

YIELD

Youth for Inclusive Development in South Asia (2018 – 2020)

Inception Report

April 2018



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Abbreviations and acronyms

CAH	Citizens Against Hate Campaign (Misaal)
CBO	Community Based Organisation
CIT	Country Implementation Team
DHS	Demographic and Health Survey
FGD	Focus Group Discussion
GSM	Gender and Sexual Minority
ICT	Information and Communication Technology
IDRC	International Development Research Centre
LGBTQ	Lesbian, Gay, Bisexual, Transgender and Queer
LST	Law & Society Trust
PMT	Project Management Team
QRM	Quarterly Review Meeting
SAC	South Asia Collective
SRH	Sexual and Reproductive Health
ToT	Training of Trainers
UDHR	Universal Declaration of Human Rights
UP	Uttar Pradesh
YIELD	Youth for Inclusive Development in South Asia

1. Introduction

1.1 Background

South Asia, accounting for a fifth of the world's population, witnesses widespread restriction of civil and political rights as well as frequent sectarian violence and rights violations. Religious, caste, ethnic, linguistic and indigenous minorities, particularly women are among the most vulnerable sections in the region. In most parts of the region LGBTQ groups continue to face marginalization, discrimination and violence. The exclusion of religious minorities from participation in public life is widespread. This happens in an environment of rising majoritarianism, fueled at least in part, by competing nationalisms across borders, harking back to the region's recent conflictual history.

South Asia's youth – who make up the bulk of the region's population, are at the center of this crisis. Across the region, failure of states to provide opportunities for education, livelihood development and effective civic participation has left young people frustrated, disengaged and prone to ideas of extremism.

YIELD seeks to empower young people in India and Bangladesh to become "Changemakers" in their communities. This is done through handholding selected youth groups for a period of two years, building their capacities to document human rights violations and take action. YIELD engages young people aged 15-29 from religious and caste minorities in India and religious and sexual minorities in Bangladesh.

1.2 Objectives

Overall objective

Build networks of youth groups across the South Asia region which are able to employ civic engagement to positively influence outcomes for minority groups– including security, identity, dignity, and development (their equal access to services, entitlements and opportunities).

Specific Objectives

The proposed research will seek specifically to:

- a. Build capacity of (minority) youth groups in documenting rights violations and discrimination based on international and national benchmarks.
- b. Develop and strengthen minority youth networks to better engage with key stakeholders - state and civil society.
- c. Document the processes of the mobilization effort to better understand what works and what doesn't for youth engagement

1.3 Expected Outcomes

Outcome 01

Increased leadership, voice, and capacity of young women and men for effective civic engagement

Outputs

1. Capacity at local, national and regional levels – among youth groups - on securing rights of minorities and the excluded.
2. Knowledge on minority rights outcomes and efforts, systematically prepared, to enable tracking and rapporteuring and presented in the form of a report.
3. Minority groups – of youth, transgender– able to access rights, entitlements

Outcome 02

Improved networking among women and men's youth, especially from disadvantaged minority backgrounds, for improved advocacy and capacity building

Outputs

1. Networks and platforms of the youth established and strengthened – local, national and regional
2. Greater Capacity of platforms for advocacy with stakeholders – state, media, civil society
3. South Asia regional capacity on minority community capacity – local networks/platforms, awareness raising, community mobilization, project planning and delivery, documentation.

Outcome 03

Increased public awareness and shift in values and attitudes about young men and women's citizenship needs and urgency of their social, economic, political and cultural inclusion, especially those from minority backgrounds

Outputs

1. Baseline and impact reports, on inclusion outcomes among youth from disadvantaged groups, developed and disseminated widely
2. Public awareness on issues of concerns, raised using evidence generated, through debates and discussions, and communication of the findings at different fora, locally, and nationally and regionally.

Outcome 04

Increased understanding by policymakers about how to enhance spaces of engagement and dialogue for youth;

Outputs

1. Youth platforms have the capacity for policy advocacy – better outreach with policy community; present evidence and recommendations in suitable form; better advocacy on key recommendations
2. Regional and national platforms, working with media and key stakeholders, able to influence policy community

Outcome 05

Increased understanding of how the web of formal/state and informal/social laws and norms shape youth identity, expression and social/civic space.

Outputs

1. Country papers with analysis and policy recommendations and a series of short case studies/discussion papers on different themes for each country.
2. Knowledge base and understanding of the interface between youth and law and legal and social norms expanded; recommendations developed for policy and legal reforms as well as social interventions developed that can become the basis for further strengthening advocacy by a range of civil society actors.

1.4 Partners

Law & Society Trust¹ (LST) works with two partners in the South Asia Collective- Bandhu², based in Dhaka, and Misaal³, based in New Delhi. The two Country partners, Bandhu and Misaal, anchors the Country Implementation Team for each country and carry out implementation. While the responsibility of research outcomes will lie primarily with LST, Misaal will take lead ownership of advocacy outcome, and implementation and process documentation, with Bandhu's support for Bangladesh based work.

Bandhu and Misaal already engage with minority groups at the grassroots level, predominantly young people. Misaal is a national network of activists, volunteers, CBOs, social enterprises, research centers and advocacy groups working with and for marginalized communities and vulnerable groups, minorities, dalits and adivasis – to enable change. Misaal's work consists of capacity-building and mentoring of grassroots level activists and CBOs, improving access to entitlements and social protection, education and knowledge generation, research on marginalization of minority communities, partnership building and advocacy.

Founded in 1996, Bandhu Social Welfare Society seeks to address health care needs and human rights issues of sexual minority populations in Bangladesh and is committed to strengthening social justice and realizing equality and sexual and reproductive health and

¹ <https://www.lstlanka.org>

² <http://www.bandhu-bd.org>

³ <http://www.misaal.ngo>

rights. Bandhu's current work focuses on access to quality health services, protection of human rights, access to justice and access to social entitlements and social protection. On the ground, these transform in to activities for HIV interventions, care and support services, SRHR education, knowledge creation, legal support, advocacy and policy interventions carried out through 37 field offices.

1.5 Theory of Change

The project theory of change of change is explained below:

Country Implementation Team (CIT) supports youth group to organize youth around issues of direct bearing on the wellbeing of the youth. Youth groups are empowered by partners on how to mobilize to win their rights and researchers train youth on action research methods. Youth begin to mobilize on issues that they identify while parallely beginning to collect data. As a result of the observation techniques implemented, youth begin to document changes in their community subsequent to mobilization around common issues. Youth and researchers begin to analyze and write-up results. These results are reviewed by CIT and Project Management Team (PMT) and results fed back to local communities and other stakeholders in country and regionally. Convenings locally and regionally on thematic/issue based youth related issues emanating from country level convenings and priorities provide space for discussion of these results and inter country exchange of ideas among South Asian youth takes place. Models of youth mobilization are seeded in communities and changes at ground level documented. These are shared among thought leaders and youth groups within and between the three countries. As a result, youth become agents of change in their community⁴.

⁴ See Annexes: Theory of Change by Bandhu and Theory of Change by Bandhu

2 Preliminary findings

2.1 Baseline mapping: background and methodology

The methodology deployed in conducting this baseline was designed to assess the capacity of the youth groups Bandhu and Misaal will engage with for the next two years for YIELD action. The baseline mapping was conducted through scenario-based comprehension exercises followed by drafting of the literature review.

In Bangladesh baseline, mapping consisted of two elements. Firstly, fifteen young people from sexual minorities who are also from religious minorities participated in a scenario-based comprehension exercise the aim of which was to understand the individual capacities of the change-makers. Secondly, four FGDs were conducted across Dhaka with 40 LGBT young people (Gay- 25, Transgender- 09 and Lesbian- 06), out of whom 12 young people belonged to religious or ethnic minorities (Hindu- 08, Christian- 02 and ethnic minority groups- 02). 50% of the participants had their permanent residence outside Dhaka. Qualitative analysis of the information from FGDs pointed to key themes.

In India too, the baseline was conducted in two rounds. First the individual capacity of the identified change-makers was assessed by administering four scenario-based comprehension exercises which examined the respondent's ability to identify a problem, design solutions, identify stakeholders, plan action, mobilize community, undertake advocacy, document change and articulate challenges/possibilities. The four case studies focused on religious marginalization, economic deprivation, poor awareness over rights and discrimination based on gender and sexuality. The second round was aimed at capturing the context in which Misaal's change-makers are enmeshed. Thus, FGDs intended to capture the situation of communities, their limitations, challenges and their aspirations for change. It also intended to capture their knowledge capital, or lack of it, to design relevant capacity building and training mechanisms in the next two years, keeping local contexts at the focus. The measurement tools deployed were qualitative in nature as it was better suited to capture a nuanced picture of the context.

2.2 Baseline mapping: findings from Bangladesh

In Bangladesh, the responses from the young people for the scenario-based comprehension exercises showed that almost all the respondents were aware about their exclusion from the society. It was thought that exclusion of gender and sexual minorities is to be expected in our context.

Identity disclosure emerged as a key concern. Responding to a scenario on termination of employment based on sexual orientation, 12/15 respondents identified such termination to be a violation of human rights and 11/15 identified that the termination violated rights regarding wages and other entitlements.

13 of the 15 respondents identified identity disclosure, discrimination by society, fear of violence, challenges from family and anticipated financial loss as possible outcomes of accessing a redress mechanism. Fear of identity disclosure emerged as a key barrier to access redress and it was added by the respondents that they too were afraid of disclosing their gender identity/ sexual orientation.

“It is kind of suicidal if our identity is disclosed in society. How we will show our faces to our families or friends or other people if our sexual orientation and gender identity is disclosed? It is impossible. I do not even dare to think of doing that.”

The respondents expressed that approaching community members (04), human rights organizations (02) and NGOs (10) were the options available in a similar situation but the respondents were unaware of any specific action that could be taken to remedy the situation.

With regard to a scenario of communal violence, the respondents identified damage to property, displacement and physical torture as events that violate human rights but were unable to identify violations around right to religion, right to liberty and security, right to equal protection of law, right to an effective remedy. Though the respondents showed a basic understanding of human rights, they were unable to point to specific human rights or distinguish between discrimination and violence pointing to the need to formulate comprehensive training modules on discrimination, violence and human right violations. The respondents identified “religious fallacy” (07) and religious intolerance (06) as causes for communal violence and further noted the influence of local leaders (04) and political influence (05) as contributory factors. Introducing anti-discrimination laws (12) and sensitizing and educating the local community leaders were the top solutions identified by the respondents. Twelve respondents noted that media has a key role to play in a situation of communal violence and respondents suggested mass awareness campaigns (15), increasing media consciousness (10), and advocacy with local politicians (05) and law enforcement agencies (05) as long term steps to prevent communal violence directed at minorities.

Participants were quick to identify numerous social issues and discrimination faced by hijra community. Unemployment (12), denial of right to health (10), poor opportunities for education (09), discrimination by family (06), homelessness (05) and denial of property rights (05) were noted as key concerns. However, only 04 respondents were able to identify discrimination based on gender as a cause for social issues. Capacity development around livelihood, life skills training and non-formal education were the key suggestions to uplift the living standards of *hijra* community. The need to raise awareness (family, community, public and through education- text books) in order to create a climate that is more respectful and accepting of *hijra* community was a recurrent response.

The FGDs conducted in Bangladesh showed that the respondents were aware of being a member of a minority community. They correctly defined religion minorities, sexual minorities and identified ethnic minorities. The group noted discrimination of minority communities and denial of basic rights. The group objected to use of the term “minority” due to the attached stigma. The respondents identified intersectionality and the increased vulnerability of people who face multiple discrimination. One third of the respondents was aware of discriminatory laws, policies and practices in Bangladesh.

Multi-layered discrimination emerged as a theme. Discrimination by state that has resulted in rights violations and compromised safety of the community was a grave concern. Criminalization of sexual relationships between consenting adults of the same sex (Penal Code S. 377), abuse of authority by the police, police harassment and violation of civil and political rights such as the right to vote, freedom of movement and freedom to engage in a lawful occupation were raised as concerns. Most of the respondents stated that they experienced discrimination at home and discrimination by family took the forms of denial of inheritance and exclusion from decision making. Exclusion was also experienced in the society at large. Bullying, harassment and exclusion in society, schools and family gatherings (for instance weddings) were noted. 75% of the respondents noted that religious institutions also discriminate against sexual minorities by not accepting the community, and not allowing community members to the Mosque for Friday prayers and prayer discussions.

Some of the respondents noted that poor capacities of members of sexual minority communities too was a challenge. Poor mental health, tendency to become aggressive, poor networking and lack of sharing were noted as consequences. One third of the participants revealed that they experienced depression due to their identity.

Participants were aware of government schemes accessible by hijra community and expressed satisfaction at the acceptance of hijra as an identity. Despite this recognition, it was noted, that the community continues to face discrimination and violence.

When the discussion progressed towards youth engagement, participants recommended capacity building through life skills training as a key step. 75% of the respondents noted the need to build networks and alliances among the community and CBOs. Half of the respondent requested to conduct a dialogue and a debate within community. Vocational training, facilitating access to governments schemes for livelihood development, counselling and regular discussions were identified as best ways to engage and build capacities of young people from the community.

It was further noted that to improve the situation of the community with regard to justice, exclusion and peace building, advocacy was essential. Advocacy for a quota for gender minorities in government jobs was suggested. Engaging with religious leaders, law enforcement agencies, local leaders, members of the Parliament, teachers and journalists for advocacy efforts was suggested. Training media personnel to positively report about minority communities, celebrating national/ international days on issues faced by minorities, engaging celebrities in campaigns, publishing articles in newspapers/ websites and sharing success stories of members of the community were among the other recommendations.

2.3 Baseline mapping: findings from India

In India, Misaal engaged with two youth groups- one covering western region of Uttar Pradesh and Haryana and the other covering eastern state of Bihar and Madhya Pradesh. The groups were made up of 10 – 12 young people belonging to poor or lower middle class Muslim communities and half of them were women.

Uttar Pradesh

Uttar Pradesh (UP) is central to the condition of Muslims in India- 22.34% of India's Muslims live in UP and being the largest minority religious group in the state, Muslims make up a considerable portion of UP's population – 19.26%⁵.

The baseline survey in Muzaffarnagar involved 26 Muslim women as respondents. The participants identified minorities by religion, such as Muslims, Christians, Jains, Parsees and identified issues faced by minority groups- lack of access to education, employment, electricity, water and sanitation as well as poor access to government schemes and entitlements. There was a feeling of discrimination at the hands of the state. Poor access to education and the scarcity of public and private job opportunities were identified as the primary concerns. The respondents were unable to make suggestions to improve this situation.

“Lack of opportunities has become so severe that educated girls are becoming home bound, and boys take on laborer jobs”.

Respondents could identify and understand issues such as socio-economic condition as well as identity based discrimination. Solutions involving laws, rights and entitlements were identified and enumerated, showing a good grasp over available opportunities. Their ability to identify relevant stakeholders and involve them in problem solving was limited. Mobilization and campaigns were suggested as solutions but capacity on planning, networking and platform building was lacking. Thematic understanding on the various scenarios was good, except around diverse sexual orientations and gender identities. Articulation and writing skills were good.

In Jaunpur, the respondents were 17 Muslim women from poorer economic strata. They were able to identify religious minorities, however, most women from further economically deprived backgrounds could not understand what was meant by 'minority'. The following issues emerged as their prime concerns - lack of education, employment, poor opportunities for educated youth, issues around housing, electricity, water, health and social and political discrimination. Lack of access to entitlements was noted. Employment opportunities emerged as the most urgent and pressing need of the community.

Problem identification in the given scenarios was good with issues of deprivation and discrimination understood. Some knowledge of government's schemes, relevant laws and stakeholders was noted. Participants also identified discrimination as an enabler of

⁵ Census 2011

radicalization. Understanding of thematic areas was good, however, a clear understanding of polarization, hate and communal violence directed at religious minorities and understanding around sexual minorities was lacking.

In Faizabad, participants were 19 Muslim women. Religious minorities as well as issues affecting the community were identified- lack of education, livelihood, housing, electricity, water. Other issues included access to entitlements as well as social and political exclusion. However, most participants were illiterate. Lack of education and livelihood were the primary concerns. Discrimination of Muslim students in government schools was raised as a concern. Dire economic situation, compelling young people to work extended hours, and discrimination and oppression by state agencies characterized the circumstances of Faizabad Muslims. The participants understood issues partially, especially around identity and discrimination were not understood. Solutions too, were partially identified. There was poor knowledge on government schemes, laws, and entitlements. Understanding of stakeholders, community engagement, planning as well as understanding around sexual minorities was lacking.

In Banda, the respondent showed some understanding of issues concerning socio-economic deprivation, discrimination and state apathy, but lacked understanding of gender based discrimination. Solutions identified revolved around the victim/survivor pointing to poor knowledge of rights and entitlements. Respondents were able to identify stakeholders but respondents lacked capacity in coming up with solutions and planning.

Haryana province

Muslims are concentrated in Nuh district in this state. Socio-economic conditions are poor, access to education is low and unemployment is prevalent.

In Utawad, the participants' identified minorities along religious and caste lines, exploring Intersectionality. Unemployment, illiteracy, social inequality and discrimination against women were some of the key issues faced by this community. Participants observed that economic differences were a bigger hurdle than caste or religious discrimination. Youth engagement towards mitigating their condition was low due to poor socio-economic condition and lack of mobilization. Solutions identified to improve the condition of minorities included awareness rising, mobilization and better education towards gainful employment. The state was seen as apathetic and there was lack of unity in the community.

In Pema Kheda too, participants had a good understanding of minorities and intersectionality. Lack of access to entitlements, equal rights, equal opportunities for employment and for women were noted as issues. Community led campaigning was identified as a way to engage and empower the community. Awareness building campaigns and campaigns demanding rights from the state were suggested to make the situation better. Addressing issues around schooling and skill development and training were identified as being central to empowering young people. Social media was seen as an unbiased source of information and a tool for networking and platform building. The respondents identified

stakeholders, relevant laws, rights and government schemes. However, understanding of thematic areas- particularly around gender based discrimination and radicalization, as well as understanding around planning action was poor. Articulation and writing skills were good.

Bihar

In Phulwarisharif, the participants had a rudimentary understanding of socioeconomic, caste, inter-community relations, gender and sexuality. They were able to identify basic solutions/strategies around entitlements and understood the importance of community mobilization and planning actions that enable the community. Stakeholders identified were both community and CSOs that help in availing entitlements. Identification of governmental stakeholders or relevant policies was inadequate and should be addressed in future programmatic planning. Capacity could be further developed on comprehending situations, identifying governmental stakeholders for advocacy, planning action and on methods of mobilizing/organizing the community. Trainings could be imparted on the mechanics of documentation and on thematic issues like human rights, gender, sexuality and child rights. Articulation and writing skills are good.

In Khwaja Chand Chapra, Vaishali, the respondents identified women as subjects of multiple discrimination. The community noted the inadequate political representation and shared the resulting frustration. Communal tensions, landlessness, marginalization and discrimination of students in schools and high drop out rates were other concerns. Young people expressed the desire to gain computer skills and vocational training skills. Respondents were not able to comprehend the circle of marginalization that has trapped them and could not identify methods of countering it. The respondents were also not aware of relevant laws and policies or ways to improve civic engagement among young people. Capacity to document injustices was low with average articulation skills. However, the respondents noted the importance of awareness raising, training, advocacy, inter group solidarity platforms, mobilization and organizing the community.

2.4 Conclusion

In Bangladesh, the concerns of participants lean towards day to day socio-economic issues, some of which are also violations of human rights. These initial responses shed some light on the context. Stigma and discrimination, exclusion, bullying and harassment characterize the space- stigma and negative perceptions that marginalize LGBTQ community appearing to be one of the main issues faced by the community and possibly, a challenge to Bandhu's work. Anxiety around disclosure of identity points to the climate of fear, possibly stemming from individual or collective experience of violence.

Creation of a public discourse as well as a community dialogue were recurrent suggestions that have come out. While the public discourse can take the form of sharing scientific information with the public, calling for recognition and respect and combating stigma in general, the community dialogue will require a space for learning, sharing and also healing. Practices of self care- particularly surrounding mental health and wellbeing, need to be

embodied in our approach. Apart from documentation of right violations, diverse ways of creative expression have potential to empower this community as story tellers.

In terms of the capacity of change-makers, it can be understood that though the group recognizes laws and policies related to LGBTQ community, the understanding of human rights, their operation and redress mechanisms remain vague. Capacity building, therefore, needs to provide the change-makers with *comprehensive knowledge* so that this education, knowledge and information will empower the Changemakers and their communities.

With regard to the understanding of discrimination, though the respondents' understand the results of discrimination - the injustices - they have been unable to see the causes of discrimination and systems and processes that perpetuate discrimination, and therefore, failed to identify effective and long term solutions. Because of this, designing a comprehensive training manual for YIELD is crucial.

Capacity building keeps recurring as a suggestion. The respondents have called for life skills training, capacity development around livelihood, non-formal education and vocational training, pointing to the desire to learn and develop capacities. Other than skills around documentation and research, it will be interesting to explore what other skills YIELD can help develop.

In the religious minority communities in India, discrimination is a more of a serious concern than stigma. The anxiety around discrimination in state institutions is particularly foregrounded.

Though there are contextual differences in the responses, poor access to education, lack of opportunities, unemployment and poor livelihood opportunities have emerged as key concerns across the groups. The social condition of poverty materializes clearly as the main challenge of the communities, and will possibly be a challenge to mobilizing young people from these communities. Recurrent suggestions surrounding education and livelihood point out that education and livelihood need to be central to our work with young people in India.

Concerns around lack of opportunities for education stand side by side with the concern of lack of opportunities to earn a living even when you are educated. Though this appears contradictory, poor capacities and skills, and inadequacy or lack of relevance of the education system, can possibly provide an explanation. Therefore, we need to examine how the engagement with YIELD, can contribute to skill development and development of knowledge seeking practices in the change-makers as well as in their communities.

Discrimination and violence against women also emerges as recurring issue. YIELD needs to utilize an approach that integrates the need to address inequality and violence against women, and respecting gender equality in our processes, approaches and outcomes is crucial.

Apart from concerns around education and livelihood, issues over land, housing, electricity and water surfaced as key concerns.

3 Methodology

3.1 Methodology and approach

The project is action research, with the ultimate purpose being to improve practice (Minority youth group's ability to positively improve outcomes). The measure of the improvement here is observed through empirical evidence (what works and what doesn't?), informed by the project theory of change (the logical statement of how change takes place). Bringing about improvement itself, is an iterative process, by planning and implementing interventions to enable calibrated change; observing results; breaking down the change process (identifying pathways, understanding what seems to have worked and what hasn't, collecting evidence on those); distilling lessons, and incorporating those lessons in our systems and processes, to restart a second cycle of change interventions.

This action-cum-research process, carried out systematically over time, would result in an aggregation of incremental changes, adding up to measurable change in results, for youth groups capacity to document and report violation; for youth networks to influence policy and practice; and on knowledge of what works for mobilisation.

3.2 Data collection and analysis

YIELD utilizes three approaches to extract information for its research. While the Change-makers will be the key collectors of data, the project also seeks to acquire insights of the communities where the Change-makers operate. The three elements of the research consist of,

- a. analysis of progress
- b. self-evaluation by Change-makers, and
- c. evaluation by the community.

Analysis of progress

In addition to the examination of performance based on Key Performance Indicators, the analysis of progress involves the continuous analysis of regular progress reports⁶ submitted by the Change-makers. Initially, PMT will carry out this task with the gradual involvement of the Change-makers in the process.

Reports from the initial training will be looked at to examine the change-makers' understanding of discrimination and "change" at the commencement of project YIELD. After implementation of YIELD activities by the change-makers, monthly reports submitted by the change-makers in India and Bangladesh will be analyzed by the PMT. Parallel to the compilation of the bi-annual technical reports, lessons learnt will be extracted from the analysis and fed in to the design of the work plan for the next six months. Case studies documented by the change-makers will be taken in to account as a source of information on

⁶ Annex: Draft Progress Report Format

the development of skills and attitudes of the change-makers and will be used to gain insights in to the impact of the change-makers’ contribution on the community⁷.

Reflections by change-makers

The Change-makers will engage in self evaluation every three months after the implementation of YIELD activities⁸. Self evaluation seeks to examine the feelings and attitudes of the change-makers on civic engagement, skills acquired/ developed by the change-makers, challenges faced, key areas of concern of the change-makers and their motivation to engage with YIELD. Lessons learnt will be drawn from analysis of change-makers’ responses.

Evaluation by the community

Focus Group Discussions conducted bi-annually in selected communities where the change-makers operate will measure the extent of development of capacities of the community⁹. Increase in awareness and the willingness to participate will also be examined.

The three-way data collection will feed information in to the compilation of the final research. The process and impact of YIELD will be documented, the impact of YIELD will be comparatively analyzed drawing out patterns and lessons learned. The results of the action research will also be fed back to local communities. Further, the results will be shared with other stakeholders, locally and regionally, in efforts of advocacy.

3.3 Risk and mitigation strategies

Likely risks	Mitigation strategy
<p>Coordination of project activities, across the region, given practical difficulties of travel and coordination.</p>	<p>Housing the project in LST, Colombo, with the experience of having implemented similar cross-South Asia research/advocacy projects</p> <p>Identifying strong national partner orgs. in each country, to effectively project manage the work, working to a common plan</p> <p>Use of other means – virtual meetings, webinars etc. to overcome travel restrictions</p>

⁷ Annex: Draft Case Study Assessment Guideline

⁸ Annex: Draft Self Assessment Format

⁹ Annex: Draft FGD Reporting Format

<p>Finding the right youth groups, especially women, and grassroots entities, from among minority groups, and the insecurities involved in rights-based work, especially in areas of conflict</p>	<p>Strong inception phase mapping of existing networks and resources, to identify the right groups</p> <p>Broad-based local networks – to include minority as well as non-minority youth groups – and helping them build own capacity and commitment for the project, to be able to manage emerging risks</p>
<p>This being action-oriented research (hence the researcher and the researched are at most times, one and the same), there is a chance that if not managed for, data collection and analysis can get personalized</p>	<p>Detailed and effective planning of work</p> <p>Frequent opportunity for reflective assessment to ensure project is on track</p> <p>Frequent cross sharing of assessment and lessons, across regional teams, to compare and contrast, which should hopefully flag up any serious compromising of the research process.</p>
<p>Change-makers dropping out</p>	<p>Institutionalize capacity, so turnover does not impact organizational capacity</p>

3.4 Monitoring and evaluation

Being an action research project, YIELD will have an integrated M&E system, with ‘reports’ being both reports of activities undertaken and progress achieved, as also research findings. Highlights of the M&E system include:

Macro level

- Periodic reports, by youth groups, synthesized by country, and then for the project as a whole
- These include: Monthly activity and Quarterly output reports, by CITs, as basis for 6 monthly consolidated reports (interim technical report to IDRC)
- a mid-year evaluation, by PMT, as basis for checking project performance, and recalibrating to ensure realization of objectives by project end.
- An end-of-project evaluation, as project documentation and lesson learning.

Micro level

Content of the reports (informed by IDRC interim and final reports guidelines)

- i. Monthly reports: (For CIT only – not to be passed on to PMT)

- What activities were supported by the project during the reporting period, by youth group, and against agreed work plan?
 - Is original scope, work plans and timelines being adhered?
 - What activities are being planned in the coming month?
 - Short evaluations of the 'change': using data collection instruments
- ii. Quarterly reports: (By CITs to PMT/LST)
- Synthesis of monthly reports in the period
 - Steps being taken if there are delays and changes to scope and methodology
 - How is the project helping build up the capacity of youth groups
 - What are the research findings and outputs coming out of the project?
(Last two based on synthesis of change evaluation documentation)
- iii. 6 monthly interim technical report (per IDRC guideline): By LST to IDRC
- Synthesis of Q reports
 - Have a definite project management bias and are set up to "explain what was achieved with the money and time spent on a project during the reporting period"
 - Statement of research findings; project implementation and management; project outputs and dissemination; Impact and recommendations.
Synthesis of scientific findings part of Q reports.
- iv. End of project report (per IDRC final report guideline)
- Based on end of project evaluation, and synthesis of project reports.
 - Focus on project achievements in terms of outputs and outcomes, providing "informative summary of the key advances, significant research findings, important outcomes and innovative outputs of the project".

4 Implementation Plan

4.1 Results framework- Bandhu

Outcome 1: *Increased leadership, voice, and capacity of young women and men for effective civic engagement*

1.1 Capacity at local, national and regional levels – among youth groups - on securing rights of minorities and the excluded.

1.2 Knowledge on minority rights outcomes and efforts, systematically prepared, to enable tracking and rapporteuring and presented in the form of a report.

1.3 Minority groups – of youth, transgender – able to access rights, entitlements

Outcome indicators	Activities	Source of verification
1.1 Capacity at local, national and regional levels – among youth groups - on securing rights of minorities and the excluded.	Develop the ToT module for Life Skill development of the Change Makers (the assigned group members)	Printed ToT Manual, Distribution List.
	Capacity development of Change Makers: TOT for the Change Makers on Life Skills (Basic)	Concept Note, Participants list, Event Report, Photograph
	Capacity development of Change Makers: TOT for the Change Makers on Life Skill (Refresher)	Concept Note, Participants list, Event Report, Photograph
	Develop the FGD guideline and concept note and orient Change Makers	Guideline develop and print. Distribution list. Participants list, Orientation report
	Conduct FGD with gender and sexual minorities by the Change Makers with in-person technical support of CIT	FGD concept Note, Participants list, Record, transcript, Report and Photograph.
	Capacity development of Change Makers: Training on Human Rights and National and International Laws policies and Practice including Yogyakarta Principles and UDHR	Concept Note, Participants list, Event Report, Photograph
	Refresher: Capacity development of Change Makers: Training on Human Rights and National and International Laws policies and Practice including Yogyakarta Principles and UDHR	Concept Note, Participants list, Event Report, Photograph
1.2 Knowledge on minority rights outcomes and efforts,	Monthly gathering/meeting of Change Makers for learning and sharing	Concept Note, Participants list, Event Report, Photograph

systematically prepared, to enable tracking and rapporteuring and presented in the form of a report.	End of month documentation (including case studies – As impact measurement	Monthly report, Case report, photograph
1.3 Minority groups – of youth, transgender – able to access rights, entitlements	Capacity development of Change Makers: Training on Case documentation of rights violation, abuse, discrimination based on religious and gender expression	Concept note, participants list, event report,
	Initiatives for engagement of different government scheme by advocacy initiatives of change Makers	Participants list of scheme, Register, Service Appointment latter, Case studies documentation.

Outcome 2: *Improved networking among women and men’s youth, especially from disadvantaged minority backgrounds, for improved advocacy and capacity building*

2.1 Networks and platforms of the youth established and strengthened – local, national and regional

2.2 Greater Capacity of platforms for advocacy with stakeholders – state, media, civil society

2.3 South Asia regional capacity on minority community capacity – local networks/platforms, awareness raising, community mobilisation, project planning and delivery, documentation.

Outcome indicators	Activities	Source of verification
2.1 Networks and platforms of the youth established and strengthened – local, national and regional	Formation of the Youth Groups (Change makers) age Between 15-29 years	Concept Note, Members List, Membership Form.
	Monthly gathering/meeting of Change Makers for learning and sharing	Concept Note, Participants list, Event Report, Photograph
2.2 Greater Capacity of platforms for advocacy with stakeholders – state, media, civil society	Need based communication with different stakeholders by the change makers.	Movement document, Report, Photograph
	Involvement of Change Makers in Policy advocacy initiatives with Policy makers/ Lawyers/Journalists/elected bodies/Local administration/social	Engagement of Community in Public support report, Service register, Document of the YIELD progress report. Photograph

	elites/religious leaders and others)	
2.3 South Asia regional capacity on minority community capacity – local networks/platforms, awareness raising, community mobilization, project planning and delivery, documentation.	Desk analysis through document review of the regional minorities context.	Report of the regional concept.
	Link the Change Makers to ICT based international platforms/campaigns for learning and raising voice on GSM issues	Report, web documents, membership documents
	Coordination Meeting with LST and MISSAL	Concept note, Participants list, Photograph, Meeting report

Outcome 3: *Increased public awareness and shift in values and attitudes about young men and women’s citizenship needs and urgency of their social, economic, political and cultural inclusion, especially those from minority backgrounds*

3.1. *Baseline and impact reports, on inclusion outcomes among youth from disadvantaged groups, developed and disseminated widely*

3.2 *Public awareness on issues of concerns, raised using evidence generated, through debates and discussions, and communication of the findings at different fora, locally, and nationally and regionally.*

Outcome indicators	Activities	Source of verification
3.1 Baseline and impact reports, on inclusion outcomes among youth from disadvantaged groups, developed and disseminated widely	Conduct baseline mapping and survey for inception report of the project	Inception Report, Photograph, Participants List. Meeting Notes.
	Midterm Evaluation of the Project	Evaluation Plan and Concept note, Consultant recruitment papers, ToR with Consultant, Different event report, Evaluation Report,
	Conduct Action research after six months for evaluation /assessment of Group members skill and Capacity and submit the report to LST Six monthly report	Evaluation Plan and Concept note, Consultant recruitment papers, ToR with Consultant, Different event report, Evaluation Report,
	Project Completion/Final assessment report.	Evaluation Plan and Concept note, Consultant recruitment papers, ToR with Consultant, Different

		event report, Evaluation Report,
3.2 Public awareness on issues of concerns, raised using evidence generated, through debates and discussions, and communication of the findings at different fora, locally, and nationally and regionally.	Celebration Different day through Day Observance as like IDAHO day, World AIDS day, Human Rights Day, Transgender day etc	Event Concept note, Participants list, Newspaper clip, Photo graph, event report.
	Monthly Courtyard meeting with GSM community by individual Change Makers on Human Rights, access to public and private health and legal services	Concept Note, Participants list, Event Report, Photograph

Outcome 4: *Increased understanding by policymakers about how to enhance spaces of engagement and dialogue for youth;*

4.1 Youth platforms have the capacity for policy advocacy – better outreach with policy community; present evidence and recommendations in suitable form; better advocacy on key recommendations

4.2 Regional and national platforms, working with media and key stakeholders, able to influence policy community

Outcome indicators	Activities	Source of verification
4.1 Youth platforms have the capacity for policy advocacy – better outreach with policy community; present evidence and recommendations in suitable form; better advocacy on key recommendations	Develop the local and national level advocacy and communication guideline with different stakeholders for group members (Bandhu will sponsor)	Develop and printed guideline, and Distribution list
	Capacity development of Change Makers: Training on local and national level advocacy, Communication and networking with different stakeholders (Policy makers, Lawyers, Journalist, elected body & Local influential People etc.)	Concept Note, Participants list, Event Report, Newspaper cutting, Photograph
4.2 Regional and national platforms, working with media and key stakeholders, able to influence policy community	Involvement of Change Makers in Policy advocacy initiatives with Policy makers/ Lawyers/Journalists/elected bodies/Local administration/social	Engagement of Community in Public support report, Service register, Document of the YIELD progress report. Photograph

	elites/religious leaders and others)	
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Outcome 5: *Increased understanding of how the web of formal/state and informal/social laws and norms shape youth identity, expression and social/civic space.*

5.1 Country papers with analysis and policy recommendations and a series of short case studies/discussion papers on different themes for each country.

5.2 Knowledge base and understanding of the interface between youth and law and legal and social norms expanded; recommendations developed for policy and legal reforms as well as social interventions developed that can become the basis for further strengthening advocacy by a range of civil society actors.

Outcome indicators	Activities	Source of verification
5.1 Country papers with analysis and policy recommendations and a series of short case studies/discussion papers on different themes for each country.	Customize all reporting tools and formats (Including case story) by CIT in consultation with PMT and orient the Change Makers	All hard copy of the reporting tools, Using tools in report.
	Case Documentation on rights violation	Case violation report. Register of violation
5.2 Knowledge base and understanding of the interface between youth and law and legal and social norms expanded; recommendations developed for policy and legal reforms as well as social interventions developed that can become the basis for further strengthening advocacy by a range of civil society actors.	Debate competition among the Change Makers on Human Rights/Access to justice/Religious freedom and expression/Gender expression/youth inclusiveness in policy and practice etc.	Concept note of the event, Event Report, Participants list, Paper Cutting, Event Photo graph.
	Essay writing competition among the Change Makers on Human Rights/Access to justice/Religious freedom and expression/Gender expression/youth inclusiveness in policy and practice etc.	Concept note of the event, Event Report, Participants list, Paper Cutting, Event Photo graph
	Action Research (Individual Capacity assessment of the change makers and provide support as required)	Capacity assessment Report, Action plan,

4.2 Results framework- Misaal

Outcome 1: *Increased leadership, voice, and capacity of young women and men for effective civic engagement*

1.1 Capacity at local, national and regional levels – among youth groups - on securing rights of minorities and the excluded.

1.2 Knowledge on minority rights outcomes and efforts, systematically prepared, to enable tracking and rapporteuring and presented in the form of a report.

1.3 Minority groups – of youth, transgender – able to access rights, entitlements

Outcome indicators	Activities	Source of verification
1.1 Capacity at local, national and regional levels – among youth groups - on securing rights of minorities and the excluded.	Training on Legal Rights	Participants lists, event report, testimonies/ narratives
	Manuals on Training of Trainers (ToTs) – Legal Rights, Entitlements and Civic Education and Women and Child Rights	ToT Manual
	Implementation of ToTs with the Change Makers	Participants list, event report
	Train Change Makers on how to design and evaluate FGDs, Surveys, case studies, interviews etc	Participants list, event report
	Exposure trips to CBOs working with community mobilization. So that they can organize local Campaigns	Participants list, event report
1.2 Knowledge on minority rights outcomes and efforts, systematically prepared, to enable tracking and rapporteuring and presented in the form of a report.	Submission (narratives) to the National Herald by Change Makers.	Submissions, drafts
	Citizens Against Hate (CAH) Chronicle	Final document
	Monthly Newsletters	Newsletters
	Hate Crime/Anti-Minority Tracking through fact findings, fieldwork, legal aid and reports	Reports, progress reports
	Extrajudicial Killings Report	Reports, progress reports
	Bi-annual CAH Campaign digest	The Digest, progress reports
	Op-eds	Articles/ news paper, progress reports
	Bi-annual SAC hate tracking	Reports

	Hate Crime Case Memos	Memos, progress reports
	End of month documentation (including case studies – As impact measurement)	Progress reports, case studies
1.3 Minority groups – of youth, transgender – able to access rights, entitlements	Misaal’s Entitlement work.	Progress reports, FGDs, testimonies/ narratives
	Documenting challenges and designing campaign and advocacy actions around it	Progress reports, advocacy tools, participant lists, event reports
	Adult Women Vocational Training Centres	Reports
	Taleem (Education) Centres where basic literacy skills (English and Maths) and civic education is imparted to school dropout students	Reports, participant lists, testimonies

Outcome 2: *Improved networking among women and men’s youth, especially from disadvantaged minority backgrounds, for improved advocacy and capacity building*

2.1 Networks and platforms of the youth established and strengthened – local, national and regional

2.2 Greater Capacity of platforms for advocacy with stakeholders – state, media, civil society

2.3 South Asia regional capacity on minority community capacity – local networks/platforms, awareness raising, community mobilisation, project planning and delivery, documentation.

Outcome indicators	Activities	Source of verification
2.1 Networks and platforms of the youth established and strengthened – local, national and regional	Regional level – South Asia Collective (SAC) on exchange of knowledge and information on state of minorities	Event reports, participant lists, testimonies/ narratives
	National Level – Citizens against Hate	Event reports, participant lists
2.2 Greater Capacity of platforms for advocacy with stakeholders – state, media, civil society	CAH Direct legal help and legal documentation.	Case studies, reports
	Submissions to the UN using complaints procedures	Submissions, drafts

	Submissions to National and State Human Rights Commissions.	Submissions, drafts
2.3 South Asia regional capacity on minority community capacity – local networks/platforms, awareness raising, community mobilization, project planning and delivery, documentation.	Regional and Country Launch, Campaign and Advocacy - South Asia Collective (SAC) State of South Asia Report	Final report

Outcome 3: *Increased public awareness and shift in values and attitudes about young men and women’s citizenship needs and urgency of their social, economic, political and cultural inclusion, especially those from minority backgrounds*

3.1. Baseline and impact reports, on inclusion outcomes among youth from disadvantaged groups, developed and disseminated widely

3.2 Public awareness on issues of concerns, raised using evidence generated, through debates and discussions, and communication of the findings at different fora, locally, and nationally and regionally.

Outcome indicators	Activities	Source of verification
3.1 Baseline and impact reports, on inclusion outcomes among youth from disadvantaged groups, developed and disseminated widely	Baseline Report	Inception Report
	Monthly reporting on India	Progress reports
3.2 Public awareness on issues of concerns, raised using evidence generated, through debates and discussions, and communication of the findings at different fora, locally, and nationally and regionally.	Monthly/Fortnightly Community Meetings held by Change Makers	Progress reports FGDs
	Change Makers implement ToTs on a monthly basis in their communities (seen as multipliers).	Progress reports FGDs
	Legal Aid Clinics – Domestic Violence and Discrimination	Progress reports, case studies, reports

Outcome 4: Increased understanding by policymakers about how to enhance spaces of engagement and dialogue for youth;

4.1 Youth platforms have the capacity for policy advocacy – better outreach with policy community; present evidence and recommendations in suitable form; better advocacy on key recommendations

4.2 Regional and national platforms, working with media and key stakeholders, able to influence policy community

Outcome indicators	Activities	Source of verification
4.1 Youth platforms have the capacity for policy advocacy – better outreach with policy community; present evidence and recommendations in suitable form; better advocacy on key recommendations	Inclusive approach towards advocacy – local and national	Reports, participant lists, reports, testimonies/ narratives
4.2 Regional and national platforms, working with media and key stakeholders, able to influence policy community	National/International Advocacy on Hate Crimes and Anti-Minority violence	Reports, participant lists, advocacy tools, outcome documents
	CAH Campaign/Advocacy on the Report on Extrajudicial Killings	Final report
	CAH Launch of Lynching Campaign - First biannual digest “Orphans of Hate”	The Digest, reports, participant lists
	Collaborations on Hate Crime Tracking in India	Reports, collaborators’ lists, event reports
	Joint Amnesty International India Campaign: Halt the Hate content (5 case study).	Case studies
	Advocacy related to South Asia Collective’s State of Minority Report	Reports, participant lists, advocacy tools, outcome documents

Outcome 5: Increased understanding of how the web of formal/state and informal/social laws and norms shape youth identity, expression and social/civic space.

5.1 Country papers with analysis and policy recommendations and a series of short case studies/discussion papers on different themes for each country.

5.2 Knowledge base and understanding of the interface between youth and law and legal and social norms expanded; recommendations developed for policy and legal reforms as

well as social interventions developed that can become the basis for further strengthening advocacy by a range of civil society actors.

Outcome indicators	Activities	Source of verification
5.1 Country papers with analysis and policy recommendations and a series of short case studies/discussion papers on different themes for each country.		
5.2 Knowledge base and understanding of the interface between youth and law and legal and social norms expanded; recommendations developed for policy and legal reforms as well as social interventions developed that can become the basis for further strengthening advocacy by a range of civil society actors.		

4.3 Results framework: LST

Outcome 1: *Increased leadership, voice, and capacity of young women and men for effective civic engagement*

1.1 Capacity at local, national and regional levels – among youth groups - on securing rights of minorities and the excluded.

1.2 Knowledge on minority rights outcomes and efforts, systematically prepared, to enable tracking and rapporteuring and presented in the form of a report.

1.3 Minority groups – of youth, transgender – able to access rights, entitlements

Outcome indicators	Activities	Source of verification
1.1 Capacity at local, national and regional levels – among youth groups - on securing rights of minorities and the excluded.	Training of Change makers on research techniques/ data gathering/ documentation and processes on the ground.	ToT manual, event reports
1.2 Knowledge on minority rights outcomes and efforts, systematically prepared, to enable tracking and rapporteuring and presented in the form of a report.	Compiling report based on country reports	Final report
1.3 Minority groups – of youth, transgender – able to access rights, entitlements	Analysis of progress reports	Technical reports and final report

Outcome 2: *Improved networking among women and men’s youth, especially from disadvantaged minority backgrounds, for improved advocacy and capacity building*

2.1 Networks and platforms of the youth established and strengthened – local, national and regional

2.2 Greater Capacity of platforms for advocacy with stakeholders – state, media, civil society

2.3 South Asia regional capacity on minority community capacity – local networks/platforms, awareness raising, community mobilisation, project planning and delivery, documentation.

Outcome indicators	Activities	Source of verification
2.1 Networks and platforms of the youth established and strengthened – local, national and regional	Regional level – South Asia Collective (SAC) on exchange of knowledge and information on state of minorities	Event reports, participant lists
2.2 Greater Capacity of platforms for advocacy with stakeholders – state, media, civil society	Submissions to the UN using complaints procedures	Submissions, drafts
2.3 South Asia regional capacity on minority community capacity – local networks/platforms, awareness raising, community mobilization, project planning and delivery, documentation.	Regional and Country Launch, Campaign and Advocacy - South Asia Collective (SAC) State of South Asia Report	Final report

Outcome 3: *Increased public awareness and shift in values and attitudes about young men and women’s citizenship needs and urgency of their social, economic, political and cultural inclusion, especially those from minority backgrounds*

3.1. Baseline and impact reports, on inclusion outcomes among youth from disadvantaged groups, developed and disseminated widely

3.2 Public awareness on issues of concerns, raised using evidence generated, through debates and discussions, and communication of the findings at different fora, locally, and nationally and regionally.

Outcome indicators	Activities	Source of verification
3.1 Baseline and impact reports, on inclusion outcomes among youth from disadvantaged groups, developed and disseminated widely	Baseline Report	Inception Report
	Representation of findings parallel to technical reports – (fact sheets/ posters/ advocacy tools)	Technical report and the developed tools
3.2 Public awareness on issues of concerns, raised using evidence generated,	Analysis of periodic reports from MIsaal and Bandhu and generating findings	Technical reports

through debates and discussions, and communication of the findings at different fora, locally, and nationally and regionally.	Dissemination of findings	Technical reports
	Developing advocacy material and representing YIELD in advocacy forums	Event reports, advocacy tools/ materials

Outcome 4: *Increased understanding by policymakers about how to enhance spaces of engagement and dialogue for youth;*

4.1 Youth platforms have the capacity for policy advocacy – better outreach with policy community; present evidence and recommendations in suitable form; better advocacy on key recommendations

4.2 Regional and national platforms, working with media and key stakeholders, able to influence policy community

Outcome indicators	Activities	Source of verification
4.1 Youth platforms have the capacity for policy advocacy – better outreach with policy community; present evidence and recommendations in suitable form; better advocacy on key recommendations	Advocacy efforts that result in linkages between YIELD youth groups and other South Asian youth groups	Event reports, technical reports
4.2 Regional and national platforms, working with media and key stakeholders, able to influence policy community	Collaboration with regional platforms to share YIELD's work and findings	Articles, reports

Outcome 5: *Increased understanding of how the web of formal/state and informal/social laws and norms shape youth identity, expression and social/civic space.*

5.1 Country papers with analysis and policy recommendations and a series of short case studies/discussion papers on different themes for each country.

5.2 Knowledge base and understanding of the interface between youth and law and legal and social norms expanded; recommendations developed for policy and legal reforms as well as social interventions developed that can become the basis for further strengthening advocacy by a range of civil society actors.

Outcome indicators	Activities	Source of verification
5.1 Country papers with analysis and policy recommendations and a series of short case studies/discussion papers on different themes for each country.	Developing country papers with policy recommendations/ fact sheets/ thematic reports	Reports, technical reports/ final report
5.2 Knowledge base and understanding of the interface between youth and law and legal and social norms expanded; recommendations developed for policy and legal reforms as well as social interventions developed that can become the basis for further strengthening advocacy by a range of civil society actors.	Research	Final report
	Advocacy efforts	Event reports/ final report

4.4 Implementation plan (2018-2020) (Project Mgt. Team)

- i. Start from our assumption about theory of change
- ii. Using existing streams of work and groups we work with, identify for the purposes of the project, an entry point activity/activities (welfare schemes, or a particular rights legislation), based on baseline mapping already conducted
- iii. In the first instance, build capacity (of youth groups) required for effective implementation around that entry point activity, to arrive at change. This will involve building capacities and resources. This will involve
 - o Develop helpful how tos/guides on the range of activities above – centrally, and then adapted to local context, in local language
 - o Organise training/capacity building of youth groups, using above material, periodically (CIT quarterly meetings, as good occasions)
 - o CP facilitators to handhold youth groups, through field trips periodically – every
- iv. Roll out interventions: These will be about establishing networks and platforms, to engage with a wide stakeholder community; undertaking advocacy with multiple actors, to enable change; making use of newer technologies, to address for eg. service delivery and governance issues. Specifically
 - o Create awareness in community, around that, and generally mobilise the community (through meetings, seminars, trainings on those)
 - o Support community members take practical action (to access rights; use new technologies; engage in inter-community dialogue....)
 - o Engage with stakeholders (state actors, other NGOs/networks, media), for improved outcomes for community on those action (advocacy with state actors; alliances around campaigns; awareness raising in the wider community.)
- v. Observe and document results realised, as well as, systematically, the process of getting to the results (identifying pathways, understanding what seems to have worked and what hasn't, imagining hypothetical situations – what if? Identifying challenges and opportunities)
- vi. Analyse and distil lessons, on what works and what doesn't for the range of processes (capacity building of minority youth groups; networking and alliance building; campaigning and advocacy with stakeholders, including duty bearers...)
- vii. Engage with the community/youth groups (through community meetings, discussions, feedback sessions):
 - o To share change experiences, for greater community capacity
- viii. Engage with the stakeholder group to share experiences and lessons – through evidence papers, seminars, discussions – local and at country level.
 - o Country level workshops and roundtables:
 - Sharing experience on thematic issues & the model
 - Policy advocacy with stakeholders: evidence sharing and sensitization of state actors, media person, civil society
 - o Regional workshops and roundtables
 - Sharing experience on thematic issues & the model, from a regional perspective
 - Engaging regional entities: governmental, civil society, media, networks
- ix. Incorporate lessons in the form of changes in our systems and processes, and methodologies, and capacity building plan
- x. Restart a second cycle of change interventions

Phased approach

Given the complexity of managing an action research process, working with multiple country teams and actors, we will take a phased approach to implementation, trying out change and observing results in 6 monthly cycles.

Each country team will develop detailed work plans, using the above implementation process, broken down into 6-monthly cycles. This will be further broken down, in Misaal's case by the youth groups.

4.5 Work plan- Bandhu (March – August 2018)

Activity cluster	Activity	Timeline																								Remarks		
		Mar.		April				May				June				July				August								
Project Inception	<ul style="list-style-type: none"> Identifying Change Makers and Group formation Case studies IDIs and FGDs Country specific Baseline findings Project Inception Meeting 																											
Training and Capacity Building	Develop the ToT module for Life Skill development of the Change Makers (assigned group members)																											
	ToT for change makers on research, skills to document rights violations																											
	TOT for the Change Makers on Life Skills (<i>Basic</i>)																											
	TOT for the Change Makers on Life Skill (<i>Refresher</i>)																											January 2019
	Training on Human Rights and National and International Laws policies and Practice including Yogyakarta Principles and UDHR																											
	Training on Human Rights, National and International Laws policies and Practice including Yogyakarta Principles and UDHR (<i>Refresher</i>):																											February 2019
	Training on Case documentation of rights violation, abuse, discrimination based on religious and gender expression																											
	Develop the FGD guideline and concept note																											

Activity cluster	Activity	Timeline						Remarks
		Mar.	April	May	June	July	August	
PMT Coordination	Meeting of PMT							Sept-Oct 2018

4.6 Work plan- Misaal (06 months)

Activity cluster	Activity	Timeline																		
		April			May			June			July			August		Sept.				
Training and Capacity Building	Based on Baseline - Identify theme - example, Legal Rights.	■	■	■																
	Quarterly Review Meeting (QRM). To be documented by the change makers. Resource persons impart training.		■	■																
	QRM – FGD to measure capacity and attitudes.		■	■																
	Content creation for ToT Guide				■	■	■													
	Design and Print ToTs and Awareness Resources based on ToTs							■	■	■										
	QRM with capacity development trainings based on ToTs.											■	■							
	Organise a trip for change makers to another grassroots community based organisation on community mobilisation.																		■	■
Grassroots Empowerment & Public Awareness	On Ground Misaal Entitlement, Education, Vocational Training for Adult Women and Legal Aid Work. <i>(This can also fall under subhead Advocacy with Duty Bearers & Policy Advocacy)</i>	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
	Misaal Legal Fellows hold Monthly Clinics.	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
	Change Makers start monthly training community using ToTs and handing over awareness resources.																		■	■
Networking & Alliance Building	Direct legal help and legal documentation.	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■

	CAH – start work on Harvest of Hate Report																						
	Op-ed on Hate Crimes																						
	SAC tracking reports on hate crimes/discrimination																						
	LST – YIELD first 6 months review reports																						

4.7 Work plan- LST (06 months)

Theme	Activity	Timeline											
		April		May		June		July		August		Sept.	
Inception report	Draw concluding observations from the baseline mapping												
	Develop detailed methodology of action research												
	Develop data collection tools												
	Collaborate with Misaal and Bandhu on drafting the inception report and provide technical support												
ToT	Support training of change makers on research techniques/ data gathering/ documentation and processes on the ground.												
Reports	Compiling report on Outcome 1.2 (minority rights outcomes and efforts) (Annually)												
Analysis and reporting	Find the analysing techniques, tools, software, means of representation that is best suited												
	Finalise techniques, tools, software, guidelines.												
	Analyse the responses to post tests conducted following the initial training of Change makers												
	Systematically analyse data collected though implementing the action on the ground. Monthly progress reports, self evaluation, case studies and reports from FGDs												
	Feed the emerging patterns in to the action in the form of findings/ recommendations												
	Compile findings since inception (targeting technical report)/ summary of 6 months/ key themes/ concerns/patterns across the two countries												

5 Annexes

5.1 Ethical protocol

1. Application

All the researchers collecting data for YIELD Action Research (2018 – 2020) shall follow this ethical protocol when interacting with participants in their capacity as researchers. This Protocol must be available to the participants (in a language they understand) to read at request.

2. Researchers

Data collection must be carried out only by the researchers who have completed the training program conducted by Misaal (in India) and Bandhu (in Bangladesh). Researchers must introduce themselves and the organizations prior to the commencement of data collection.

Due to the sensitive nature of this research, data collection must be carried out respectfully. Researchers must maintain a professional standard of neutrality, refrain from using derogatory terminology and maintain a non-judgmental approach at all times.

With a view to facilitate genuine and unaltered responses, researchers shall refrain from influencing the responses by commenting, sharing researchers' own experience, suggesting solutions etc. Adequate time need to be offered to the respondents, taking in to account that qualitative research tools generally require long periods of engagement.

3. Information

Participants must be informed, in terms easily comprehended, the scope and objectives of the research as well as the outcomes and the expected impact. Participants must be informed of the risks involved. Essentially, the participants must be informed that the data will be anonymous and confidential.

4. Consent

Participants must take part in the research voluntarily and with full consent. The researchers must refrain from coercing the participants to take part in data collection process in any manner.

5. Anonymity and confidentiality

Data collection shall be anonymous. Data collection tools shall not require personal data including name, address and contact information of respondents. Researchers shall not disclose personal information of the participants during, or after the conclusion of, YIELD.

Privacy of participants shall be respected when handling the participants' lists collected for logistical and administrative purposes.

5.2 Organisational Theory of Change

5.2.1 Theory of Change by Bandhu

Nearly a third of the population of Bangladesh is adolescents and youth. Due to rooted conservativeness of the society, they are unable to receive necessary sexual and reproductive health (SRH) education and this keeps them unaware of their choices and makes them unable to make responsible decisions and negotiating sexual relationships which in turn translates into 59% girls getting married before the age of 18 (DHS- Bangladesh). Again, this large youth cluster does not have scope to be involved in decision-making process. As a result, policies, programs and services targeting young people's health do not entirely reflect their realities and diverse needs.

These phenomena aggravate youth development. The situation is even more alarming for gender and sexual minority (GSM)¹⁰ population especially, adolescent and youth; because discrimination based on sexual orientation and gender identity in the country is rampant, both in policy and in practice. Rights of GSM population are not recognized here, including and respecting them therefore, remain at poles asunder. They face social violence, discrimination, verbal/physical abuse, and adverse legal and social challenges. These all make the GSM population completely disempowered and vulnerable with extremely low self-esteem and internalized stigma.

Over the years, Bandhu¹¹ has witnessed that these unwanted scenarios posed by the society, social behavior, and culture have adversely affected the dignity of young and adolescent minority people as human being. Therefore, it initiated HIM in 2012, an intervention for youth GSM population to address the issues of health care needs, safe space to breathe, share views and networking with edutainment environment and to impart correct knowledge on sexuality, gender and rights, rights violation etc.

Through this YIELD project, a selected group, representing both GSM and religious minorities, has been formed by Bandhu to equip them to contribute as catalysts and change makers for:

- Securing the rights, social entitlements and inclusiveness of minorities
- Raising voices and creating spaces for facilitating dialogue and inclusion of GSM communities in policy decisions concerning youths
- Resisting strategically the processes of exclusion and violence

Over the next two years, an output driven plan will be put into action to develop and enhance the capacities of this change makers' group with verifiable indicators to measure progress towards contributing to the outcomes of the project.

¹⁰ *The LGBTI communities have been referred here as GSM population, both to refer to the Gender and Sexuality Minorities as a group and to use a term that is not as explicit and therefore likely to be more acceptable in the conservative social and cultural context of Bangladesh.*

¹¹ *Bandhu Social Welfare Society (Bandhu) was formed in 1996 to address concerns of human rights abuse and denial of sexual health rights of GSM population in Bangladesh and is paving the way for obtaining their social justice, equality, sexual and reproductive health and rights with undivided commitment.*

5.2.2 Theory of Change by Misaal

Misaal has been working for a few years, to try to enable change on the ground, in marginalized minority communities. This change is about greater awareness about rights and opportunities; greater organization for public action, individually, but particularly, collectively; greater mobilization, around issues of key concern to the community; and greater advocacy with key stakeholders, all towards enabling positive outcomes for the community. We believe, this change, among marginalized minority groups, enhances the agency of the poor, and creates both, direct results (solving immediate problems) and long-term, indirect (civic action enabling inclusivity, thus deepening democracy).

Central to Misaal's deepening democracy model, is the change-maker: youth from minority groups themselves, leading and enabling the change. These are our fellows and volunteers; taleem teachers and rozgaar trainers, all on the ground; as well as state supervisors and NRC facilitators, and arguably, the 'friends of Misaal' circle, all working in tandem with change makers on the ground, mentoring, signposting, and handholding them. The quality of change in local communities, and its sustainability, is directly dependent on the quality of the change makers. This quality is really the change-makers' capacity.

Break it down, and Capacity relevant here is about: being able to identify (diagnose?) key economic, political, and social (and cultural) problems facing the community; prioritise those for action; access resources available at their command, to identify possible solution pathways; mobilise the community, through awareness raising on the issues, the consequences of those and on the opportunities that exist to overcome problems (laws and programmes and market opportunities), and through organising the community to undertake collective action towards finding solutions. And capacity is about engaging with key stakeholders involved: the democratic state, the 'duty bearer', primarily, as well as other power structures, the media, and pro-poor formations, at local but also extra-local levels, towards finding solutions. And capacity enabling sustainable change, is about change-makers doing all this in a participatory manner, working with their communities, ensuring 'problem-solving' goes hand in hand with building up 'community capacity' for public action, that will sustain. This is our theory of change.

A key objective of this (YIELD) project is to provide Misaal with a helpful hand in shoring up and consolidating this capacity among its change makers, so as to be able to build the community capacity of marginalised groups we work with, that will sustain. (refer results framework, annexed) The key question for us should be 'what capacity we leave behind?'

Over the 2-year project life, we will develop plans, formulate activities, identify milestones, and perfect metrics and indicators, all to be able to deliver on this key objective of developing the capacity of our change-makers, including of the community volunteer and supporter networks on the ground, to enable sustainable change.

5.3 Draft Data Collection tools

5.3.1 Draft Progress Report Format

PROGRESS REPORT

Country		
Change-maker		
Date		
Key theme		
Progress of action		
Activities conducted	Impact/ result	
Skills you developed/ things you learned		
Challenges the team faced		
Plans for the next month		
Activities planned	Description	Expected outcome
Explanations/ observations/ comments		

5.3.2 Draft Case Study Assessment Guideline

CASE STUDY ASSESSMENT GUIDELINE

	Unsatisfactory	Satisfactory	Good	Excellent
Has the Change-maker been able to correctly identify the issue?				
Has the Change-maker been able to identify the best course of action?				
Has the Change-maker been able to facilitate positive change?				
Has the Change-maker used ethical and respectful terminology?				
Has the Change-maker presented the story in concise and eloquent language?				
What are the key themes touched by the case study?				
Observations				

5.3.3 Draft Self Assessment Format

SELF ASSESSMENT

Team member name	
Country	
Age	
Date	
Briefly explain the activities you have taken part in during the last three months. Note your contribution.	
How do you feel about working with YIELD/ Misaal/ Bandhu	
What are the main issues/ acts of discrimination that bother you?	How do you think these issues can be best addressed?
	1. 2. 3.
	1. 2. 3.
	1. 2. 3.
What do you plan to do to address these issues? (as a team/ individual/ community)	

In the last last three months what are the skills you acquired/ developed?
 (Ex- Now I know where to get help/ Now I know how to type on a computer/ I have developed my writing skills/ I feel more confident speaking in public/ I learned how to organize a community meeting/ I know how to write emails/ I learnt where to direct people for medical advice/ counselling, I learnt how teach people about getting benefits from government schemes etc)

Skills acquired	Skills developed

Did you face any challenges working as a Changemaker?

Has working with YIELD affected your personal or family life/ education/ job in any way during the past three months? Please explain.

Please share with us how you feel.	Yes	No	Prefer not to say
Do you belong to a minority/ marginalized community?			
Have you or someone you know faced discrimination because you belong to your community?			
Do you feel angry about such discrimination?			
Do you feel anger towards the majority community or the community that has caused such discrimination?			
Do you interact with persons from the majority community or the community that has caused such discrimination?			
If a person from such community seeks your assistance, are you willing to help?			

What motivates you to remain a changemaker?

Comments

5.3.4 FGD Reporting Format

FOCUS GROUP DISCUSSIONS- (A GUIDE)

Community			
Date			
Number of participants			
Profile of participants	(Please note gender/ sex, occupation and any special attributes of the participants)		
Impact of YIELD on the community during the last 6 months			
Has the community's awareness on right to equality/ right to non-discrimination/ fundamental rights increased?	Yes	Uncertain	No
How many individuals are aware of right to equality/ right to non-discrimination/ fundamental rights?			
Has the community's awareness on existing support systems/ entitlements/ governments benefits increased?	Yes	Uncertain	No
How many individuals are aware of existing support systems/ entitlements/ governments benefits?			
Has the community's willingness to access services increased?	Yes	Uncertain	No
How many individuals show willingness to access services?			
Has the community's awareness on redress mechanisms (amends for discrimination) increased?	Yes	Uncertain	No
How many individuals are aware of redress mechanisms?			
Has the community's willingness to participate in democratic process increased?	Yes	Uncertain	No
How many individuals show willingness to participate in democratic process? (for example, vote)			
Please note any other positive developments.			
What are the key issues addressed by the Change-makers in this community?			
1			

2									
3									
4									
5									
Effectiveness of action according to the community (Roughly on a scale of 1-10)									
Issue 1:									
1	2	3	4	5	6	7	8	9	10
Comments/ observations									
Issue 2:									
1	2	3	4	5	6	7	8	9	10
Comments/ observations									
Issue 3:									
1	2	3	4	5	6	7	8	9	10
Comments/ observations									
Issue 4:									
1	2	3	4	5	6	7	8	9	10
Comments/ observations									
Issue 5:									
1	2	3	4	5	6	7	8	9	10
Comments/ observations									
What are the persisting issues of the community? Are there any pressing issues that can be addressed but not yet addressed by YIELD?									
Are there any possible challenges to addressing the issues noted above? Are there any challenges to working with the community?									

5.4 Budgets

5.4.1 Budget for Bandhu

Budget Period: March 2018- August 2018							
Activity	# Unit	Cost per unit in BDT	# Month/participants/days	Amount		Budget Narrative	Remarks
				BDT	LKR		
Assign Country Lead (partial) and involvement in the project	1	21,691	6	130,147	245,560		
Assign Ground lead (partial) and involvement in the project	1	18,871	6	113,228	213,637		
Recruit consultant for action research (as required)	1	7,500	10	75,000	141,509		
Base line assessment	1	14,000	1	14,000	26,415		
· Project Inception Meeting (Airfare, accommodation, per diem, local transport etc.)	1	80,000	1	80,000	150,943		
Develop the ToT module for Life Skill development of the Change Makers (assigned group members)	1 module (Bandhu contribution)			-	-		
TOT for the Change Makers on Life Skills (<i>Basic</i>)	1	3,150	20	63,000	118,868	Venue and equipment cost (BDT. 8,000 x 2 days) = 16000 Local transport = BDT. 600 x 2 days x 20 persons) =	

						24,000 Food and refreshment = (BDT. 500 x 20 persons x 2 days) = 20,000 Logistic support = 3000 Total BDT. 63,000/20 persons = per person cost BDT 3150	
TOT for the Change Makers on Life Skill (<i>Refresher</i>)	1	-		-	-		Jan-19
Training on Human Rights and National and International Laws policies and Practice including Yogyakarta Principles and UDHR	1	3,150	20	63,000	118,868	Venue and equipment cost (BDT. 8,000 x 2 days) = 16000 Local transport = BDT. 600 x 2 days x 20 persons) = 24,000 Food and refreshment = (BDT. 500 x 20 persons x 2 days) = 20,000 Logistic support = 3000 Total BDT. 63,000/20 persons = per person cost BDT 3150	
Training on Human Rights, National and International Laws policies and Practice including Yogyakarta	1 training x 15 CMs x 2 days + 2 trainers + CMT	-	20				Feb-19

Principles and UDHR (<i>Refresher</i>):							
Training on Case documentation of rights violation, abuse, discrimination based on religious and gender expression	1	3,150	20	63,000	118,868		
Develop the FGD guideline and concept note	1 guideline (Bandhu own contribution)						
Orient Change Makers on FGD guideline and conduct FGD with gender and sexual minorities by the Change Makers (along with in-person technical support of CIT)	1 orientation (can be in by-monthly meeting) + 4 FGDs (Bandhu contribution)						
Monthly gathering/meeting of Change Makers for learning and sharing	5	1,433	18	128,970	243,340	Venue and equipment cost = BDT. 5,000 Local transport = BDT. 600 x 1 day x 18 persons) = 10,800 Food and refreshment = (BDT. 500 x 18 persons x 1 day) = 9,000 Logistic support = 1000 Total BDT. 25,800/18 persons = per person cost BDT 1433	

Monthly Courtyard meeting with GSM community by individual Change Makers on Human Rights, access to public and private health and legal services	75	1,000	1	75,000	141,509		
Develop guideline for local and national level advocacy and communication involving different stakeholders for group members	1 guideline (Bandhu own contribution)						
Training on local and national level advocacy, Communication and networking with different stakeholders (Policy makers, Lawyers, Journalist, elected body & Local influential People etc.)	1	3,150	20	63,000	118,868		
Involvement of Change Makers in Policy advocacy initiatives with Policy makers/ Lawyers/Journalists/elected bodies/Local administration/social elites/religious leaders and others)	8	1,000	3	24,000	45,283	8 Change makers X 3 events (coveyance mainly as they will be participating Bandhu events)	
Link the Change Makers to ICT based	No cost						

international platforms/campaigns for learning and raising voice on GSM issues							
Customize all reporting tools and formats (Including case story) by CIT in consultation with PMT and orient the Change Makers	No cost						
Case Documentation on rights violation	Lumpsum	1,000	10	10,000	18,868		
Bi-Monthly Report of the Change Makers	No Cost						
Debate competition among the Change Makers on Human Rights/Access to justice/Religious freedom and expression/Gender expression/youth inclusiveness in policy and practice etc.	1	20,000	1	20,000	37,736		
Essay writing competition among the Change Makers on Human Rights/Access to justice/Religious freedom and expression/Gender expression/youth inclusiveness in policy and practice etc.							Oct-18

Midterm Evaluation of the Project	1 (National consultant + related costs)						Apr-19
Produce the bi-annual progress report and share/submit	No cost						Sep-18
Conduct Action research after six months for evaluation /assessment of Group member's skill and Capacity and submit the report to LST	Shahid bhai						September-October, 2018
Meeting of PMT	Next one to be budgeted by MISSAL/LST						September-October, 2019
Total Project cost				922,345	1,740,273		
Management cost (5% of total project cost)				46117	87014		
Grand total				968,462	1,827,286		
	1 BDT = LKR	0.53					

5.4.2 Budget for Misaal

YIELD- MISAAL budget, 2018-2020

(All figures in Sri Lankan Rupees)

Item	15/02/18 to 14/08/18	15/08/18 to 14/02/19	15/02/19 to 14/08/19	15/08/18 to 14/02/20
1. Personnel				
Project Coordinator	637,228	637,228	637,228	637,228
Ground lead – 1	213,637	213,637	213,637	213,637
Ground lead – 2	213,637	213,637	213,637	213,637
Consultant - Misaal	294,672	294,672	294,672	294,672
Sub-total	1,359,174	1,359,174	1,359,174	1,359,174
2. Programme costs				
Action Research	613,900	613,900	613,900	613,900
Training	13,09,694	13,09,694	13,09,694	13,09,694
Evaluation (in country) – early Aug.	40,926	40,926	40,926	40,926
Research Analysis workshop (Late July, 2018/19)	1,25,850		1,25,850	
Sub-total	2,090,370	1,964,520	2,090,370	1,964,520
Grand total	3,449,544	3,323,694	3,449,544	3,323,694

5.5 Illustrative list of YIELD capacities and interventions

Intervention	Intervention activity		Issues
TRAINING	Type	Subjects	
	Thematic	Entitlements	
		Discrimination	
		Livelihoods	
		Education	
		Hate crime	
		Legal rights	
		Minority rights	
		Digital/technology	
		Gender rights and perspectives	
		LGBTQI rights	
	Generic/soft	Observation and analysis	
		Documentation & reporting	
		Participatory approaches	
		Alliance formation	
		Planning & Organizing Campaigns	
		Mentoring and handholding	
Leadership			
MOBILISATION AND ALLIANCE BUILDING	Youth group formation, strengthening and sustaining		
		Campaigns	Anti-discrimination
			Anti-hate crime
	Network formation	Women's mobilization	
		Anti-discrimination alliance	
		Hate crime alliance	
ADVOCACY		Duty bearers: local authorities, provincial and national	
		Elected reps	
		Judiciary	
		Bureaucracy/law enforcement	
		Community leaders: enablers	
		Community leaders: road blocks	
		Media	
		Civil society	
		Conclaves	
		Workshops	
		RESEARCH AND DOCUMENTATION	Outputs
Assessment reports – 6 monthly			
Case studies / impact stories (activity based)			
Sustainability check			
Policy papers – lessons learning			
Guides and how-tos			
Evaluation reports – yearly			
End of project report			