivations, Confidence & Encouragement	Majority of the respondents were those who had tenacious determination to bring about change. Their families were hopeful about programme benefits. Therefore, many respondents who were hesitant in the beginning were motivated, encouraged by their fathers, brothers and even sons (please note in the cultural setting we operated women tend to get married at 18 on average and the respondents were in their 30s to 50s have had sons that played key decision-making role in their lives). Another motivation to them was financial benefits (incentive) like CIF and IGG. The people of this region are very poor and their livelihood critically oscillates between livestock farming and agriculture. Both are badly effected due to the water shortage in the area. Therefore, their poverty became biggest push and had hopes to obtain personal or communal benefits through the programme.

Social Empowerment at the LSO-level	
Supporting Elements & Barriers to Entry	The LSO members were mostly in their late 30s to 60s age slot, they were thus key family decision makers, though initially faced a lot of impediments/ barriers to joining the CIs but later convinced their families. Initially resistance was from immediate family men, neighbours who were convinced by the social organisers from RSPs (Thardeep here), many knew Thardeep and had prior working relations with them. Some women were hesitant to work with NGOs but their community mobilisers were renowned, influential, educated women in the village and were trusted by both men and women. 'Many of the women in our village feared NGOs. But when Baby (SO) came to us we got a little confidence on these people.' 'Men in our family are educated. When the people from Thardeep interacted with them, they were convinced as the local NGO has great reputation in the area. Initially the men in our families opposed and many still do but after our CMST, LMST-VO, and LMST-CO we are in better shape to explain them the project mandate and its significance.' Courageously shared by the LSO president of LSO Bakh, UC Wahur, and Jamshoro.
Empowerment Perception	Majority of the women in Jamshoro had family restrictions of going out, though the things have changed with SUCCESS but still many have long way to go and for many families women are meant to do household chores and should stay indoors.
Social Interactions, Decision Making	SUCCESS has improved the decision making for the LSO members who were capacitated for the leadership positions, earlier they had no or little say in the household management affairs. Many women have now started to 'participate' in the decision making process (related to marriages for their daughters, sending children to schools, women health related issues) at household and at community level. Women said the participation in the decision making process has been enhanced by the trainings received under SUCCESS. Their husbands now appreciate the newly acquired knowledge delivered through SUCCESS especially the significance of education, health issues, HIV/AIDs, environment, etc. The communal decision making has been improved too women leaders are now making decisions for their community members e.g. consulted for health-related issues, helped through the CI savings.

Economic Empowerment at the LSO level	
Self-Help Initiatives	Majority of the respondent joined the LSO for alleviation of poverty existing in their communities. Few joined to work for the humanitarian purpose. Few for personal benefits. It was observed that majority of the LSO members had high PSC, they came forward at the leadership positions to make a difference and contribute positively to communal welfare and development. A leader commented that her aspirations behind joining the CI was to prove it to her community men by setting up an example that women can also bring about positive change/ play equal role in community development.
Village Development Activities & Vision	Respondents briefed us on some successful village development initiatives, hand-pump scheme at the village level, reopening of a primary school. In future they plan on work for sewerage line and portable water. SUCCESS triggered the communal savings process for most of CIs. The respondents in their COs and VOs are saving about 100- 200 PKR per member per month to solve challenges e.g. transport issues, buying books for school, medicines, food items, grocery items, etc. for members on need bases. Many savings were utilised for the following: 1) Lent money for dowry for a woman. 2) Organised transport to hospital from communal savings for a pregnant woman. Women at the leadership position had a vision of serving their communities through the CIs, they were thinking on opening the closed schools, installing hand pump schemes.

Productivity, Knowledge & Capacity	The majority of the respondents have had CAT awareness. The programme has triggered and capacitated them on the significance of registration, education, vaccination, childbirths pacing, maternity care, WASH, hygiene. The respondents shared their learning experience, exchange/transfer with community members (non-SUCCESS) and daily application. "I was educated yet didn't know the significance of the CNIC cards or birth certificates. After trainings did I realise the importance of these documents. Our women were unaware about vaccination, childcare, family planning and birth spacing. Our women are now open to discuss birth spacing with their spouses, the programme has sensitised us on the significance of child education, and they gave us an exposure of outside world.' Narrated the LSO member. Another one shares her application of CAT, 'We now are well informed on how personal hygiene contributes to health, during our community meetings, and we remind and help each other to achieve the hygiene goals".
Enterprise, Markets & Financial Independence	The business planning aspect is weaker in the leader's lot. Their members, who received TVST training opened beauty parlours as their business. IGG and CIF are granted to the beneficiaries eligible in this category. This area needs attention, enterprising and business development training is required for LSO and VO leaders to assure sustainability. Though many women are helping their husbands, own livestock but still didn't have much idea on how their skills could be utilised or harnessed to business or how market linkages could be improved. Majority are still dependent on their spouses in business dealings and operations. Our respondents had high PCS. They are very well aware of utilising CIF for business prospects but still lacked business ideas. Maybe this trend improves in the end line.

Political Empowerment at the LSO level	
Political Interaction & Associated Development	The LSO leadership requested the political influential on supporting their Union Council Development Plans, the president of LSO met the DEO and requested him to open the closed school. Majority of the respondents participated in the election this time and now have realised the significance of their vote. The LSO president reiterated her influence and support from village men and women. According to her it is SUCCESS which has boosted her confidence level and empowered her to raise objections and take decisions for the welfare of the people at this formalised and top governance tier of SUCCESS.
Recognition, Representation and Participation	Majority were informed on the voting rights, voted out of will and significance. To them "Vote amaanat aahe" (Vote is a responsibility).

Tando Allahyar	
Social Empowerment at the CO-level	
Aspirations, Willingness & Eagerness to Entry	Majority aspired to form CO's to alleviate their poverty status, they were anticipating financial and non-financial benefits.
Self-perception, Agency, Self-efficacy, Personal Autonomy	Respondents with high PSC joined with the hope to address the challenges at neighbourhood level were more informed and had leadership qualities. These women also had convincing power and convinced many women to join the CO. Women with high PSC highlighted of working pro bono to uplift the poverty status of their immediate neighbourhood and assisted the poorest of poor in gaining benefits from the programme and understanding its activities. SUCCESS reshaped their agency attributes, helped them in structuring their goals and gave them confidence and courage to unite for community development. Self-perception of these women post SUCCESS was gender segregated roles prescribed to them by their culture/society; limited to household errands, with limited interaction with immediate family and restricted mobility within the neighbourhood only, not sending girl child to school, livelihood is men's responsibility, etc.
Motivations, Confidence & Encouragement	To majority of the research participants, NRSP team played the role of enabler in catalysing their 'power within', they were mainly motivated and encouraged to join to alleviate their poverty status.
Supporting Elements & Barriers to Entry	The beneficiaries of Tando Allahyar welcomed the programme and there was no hindrance/ opposition from community. The research participants from Kohli community were closely intertwined. The women, their immediate family and neighbours welcomed the programme. They understood that the programme is bringing opportunities for the deprived, neglected, rejected, isolated members of society. The respondents were lower caste Hindu, excluded from society by high caste Hindus and Muslims by discriminations and injustices in past. SUCCESS has not only attempted towards inclusion of poor but also inclusion marginalised segments of society; serving variety of cultures, ethnicities and groups, races, religious beliefs. The respondents acknowledged improved power relations with the members of other caste and religion. For many, SUCCESS united them for a cause and mobilised them against the three-decade long grudges.
Empowerment Perception	Respondents were well versed with the concepts of empowerment at all tiers of social system.
Social Interactions, Decision Making	Social interactions, decision making with respect to household, finance, marriages, health, vote, and mobility improved. SUCCESS respondents affirmed that their relations have changed, now they take decisions of all kind social, financial and governance related to household and their community affairs.

Economic Empowerment at the CO level	
Self-Help Initiatives: Village Development Activities & Vision	The respondents now knew what MIP was and how it could financially equip them at household level. The respondents expressed to work on reopening of schools, get in talks with public officials from GOS on improving the public infrastructure (streets, roads, light, toilets, gas). They told us that through their presidents they take the issues to higher decision-making level i.e. VO and have full faith that the neighbourhood will prosper through a channelised network of SUCCESS where their CO is the bridge between them and the outside world of opportunity providers.
Productivity, Knowledge & Capacity	Half of the respondents had knowledge about the health care and hygiene modules. Majority of the respondents shared the significance of registration certificates include birth, CNIC, marriage and birth. When asked about the applicability of CAT in the daily lives; few narrated cleanliness and personal hygiene as part of their daily practice. Other significant modules were not mentioned by the respondents.
Enterprise, Markets & Financial Independence	Learnt to create the MIP, two respondents have achieved their goals enlisted in the MIP. They invested in livestock from IGG, rest were indulged in savings to solve petty issues.

Political Empowerment at the CO level	
Political Interaction & Associated Development	No political interaction at CO level, only president got a chance.
Recognition, Representation and participation	They all knew about the significance to vote. However, as many are Haris (caretaker) and do not own land and are obliged to give vote to their landlord otherwise they will be abandoned. Our respondents were hesitant and reluctant to talk more about it.
Sustainability/ Vision/ Future plans	Sustainability was still weak, members didn't know how to sustain their CO after's NRSP exit. Many didn't know about the CIF loan which could be claimed from VO/LSO later 5 years when the micro loans from revolving fund will be open for all, however, the vision was clear.

Social Empowerment at the VO-level	
Aspirations, Willingness & Eagerness to Entry	They wanted to join the VO in order to gain financial stability and to educate their children. The Kohli community's women were already allowed to move freely without any restriction and were financially independent as majority of them worked as farmers, they stepped forward to join VO to have better living standards for their community and to grow intellectually and learn. According to a respondent, kujh madad hee kanda kuch aseen paarnn kanda (NRSP offered some help and told us to solve the communal challenges through self-help initiatives). A respondent highlighted, ' I joined the CI with the hope that our kids will also go out and study, its beneficial for us, our women can stitch and have skills this will help them too".
Self-perception, Agency, Self-efficacy, Personal Autonomy	Respondents didn't answer the power within related questions.
Motivations, Confidence & Encouragement	Majority of the respondents were motivated by Adi Rani (president) and they followed her spiritually. They were also motivated by Guddi Krishan (manager) who was a teacher (taught students at her home privately). Both the influencers were working women, were more empowered and literate, and were not limited to domestic work or seasonal farming. Basically, the Kohli community, the Hindu community had no restriction on mobility, had the role models defined and they were waiting for economic development and growth opportunity by SUCCESS.
Supporting Elements & Barriers to Entry	Majority of the respondents replied that there were no challenges or obstacles faced. Here, we need to understand that majority of these women belonged to the Kohli community, Hindus by religion, and lived in Tando Allahyar (near Hyderabad). The Kohli community's women were already partially empowered and had access to big cities like Hyderabad along with liberty to travel alone. They did not require permission from their men. If anything, that concerns their villagers is working with Muslims as there has been instances in past.
Empowerment Perception	Majority of the respondents had a very clear idea about empowerment and its process. To them an empowered woman is financially independent, has no mobility restrictions, responsible, problem solver, and independent in her decision making, steps out of her home in order to earn and manages her household errands. This shows us the importance of money in this specific community. Although the women are allowed to go out by their men, they still had no jobs or monetary interventions. 'Empowered is the woman who can make her own decisions and solve her own problems, has a job and can run a household too", a respondent stated.'
Social Interactions, Decision Making	Majority of the respondents were empowered with respect to decision making even before success, they were consulted for decisions regarding marriages, health and finance. They also had no mobility restrictions. However, SUCCESS improved their social interactions at the community level and created awareness on social issues through its training programmes/ exposure visits for leaders and community awareness toolkit sessions for community members.
Social Interactions, Decision Making	Majority of the respondents were empowered with respect to decision making even before success, they were consulted for decisions regarding marriages, health and finance. They also had no mobility restrictions. However, SUCCESS improved their social interactions at the community level and created awareness on social issues through its training programmes/ exposure visits for leaders and community awareness toolkit sessions for community members.

Economic Empowerment at the VO level	
Self-Help Initiatives: Village Development Activities & Vision	Weak trends on self-help initiatives and village development goals. The VO means were more individualistic in their thoughts. Team bonding, more interaction between members, communal enterprising sessions are required in this case. The VO lacked vision for village development and had no clarity over solving communal challenges or resolving personal problems through institution or communal gatherings and self-help initiatives like savings/ micro credits. No future plans were highlighted.
Productivity, Knowledge & Capacity	The respondents were all well equipped with information regarding several CAT modules, though the respondents were hesitant and shy to share the newly acquired information. One of the respondents managed to brief us that the group has been taught about registrations, savings, cleanliness, vaccination, and plantation and child education. The respondents mentioned the name of the modules but when probed further were unable to share the knowledge.
Enterprise, Markets & Financial Independence	The targeted VO was a CIF recipient of 5 lac PKR and disbursed to members with eligible PSC. Most of the respondents used the CIF to invest in the livestock, which is a source of meat, milk. Respondents highlighted that they are independent in making finance related decisions, spending's, savings and investments. Women shared their business plan on selling the dairy products and expanding the livestock production in future. When questioned why all women bought livestock and are not thinking on other trades and businesses. It was narrated that Kohlis (low caste Hindus) were abandoned by Hindus and Muslims both. They are deprived of land and cannot own piece of land or shops. They are peasant, temporary living on farms of their landlords thus livestock investment is the most practical investment for now. Our respondents looked aspiring entrepreneurs, and such women should be capacitated on the advance enterprising skills, especially when they know most of the traditional handicrafts (artisanry, crafting, embroidery etc).

Political Empowerment at the VO level	
Political Interaction & Associated Development	No political interaction as yet.
Recognition, Representation and Participation	Majority of the respondents knew the importance of vote and but were not politically empowered. They were aware that vote is a personal choice but since were temporary residing on landlord's farm and there has been much pressure on them to vote for the landlord's party.
Sustainability/ Vision/ Future Plans	Lack vision. Future plans and organisation's sustainability.

Social Empowerment at the LSO-level	
Aspirations, Willingness & Eagerness to Entry	Kohli Community is known to be enterprising community. The major reason they joined the LSO was their eagerness to elevate their poverty status. According to the majority of the respondents, the programme gave them hope to start new business ventures to enhance their quality of life. According to majority of the respondents, the programme has socially empowered the women, earlier Hindu villagers were hesitant to work with Muslims for past grievances but the programme has united them. They are now on a mission to tackle poverty through unity, partnerships and collaborations, which were lacking in us pre-SUCCESS.
Self-perception, Agency, Self-efficacy, Personal Autonomy	Women in Kohli Community looked highly empowered. They work together with their men in fields. The Hindu community had no mobility issues, they were selected as representatives from their villages at LSO because of their intelligence, truth worthiness, and some of them were vocals and were renowned village advisors. They advocated SUCCESS's mandate of social and economic empowerment. Their great reputation in the village complimented the social mobilisation efforts of SUCCESS.
Motivations, Confidence & Encouragement	Majority of the respondents joined the programme due to incentives . They were hopeful that the programme will improve and uplift their social and economic status.
Supporting Elements & Barriers to Entry	Some women were from different sects and religion (Hindu). In this case, Hindus were hesitant to join the programme based on their past working relations with the other communities. Some fear prior joining SUCCESS included; fear of forced conversion, kidnapping of women, manipulation etc. Few Muslims women were also hesitant to work with Hindu community. The women were preventive to join the CI, initially based on the above reasoning. However, majority of the respondents were supportive by their husbands, who were convinced by these women. Many men then argued the challenging community members in favour of the wives, as they have well understood that SUCCESS had benefits for all. A respondent shared, 'As my husband was suffering from ailment, I was hopeful that through SUCCESS I will be helping him and other villagers. Hence, I immediately opted for the opportunity.' Another added 'Even though my husband allowed me, many times when villages taunted my going out with NRSP team and spread rumours of my affairs, my husband resisted strongly and defended me. We both knew that our people are in the darkness and the programme will be a saviour. Sooner or later they will realise its benefits for their women'. Another highlighted, when everyone ridiculed me, my husband and NRSP staff supported which gave me enough confidence, courage to continue the efforts.
Empowerment Perception	The respondents understood the definition of empowerment, they defined empowerment as "an empowered woman is a woman who stands on her own foot (Pehnjey peran tey beehay)". A woman who can have power to speak up for her rights. "A woman who can help herself and help others." Many defined empowerment through education, a respondent reiterated significance of education saying, a woman who sends her kids to school and then work for rights is most empowered to them. The majority highlighted, that illiteracy disempowered them. SUCCESS's effort in informing the community on various health and hygiene related issues, voting rights, significance of education, environmental protection is the big stepping stone to their socio-economic empowerment.

Social Interactions, Decision Making	SUCCESS has improved the overall social interactions with in the community, the decision making both related to financial matters and social matters at household and community level has enhanced too. Though women narrated many achievements at HH and community level post SUCCESS. However, inter-community relations still looked week and women were more individualistic in their future plans and business ideas. Respondents shared their achievements stated, "After I joined the LSO, I got the confidence, now I don't hide my books for going to school. I have started to study now. I am in 4th grade now. Like a tree we need to be strong from roots, from within." Another expressed, "The significance of savings that I had learnt from my SUCCESS training programmes helped me in convincing my husband, who never had any savings, now we have a cart of vegetables bought from personal savings and bought livestock lending from my VO savings."

Economic Empowerment at the LSO level	
Self-Help Initiatives: Village Development Activities & Vision	Same as above, though still week as the savings are low and cannot not fund bigger initiatives, as they start using CIF, situation might improve. Personal and communal savings learnt from SUCCESS had great benefits. Few respondents have already started saving programmes and highlighted that savings will help them to establish their businesses. Some LSO members shared that they are already helping the members in their respective VOs and COs through savings, being utilised in starting micro investments; buying food for livestock, paying school fee for children, arranging transport for patients, etc. Respondent commented that "Before I only used to think of myself, now I think about my village. These people have told us about savings. We now even help other people in need through these savings."
Productivity, Knowledge & Capacity	The majority of the respondents have had CAT awareness. The programme has triggered and capacitated them on the significance of registration, education, vaccination, childbirths pacing, maternity care, WASH, hygiene. The respondents shared their learning experience, exchange/transfer with community members (non-SUCCESS) and daily application. "I was educated yet didn't have this awareness, that why these CNIC cards or birth certificates are important. After trainings I did realise the importance of these documents. Women were unaware about vaccination. We now even know about the family planning and birth spacing". Another respondent 'we didn't know about pregnancy vaccination, maternity care and child care. Another respondent added, 'Now we even talk to our husbands about birth spacing." SUCCESS sensitise us significance of child education, they gave us an exposure of outside world'. "We now are aware that how personal hygiene contributes to health, all women the meetings remind and help each other to achieve the hygiene goals".
Enterprise, Markets & Financial Independence	The business aspect is weaker. Few had the TVST training and opened beauty parlours as their business. IGG and CIF are granted to the beneficiaries eligible in this category. This area needs attention, enterprising and business development training is required. Though many women are helping their husbands, own livestock but still didn't have much idea on how their skills could be utilised or harnessed to business acceleration, financial independency and market linkages. Majority is still dependent on their spouses in business dealings and operations. Our respondents had high PSC. The programme has financial incentive for only 0-23 PSC holders. The respondents realised the power in their unity. They have future schemes for the infrastructure and other socio-economic issues of their villages through CIF.

Political Empowerment at the LSO level	
Political Interaction & Associated Development	The political empowerment at the community level was strong. The LSO leadership requested the political influential about supporting the initiative, the chief minister Sindh through the LSO was formally requested to an office for LSO operations. Many respondents agreed that, SUCCESS has shown them the right door to opportunity, they also met the DEO and requested him to open the closed school. Majority of the respondents participated in the election this time and now have realised the significance of their vote. The LSO president reiterated her influence and support from village men and women. According to her, it is SUCCESS which has given her this confidence level, negotiation skills needed to exercise her influence in a positive way.
Recognition, Representation and Participation	Majority were well versed with the voting rights and significance. "Vote amaanat aahe (Vote is a responsibility)" 'We voted out of our will and need to bring forward people who work for development' said few. When asked them, "If a new candidate came to you for votes will you give him chance?" Respondent said, "New people didn't approach us, otherwise we would have given them a chance in elections."
Internal Political Control/ Governance/ Accountability/ Transparency	Despite SUCCESS's effort to create awareness on voting rights and significance and attempts to create political linkages, many external factors impacted the political empowerment of the women at top tier. Sindh practices feudalism and many were compelled to vote in loyalty for the lands provided by landlords to farmers, peasants and haris (peasant), many women agreed that true political empowerment will only be when they will be less dependent on the landlords. In many cases, landlords are acknowledging the women only institutions and have agreed to support them in future, due to RSP's negotiations with these influential who are made the part of the programme too.

Sujawal
Social Empowerment at the CO-level

Aspirations, Willingness & Eagerness to Entry	Majority joined to uplift their economic situation. They were encouraged, motivated by the NRSP team and programme sounded appealing to them.
Supporting Elements & Barriers to Entry	Half of the respondents were supported by the family and half were opposed by the spouses and neighbours. The members faced taunts, some were character bashed by harsh accusations, 'going out to make love in this age'. The women once were convinced by the NRSP they remained porous to these oppositions and battled well by convincing their immediate families and neighbours.
Empowerment Perception	They were well versed with the definition of empowerment. To them empowered women is intelligent to solve community problems, convince the community for role of women in development, negotiation skills, decision making skills, conflict management, good at saving, never propagate negativity and guide others etc. Respondent expressed, "That woman who is convincing, smart and intelligent is known to be empowered. She is the one who will never promote negative things in society and will guide others too. She works for resolving the community conflicts".
Social Interactions, Decision Making	Most of respondents were participating and advising in the household decisions making and programme improved their power relations with their immediate family especially spouses. They started participating in the HH affair after SUCCESS came. Their men counterparts were now giving them value and taking their suggestions in account. Overall the social interactions and decision making improved and observed a positive change in them. "I am equally participating in the household decisions, before SUCCESS my husband never took me seriously, I had limited role in HH affairs, now he is respecting me more and considers my opinion in the key decisions. This is because I a member of CO and started earning from the shop that I opened from IGG, I have full control of my financials and feel more empowered".

Social Empowerment at the CO-level	
Self-Help Initiatives: Village Development Activities & Vision	The CO members have started self-help initiatives through savings. They have bought a vegetable cart for an impoverish family and sewing machine for girls for stitching clothes. Shows that CO is helping community members to be financially independent though collective initiatives. CO members planned to construct village boundary wall from savings in future. The villagers had a plan to open a sewing/ stitching shop using the CO members and start embroidery business collectively. The money earned will be distributed based on the working hours. They will utilise this money to improve their community pavements and streets.
Productivity, Knowledge & Capacity	Majority of the respondents were fully equipped with the CAT training modules with a special emphasis on health and hygiene. The women were now supporting and implementing it in their lives, whereas the mentality of men was also changing and improving. According to the respondents the trainings taught them: 1) Embroidery, sewing and stitching. 2) Saving practices, 3) Avoiding Ghutka (which is prepared crushing areca nut, tobacco, catechu, paraffin wax and slaked lime, causes oral cancer and other diseases ,this practice is common in interior Sindh and costal belt a CRP narrated that even 2-year-old kids were given Ghutka to calm them). SUCCESS has created awareness on nutritious food, avoiding drugs for wellbeing. 4) Hand washing before food 5) Significance of cleanliness, 6) Childcare 7) The power of unity 8) Covering water to avoid dengue-mosquito-borne diseases.
Enterprise, Markets & Financial Independence	CO members planned to construct village boundary wall from savings in future, the villagers had a plan to open a sewing/ stitching shop using the CO members and start embroidery business collectively. The money earned, will be disbursed on number of hours worked. The members also shared of utilising this money to improve their community pavements and streets.

Political Empowerment at the CO level	
Political Interaction & Associated Development	No political interaction.
Recognition, Representation and Participation	They were aware about voting rights. They considered that vote goes to those who will work for them. Yet they had many development challenges and were complaining about public infrastructure and services. This area needs immediate attentions. They should be capacitated on choosing the right ones to office. We observed many respondents weren't open about the political discussion; one reason could be the recent election, political pressure from landlords and families.
Sustainability/ Vision/ Future Plans	Could be seen in responses related to village development plans and self-help initiatives.

Social Empowerment at the VO-level	
Aspirations, Willingness & Eagerness to Entry	Majority of the respondents have been very vocal about various problems in their village and how they were eager to solve them. The most important aspiration from majority responses was some sort of monetary benefit to uplift their poverty status. All respondents affirmed that poverty reduction is the reason they joined the CI. Apart from that, the women really wanted to get rid of their pre-existing problems like shortage of water, electricity etc. Hence, it's safe to say that Success did provide them awareness about their problems and how to solve them. (The team sat with them and taught them the Village development plans to cater to their challenges at the village level.) Respondent expressed, 'There are so many problems in our village (water, diseases, electricity and school). We wanted to do something about them. There are 6 UCs and only some villages have electricity. Joining VO gives us a hope to solve these problems'
Self-perception, Agency, Self-efficacy, Personal Autonomy	The respondents did not answer power with related questions
Motivations, Confidence & Encouragement	The respondents did not answer power with related questions
Supporting Elements & Barriers to Entry	Majority of the respondents were reluctant in sharing their journeys with us. It was an emotional yet a hard one (for them). As two respondents got in tears narrating the journey. Although the president of the VO told us that their husbands created a fuss when they joined the VO. Hence, president played a part in convincing their spouses. One of the major attractions for the husbands was monetary benefits. They later allowed their women to join the VO when found about savings, loans and grant schemes. It was observed that many leader/ mobilisers approached the community women through reaching out and convincing their men (spouses/father) as men is the sole decision maker is women's mobility consent at village level. The women have faced serious resentment from community, villagers and their spouses but it was their 'power with' which SUCCESS fostered. Hence, everything else was ignored in the process. Few responses from the respondents are, ' At first my husband opposed me but later he got satisfied. He used to say things like "Marhun khilanda" (people will laugh), but now he asks me what did you learn in the meeting? Another shared, 'When social organiser and NRSP team managed my logistics for LMST trainings and key meetings at NRSP staff, my villagers opposed me and my family, but my husband stood by my side and we got the programme benefits for all' 'My husband taunted me at first, villagers used to laugh at me I didn't listen. I told them, whether they laugh or make fun, I will continue my work with SUCCESS and at my instances, I convinced them by sharing the programme mandate for the betterment of the village. Today my husband supports me, is proud of me and sometimes pays for my rent (project reimbursable) or accompanies me to project meetings.

Empowerment Perception	Adi Bhagwani and Adi Asma were the empowered women for this VO. It is evident that they understood the concepts of empowerment, Bhagwani was chosen because she was the manager of the VO and Asma was the only respondent with the educational background till 10th. Although Baghwani, was at the leadership position in the VO, she still wasn't fully empowered to take decision at home. She expressed feeling more empowered at her VO than home, highlighted her cultural setting, where greater autonomy lies with men and decisions are not made without men's consent and involvement. However, she also acknowledges by adding, 'Not all men oppose women working for their economic development, men and women should work together to achieve the financial stability. She appreciated the men from NRSP working for women's rights and hope that the relational level will change with SUCCESS, where both educated men and women are working with the community members to achieve village development goals".
Social Interactions, Decision Making	Majority of the respondents were equally involved in the decision making within their households with their men. They were also consulted for several decisions including finances, marriages and everything else. Responded stated, 'before SUCCESS, I was only consulted in decisions related to our children now my husband consults me on all HH affairs'. Some women were the sole decision makers when it came to marriages of their children. Yet no respondent agreed that their daughters should not be consulted before their marriages or should step out of house unnecessary. They were still willing to marry their daughters off to blind, dumb and deaf men and had no regrets in it. Some cases reported in past, where women married by will were killed under the name of honour; love marriages are impermissible in the cultural context and can lead to GBV.

Economic Empowerment at the VO level	
Self-Help Initiatives: Village Development Activities & Vision	Majority of the respondents shared about the communal savings being practiced in their VO, along with savings and CIF loans, they invested in the livestock and a shop (clothes). Apart from that, the women really wanted to get rid of their pre-existing problems like shortage of water and electricity etc. Hence, it's safe to say that Success did provide them awareness about their problems and how to solve them. Some members of the VO have already started selling their embroidered rallies within the village and were planning to send them to nearby villages too. When enquired on future business plans using the VO platform, a respondent shared possibility of utilising the forum for business activity through a village level woman owned shop.
Productivity, Knowledge & Capacity	Majority of the respondents weren't vocal enough about the training modules offered within CAT after enough probing they informed us on few interjections and motivational talks offered by CRP offering health and hygiene lessons. We found out that in Sujawal villagers were using excessive amount of Ghutka (a commonly used form of crushed tobacco) for them and their children. Women acknowledged SUCCESS's CAT for its recent declining trends. The respondents narrated that they were acquainted injurious health impacts posed by this drug. 'Our CRP told us to quit Ghutka and shared the health risks posed by it, also informed us on the benefits of saving those 5PKR everyday which we were spending on Ghutka' stated a respondent.
Enterprise, Markets & Financial Independence	The respondents had only one plan for the future, and that was to buy a 'daig' (a large pot used in cooking) for catering in communal gatherings (weddings, funerals and other social gatherings) on a subsidised rate. Although the daig may not give any financial profits to the VO as an organisation. It will still help the villagers (who currently have to pay a specific amount in the form of rent when they borrow the daig from the caterer) and will indirectly benefit the village. This way they'll be saving some money. Although this certainly isn't the best business development or sustainability idea, it still makes sense to some extent.

Political Empowerment at the VO level	
Political Interaction & Associated Development	They have met some officials from the health department.
Recognition, Representation and participation	Majority of the respondents were politically empowered, claiming that no matter what the circumstances are, they will vote out of will and will not vote under pressure. Owing to awareness imposed by SUCCESS, women also organised a political rally in favour a new political party. They were frustrated with the previous leader and affirmed that the vote goes to the one who will solve our infrastructural challenges. A unique narration all kudos to SUCCESS.

Social Empowerment at the LSO-level	
Aspirations, Willingness & Eagerness to Entry	Most of them are educated, compared to other women in the community and wanted to work for humanitarian purposes and community development.
Self-perception, Agency, Self-efficacy, Personal Autonomy	Majority of the respondents joined the LSO to bring a change in their respective communities. They were slightly educated than other women in the community. Also, most trusted ones, many were supported by their spouses and family men who knew RSPs and have had long working relation with them.
Motivations, Confidence & Encouragement:	Many LSO members had prior working experience and outside exposure as Polio worker/ LHW. They were used as enablers, agents of change by NRSP staff, to empower other women in their community. The respondents had strong power to and power over. According to the majority of the respondents, the programme gave them the hope to unite for socio-economic development in their community owing to the underdeveloped state of the coastal Sindh. Majority agreed that the programme gave them enough confidence and courage to think beyond household chores and problems and take a leadership front at the communal level. Our respondents were encouraged to join the CIs by their fathers, father-in-law, brothers, sons, and above all the social mobilisers from RSP's both men and women. "Ada Khadim Sanjrani from NRSP motivated & helped me to join. My family didn't have any issue with that, as I was already working as a Polio worker" said a respondent.
Supporting Elements & Barriers to Entry	Majority had previous exposure, however, they had hard time convincing their members who had misconceptions, fears, stereotypes from not trusting NGOs. International programmes for developmental work to women's restricted mobility issues, ascribed roles associated to gender, 'where women should be limited to HH chores and giving birth'. Many lacked vision and didn't know what to do with lives. According to them, the programme at this point gave them a strong vision and then awareness to further work towards their community development goals through the principles of unity.

Empowerment Perception	Empowerment was a reason for which many women joined the SUCCESS programme, to many it is a life saver and provides a forum to open discussion, communal decisions and action against violence, poverty and oppression. According to the research participants, there are several NGOs working in their disaster-prone area on different schemes or financial benefits. They all shared that the women of coastal areas are limited to Household activities and afraid of honour killing. Through SUCCESS they aim on fighting for the great rights, privileges and roles. Case study: one of the respondents migrated to Sindh from north of Pakistan, she was much more informed and had strong communicational skills. She shared her experience, that women in her region were educated, were in micro enterprises but when she came to Sindh, the situation looked different. Sujawal did not provide any opportunity to women, often she encountered stories of violence, oppression, to her SUCCESS is attempting to change the mind sets of men and women in the area and mobilising them to social, economic and political empowerment. SUCCESS has now provided her a forum to bring about change at a UC level to start working towards education, health and business and to her this has been a great experience. She is role model to many!
Social Interactions, Decision Making	Majority of the respondents felt empowered at the LSO than at home. The programme has inculcated strong communal decision-making power to them. However, too many personal decisions at HH are weaker owing to patriarchy. Now women have started to participate in the decisions that were only reserved to men e.g. decision related to their daughter marriages, sending kids to schools and visit to markets for shopping and selling. Majority stated that the programme has also given them power to negotiate terms with their family members and their community. The family members are now engaging them in the important household decisions with the exposure of the outside world that came with SUCCESS, it has also enhanced their mobility and exposure. (The respondents were talking about the exposure of women, got through the interventions programme to the nearby hospitals due to the MHI cards, documentation from NADRA, etc.)

Social Empowerment at the LSO-level	
Economic Empowerment at the LSO level	Most of them are educated, compared to other women in the community and wanted to work for humanitarian purposes and community development.
Self-Help Initiatives: Village Development Activities & Vision	Success aware the members on the significance of Self-help Initiatives both at the personal and at the community level. E.g. LSO saving helped a family with funeral proceedings, paid a member's transport fee to hospital (served for hepatitis). Also, the members had hotlines and emergency contact details in office boards. This has socially and economically empowered the women. The CPI scheme implementation at village level for example, construction of brick pavements, hand pump schemes, has also given a lot of confidence, communication and negotiation skills to beneficiaries. Women also actively took part in CPI scheme construction, supervision, dealing with contractors and played a leadership role by helping their members with the communal savings for their personal and community welfare and prosperity.
Productivity, Knowledge & Capacity,	Trainings have encouraged them to lead their communities. The respondents looked empowered in the application of the capacity enhancement sessions to their daily personal and professional life. They were clear about CAT interventions. "Like a ripe wheat plant, SUCCESS has nurtured us. Respondent said, "We came to know about the importance of organic fertilisers in agriculture." CAT awareness has improved the overall health issues in the area. Also, the intake of Ghutkas has decreased. Polio worker highlighted, "I have been to many areas where women were reluctant for polio vaccination but after SUCCESS's intervention they have realised the importance of vaccination and childcare. The communal gathering to teach the lessons on vaccination is the right way to go about it than visiting door to door and get refusals'
Enterprise, Markets & Financial Independence	The TVST trainings, CIF and IGG has induced financial independency for many women. Now they had few business ideas and some of them have already initiated micro businesses at home. Savings helped a member to open a poultry shop. Members had knowledge of the revolving funds which were saved in their LSO accounts. Although the respondents mentioned of using CIF loans for solving the personal challenges of their members from respective VO and CO, they knew that the revolving fund with the processing fee of 200% that goes in LSO account could be utilised for future initiatives, but little they knew about these initiatives or business solutions to community challenges.

Larkana
Social Empowerment at the CO-level

Aspirations, Willingness & Eagerness to Entry	Majority joined because of the monetary benefits and were positive that the programme will help them in improving their socio-economic status.
Self-perception, Agency, Self-efficacy, Personal Autonomy	All the respondents gave SRSO credit for encouraging them to join CO, they were hopeful that joining this woman led community institution will teach them life skills and solve some of the pressing challenges. Research participants have never seen the school in their whole life and they shared that pre-SUCCESS they had no vision, now they have setup goals for community development and uplifting their economic status. Only few members looked confident and were vocal. Few participants gave the programme's social organiser full credit in helping them recognise their self-esteem and personal autonomy.
Motivations, Confidence & Encouragement	For majority of the participants, SRSO was the motivation force for their increased participation in the communal activities for development. Initially the purpose and mandate of the settlement level CO didn't not make sense to the members, but then the lessons of community savings, self-help initiatives and basics trainings on health, education, democratic participation and representation at VO/LSO level, followed by grants; proved to the members that the CO is a significant forum that could solve many immediate issues.
Supporting Elements & Barriers to Entry	No challenges faced, as the villagers live in close proximity and women do not have to travel for meetings.
Empowerment Perception	Success improved relations and has given our respondents say in household affairs. They have full control on their financials, assets, spending and expenses. They are confident about their economic responsibilities in HH but looking to tap in opportunities through SUCCESS. Respondent expressed "I give suggestions to my husband. If, we women were any less, Benazir wouldn't have been our 'queen' and 'king" (Benazir Bhutto was the late female prime minister of Pakistan, who served Pakistan twice and belong to the region).

Social Empowerment at the CO-level	
Self-Help Initiatives: Village Development Activities & Vision	The community learnt the saving practices, due to which they are not only lending money to their women members but also reached out to few community men. 1) From savings, some money was lent to a man, who was short on cash to buy automobile so that he starts a sustainable sustenance. 2) On helping the ill, especially arranging transport to city hospitals and for paying doctors fee. 3) For giving money to a man for his tuck shop, his wife is a CO member. The respondents affirmed that SUCCESS has united them, has given them direction to solve their immediate problems through community/self-help initiatives
Productivity, Knowledge & Capacity,	Majority of the respondents were fully equipped with the CAT training modules with a special emphasis on health and hygiene. The women were also implementing the lessons it in their lives. According to the respondents the trainings taught them: 1) health and cleanliness 2) significance of education 3) sewing and stitching (TVST) 4) registration & certification significance 5) child care and mother health (post-partum/pre-partum) 6) vaccination. One respondent said, 'SRSO imparted us knowledge related to hygiene, cleanliness, food and health both. The CRP stresses on mother and child care. Our women used to have deliveries at midwives in villages, with opportunities like MHI, awareness now our women go to hospitals for check-ups during pregnancy'.
Enterprise, Markets & Financial Independence	Women shared that through this programme they want to bridge the market linkages, generate income and solve mobility issues. They specially mentioned that patriarchal society will not allow them to do business in main markets. The president also raised the concern of member's immense skills and potential exploited by the middle man. She said that her CO will work on addressing the business development issue.

Political Empowerment at the CO level	
Political Interaction & Associated Development	Only president had an interaction once.
Recognition, Representation and Participation	Majority of the respondents were compelled to vote for their landlord. However, SUCCESS has given them awareness on appointing the right people to public office. A respondent who was vocal shared that incidence when majority of the SUCCESS members voted against the wills of village political elites. The village elite lost the elections and promised to take the revenge from their family men, who were called on Jirga (informal court at community level), however their men were called for hearing and were asked to divorce these women. This is a great example of changes at the personal level created a community level impact (power to and power with have the power to have greater level impact against the societal odds). The above narration is a strong case of political empowerment, with the evolution of power within, the research participants have become too courageous to put their lives in risk for the better future of their people.

Social Empowerment at the VO-level	
Aspirations, Willingness & Eagerness to Entry	Majority of the respondents joined the VO due to abject poverty. They were vocal, were conscious of the community's major developmental challenges and trusted the SRSO's social mobiliser who assured of assisting them in battling the journey of poverty alleviation. Respondents highlighted, that the community institution at the village level provided them a platform to unite and resolve their conflicts and work together for the welfare of their village. Another narrates, 'In the first year, a team came for survey and investigated about our poverty status, some month later they returned with Adi Shumaila, who was trusted and respected by villagers, with the invitation to work on women's economic development. Our impoverished status compelled us to immediately join the programme. Many village women were reluctant to join the CI initially. I was the first one to join the CO and comforted my village women to step forward, as the programme will unfold many benefits for us. In this way, we motivated each other'. Another with high PSC proudly said, 'my progressive mind set and humanitarian nature made me to volunteer for this programme. Our VO has a mandate of unity and reaching out to each other. Our VO also advocates managing our meagre resources in a sustainable way that could benefit all'.
Self-perception, Agency, Self-efficacy, Personal Autonomy	Majority of the respondents that were selected as leaders to represent their communities at village level, shared about their personal attributes, traits and qualities for which they were selected as leaders to present their community organisations, some of them include; they were trusted members of their community, had a convincing, consoling power, honesty, dedication, trustworthiness, effective communicator, considerate and willpower very few as shared by the members.
Motivations, Confidence & Encouragement	The VO was located in the outskirts of Larkana, the hometown of Pakistan's first female prime minister, Benazir Bhutto. Majority of the women were confident and had a role model. According to many, their men have been the supported of this women leader from decades and stand supportive when they learnt about the SUCCESS. Respondent narrated, 'my husband encouraged me to join this programme for women, even if we don't get any money, and he wanted me to do something productive with my time'. Another added, 'My son forced me to join the programme, he told me that at this point in time financial aid doesn't matter, SRSO has come for our betterment and we should answer the call'. A respondent also acknowledged the support she got from her immediate family, they encouraged her to join the VO, as the organisation will be a learning opportunity, meeting and interacting with new people and growing with them. Another with some optimism, 'Obviously, I can't join school now, I'm too old for it but with SUCCESS I got the opportunity to learn'. These trends show that SUCCESS altered the power relations (power with) which in return polished women power within (even when the women themselves were hesitant and less confident to move forward, these enablers played a great role in helping these women in the realisation of their power within.

Supporting Elements & Barriers to Entry	Initially many women were reluctant to join the community institution at a VO level because of strong opposition from immediate family, men, women in the neighbourhood and community influential. The respondents appreciated the tireless efforts by SRSO team in convincing their relatives and then time to time encouraging and motivating them to join the programme, meant for their socio-economic development. The respondents who belonged to the region of Pakistan's first women prime minister retaliated and courageously encountered the comments from outsiders who opposed SUCCESS. A respondent shared , 'SUCCESS team helped me in overcoming my fear of interacting and working with men. They created that enabling and comfortable environment for us to work. Our families trust them and appreciate their good work for our village'. Another respondent stated, in the beginning I was reluctant to work on the project as I had a high PSC and knew there weren't any direct benefit for me. Many women in my family mocked me, when expressed the willingness to join, I decided to step ahead to change this mind set. My husband encouraged me to join to initiative that was to benefit both men and women in the village directly and indirectly. Relations improved: SUCCESS improved their communal relationships, between the VO, the neighbourhood, immediate family and extended family. The women leaders narrated how much their family is proud of them, some of them who have never stepped outside their immediate neighbourhood have also travelled places with SUCCESS.
Social Interactions, Decision Making	After SUCCESS, majority of the respondents have started to participate and are now decision making in household affairs e.g. health, education, expenses, spending and martial affairs for their children. However, the decision making at community level on village development initiatives and self-help initiatives remained weak. Majority of the respondents agreed that their society is strict and conservative to adolescent girls and unmarried women, who are still married off without their consent and are deprived of high education rights. A respondent added that this act is justified within the umbrella of culture and tradition context of Sindh. However, the VO leader was hopeful to address such cultural norms in future. 'Zindagi unhone guzarni hai to faisla maa baap kyun karein' she added with the ray of hope.

Economic Empowerment at the VO level	
Self-Help Initiatives: Village Development Activities & Vision	Majority of the respondents had participated in a lot of village development schemes such as enrolling all the kids in schools, promoting hygiene through cleaning their roads and houses, as well as planting trees. They have made some village development plans related too for the installation of faucets and hand pumps for water, community toilets, roads and streets renovation either to be resolved through the CPI scheme from SUCCESS or through public partnerships.
Productivity, Knowledge & Capacity	Majority of the respondents were fully equipped with the CAT training modules. The women were now supporting and implementing it in their lives, some of the lessons of CAT are also playing a part in alternation of gender perceptions. Thus, indicates that the training sessions have been helpful and playing a significant role in the empowerment journey. 'Earlier our women had dozens of kids, SUCCESS has informed us on childbirth spacing, and we now help each other in understanding the monthly lessons, designed for our benefits. Our members now share the learnings with their men, who had perceptions that women only give birth and they are to provide for them. Child birth spacing and control is vital for healthy women, the programme imparted us the confidence to openly talk about these issues, and we already have skills and plan on starting business at VO level. Success has improved our social interactions and given us a chance to work together in harmony for the welfare of our village' Respondent Stated.'I told women to educate their kids and send them to schools, make them doctors and engineers, not haris (peasants) like us. Success made us realise the importance of vaccination against polio'. Our schools only had 40% enrolment ratio, we made everyone enrol their kids into schools. Now all the kids in the village go to the school in the morning and play in the evening. Everyone can afford government school because it's free. We do not have high schools in the village and maybe SUCCESS has invaded us just in time' expresses a hopeful respondent.

Enterprise, Markets & Financial Independence	Business Plans: Majority of the respondents wanted to establish a centre which would help young girls to learn new skills and then demonstrate their talent. The centre will also serve as a school for girls. The women will then hire some trusted men for the market linkages and will sell their handicrafts through them. These women also wanted to get a refrigerator through their savings, which will store handmade kulfis (which will later be sold within the village). Savings: Majority of the respondents started the saving practices after the programme. The savings at the VO level helped a respondent to renovate her home, she paid the labourers from the savings, another opened a shop at home, saving was also utilised for treatment of a respondent's daughter.

Political Empowerment at the VO level	
Political Interaction & Associated Development	Political empowerment was week at the VO level. None of the respondents have ever had any sort of political interaction as yet.
Recognition, Representation and Participation	All of the respondents voted out of their own will. A respondent was approached/ bribed by the opponent political party of the region. She reported,' the opponent political party bribed me with 500PKR to vote for them, I voted for the party that has a strong mandate to work for village development'.

Social Empowerment at the LSO-level	
Aspirations, Willingness & Eagerness to Entry	Majority of the respondents joined the programme to address poverty in the region. Their existing poverty status compelled them to join the programme. They wanted to uplift their economic status and SUCCESS gave them the hope which was suppressed by circumstances and situation.
Self-perception, Agency, Self-efficacy, Personal Autonomy	Our results show that majority of the respondents that went ahead and were chosen as women representatives at UC level with slightly educated than other community members. They had strong reputation in the village and were considered literate and majority of the men and women trusted and respected them. Such were the women that were tapped in by the RSPs social organisers. They saw the spark and went to empowerment mission with these aides. Respondent said, "Because I was educated than other women in the village. My VO members selected me for the leadership post and I was also given the responsibility of book keeping, my skills were polished by SRSO, I owe them for my financial literacy'. The respondent was referring to Community Book Keeper's training. Another respondent added, "When Shumaila came to our village and she knew I was the most trusted one around, I helped Shumaila to gather all the ladies. My courage, confidence and ability to communicate were few attributes that earned me the post of manager of the CO, VO and LSO member.
Motivations, Confidence & Encouragement	Majority of the respondents were encouraged by their fathers and husbands. On asking why they allowed them whereas, many other faced oppositions. The respondents shared that they trusted the SUCCESS implementation partners (SRSO in this case) and many were sure that the programme had benefits to the women. To them, benefits given to their women will work in their favour and the welfare/ prosperity of the community.

Supporting Elements & Barriers to Entry	For many women the journey towards SUCCESS was hard, torturous, many were victimised and some harassed but seems like the social mobiliser's motivational interjections stood above any socio-cultural barriers. These women had strong power within as induced by the brave social organisers. Power within to improve their socio-economic status and to collaborate with other women for communal welfare. Some stories as narrated by our respondents were: "My neighbours taunted me for working with local NGOs, they didn't appreciate the transport facility given by SRSO, many women harassed, victimised, beaten up and tortured generally and some were not allowed to join the CI initially, their spouses and men counterparts didn't let them avail the opportunity, I stepped forward to negotiate and convince them as their pain was my pain. And I gathered courage and the family support to help and reach out to the community women through joining team SUCCESS. It wasn't easy for me either, one day I returned from Ratodero from the LMST training, my kids at home, who were being looked after by my mother in law, that day my husband tortured and tormented physically and emotionally but I never lost hope, my training opportunity negated all the torture'. Another evinced with grieve in her voice 'my husband left me to my parents' house after I joined the VO. He called me useless. Since that day, I am here at my parents, and my father became the biggest support and encouraged me to work with SUCCESS, I was also threatened by my husband on taking away the kids and his intensions of remarrying but the programme gave me enough courage to remain steadfast and work towards uplifting our economic status and dealing with cultural taboos and restrictions. She added with optimism, 'now I have bigger things that require my attention'.
Social Interactions, Decision Making	SUCCESS has positively contributed to women's increased participation in the community awareness sessions and programme activities. Many respondents agreed that SUCCESS has improved their personal/household as well as community related decisions through the CIs. Mobility has increased due to meetings and trainings outside the city. The attitudes have slowing changing. A respondent added, Our respect has increased after SRSO's brining of this women's empowerment programme. Our husbands listen to us, people in village also think good of us. They have now understood that a woman can go out and do something for herself and her society. They are also impressed by our newly acquired information on various segments of development e.g. health, education and voting rights etc.

Economic Empowerment at the LSO level	
Self-Help Initiatives: Village Development Activities & Vision	LSO leaders were advocating self-help initiatives for helping their members in their respective COs and VOs from savings. LSO leaders (VO members) still lacked knowledge about the community development plans at the UC level. Respondents lack enterprising skills, although the Larkana women had great handicraft, sewing and stitching skills but didn't have much idea how the skills could be utilised, how market connectivity could be improved and how the institution can get them that business development and incubation, acceleration support. The self-help initiatives were limited to organising logistics for pregnant women from savings or helping others buy medicines. LSO leaders narrated that their respective community members have immense poverty and people are really poor, the member contribution to saving is maximum 50 to 100 rupees per month. Later the SO informed the team about the revolving fund processing fee for sustainability of the community institution. The respondents still lacked the knowledge of institutional sustainability or couldn't communicate. As the CIF is a fairly new scheme, and many are still learning about its disbursement mechanisms, SRSO has an appointed CBK that looks into the financials. Members lacked financial management or literacy. An area that requires action.

Productivity, Knowledge & Capacity	They were well versed with the CAT modules. The LSO president shared that earlier they lacked aesthetic sense but today they know how to move in a gathering, or be disciplined and effective communicator. Responded said,' CAT's awareness module on environmental protection and healthy food practices helped us in tree plantation at the neighbourhood level and our LSO have initiated vegetable gardening in the backyard of our LSO office, hence, shows that the module had a great influence on community's economic health. Another added, the pre and post-partum helped our women greatly, 'Women now make sure that they are vaccinated while pregnancy.
Enterprise, Markets & Financial Independence	Business at personal level is also commencing with SUCCESS, many micro entrepreneurs have emerged from the programme. Small businesses like Poultry farming at household level, Ice cream stall, and biryani stalls are being established from savings and CIF loans. A respondent narrated, 'from the loan me and my husband opened a stall of biryani. This has improved our livelihood.' Although the institutional sustainability trends were generally weak, but the LSO members of in this district were thinking in terms of sustainable institutions till an extend, 'few initiatives in the pipeline are Plantation, more TVST trainings, loans and grants to uplift the status of poorest members at VO and CO level' were few recorded responses.

Political Empowerment at the LSO level	
Political Interaction & Associated Development	Responded expressed, the LSO didn't encounter any political influential. However, the public departments are now facilitating them due to the programme's establishing of linkages. A respondent added, "The officer at NADRA was facilitating my nephew in his identity registration process. Later, when I have the reference of my LSO, we were supported in acquiring the registration documents and expediting the process". Shows that LSO members are now recognised and have started to exercise influence and have boosting their 'power over'. Another normative practice in some parts of the country, where a class, a designation, reputation especially in small towns could facilitate a public documentations and procedures.
Recognition, Representation and Participation	They were aware of their voting rights and its contribution in setting up the democratic state. The woman research participant in the region who earlier voted on their spouse and father's choice have now started to think differently. A respondent added "I didn't tell my husband, but I voted for the leader I believe in."

Kambar-Shahdadkot	
Social Empowerment at the CO-level	
Aspirations, Willingness & Eagerness to Entry	The respondents joined the CO because SRSO convinced them on the programme's mandate to alleviate poverty through RSPN's three tier social mobilisation approach and connecting grassroots to public institutions. Majority of the respondents joined the CO to obtain incentive in shape of skills, awareness, and monetary benefits.
Self-perception, Agency, Self-efficacy, Personal Autonomy	The respondents lacked confidence, communication skills and any significant leadership qualities because of minimal exposure even when the medium of conversation was kept Sindhi, the Native language; Promising responses were not observed.
Motivations, Confidence & Encouragement	CO is initiated at a neighbourhood level so the women did not have to cover surreal distances which is why the respondents did not face any social or domestic pressures and proceedings were convened smoothly. However, some respondents were unable to convince their Spouses even so the SOs were able to reason with and obtain permission from said Spouses.
Supporting Elements & Barriers to Entry	The women were not clear on the empowerment concepts. To them, these prescribed gender roles, imposed restrictions and responsibilities by the society and all the activities that were limited to their homes where considered 'empowerment'. One of the villagers said 'woman are only destined to stay at home and do all house chores. Her duty is to look after her house, kids and family only' which depicts the backward mind set of the community.
Empowerment Perception	Area that was situated near Sindh/Baluchistan border was inaccessible. Due to the geography of the region mobility was an issue, social interactions were weak. There was lack of road infrastructure and availability of transport service. They have never been subjected to any formal education in their lives.
Social Interactions, Decision Making	Community recently began investing in savings. The beneficiaries haven't received loans and income generating grants and we were informed by the unit in charge that the fund disbursement is scheduled for the coming months. Hopefully, this will economically empower few. In future using the CO, they wanted to resolve water problems, community roads and build schools for their kids in the village as public schools are unapproachable. They were hopeful that through SUCCESS they will work on market accessibility which will help them connect to main markets and lead to more opportunities and increased business activity.

Economic Empowerment at the CO level	
Self-Help Initiatives: Village Development Activities & Vision	Community had clarity on a few CAT modules however this segment needs attention. A few modules that were mentioned were vaccination, cleanliness, plantation and health and hygiene. The respondents in this area were the most impoverished lot we encountered. With reference to interviews conducted in the past CRSPs and SOs play a great role creating awareness and restructuring the gender perceptions, confidence building, and training on self-help initiatives with savings. CO needed better and stronger leadership
Productivity, Knowledge & Capacity	The community members were hopeful to work with SUCCESS on community development yet had infrastructural and geographical barriers which is impeding the project activities. The CO is located near the border of Khuzdar and were cut off from basic necessity of life. They were not connected to main markets, lacked schools, electronic or print media, and still battling for life basics water/food/shelter.

Political Empowerment at the CO level	
Political Interaction & Associated Development	No interaction with any of the local government representative due to lack of awareness, confidence and education among women as observed.
Recognition, Representation and Participation	The respondents voted with the consent of their husbands.

Social Empowerment at the VO-level	
Aspirations, Willingness & Eagerness to Entry	The majority of the respondents weren't able to communicate their aspirations, goals, willingness and eagerness to join the VO as they were unaware with the purpose/ mission of their VO and how were they associated.
Supporting Elements & Barriers to Entry	The women of the village are not independent in their decisions, they are dependent on their men, and are not allowed to visit the VO meetings. Impeded by long commute and COs in the UC are situated at a distance that is only accessible to cars/motorbike, considering the poverty status majority were too poor to afford and manage logistics. The VO is located in the deserted, far flung UC (Kandu) of Kambar Shahdadkot. It took team an hour to connect to this remote village organisation through an uncemented road, the area lacked any public health, school, water infrastructure and wasn't too far from the Balochistan -Sindh border. The programme in this area will only be successful if mobility, connectivity and accessibility issues are resolved.
Empowerment Perception	Majority of the respondents weren't vocal, they were hesitant, to them an empowered woman is confident, vocal and stands up for the personal and communal right, yet they all agreed that they are disempowered owning to their mobility issues posed by the geography of the region, remoteness, lack of road infrastructure and availability of transport service, they have never ended or seen school in their lives.

Social Interactions, Decision Making	All health, education, household and community development decisions are with their men counterparts. However, majority of the women highlighted that they have control over finances/ the earrings from selling handicrafts, but they still are not indulged in any business and are not economically empowered.

Economic Empowerment at the VO level	
Self-Help Initiatives: Village Development Activities & Vision	The respondents weren't able to initiate any project activities till date. They lacked vision to utilise the opportunities they had to develop their villages.
Productivity, Knowledge & Capacity	In spite the fact, that the respondents named a few CAT modules; about hygiene, savings, plantation and cleanliness, they had no knowledge about its applicability and implementation.
Enterprise, Markets & Financial Independence	Women were economically disempowered. They were only engaged in unpaid labour/ household chores. They had no idea about small scale businesses that they had the potential to run. They were yet to learn and implement the SUCCESS empowerment interjections. Their men support them. The VO means have not yet received the CIF or IGG to start micro enterprises.

Political Empowerment at the CO level	
Political Interaction & Associated Development	They had no political interactions, neither any exposure to public departments.
Recognition, Representation and Participation	Majority had idea of voting rights and its significance. Despite their deplorable conditions, they said their votes will always go to their landlord and political elites of the area. The respondents were not comfortable to share the reasons for this loyalty despite of their poor standard of living. (Possible reasons could be political pressure/ life threats / threats to evacuate land/ lack of awareness)
Sustainability/ Vision/ Future Plans	They lacked vision. They didn't have any future plans which could lead them to a good sustainable standard of living.

Social Empowerment at the LSO-level	
Aspirations, Willingness & Eagerness to Entry	According to the LSO president, 'initially, majority of the women lacked clarity on the project's mandate. They were all in search of monetary benefits as they belonged to a far-flung deprived district of Kambar where livelihood is severely affected due to the scarcity of water, lack of transport and influence of landlords. However, they were later convinced them that the programme will be inclusive and give monetary benefits to the poor of the poorest which will uplift the social economic status of the women in Sindh'. Hence, very comprehensively put in by Iffat Batool, that those women who were uneducated, oppressed, tortured and harassed were to be benefited through inclusion and mainstreaming activities(monetary, vocational trainings, infrastructural schemes, health insurances); and those with better poverty status to play a supportive role; thus became the biggest aspiration to join the SUCCESS programme.
Self-perception, Agency, Self-efficacy, Personal Autonomy	Majority of the LSO respondents had strong leadership, negotiation capabilities and were trusted members of the villages. As mentioned above, they understood the programme's objectives and volunteered in empowering the women of their villages. They agreed that SUCCESS boosted their confidence and transformed them into visionaries. The LSO members shared their association with LSO as volunteers, leaders and some are playing the consultative and advisory role in the project implementation
Motivations, Confidence & Encouragement	Majority of the respondents were encouraged by their fathers, brothers and the SRSO's female team. The president offered her services to the programme team. 'The initial LSO meetings were held at her place. I myself joined and invited SRSO's team to come and join the gadjani (gathering) at my place', shared the LSO president with pride. Majority of the respondents looked confident. They agreed that earlier, they were hesitant and reluctant to interact and communicate with outsiders. SUCCESS has polished their communication skills by exposing them to new life changing opportunities.
Supporting Elements & Barriers to Entry	Many faced resentments from their families when they expressed their willingness to join the SUCCESS programme. Some families had issues with working with the local NGOs, some were threatened by the landlords while some were tortured and forbidden by their spouses and partners. Some challenges that reported and resolved are enlisted below: 1) 'My fiancé didn't allow me to go to Sukkur for training. He blackmailed me for calling off the engagement, my mother was against the trainings too, SUCCESS and my father's support made me assertive and I went to Sukkur. When I came back, I convinced my finance on phone and explained him the significance of the LMST-VO training". 2) "Many villagers and neighbours were not ready to cooperate. I explained to them which eventually led them to realise the importance of savings and a united community.'' 3) "My husband had some issues working with NGOs but after my first meeting with SRSO's staff, I was able to convince him by sharing the programme benefits for all and its mandates to which he agreed. The neighbours resented the CO formation. We faced numerous hindrances in setting up an LSO's office. In spite the threats from our village chief, we didn't give up and eventually opened the office with the support of SRSO. Our true achievement however was the fact that same chief who resented the idea of an LSO office was the one who inaugurated it", were some courageous narrations by the research participants.

Empowerment Perception	Majority of the respondents understood that empowerment for them was to speak for their rights, mutual sharing of work and decision making in both genders. They understood the empowerment nexus very well.
Social Interactions, Decision Making	There is only a 50% improvement in the participation of women to have a say in their HH decisions regarding their daughter's education, marriage or mobility. The decision making at community level is more improved than at HH level. Majority of the HH decision making power lies with the family's head and spouses. Also, these women felt more empowered at the LSO than at their homes. The LSO provided an environment where they were encouraged, it enabled them which in turn boosted their confidence. They felt empowered through this training programme. The activities at LSO are both positively and negatively affecting power with and power over dynamics. e.g., Respondents calling off a wedding/ breakup just because she wanted to attend the CMST training in Sukkur. The LSO president has to face strong resentment from community men who called her a traitor, Punjabi, outsider to brainwash their women. She has the support of her husband and the SRSO team. She believes that the patriarchal mind set and ingrained superiority complex of some men in these villages will no more hinder her developmental efforts to empower women and bring gender equality.

Economic Empowerment at the LSO level	
Self-Help Initiatives: Village Development Activities & Vision	The challenges are different at CO, VO and LSO level. So at the LSO level, they have very good management and conflict resolution skills. They have a very good idea of Self-help initiatives like they have a blood bank, constructed roads and schools. At the Village level they have constructed brick pavements. Some first-hand success stories narrated by our respondents 1)'We have collaborated with the Blood Bank in Shahdadkot Hospital. We have a record of the blood groups of all the villagers in our LSO. Our LSO took lead in this initiative of arrange blood donors for as per the blood bank requirements' 2) We approached NADRA's mobile service to get our women registered 3) Success gave us the courage to interact with UC chairman, we requested him to solve our mobility challenges by building the village road, he reminded him about the upcoming elections this year and his reappointment through our votes will only be if he serves us.

Productivity, Knowledge & Capacity	Majority of the respondents were aware of CAT at the LSO level. They have received CMST and LMST trainings at CO and VO level. They have had exposure visits which has enhanced their networking with their nearby LSOs and public institutions like NADRA office and District Hospital. The responses below reflect learning outcomes, application of new acquired lessons and skills:
	1) Respondent is sharing her exposure visit to mature LSO for exchange on managing the LSO, office operations, HR management and community interactions I was nervous on the first training session, the module conveyors provided us motivational interjections along with teaching us management skills, this gave me motivation and courage. 'Hamain rah mili' (We found a way through the trainings.) In the LMST training, I was taken to the exposure visit to another LSO. Afroze, the president of that LSO wasn't educated. Yet she faced challenges from everywhere. Her work inspired me and gave me the courage, I came home thinking, that is time I put my master's degree into practice. So even though, I acquired the higher education in another region of Pakistan but still felt disempowered and useless however, in a completely new region, where I was hopeful and never thought of putting my skills to use, SUCCESS empowered me'.
	2) 'They gave us training of CMST and LMST. They told us about bachat (savings), which is part of our everyday life now. We were unaware about Hygiene and even how to use washroom. Now we train kids to go to washroom at a very young age.'
	3) 'In our every 15th day meeting in VO we talk about shild care, pre and post-partum care. "We talk about the importance of vaccination, we share the lessons with community women who are not part of the programme".
	4) "Now women who are pregnant go for regular check-ups. Our LSO is also in touch with the doctor from district hospital. The LSO has important contact numbers and we reach out to practitioners for advice on phone''.
Enterprise, Markets & Financial Independence	They have a clear idea of enhancing business and have also made some innovative enterprising ideas as compared to other LSOs. CIF is disbursed to those below 23 in PSC.
	1) A respondent's response shows how LSO is involved in business generation 'I went to Sukkur and there I asked the prices of embroidered clothes; the prices were very high. I asked the shopkeeper if we can supply him from Kambar-Shahdadkot. The man said it would be less costly to him because he goes to Hyderabad to buy these. We are now making the Rillis and school uniforms which we will send to Sukkur. And all the participants will receive the share."
	2) Respondent shares her experience in teaching the members business and financial management "I am the treasurer so I look into the financial management at LSO. I have started to teach the CBK training lessons to my colleagues, I have given them lectures on opening a bank account, business counselling on using savings to initiate a business and capacitated them in designing MIP." Sustainability: They had a clear vision to work ahead and had several future plans for example: 1. Building a hospital in their UC 2. Business plans like making uniforms and supplying them to big cities like Larkana or Sukkur. 'We have 90 lacs in our account and out of which 23 lacs are disbursed to the COs as CIF. People have used CIF for buying fertilisers, livestock etc'' adds a respondent.

Political Empowerment at the LSO level	
Political Interaction & Associated Development	SUCCESS has created the political linkages between the LSO leadership, members of public institutions and local governance bodies. Many of the respondents were given the opportunity to meet district coordination officers, union council chairman and tehsil municipal officers. Some key concerns and developmental issues were raised at the meetings: constructions of roads, water supply/ drainage, reopening of closed schools, registration and acquiring the legal documents related to CNIC, birth, marriage, death certificates, complaints related to basic health units, vaccinations were a few mentioned by our respondents. Our respondents also narrated experiences 1)"We met our DEO Hakim Brohi. He visited our school. The school was closed for 15 years, now it has opened at primary level again. I took our CO member to a hospital where I came to know that our district Health Officer Dr Mazhar has a huge budget for our UC in his district account. We fought him to open a maternity clinic home in our UC. We even complained about health workers who are not working properly. 2)"We met people from Hidayat Trust who helped us to open a primary school in our village." 3)"Our UC chairman came and we contacted him for constructing brick pavements and roads."
Recognition, Representation and participation	All the respondents agreed that they never knew the rights to vote as the Wadera/Landlord decides whom to vote. But after the SUCCESS intervention, they have learned the importance of a vote and that, they as LSO leaders now have an outreach in all villages and communities. The LSO highlighted that she now has an influence on hundreds of women through SUCCESS and is recognised by the political elites, according to her. The votes will now only go to those who will solve the developmental challenges in our UC. These leaders also shared the fear of being approached by contesting candidates for their election campaigns, many of the leaders turned down the offer and decided to stay non-political.
Internal political control/ governance/ accountability/ transparency	Meetings are held after every 15 days. The treasurers, executive bodies, president and GS share the recent developments and activities planned to take decisions on the key matters and review the progress. The members agreed that the leaders are loyal, trustworthy and transparent in their actions.

Dadu
Social Empowerment at the CO-level

Aspirations, Willingness & Eagerness to Entry	In the first few meetings, many were hesitant to join CO, they thought that their personal details were being fetched to get credit on their behalf from provincial government or utilized for illegal activity in the region but after TRDP interaction and their president's briefing on program mandate on poverty alleviation sound appealing to join.
Self-perception, Agency, Self-efficacy, Personal Autonomy	As the community members were still facing mobility restrictions, when asked on how they deal with everyday challenges and convene their proceedings successfully, they shared that they have learnt to ignore, some have learnt to negotiate and some has convinced their spouses and mother in laws. These women are using the incentive tool to convince their families. A respondent said, 'I tell them that SUCCESS will have benefits for the entire family and I too have dreams to see the outside world and contribute to our household financial stability'.
Motivations, Confidence & Encouragement	Majority of the respondents gave credit to their president and TRDP's staff for confidence building, boosted their morale and encouraged them to gather and unite at the neighborhood level to solve their immediate challenges. A respondent with full confidence acknowledges TRDP, 'TRDP team encouraged us and gave us a vision to unite for communal challenges, today we are confronting and interacting with you, we owe this confidence to them.'
Supporting Elements & Barriers to Entry	The respondents faced oppositions from the neighborhood but convinced the immediate family on the program benefits and now their support became a paramount protection shield for all, along with the constant support from the president, who is an educated health worker. The women now have a vision to be as independent as their SO, CRP and president. However, most of them still face mobility restrictions and stepping out of village is out of question. A respondent expressed, ' many men and women of the neighborhood laughed at me on joining the CO. To them only men are privileged to attend meetings while women are caregivers at home. Maybe they were emasculating'.
Empowerment Perception	Majority stated that the empowered women to them is like sister Arifa Kalhorro (LSO president), who could easily go out and raise her voice for the rights of her community members. Another said, 'an empowered woman is courageous to take action for the welfare of her community'.
Social Interactions, Decision Making	SUCCESS changed the mindsets, perceptions and attitudes of the family members surrounding the CO beneficiaries, they shared that now their families refer to doctor instead of going to village homeopathic doctor or avoid cleric who was consulted in health-related matters by the superstitious family members. However, majority of the CO members are facing strong resistance from neighbors which sometimes impact their relations with their immediate family. Majority of the women agreed that their village doesn't provide enabling environment or supportive environment for women to grow. A responded clearly stated ' Village environment is not good, and men still joke when we come back from meetings'. At CO level many women are still dependent on their families for key decision making especially related to child birth/ spacing and having children. The respondents shared that there has been improvement in the attitude of villagers on women's education. The village schools were closed for two years and only recently, they have been reopened. The girl child education decision making power was with few participants and majority with their husband. Another respondent shared that it was her affiliation with the CO that made her realize the significance of girl's education is sending both her daughters to tuition. 'I always had a dream to be independent working woman like in big cities of Pakistan. I have convinced my husband and my mother in law is supportive enough to look after my kids during CO meetings. I am looking forward to learn more under the program' said a respondent.

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Economic Empowerment at the CO level	
Self-Help Initiatives: Village Development Activities & Vision	Majority of the CO members learnt the saving mechanism. The members now save 50-100 PKR per month. The research participants shared internal lending practices. A respondent was helped by the CO savings to open a home-based tuck-shop later upgraded by the CIF loan. The respondent shared that the aspiration behind opening the shop was to provide quality education to her children. The research participants also shared that the CO helped them in the construction of latrine and CNIC registrations. These matters were resolved when taken at the village level organization by their president. They respondents had future plans of solving the portable water, road and most importantly the closed school issue through their CO
Productivity, Knowledge & Capacity	Family planning, child-birth spacing, tree plantation and hygiene related discussions and proceedings takes place in the CO. A respondent shared that CRP is teaching the community members to apply the hygiene practices in daily life like sanitary and washing hands practices. When enquired about the source of the information, they gave credit to CRP and their lady health workers. The women also showed us their CO register and highlighted the significance of book keeping in organizational management. Respondents also shared that now they consult doctors from civil hospital Dadu in case of illness than self-medication.

Political Empowerment at the CO level	
Political Interaction & Associated Development	The respondents never got a chance to interact with the public office representative.
Recognition, Representation and participation	They shared that their president represents them in the village organization and consults them in identification and prioritization of immediate community issues to be discussed at the VO level. All respondents knew the significance of vote and despite mobility restrictions they confirmed to participate in the upcoming elections and vote for the candidate who would resolve the drinking water crisis.

Social Empowerment at the CO-level	
Aspirations, Willingness & Eagerness to Entry	Majority joined VO to solve the village developmental challenges. Some were LHWs and school teachers who had high reputation in the village, being the educated and responsive members of community and on learning about the program benefits for the marginalized members of the community they joined TRDP team and gathered the women (especially in the PSC list) to get immediate program benefits.
Self-perception, Agency, Self-efficacy, Personal Autonomy	Majority of the women selected as CI leaders were fairly educated than the villagers, from high school till college had no mobility restrictions and support from their families. These women were also effective communicators. Some are already working as LHW and volunteer teachers/ polio eradication officers. Many of them left education because of early marriages and always had a vision to work and seek better opportunities. SUCCESS helped them to realize their lost dreams. According to many respondents the LMST gave these managers confidents, vision and polished their leadership skills. Many were hesitant and unclear about the association and engagement but were inspired/ informed/ capacitated by TRDP on their responsibilities as leaders and mentors to their community. Also, some of the leaders had better PSC, and wanted to give back to their community.

Many that had better PSC than others, and are working as LHW emphasized that they had job, better PSC but want to serve their community and work for the others, one respondent reported strong resentment from spouse for giving so much time to LSO with existing Job & HH responsibilities. Strong negotiation skills and bargaining power to settle the conflicts.

A respondent's personal autonomy could be praised by the following narration: Men rejected the SO's idea of organizing the village women to CI and the offered was turned down. The respondent gathered the women after learning about the program and its benefits from other villagers, she negotiated with her village men and gathered women to visit TRDP office requesting them to re initiate the process in their village and it was to her efforts that the CO was formed in her village. Most of the leaders were chosen by their community women based on the above mention distinctive qualities that set them apart and became the voice of the community.

Also, the VO members were asked how are they empowering other women on which they replied ' we are convincing the village women to come out its their right to be informed and to work for themselves, their families and community' another respondent added 'we are having dialogue with these women and giving them awareness over many issues (CAT) this hopefully will empower them'.

'a woman is only disempowered by her society and environment it is self confidence that can crush all sort of resistance' said a respondent. This shows the strong power within, power with and power over trends in the women of VO. |
| Motivations, Confidence & Encouragement | Few women shared that this was the first time ever a program was designed for improving women's socio-economic status in the village. In past there were programs but for men and some initiatives formed mix community institutions for both, to which many of the village women were not allowed to participate. Few women shared their initial hesitation in joining the program due to lack of trust working with NGOs. They had bad experiences in past, where promises made were never delivered. A respondent shared, 'we used to work with an NGO, which established a sewing center which operated for few months and then discontinued'. |

Supporting Elements & Barriers to Entry	Majority of the respondents in the VO didn't face mobility restrictions from the family. Those who did in the inception of the program were successful in convincing their families. Few shared that their families expressed their insecurities and were worried about their safety when travelling for VO meetings, they were later convinced by the SOs and TRDP staff about the beneficiary's safety and security. When asked on how TRDP motivated these women to come out of the house. The respondents shared that TRDP provided that motivational interjections, helped them in formulating their life vision and setting the goals. They were taught the equality and equity principles that men and women are equal. 'TRDP field staff made us realize that we women can do anything, and we should not depend entirely on men. Both men and women have to participate and contribute in the economic growth and social progression', said a respondent.
Empowerment Perception	The VO members had clear understanding of the empowered women. They defined an empower women as someone who 'could take mobility related decisions', 'is a problem solver', 'is an effective communicator and can communicate with government officer without hesitation' were few responses received.
Social Interactions, Decision Making	The VO members shared the power of collective decision making that they have learnt through SUCCESS. The respondents shared in the first few months of VO formation. members had limited interaction due to mobility. 'we review and evaluate all the development plans received from the COs and on prioritization and need bases take the decisions for the CPIs' shared the VO member. Another informed us about the transparency in the financial management and recovery rules. The VO has disbursed 20 CIF cheques to the members recently. Respondents shared that SUCCESS has improved the immediate relations. According to many, villagers still oppose the women working for their communities, their communal gatherings and meetings but many VO members have now gathered the support of immediate family members, who take pride in these women and often are interested in knowing about the proceedings, discussion items and developments taking place in the VO. 'My family was initially against my CMST training, as they weren't versed with the benefits of it. Now, they want to know about the activities in my VO for the village women', shared a respondent.

Economic Empowerment at the VO level	
Self-Help Initiatives: Village Development Activities & Vision	The VO members other than the village level development challenges including drinking water issues, road constructions, water borne diseases, basic health units, reopening of schools, CNIC registration for all members and their families, loans for businesses and livestock; were also interested in initiating the adult literacy program for the VO members.
Productivity, Knowledge & Capacity	The VO members were clear on health and hygiene modules of community awareness toolkit. They shared about their learning and exchange at the community management skills training. They also shared the significance of girl child education and vaccination. They informed of putting rules and regulations for the members who wouldn't timely return the CIF loans and or do not take the vaccination for their children (polio) seriously. Many women were of an opinion that trainings were only for men and SUCCESS helped them in understanding that capacity enhancement programs are for both genders and aim to personality and skill development.

Political Empowerment at the VO level	
Political Interaction & Associated Development	The VO members are yet to interact with the representatives of public departments. They plan on discussing their village development plans with them especially the drinking water crisis and lack of educational facilities in the village.
Recognition, Representation and participation	The respondents knew the significance of their vote. Their internal intuitional governance and management was strong especially the recovery of loans and vaccination regulations for all members.

Social Empowerment at the LSO level	
Aspirations, Willingness & Eagerness to Entry	Some respondents who had better PSC also joined the SUCCESS movement without expectations and reward. They shared that they belonged to highly reputable families in their villages and due to their family status do not face much restrictions on women's mobility, being educated members of community, they joined the SUCCESS bandwagon to work for the women's rights, poverty alleviation and education in the area. A respondent said, 'the villagers in our area are poor, their kids don't go to school, their girls are married while they are in their adolescence, their women are uneducated; thus, I joined the program to fix these issues, my husband is a public officer and supports me in my community development work'. While Income generating loans and grants, health insurance, technical skills were program incentives that encouraged others. Few respondents were hesitant to join; lack of confidence in managing work-life balance and standing pressure from family on going out stopped them from participation but on learning about the program benefits motivated them to join and became a triggering point in shift in gender roles, responsibilities and perceptions for both men and women in their respective villages.
Self-perception, Agency, Self-efficacy, Personal Autonomy	All research participants of the Dadu LSO had strong power within attributes (assertiveness, commitment, vision, efficacy, esteem). One reason for this trend could be their prequalification (as majority were LHW, Volunteers, teachers), other is SUCCESS advance leadership and community management trainings (CMST, LSMT-VO, LMST-CO). Women who were confident and expressive, had strong support system from their husbands and fathers. Many had prior work experience of LHW, volunteers, teachers, etc. and prior exposure that fostered their understanding of SUCCESS. They easily motivated their peers and families to join the CIs. Some were confident that SUCCESS will fulfil their dream of seeking higher education, they were positive about CAT and shared that the program has informed them on maternal health and hygiene. Although majority of the women with high PSC were vocal, had prior exposure and were literate however there were 3 to 4 respondents with lower PSC 9 to 23 and it was SUCCESS's social mobilization efforts especially their dialogue with SO Fahmida and training officer Sana that made them confident and realized them their rights and dreams and how their participation in the process could benefit women in their village.
Motivations, Confidence & Encouragement	Respondents expressed that their SO played a substantial role in convincing few villagers on program benefits, since SO had a good family reputation and were trusted members of the community, they leveraged their reputation to initially mobilize men and then their women. Respondents convinced their men that TRDP is inclusive and majority of the staff are women, many were inspired and motivated by their women SOs, coordinators, officers who initially accompanied the social mobilizers to villages. This help is misconceptions and stereotyping. The LSO had a male book keeper, the research participants shared that the program is promoting the work ethics, diversity and inclusion. The book keeper comes to office every day. The members who were reluctant to work with the BK are now confident to communicate and work as one team.' SUCCESS has provided us the enabling and supportive environment which is the stepping stone to our empowerment', said a respondent.

Supporting Elements & Barriers to Entry	The respondents shared about the initial resentments faced by the community members when now LSO-members-then-CO leaders interacted with TRDP, these women who were provided logistics for leadership trainings (cars) were ridiculed by the community men who accused and character bashed them. The respondents dealt with these challenges through their father's support. The respondents highlighted that their 'fathers' played a positive role in convincing the villagers that the program has communal benefits for all.
Empowerment Perception	To most of them empowerment was going out of the house. As most of the communities practiced patriarchy strongly, coming out of house for the betterment of their communities is celebrated and is an achievement and empowerment in itself for our research participants.
Social Interactions, Decision Making	The respondents stated that SUCCESS has improved their relations with community men, their community men now know that the program benefits to these men via their women A respondent exemplified, 'the TVST program offers/ entitles skills to our spouses who could learn the skills of electronics, motor repairing, mechanics' SUCCESS also transformed gender roles and responsibilities along with community's gender perceptions through their engagement in the village level development initiatives (community physical infrastructure schemes, road construction, construction of latrines, flood retention walls. When asked on management and balance in the newly assigned roles, women shared of scheduling the LSO meetings on all member's availability when household errands are completed for all. For now, they meet once a month or twice in case of important development and are communicated on the meeting date through mobile phones. Respondents narrates their improvement in power relations by joining SUCCESS, 'my husband is in police department and he is really appreciated in the village, he takes pride in me'. Another said, 'my mother celebrates this achievement and is appreciated by villagers for the good work that's being done in the village, I already have a job and working for poor is my passion and empowering our women and men through this program itself is a reward for me' commented an LSO member, who is a lady health worker. 'I led the efforts of latrine construction in the village and now appreciated by both men and women', said LSO member, who is also a VO manager. According to the majority SUCCESS now gives them vision to learn, to act for the betterment of their communities. It is worth mentioning that now these women 'participate in the decision-making process', many of them are still dependent on their families to seek mobility consents, health related, martial, child birth spacing related decisions but have started to participate in the household and community decisions for development. One of the respondents postponed her wedding because of her TVST training with the support and negotiation from her family. Many LSO leaders agreed that as some of them were educated and had a say in personal and household decisions but after SUCCESS they stepped ahead to support their communities, became more courageous to fight illiteracy/ ascribed/associated roles behavior towards women that prevailed in the society. SUCCESS gave hope to the hopeless who knew the benefits of education, agency, independency but were hapless due to their community mindsets and to them empowerment was limited to household decisions only

Economic Empowerment at the LSO level	
Self-Help Initiatives: Village Development Activities & Vision	Half of the respondents with high PSC were already working as lady health workers, polio workers and teachers and were financially independent but were volunteering with SUCCESS to improve the economic situation of their villagers. They were trained to introduce communal savings in their respective COs and VOs. The LSO is also a recipient of 40,000 USD, out of which 10,000 USD has been disbursed to the member VOs for CIF loans and IGG grants. The members shared about the processing fee, the benefits of revolving fund in sustaining the LSO. They shared that LSO has a safe place to save money, that is their bank account. Few of their members have utilized the IGG and CIF in opening small shops and buying livestock. Respondents shared about their village development/ Union Council development plans which includes community physical infrastructure schemes, road construction, construction of latrines, flood retention walls. Learning from SUCCESS, LSO members have also devised strategy to open the adult literacy sessions/ programs 'so at least our women could read expiry date on medicines if nothing else. The educated members (who have acquired educated till masters and intermediate) will volunteer in this program. There will be an exchange of info and knowledge sharing at the LSO meetings and women from outside will also be welcomed to join the adult literacy program' shared a keen and enthusiastic executive body member of LSO. The women were asked about the LSO sustainability and how they plan to run their LSO post SUCCESS, majority stated using savings and CIF to continue their initiatives. One respondent shared a business plan, 'we can start some business to support our LSO like open decoration, event management (tents, food, catering) for weddings and funerals. We will spread the word in whole UC for renting from the LSO', shared another optimistic member.
Productivity, Knowledge & Capacity	The LSO members shared about their experiences of community management skills and leadership management skills trainings at the community level organization (CO), at the village level organization (VO) and at the Union Council level (LSO). Which has improved their organizational management and leadership skills. The LSO leaders didn't have much idea on the enterprising and business development practices that could improve the income status of their members. However, some has received the technical and vocational skill trainings and the leaders were hopeful that these trainings will improve their income generation skills for the poor women in the UC, who have immense potential and harnessing their potential through SUCCESS can bring benefits to all. The LSO members acknowledged SUCCESS for teaching the skills of development plans at the village and UC level.

Political Empowerment at the LSO level	
Political Interaction & Associated Development	The program has been successful in initiating the spread of power influence for rights/demands for public services and has also improved the accountability mechanism, complaint management and has linked the communities to line departments. Some narrations regarding power to influence the authority after recognition with SUCCESS are 'one LHW had attitude issues and was ill-treating the women villagers. The LSO gathered, discussed the issue in their CI and wrote to the health department, the health dept acknowledged their complaint and then appointed a new LHW in the area. Another added ' I met DC and shared that livestock in their village were not vaccinated, the DC connected me to livestock department and their animals received vaccination'. Another member added that she complaint the DC on the Livestock department's negligence in dealing with their animals, the representative shared his contact details with LSO and the promised assistance'. The CRP present in the discussion also shared that the tehsil health officer met TRDP to avail the CRP's services for polio programme and are now being paid 5000 PKR for 3 days of effort for their work.' An LSO member shared that their VO supported the Lady Health Worker for the polio coverage, many villagers who were refusing the polio vaccines were warned with the police engagement in case of refusal. This shows the LSO is also playing the role of law enforcing entity in their UC for community's welfare and prosperity.
Recognition, Representation and participation	The respondents shared that sessions had on social and constitutional rights awareness. Women were asked about the significance of their vote and decision making with regard to votes. They shared that earlier their votes were dependent on their spouse's decision, now are well informed and will vote to the candidate with sound village development policy. They shared of having the political discussions on the LSO platform. The LSO shows the strong political empowerment trends, the LSO platform is now being used in various public sector activities, development initiatives for the grassroots communities channelized using the SUCCESS's top tier community institution. The members also knew about the internal democratic procedures of rotational leadership, members general body and executive body elections etc. The president of LSO also highlighted training opportunity on elections duties as polling agents. This opportunity was brought by LHW (members of LSO) who are connected to public health department. The president also narrated her first experience of interacting with the Social Welfare Organization for registration of their CI, so no one points them of operating illegally. Thus, the trends also show the importance of formalizing the institutions for recognition and participations, followed by meeting with health department, who were provided with the list of villages that do not have LHW and the LSO leadership promised their support to government in their mission by providing the SUCCESS CRP for polio.

7.3 ANNEX 3: PARTICIPANTS DEMOGRAPHICS FOR CO IN DADU, JAMSHORO, SUJAWAL, TANDO ALLAHYAR, KAMBAR SHAHDADKOT, LARKANA

1. **List of Participants of FGD with CO Aman Zindabad, Village Mian Yar Muhammad, Dadu**

Pax #	Name of Participant	Title/Position in CO/VO/LSO	Name of CO	Age	Education	PSC Score	Living in UC since	Marital Status	No of children	Daily Business: Economic Activity /Domestic Work
1	Zuhra	Member	Aman Zindabad	21	Intermediate	-	Birth	Married	0	-
2	Sara	Member	Aman Zindabad	22	None	10	Birth	Married	4	-
3	Shehla	Member	Aman Zindabad	19	Bachelors	-	Birth	Unmarried	0	-
4	Rasheeda	Member	Aman Zindabad	35	Primary	37	Birth	Married	2	-
5	SheharBano	Member	Aman Zindabad	37	None	19	Birth	Married	3	-
6	Shahida	Member	Aman Zindabad	35	Primary	21	Birth	Married	2	-
7	Sajida Bhatti	Member	Aman Zindabad	37	Primary	21	Birth	Married	3	-
8	Amnat Bhatti	Member	Aman Zindabad	40	Secondary	15	Birth	Married	5	-

2. **List of Participants of FGD with CO Mariam, UC Wahur, Jamshoro**

Pax #	Name of Participant	Title/Position in CO/VO/LSO	Name of CO	Age	Education	PSC Score	Living in UC since	Marital Status	No. of children	Daily Business: Economic Activity/ Domestic Work
1	Shakira	Member	Mariam	40	None	27	Birth	Married	7	-
2	Hanifa	Member	Mariam	26	None	30	Birth	Married	5	-
3	Asifa	Member	Mariam	25	Primary	64	Birth	Married	0	-
4	Hajira	Member	Mariam	45	Primary	44	Birth	Married	2	-
5	Shehnaz	Member	Mariam	25	None	33	Birth	Single	0	-
6	Dhaniyari	Member	Mariam	38	None	35	Birth	Married	8	-
7	Haleema	Member	Mariam	25	Primary	32	Birth	Single parent	3	-
8	Zubaida	Member	Mariam	35	None	49	Birth	Married	0	-

3. **List of Participants of FGD with CO Dargh Shaikh, Village Fazal Chamber, UC Jarki, Tando Allahyar**

Pax #	Name of Participant	Title/Position in CO/VO/LSO	Name of CO	Age	Education	PSC Score	Living in UC since	Marital Status	No. of children	Daily Business: Economic Activity/ Domestic Work
1	Heema	Member	Dargh shaikh	39	0	14	Birth	Married	3	-
2	Beena	Member	Dargh shaikh	32	0	8	Birth	Married	5	-
3	Duna	Member	Dargh shaikh	35	0	14	Birth	Married	3	-
4	Gori	Member	Dargh shaikh	25	0	10	Birth	Married	6	-
5	Kaunr	Member	Dargh shaikh	40	0	23	Birth	Married	0	-
6	Dhoori	Member	Dargh shaikh	50	0	20	Birth	Married	8	-
7	Meera	Member	Dargh shaikh	35	0	16	Birth	Married	9	-
8	Radha	Member	Dargh shaikh	35	0	12	Birth	Married	9	-

4. List of Participants of FGD with CO, Village Ali Akbar Khaskheli, UC Chuhar Jamali, Sujawal

Pax #	Name of Participant	Title/Position in CO/VO/LSO	Name of CO	Age	Education	PSC Score	Living in UC since	Marital Status	No. of children	Daily Business: Economic Activity/ Domestic Work
1	Zulekhan	Member	N/A	58	-	7	Birth	Married	9	-
2	Zeenat	Member	N/A	40	-	19	Birth	Married	3	-
3	Shabana	Member	N/A	30	-	27	Birth	Married	2	-
4	Leelan	Member	N/A	48	-	5	Birth	Married	8	-
5	Zahida	Member	N/A	40	-	15	Birth	Married	5	-
6	Sahiya	Member	N/A	30	-	19	Birth	Married	4	-
7	Shehr bano	Member	N/A	40	-	18	Birth	Married	4	-
8	Hamedan	Member	N/A	40	-	18	Birth	Married	4	-

5. List of Participants of FGD with CO, Village Almani Jhatial, UC Tatari, Larkana

Pax #	Name of Participant	Title/Position in CO/VO/LSO	Name of CO	Age	Education	PSC Score	Living in UC since	Marital Status	No. of children	Daily Business: Economic Activity/ Domestic Work
1	Fareeda	Member	N/A	25	None	17	Birth	Married	3	-
2	Sadori	Member	N/A	30	None	20	Birth	Married	3	-
3	Sakina	Member	N/A	25	None	25	Birth	Married	4	-
4	Zulekha	Member	N/A	35	None	26	Birth	Married	4	-
5	Saima	Member	N/A	26	None	8	Birth	Married	4	-
6	Zohra	Member	N/A	38	None	5	Birth	Married	7	-
7	Raheema	Member	N/A	45	None	25	Birth	Married	7	-
8	Khatoon	Member	N/A	40	Primary	22	Birth	Married	4	-

6. List of Participants of FGD with CO, UC Kandu, Kambar-Shahdadkot

Pax #	Name of Participant	Title/Position in CO/VO/LSO	Name of CO	Age	Education	PSC Score	Living in UC since	Marital Status	No. of children	Daily Business: Economic Activity/ Domestic Work
1	Zaibul	Member	N/A	51	Intermediate	8	Birth	Married	5	Farmer
2	Zubeda	Member	N/A	48	None	13	Birth	Married	7	Farmer
3	Bhaul	Member	N/A	36	Bachelors	17	Birth	Married	3	Farmer
4	Rupiyat	Member	N/A	38	Primary	9	Birth	Married	7	Farmer
5	Bashira	Member	N/A	35	None	13	Birth	Married	7	Farmer
6	Noor Jan	Member	N/A	35	Primary	29	Birth	Married	2	Farmer
7	Bhagul	Member	N/A	45	Primary	17	Birth	Married	4	Farmer
8	Perveen	Member	N/A	30	Secondary	21	Birth	Married	3	Farmer

7.4 ANNEX 4: PARTICIPANTS DEMOGRAPHICS FOR VO IN DADU, JAMSHORO, SUJAWAL, TANDO ALLAHYAR, KAMBAR-SHAHDADKOT, LARKANA

1. List of Participants of FGD with VO Village Gaji Jhatial, Larkana

Pax #	Name of Participant	Title/Position in CO/VO/LSO	Name of CO	Age	Education	PSC Score	Living in UC since	Marital Status	No. of children	Daily Business: Economic Activity / Domestic Work
1	Ruqaya	President CO	Aisha	35	-	32	Birth	Married	4	N/A
2	Irfana	Manager CO	Surhan	28	-	19	Birth	Married	5	N/A
3	Latifa	President CO	Surhan	30	-	37	Birth	Married	7	N/A
4	Haroon	President CO	Yaseen	37	-	20	Birth	Married	6	N/A
5	Haleema	Manager CO	Yaseen	31	-	16	Birth	Married	7	N/A
6	Raheema Ismail	Manager CO	Khushbo	37	-	22	Birth	Married	1	N/A
7	Raheema Sarwar	President CO	Madni	36	-	17	Birth	Married	3	N/A
8	Shareefa	Manager CO	Nida	30	-	22	Birth	Married	8	N/A

2. List of Participants of VO FGD with Village Khair Muhammad Sabrani, Kambar Shahdadkot

Pax #	Name of Participant	Title/Position in CO/VO/LSO	Name of CO	Age	Education	PSC Score	Living in UC since	Marital Status	No. of children	Daily Business
1	Rubina	Manager	Amir Khan	45	-	17	Birth	Married	05	N/A
2	Safooran	Member	Sheram	48	-	12	Birth	Married	05	N/A
3	Kaim Khatoon	President	Sheram	45	-	18	Birth	Married	08	N/A
4	Nazeera	Member	Amir Khan	48	-	20	Birth	Married	11	N/A
5	Sharma Khatoon	Member	Siraj	45	-	08	Birth	Married	08	N/A

3. List of Participants of VO FGD, Village Tando Soomro District Tando Allahyar

Pax #	Name of Participant	Title/Position in CO/VO/LSO	Name of CO	Age	Education	PSC Score	Living in UC since	Marital Status	No. of children	Daily Business
1	Rehana	Member	N/A	25	Intermediate	56	Shifted from Dadu, 7yrs ago	Married	-	N/A
2	Farzana	Member	N/A	30	Primary	30	Birth	Married	4	N/A
3	Husna	Member	N/A	35	-	53	-	Single	-	N/A
4	Razia	Member	N/A	32	-	36	Shifted from Sehwan, 8 yrs ago	Married	2	N/A
5	Um-e-kulsoom	Member	N/A	30	-	24	Birth	Married	6	N/A
6	Yasmeen	Member	N/A	30	-	44	-	Married	2	N/A
7	Arbab	Member	N/A	27	-	21	-	Married	3	N/A
8	Abida	Member	N/A	50	-	42	-	Married	7	N/A

4. List of Participants of FGD with CO Village Absari Panhwar, Jamshoro

Pax #	Name of Participant	Title/Position in CO/VO/LSO	Name of CO	Age	Education	PSC Score	Living in UC since	Marital Status	No. of children	Daily Business
1	Guddi	N/A	N/A	38	-	11	8 years	Married	08	N/A
2	Nainu	N/A	N/A	35	-	-	12 years	Married	10	N/A
3	Guddi Kirshan	N/A	N/A	33	-	16	14 years	Married	09	N/A
4	Lasi	N/A	N/A	46	-	-	11 years	Married	09	N/A
5	Hazna	N/A	N/A	26	-	5	13 years	Married	07	N/A
6	Mithi	N/A	N/A	29	-	19	-	Married	06	N/A
7	Mukeshi	N/A	N/A	35	-	-	10 years	Married	-	N/A
8	Choomi	N/A	N/A	49	-	13	13 years	Married	12	N/A

5. List of Participants of VO FGD with CO Dootri, Chuhar Jamali, Sujawal

Pax #	Name of Participant	Title/Position in CO/VO/LSO	Name of CO	Age	Education	PSC Score	Living in UC since	Marital Status	No. of children	Daily Business
1	Dhanro	Member	Aisha	55 years	-	27	Shifted from Chuhar	Married	8	N/A
2	Husna	Member	Surhan	40 years	-	6		Married	12	N/A
3	Haleema	Member	Surhan	40 years	-	-	Shifted from Jamali Janchi	Married	7	N/A
4	Asma	Member	Yaseen	25 years	Matric			Married	1	N/A
5	Bachi	Member	Yaseen	50 years	-	22		Married	4	N/A
6	Kulsoom	Member	Khushbo	30 years	-	18		Married	5	N/A
7	Sakina	Member	Madni	60 years	-	6		Married	10	N/A
8	Bhagwani	Manager	Nida	40 years	-	30		Married	4	N/A

6. List of Participants of FGD with VO Mian Yar Muhammad, Village Phaka, Dadu

Pax #	Name of Participant	Title/Position in CO/VO/LSO	Name of CO	Age	Education	PSC Score	Living in UC since	Marital Status	No. of children	Daily Business
1	Sajeeda Kalhoro	In LSO not member but in VO member	Rozgar	40	-	23	Birth	Married	5	N/A
2	Sajeeda Memon	In LSO joint secretary in VO manager	Anam	25	-	17	Birth	Married	4	N/A
3	Fahmida Jatoi	In VO member	Nari Sujag	30	-	41	Birth	Unmarried	0	N/A
4	Reshma Bhatti	In VO member	Aman Zindabad	30	-	26	Birth	Married	2	N/A
5	Shazia Bhatti	In VO member	Aman Zindabad	23	-	12	Birth	Married	2	N/A
6	Mehnaz Memon	In VO member	Sundas	30	-	31	Birth	Unmarried	0	N/A
7	Shahida Korayio	In VO member	Sundas	35	-	24	Birth	Married	5	N/A
8	Arbab Khatoon	In LSO member in VO member	Khushboo	50	-	48	Birth	Married	9	N/A

7.5 ANNEX 5: PARTICIPANTS DEMOGRAPHICS FOR LSO IN DADU, JAMSHORO, SUJAWAL, TANDO ALLAHYAR, KAMBAR-SHAHDADKOT, LARKANA

1. List of Participants of FGD with LSO Awan Jo Awaz

Pax #	Name of Participant	Title/Position in CO/VO/LSO	Name of CO	Age	Education	PSC Score	Living in UC since	Marital Status	No. of children	Daily Business: Economic Activity/ Domestic Work	Family living with: Nuclear/ Joint/Extended
1	Sakina	In LSO Member In VO member	Sundas	41	Matric	37	Birth	Married	6	LHV & house work	Living with Joint family
2	Seema	In LSO finance secretary	Muhabat	23	Matric	10	Birth	Married	2	Private teacher	Living with Joint family
3	Bakhtawar	In LSO member in VO manager	Muhabat	22	Intermediate	–	Birth	Un-Married	0	House work	Living with Joint family
4	Khushboo	In LSO wise president In VO manager	Ghulam Qadi	18	Matric	–	Birth	Married	1	Voluntary work with polio team	Living with Joint family
5	Allah Bachai	In LSO member in VO member	Mangria	30	Middle	–	Birth	Married	3	House work	Living with Joint family
6	Imam Zadi	Non-Member/ CRP	-	25	Intermediate	–	Birth	Un-Married	0	CRP and Midwife	Living with Joint family
7	Rehana Panhwar	In LSO General secretary in VO member	Sindhu	30	Intermediate	–	Birth	Married	3	CRP and House Work	Living with Joint family
8	Arifa	In LSO president in VO president	Sindh Surhan	30	Masters	–	Birth	Married	4	LHV & house work	Living with Joint family

2. List of Participants of FGD with LSO Shahdadpur Rizvi, Village Tando Soomro, Tando Allahyar

Pax #	Name of Participant	Title/Position in CO/VO/LSO	Name of CO	Age	Education	PSC Score	Living in UC since	Marital Status	NO of children	Daily Business: Economic Activity/ Domestic Work
1	Seeta	-	Bhooral Shah 3	33	-	26		Married	4	Labour
2	Rani	President	Shaikh Moosa	27	Secondary	13		Married	3	Labour
3	Shahida	-	M. Dino Mir Bahar	33	Matric	17		Married	-	Farmer
4	Salia	-	M.D M.B 2	21	-	10		Married	2	Farmer
5	Neeli	G. Secretary	Tando Soomro	29	-	27		Married	-	Farmer
6	Mariam	Member	Bachal Sand	26	Matric	14		Married	4	Labour
7	Surma	Member	Nabi Bux M.J	62	-	19		Married	5	Farmer
8	Najma	Member	Hayat Laghari	35	Secondary	23		Married	4	Labour

3. List of Participants of FGD with LSO, Village Abdul Wahab Khoso, Kambar-Shahdadkot

Pax #	Name of Participant	Title/Position in CO/VO/LSO	Name of CO	Age	Education	PSC Score	Living in UC since	Marital Status	No. of children	Daily Business: Economic Activity/ Domestic Work
1	Effat Batool	President	Alesha	25	Masters	25	08 years from Punjab	Married	3	Teacher
2	Sanam Khoso	Treasurer	Shabnam	19	Bachelors	32	Birth	Single	0	Teacher
3	Marvi Khoso	General Secretary	Bushra	21	Matric	20	Birth	Engaged	0	Farmer Teacher
4	Ameerzadi	E.B Member	Murk	30	Matric	30	Birth	Married	2	–
5	Munawar	G.B Member	Roshni	21	Matric	28	Birth	Married	0	–

4. List of Participants of FGD with LSO Laat, Village Almani Jhatial, Larkana

Pax #	Name of Participant	Title/Position in CO/VO/LSO	Name of CO	Age	Education	PSC Score	Living in UC since	Marital Status	No. of children	Daily Business: Economic Activity/ Domestic Work
1	Rukhsana	Chair Person	N/A	35	Matric	-	Birth	Married	0	–
2	Sat Bhirai	Manager	N/A	27	–	-	Birth	Married	4	Biryani Stall
3	Rasheeda	General Secretary	N/A	38	–	-	Birth	Married	5	–
4	Kulsoom	CBK	N/A	19	Intermediate	-	Birth	Single	0	–
5	Suhini	Treasurer	N/A	25	–	-	Birth	Married	5	–
6	Shabira	Member	N/A	30	–	-	Birth	Married	6	–
7	Rasheeda Aijaz	Member	N/A	35	–	-	Birth	Married	3	–
8	Ghulam Sughra	Member	N/A	30	Matric	-	Birth	Married	1	–

5. List of Participants of FGD with LSO, Village Chuhar Jamali, Sujawal

Pax #	Name of Participant	Title/Position in CO/VO/LSO	Name of CO	Age	Education	PSC Score	Living in UC since	Marital Status	No. of children	Daily Business: Economic Activity/ Domestic Work
1	Irum Wahid	President	34	34	Bachelors	28	9 years	Married	5	LHW
2	Nazeeran	CRP	29	29	Intermediate	-	-	Divorced	3	LHW (Area Incharge)
3	Nazia	CRP	20	20	Intermediate	34	-	Single		LHW
4	Sheereen	Member	32	32	Matric	32	-	Married	5	LHW
5	Hajani	Member	54	54	-	23	-	Married	7	Labour
6	Ghulam Khatoon	Member	55	55	-	42	-	Married	12	-
7	Zareena Solangi	Member	45	45	-	14	-	Married	4	Labour
8	Rubeena Pathan	Joint Secretary	46	46	Primary	21	15 years, immigrated from KPK	Married	6	-

6. List of Participants of FGD with LSO Bakh, Village Syed Murad Ali Shah, Jamshoro

Pax #	Name of Participant	Title/Position in CO/VO/LSO	Name of CO	Age	Education	PSC Score	Living in UC since	Marital Status	NO of children	Daily Business: Economic Activity/ Domestic Work
1	Shahida Panwhar	President		31	Bachelors	51	20 years	Married	3	LHW
2	Hanifa Abdul Kareem	Member		55	-	28	20 years	Married	11	-
3	Hanifa Rab Dino	M.BoD		46	-	20	Birth	Married	-	-
4	Shabana	Member		61	-	44	Birth	Married	2	-
5	Zeenat	Member		35	Primary	22	Birth	Married	3	-
6	Shamshad	Manager		55	Matric	24	Birth	Married	6	LHW
7	Shaista	V.President		34	Intermediate	48	Birth	Single	-	-
8	Gulshad Soomro	J.S Member		41	Matric	18	Birth	Married	4	LHW

7.6 ANNEX 6: PARTICIPANTS DEMOGRAPHICS FOR MHI, CPI, IGG, CIF, TVST, ACTIVISTS, JDC MEMBERS IN JAMSHORO, SUJAWAL, TANDO ALLAHYAR, KAMBAR-SHAHDADKOT, LARKANA

1. Interviews in Dadu

Pax #	Name of Participant	Beneficiary Type	Name of CO	Position at CO/VO	Age	Education	PSC Score	Living in UC since	Marital Status	No. of children	Daily Business: Economic Activity Domestic Work	Remarks
1	Mumtaz	CIF	Sada Bahar		35+	5	22	By Birth	Married	05	Home Work	
2	Hafeezan	IGG	Abaad			0	07	By Birth	Married	09	Home work	
3	Malookan	CPI	Dharti			0	21	By Birth	Married	07	Home work	
4	Hameeda	TVST	Khudabad Masjid			12	18	By Birth	Married	03	Home work	
5	Shahida	Community Activist	Gulab			8	25	By Birth	Married	06	Home work	
6	Salma	MHI	Sain Pir Khayali			N/A	12	By Birth	Married	05	Home work	
7	Imamzadi	CRP	Non member			B.A	-	By Birth	Single	-	Home work	Her sister already member in CO
8	Mother Haneefan Crp Koonj	VO President/ CRP Mother	Sain Pir Khayali		56	CRP B.A President Uneducated	43	By Birth	CRP Single	President children 03	Home work	
9	Arifa	LSO President	Sindh Surhan			M.A	33	By Birth	Married	04	Home work	
10	TRDP project staff	Training officer	Sana Ali									

2. Interview in Jamshoro

Pax #	Name of Participant	Title/Position in CO/VO/ LSO	Name of CO	Age	Education	PSC Score	Living in UC since	Marital Status	No. of children	Daily Business: Economic Activity/ Domestic Work
1	Zubaida (CIF)	LSO DUA treasurer	Shabbaz	30	BA Pass	14	UC Chana	Married	05	LHW
2	Razia Solangi (IGG)	-	Seema	35	-	07	"	"	07	Member
3	Anita (TVST)	-	Shahbaz	18	5th pass	14	"	-	-	Member
4	Kazbano (MHI)	LSO DUA Member	Sindhri	35	-	10	"	"	07	Member
5	Noor Bano (CPI)	VO IQRA President	Shaista	36	8th Pass	19	"	"	05	Member
6-10	Project Staff (CBK, Training officers, Activist and JDC member							V.President		

3.   Interviews in Kambar-Shahdadkot

Pax #	Name of Participant	Title/Position in CO/VO/ LSO	Age	Education	PSC Score	Living in UC since	Marital Status	No. of children	Daily Business: Economic Activity/Domestic Work
1	Farhana(CIF)	CO member	19	4th pass	23	-	Married	2	
2	Fozia (TVST)	-	18	intermediate	11	-	-	-	
3	Kot Chattu Younus (MHI)		30	-	07	-	"	07	
4	Nadia(CPI)	VO manager	30	8th pass	20	-	"	5	
5-8	Project Staff Ms Saima, Asad, Rahim,	Training officer, SO,							
6-10	Project Staff (CBK, Training officers, Activist and JDC member								

4.   Interviews in Sujawal

Pax #	Name of Participant	Title/Position in CO/VO/LSO	Name of CO	Age	Education	PSC Score	Living in UC since	Marital Status	No. of children	Daily Business: Economic Activity/ Domestic Work
1	Rizwana (CIF)	LSO General Secretary		29	Matric	18	-	Married	2	
2	Pathani (IGG)	-		47	-	04	-	"	-	
3	Sughar(TVST)	LSO Member		65	-	12	-	"	5	
4	Sabni (MHI)	LSO Vice president		45	-	09	-	"	9	
5	Gulla (CPI)	LSO member		32	05	20	-	"	07	
6	Ms Erum Wahid	President LSO Chuhar Jamali								
7	Rizwana Memom	Capacity building officer, unit incharge, taluka shahbhundar, Sujawal								

5. **Interviews for Larkana**

Pax #	Name of Participant	Title/Position in CO/VO/LSO	Age	Education	PSC Score	Living in UC since	Marital Status	No. of children
1	Musarat(CIF)	CO member	50	-	20	-	Married	3
2	Amna (TVST)	-	17	-	16	-	-	-
3	Hakima(MHI)		30	-	06	-	"	5
4	Kubra(CPI)		39	-	22	-	"	9
5	Project Staff (Monitoring officer, Ms Sanober, and SOs)							

6. **Interviews in Tando Allahyar**

Pax #	Name of Participant	Title/Position in CO/VO/LSO	Name of CO	Age	Education	PSC Score	Living in UC since	Marital Status	No. of children	Daily Business: Economic Activity/Domestic Work
1	Rani (CIF)	President		28	-	13	-	Married	5	
2	Beena (IGG)	Member		32	-	08	-	"	5	
3	Radha (TVST)	Member		35	-	12	-	"	9	
4	Ghori (MHI)	Member		25	-	10	-	"	6	
5	Mariyum (CPI)	VO		30	5th pass	14	-	"	4	

SUCCESS

SINDH UNION COUNCIL AND COMMUNITY ECONOMIC STRENGTHENING SUPPORT PROGRAMME

SUCCESS Programme is based on the Rural Support Programme's (RSPs) social mobilisation approach to community-driven development (CDD). Social Mobilisation centers around the belief that poor people have an innate potential to help themselves; that they can better manage their limited resources if they organise and are provided technical and financial support. The RSPs under the SUCCESS Programme provide social guidance, technical and financial assistance to the rural poor in Sindh.

SUCCESS is a six-year long (2015-2021) programme funded by the European Union (EU) and implemented by Rural Support Programmes Network (RSPN), National Rural Support Programme (NRSP), Sindh Rural Support Organisation (SRSO) and Thardeep Rural Development Programme (TRDP) in eight districts of Sindh, namely: Kambar Shahdadkot, Larkana, Dadu, Jamshoro, Matiari, Sujawal, Tando Allahyar and Tando Muhammad Khan.