

# **Report on Assessment on SHG Federations**

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**Acronyms**

CoSAP.....	Consortium of Self Help Group Approach Promoters
CLA.....	Cluster Level Association
FDRE.....	Federal Democratic Republic of Ethiopia
FGD.....	Focus Group Discussion (FGD).
JECCDO.....	Jerusalem Children and Community Development Organization
HTP.....	Harmful Traditional Practices
GOs.....	Government Organizations
IGA.....	Income Generating Activities
NGO .....	Non Governmental Organization
OVC .....	Orphan and vulnerable Children
SHG.....	Self Help Group
SME.....	Small and Micro Enterprise
SNNPR.....	Southern Nation Nationalities People Region
WCYA.....	Young Women Christian Association

<b>Contents</b>	<b>Page</b>
<b>Acronyms</b>	
1. Introduction.....	1
1.1. Background of Consortium of Self Help Group Approach Promoters (COSAP).....	1
2. The Objectives of the Assessment .....	2
3. Report Structure .....	3
4. Approach & Methodology .....	3
5. Major findings of the Participatory Assessment .....	4
5.1. Basic Information of the Federations .....	4
5.2. Findings related to Management and Leadership .....	7
5.3. Findings on Roles of the Federation.....	10
5.3. 1 Building a Strong and Sustainable People’s Institution .....	10
5.3.2. Ensuring that needs based Services Reach the Community and are of the required quality .....	12
5.3.3 Working Towards Peace, Security and Justice in the Community .....	13
5.3.4. Influencing People’s Thinking and Existing Policies Positively .....	13
6. Conclusions and Recommendations .....	15
6.1. Conclusions .....	15
6.2. Recommendations .....	16
Annex	

## **1. Introduction**

### **1.1. Background of Consortium of Self Help Group Approach Promoters (COSAP)**

The Consortium of Self Help Group Approach Promoters (CoSAP) in Ethiopia originated from the Self Help Group Approach National Coordination Office. CoSAP has been established in line with FDRE Charities and Societies Proclamation number 621/2009 with registration number 1590. Currently twenty-three SHG approach implementing organizations which fulfilled all necessary membership requirements are members of the Consortium. The General Assembly is the highest governing body of CoSAP whereas the Board of Directors provides overall guidance and direction to the Secretariat, which is being led by a Director that runs the day to day activities of the office.

The vision of CoSAP is to see vibrant peoples'/women institutions that strive for sustainable development in Ethiopia. Its mission is to work towards enhancing capacity of SHG promoting organizations through partnership and networking, research and documentation, and resource mobilization to promote the approach and create enabling environment for overall empowerment of disadvantaged women in Ethiopia.

The **Values** of CoSAP include; Integrity, Accountability, Transparency, Flexibility, Appreciate and respect social values, Sustainability, and Committed to the principles of SHG approach.

### **1.2. Strategic goals of CoSAP**

- Strengthening organizational capacity of CoSAP
- Ensure the formation and functioning of CoSAP with adequate institutional and organizational capacity that can deliver and meet members expectations
- Enhance program and institutional capacity of member organizations and Federations
- Promote organizational learning among member organizations and others, and scale up the SHG approach in Ethiopia.
- Representing member organizations on the issues of SHG approach

### **1.3. SHG Approach**

SHG approach is one of the approaches employed for sustainable empowerment of women socially and economically. It is organized with the idea of self support or as a source of power to fight for and attain things that were unreachable before. This approach also assumes that building the self-confidence and self-esteem of women contributes to balancing power-relation at household level; this in turn improves the participation of women in communal activities which is again important for the sustainability of the program.

Substantial socio-economic development can be noticed in a good Self Help Group. The process, however, does not stop there. It goes on to build a strong People's Institution. The Cluster Level Association - CLA is the next level. A CLA is normally made up of 8 to 10 Self Help Groups from a specific geographic area. The CLA takes up social, economic and political issues that are beyond the scope of an individual SHG and leads the People's Institution towards empowerment.

At the Federation level, the main focus is on the important aspect of political empowerment. The strength in numbers makes this possible. At the formation stage, there are around 2000 members from the same number of households who meet with each other and share every week. This is a large, homogenous, collective, which gives them political power.

Political empowerment calls for the removal of all institutional barriers that limit people's choices and prevent them from taking action to improve their well-being. More particularly, empowerment includes strengthening the basic principles of good governance by enhancing popular participation, improving efficiency in pro-poor development and promoting democratic accountability and transparency. As poverty is linked to powerlessness, injustice and exclusion, empowerment means promoting human rights, increasing the range of civil society interaction and freedom of association, reinforcing the rule of law and the impartial administration of justice and giving the poor more voice and control over the type, quality, and delivery of services they receive. In the Self Help Group approach, this is the realm in which the Federation operates.

COSAP is supporting 8 federations in various areas of Ethiopia. The federations are undertaking their roles and tried to bring about a positive change on the livelihood of communities. It is

carrying out tasks to strengthen the federations and it was planning to further consolidate by conducting assessment based on four roles and responsibilities of federation so as to identify their limitations and fill gaps so as to prepare strategies to enhance them.

## **2. The Objectives of the Assessment**

The objectives of the assessment are to:

- explore the performance of the federations with due consideration of four roles and their management.
- identify the gaps of the federation in terms of their roles and
- recommend some strategies for improving their performance in the future.

## **3. Report Structure**

The first report is on Participatory assessment on each federation and provides recommendations so as to strengthen their roles.

## **4. Approach & Methodology**

The assessment was carried out as participatory assessment, with a view to exploring strengths and limitations of the federations in undertaking expected responsibilities and identifying gaps. This process enables to support and strengthen the capacity of the federations so as to carry out roles of federation in effective manner by their members. The assessment took place in Bishofto JECCDO Training Center .The assessment was carried out over a period in 4 days.

### **4.1 Sample size**

The assessment has covered eight Federations which are found in different regions of Ethiopia and of these three of them are found in Oromiya region, three in Amahra region, one in SNNPR and one in Addis Ababa. Four representatives of the federations participated in providing information in Focus Group Discussion (FGD). The assessment facilitator has conducted interviews with representatives and additional information was gathered from federation workshop.

## 4.2 Data collection techniques

Both qualitative and quantitative data were gathered from primary as well as secondary sources by using quantitative and qualitative data collection techniques.

Two data collection process /methods were used:

- Discussions with members of federation/participatory assessment
- Document Analysis.
- Some information was taken from the federations workshop conducted before the assessment.

## 4.3. Participatory Assessment

The participatory assessment was conducted from August 18-21/2015. It was carried in four days. It was conducted at JECCDO Training Center and the 4 representatives of the members of the federations took part in the process of the assessment .The performance of federations was assessed in a participatory manner and their grade was filled after discussing with members based the roles of federation.

## 5. Major findings of the Participatory Assessment

### 5.1. Basic Information of the Federations

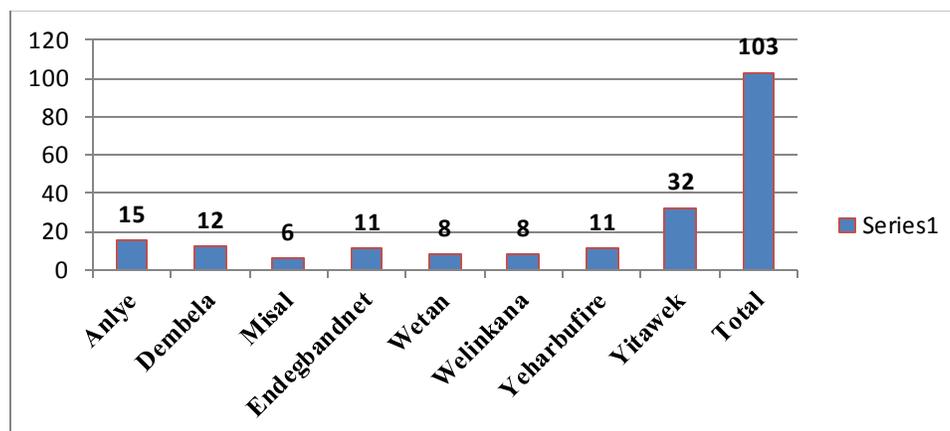
#### 5.1.1. Federations and their Regions

The participatory grade assessment was supposed to be conducted on eight federations. Accordingly, the following federations were assessed:

	<b>Name of Federation</b>	<b>Area of the Federation</b>
1	Anlye	Jimma,Oromiya Region
2	Dembela	Bulbula, Oromiya Region
3	Misal	Debrbirhan, Amhara Region
4	Endegbandnet	Debremarkos,Amhara Region
5	Wetan	Wetan,SNNPR
6	Welinkana	Bishoftu,Oromiya Region
7	Yeharbufire	Mersa, Amhara Region
8	Yitawek	Addis Ababa

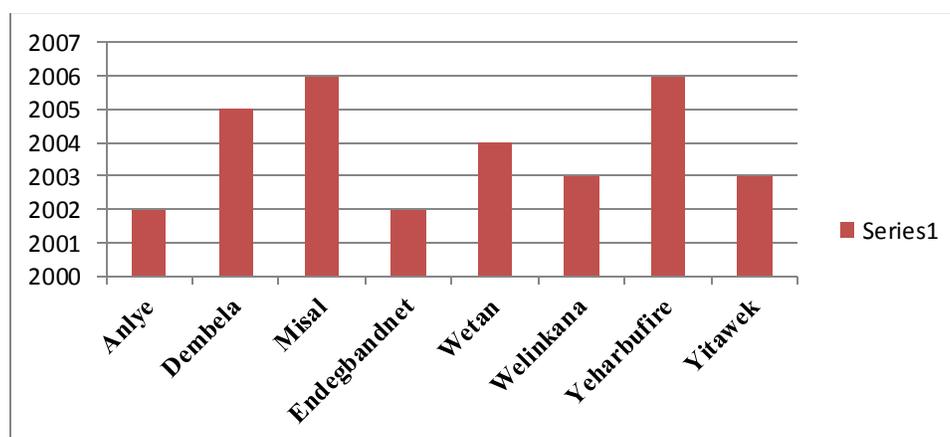
As shown above, three federations ( ) are found Oromiya regions, three in Amhara region, one in SNNPR and one in Addis Ababa. All of the federations were supported by promoting organizations and COSAP provided technical support for the federations.

### 5.1.2 The Federations and their CLAs



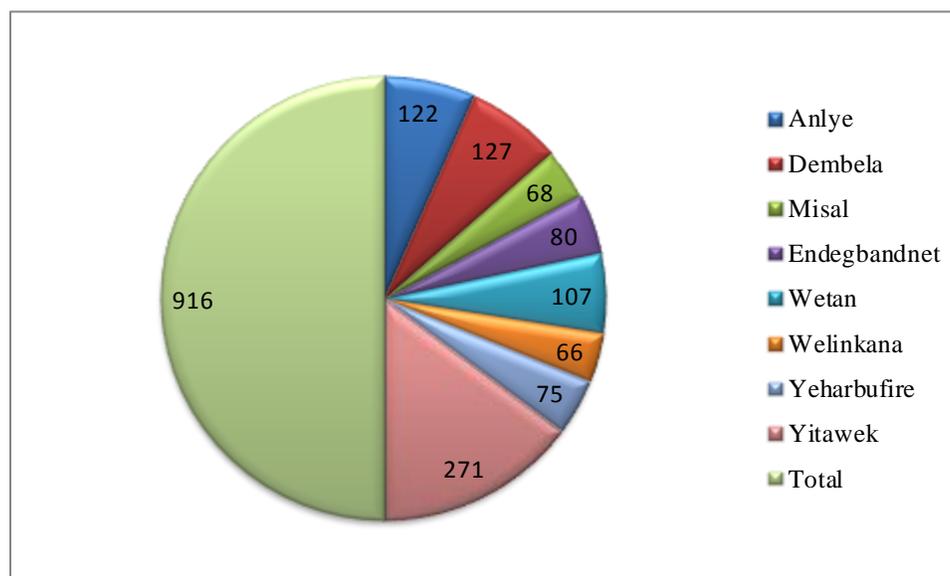
As indicated in the above graph, a total 103 CLAs have included in eight federations. Of these 32 CLAs which are the highest CLAs are found in Yitawek federation and Anlye Federation has 15 CLAs. The least no of CLAs (6) was found in Misal federation.

### 5.1.3 Year of Establishment of the Federation



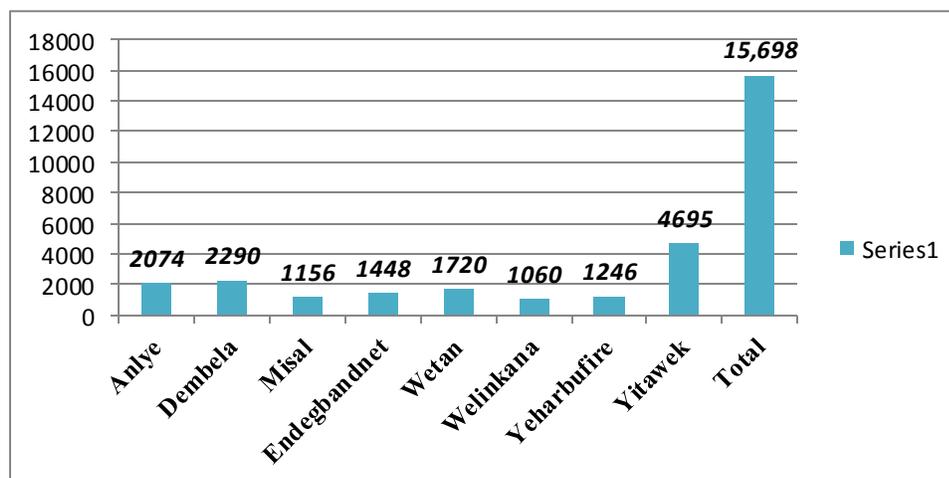
As shown in the above graph, Anlye and Endegbandnet are the first federations established in 2002 EC, Yitawek and Welinkana were established in 2003 EC, Wetan in 2004EC, Dembela in 2005 EC and both Misal and Yehabrufire were established in 2006 EC.

#### 5.1.4. No of SHGs in the Federations



As the above chart shows that Yitawek federation has 271 SHGs, Dembela and Anlye federations have 127 and 122 SHGs respectively. The least number of SHGs are found in Welinkana and Misal which comprise 66 and 68 SHGs respectively.

#### 5.1.5 No of SHG members in the Federations



The above graph illustrates that a total of 15,698 SHG members are found in eight federations. Of these, Yitawek federation has the highest number of SHG members, which is 4695. Dembela and Anlye federations have 2290 and 2074 members respectively. The least number of SHG members are found in Welinkana Federation.

## **5.2. Findings related to Management and Leadership**

### **5.2.1. Formation of the Federation**

Once the CLAs are assessed and readied for the Federation, the actual formation begins. Each CLA selects two representatives from among their members to represent them at the Federation. The CLAs come up with criteria important for selection their Federation representatives. If practical, it may be good that all the eligible CLAs decide on 6 to 8 criteria that are acceptable to all of them. In this respect, almost all the federations were through assessing by creating criteria for all CLAs and then strong CLAs were selected and formed federation. Two members of CLAs from each CLA were selected for members of federation.

### **5.2.2. Sub committees of the Federation**

The Federation has an Executive Committee to act on behalf of the representatives of the Federation. The Executive Committee members are selected from among the Federation members based on criteria set by the Federation. The Executive Committee members serve for a fixed term. A member can be on the Executive Committee only as long as s/he is on the Federation. The Executive Committee should not have more than 8 members in order to maintain its capacity to act. The Committee could have task-oriented committees to implement various planned activities with due considerations of roles of the federation. In this respect, all federation has executive committee and it comprises from 5 to 9 members. The committee members have a monthly meeting to manage the overall activities of the federation. The committee has formed task oriented sub committees from its members to carry out roles of the federation after developing the federation action plan. However, two federations (Dembela and Misal) did not form sub committees and all members are participating all roles of the federation. Thus, it is important to form a task oriented committee with due considerations of roles of federation so as to carry out the activities in each roles in more proper way.

### **5. 2.3. Action Plan**

The Federation needs to prepare their own action to be carried out with range of certain time. The first plan could be just for 6 months since they are still very new to the Federation concept.

Nevertheless, they could have short-term plans extending for a year and long term plans for 3 to 5 years at a later time. In the case of the federations, all of them have prepared action plan but the time range differs federation to federation. Five of the federations have a one year action plan and the rest 3 has a six months action plan. As discussed with the participants it is good to have action plan but it was not revised and some of the activities are not prepared with due considerations of the roles of federation and it is mixed up with roles of CLAs. Therefore, it is essential to revise the action plan based on the roles of federation and assessed needs. They would ensure that this plan is fulfilled by delegating responsibilities to SHGs, CLAs and the executive committee as well as the sub-committees of the Federation.

#### **5.2.4. Meetings of the Federations**

A federation conducts a meeting for making plan and decision on important issues. The federation calls for a general assembly meeting when necessary but at least once in a year. The executive committee has its own meeting schedule and other meeting is prepared for all members of the federation to discuss on planning, implementation and monitoring of activities based on action plan. As discussed with federations' members their executive committee conducts a meeting one in every month to discuss on progress of the activities and problems encountered. In addition, almost all federation stated that they conduct once in a month for all members of the federation to monitor achievements of the planned activities and challenges they have face in implementing the activities. In addition, all federations stated that they conduct a general assembly meeting once in a year for present their report and decision on future plan.

#### **5. 2.5 .Stakeholders of the Federation**

There are various stakeholders that need to work with the federation. The stakeholders could be GOs, NGO and communities and they play great role in planning, implementing and monitoring activities of the federation. Thus, it is important to gather and document contact information of various stakeholders in the environment that the Federation could relate to in one way or the other. In this respect, as it was discussed with representatives of the federations, there are working with government offices such as WCYA, Health, Justice, SME, education, trade industry offices and schools. In addition, they stated that the federations are working with various NGO

which promote and work on children and women. Thus, it is important to identify other stakeholders such Media persons, religious leaders of all religions represented, representatives from Lawyer's Associations, Bank Managers, Businesses and business people. These stakeholders may contribute to provide various support and services in various roles of the federation.

#### **5.2.6. Documents of the Federation**

A federation should maintain various documents and books for documenting profile and registering financial and program activities of the federation. In this respect, minute book of Federation and Executive Committee, Books of Accounts, Records file, Stock Register, Information Register, CLA reports file, Visitor's book need to be maintained by the federation. Regarding this, most of representatives of the federations confirmed that they have some of the documents and books such as minute book, CLA reports file, visitors' book, income and expense file, and bank book. Thus, it is important to prepare and maintain various documents and books for effective recording on all profile activities and financial reports.

#### **5.2.7. Capacity building provided for the federation**

Federations require a lot of inputs to build their capacity in various aspects of their functioning. These could be trainings such as the concept of federation, features and roles of federation, institution building, human and children rights, lobbying and advocacy. However, the promoting organization may not be able to provide all trainings for the federation. Thus; the Federations need to liaise with various resources persons/agencies in the environment to obtain skills and competencies. As was discussed with the representatives of the federations, almost all of the federation stated that they received basic training on concepts of federation, features and roles of federation and leadership skill and communication skill trainings were given for four federations (Anliye, Yitawek, Wetan and Edegetbandnet) by promoting organizations. Thus, it is advisable to find other basic trainings from institutions. In addition, they submitted that some of the promoting organization provided with office equipments and furniture to undertake their administrative tasks and planned program activities of the federation before phasing out of the SHG projects.

### **5.2.8. Self -assessment of the federation**

A federation needs to make regular self-assessments of their performance once in a year. The executive committee members as well as all the Federation members would take part in this participatory assessment. The assessment should focus on effective and timely fulfillment of planned activities as well as planning of activities in keeping with the goals and objectives of the Federation. The Federation would call the general body once in a year as it is an appropriate time the Federation provides a report of the year's activities and share their plan for the next year. And this would also be a time when the general body makes an annual assessment of the Federation. In this regard, the discussants in the FGD stated five federations (Edget bandinet, Aniley ,Wetan, Yehbrufere and Yitawek) conducted self assessment based on their planned activities and performance once in a year. The remaining federation did not carry out the assessment. Thus, all federations should conduct self assessment so as to explore its strengthens and limitations in undertaking the roles and enables them to decide of future plan of the federation.

### **5.3. Findings on Roles of the Federation**

#### **5.3. 1 Building a Strong and Sustainable People's Institution**

##### **Vision/mission and goals**

As discussion indicated, all of the federations have developed their own vision, mission and goals. Nevertheless, most of the representatives of the federation did not internalize these and some members could not differentiate the vision the federation from goals . Thus, it is important that the vision needs to be regularly read at their meeting so that they remind and differentiate it.

##### **Federation Office**

The participants stated that almost all of the federation secured office from the government, their CLAs or by rent and enabling them to undertake their roles and administrative tasks in the office. However, one federation (Dembla) did not get office to carry out their responsibilities yet. In this respect, the federation needs to use it as the government may take it back if the office is not utilized properly and regularly. In addition, some promoting organization provided the federations with office equipment. However , office equipment (including computer, printer and

photo copier) given to Welinkana federation were not handed over to the federation due to the fact that the promoting organization requested the federation to provide document confirming receipt of the equipment. Thus, it is important to organize a discussion forum between the federation and promoting organization through the facilitation of COSAP.

### **Strengthening CLAs**

A federation has various activities under role and the responsibilities. One of the activities is to take over administrative and management roles of the People's Institution from the promoting organization. Role transfer exercises are conducted between the promoting organization and the Federation such that the Federation will slowly take over activities still carried out by the promoting organization. In this respect, almost all of the federations tried to strengthen their constituent CLAs and SHG through visits, discussion, social and financial auditing. However, they were not utilizing variety of mechanisms to strengthen the CLAs and were not strengthening all its CLAs as planned and the role transfer activities were not clear for the members. Thus, the members of the federations should be familiarized on activities in role transfer for proper implementation and the roles should be described in their plan clearly. Furthermore, there is a need for the federations to carry out additional activities so as to strengthen CLAs need to be exercised by the federation. In addition, all of the federations were less pragmatic on providing access to relevant information on markets, financial services and government schemes. Therefore it is important to orient and encourage them to consider and deal with such problems.

### **Legality of the Entities**

Getting legal recognition is one of the activities that need to be carried out by the federations. Legal recognition enables to create relationship various stockholders for effective implementations of the roles of the federation and assists to get various support and services for the federation. In this regard, only two federations (Anlye and [Edgetbandenet??](#)) could get legal recognition from Social and Labor Offices in their localities but the remaining federations are still trying to get such recognition through discussion with government offices. However, almost all of the federations were able to get recognition by the government offices as they created working relationship with them. Thus, this endeavor should be continued and strengthened and

the federation should be recognized by their own strong work so that such tasks would help to get legal recognition in the near future.

### **5.3.2 Ensuring that needs based Services Reach the Community and are of the required quality**

Ensuring that need based services reach the community and are of the required quality is one of the main role of the federation. In this respect, all except Yitawek federation facilitated the SHG members and community to plant trees on their areas to take up large environment conservation measures. Besides, they organized environmental sanitation program and basic health package vaccination, family planning and HIV/AIDS through workshop and home to home visit for the SHG members in collaboration with health offices and NGOs working on health issues.

In addition, they organized adult literacy program and summer tutorial program for children of SHG and community members in collaboration with education office in their localities. In addition, they identified OVC and link them with NGOs to get educational support and encouraged parents to send their children who have attained school age go to school.

Furthermore, the federations facilitated to construct public latrine for the community, worked with government to provide houses for 35 members of SHGs, discussed with government to construct water tap in nearby areas so that women can fetch water without going far places, maintained bridge in their areas.

Nevertheless, most of the federations were less pragmatic on providing access to relevant information on markets, financial services and government schemes and they could not maintain regular contact with stakeholders/government to work on various services to the community. Thus, the members of the federations should have adequate knowledge on activities on their role and should put it in their action plan. It is also important to conduct refresher training on how information on markets, financial services and government schemes should be provided.

### **5.3.3 Working Towards Peace, Security and Justice in the Community**

Working towards Peace, Security and Justice in the community is one of the major roles of the federations. As it was indicated in the discussion, the federations are working on preventing Harmful Traditional Practices (HTP) and case related to child labor and other related violence against children and women in collaboration with pertinent government offices through discussion forum and dealing with the problems. They also conducted discussion forum to create awareness on child labor, rape, HTP, superstition for the SHG members and community members. In addition, they provided trainings on child labor and sexual violence against children for members of the community by inviting NGO in their respective areas. They organized discussion forum and dealing with the problems related to various violence against children and women. In addition, the federations organized awareness raising program on the effect of sniffing glue for members of SHGs. They also promoted to incorporate in their bylaws that a widowed woman should not be forced to marry the husband of his deceased brother.

Nevertheless, most of the federations did not establish network with organization working on human rights and child rights for awareness, information and support and did not encourage and facilitate discussion on child labor, violence against children and early marriage through CLA and SHGs. The federations have been doing great on the roles with good commitment of the members. Thus, the members should be familiarized with role and its activities and put it in their plan action and implement it accordingly. Moreover, the federation should make networks with organizations working on human rights and child rights for awareness, information and support in regular manner and it is important to strengthen and continue to conducting their roles with due consideration of participating all federation members.

### **5.3.4. Influencing People's Thinking and Existing Policies Positively**

The federations exerted influence on preventing malaria in their areas from health office, organized discussion forum to deal with problem of separate utilizing of toilet for female and male students in the schools. One federation (Dembela) was discussing with local government especially Women Office on the issues of enforcing a widowed woman to get married to her husband's brother after the death of the latter. Besides, the members of the federations discussed with the mayor concerning the need to construct toilet for girls so that girls are encouraged to go to school. They also influenced government office to get access to housing for women with low

socio-economic status. The members of the federations were invited to offer their suggestions on the draft policies of youth and elders and they provided their feedback. They organized public rally and bazaar in stadium to promote and influence government office on women development and support. The federation was working with Women, Children and Youth Affair (WCYA) Offices to exert pressure on court of law to impose proportionate penalties on those who abuse women and children. They also tried to influence the government offices to get legal recognition through discussion forum and organizing campaigns and public rally.

Nevertheless, some federations were less active in organizing public rally and campaigns to raise community's awareness on children and women rights and HTPs. There is inadequate understanding and skill on ways of influencing people's thinking and existing policies, there is little information on policies related to trade, services, gender balance on the part of the members of federations. Thus, the members of the federations should be motivated to learn more about these role and activities and encourage them to include them in their action plans to implement it. In addition, additional activities of the role have not been conducted and clarity on activities of the roles was not observed on the members.

In addition, the assessment enables to identify the following limitations:

- The roles of the federation have not been clear for some members.
- Some federations mixed up activities falling under role two with that of role three.
- The vision was not internalized by some members of the federations.
- There is confusion between vision and goals of the federations.
- Minutes of meetings were not taken in regular manner in some federations.
- The roles of the federations and CLA were not differentiated in the case of some federations.
- Frequent turnover of members of the federations militate against continuity.
- Inadequate administrative fund has been observed.
- Dependency on federations on promoting organizations.
- Promoting organizations left the federations without proper preparation.
- Representatives of CLAs have not been selected without proper criteria.
- Role 4 was not implemented properly compared to other roles of the federation.

- Inadequate training trainings for the federations.
- Phasing out with little capacity building by promoting organizations.
- Less active in starting insurance (health and life) through linkage with insurance agencies.
- Less motivation on undertaking roles of federation was observed on some members of the federations and it hinders to carry out the roles as planned.
- Some federations did not conduct self assessment due to the fact that lack of skill of participatory federation self- assessment or less attention of the members.

## **6. Conclusions and Recommendations**

### **6.1. Conclusions**

The participatory grade assessment seemed relevant and timely for federation members to identify their limitations and fill their gaps so as to enhance their capacity for effective implementation and achievement of their federations overall goals.

This enables them to understand practically the basic issues revolving around roles of federations and ways accomplishing their task practically. The participants stated that the assessment enables them to explore their efforts and past experiences in their roles of federations with due considerations of strengthens and limitation in running tasks in their federations. In addition, they commented that it assists them to identify their future effort to manage roles of federations effectively.

The facilitator stated that such assessment should be conducted by the members of the federations in a regular basis and timely follow up and monitoring should be undertaken to make the federation more effective.

## 6.2. Recommendations

The following action points are recommended by the consultant:

- Roles of federations and their activities need to be clarified to the members.
- Action plan should be prepared based on the roles of the federation and assessed needs of the community.
- Ways of implementing each role should be clarified with due considerations of variety of activities.
- Members should be selected for the federation based on the criteria set out.
- The federation should collect CLAs and document information of various stakeholders in their areas to work with.
- The federations should be motivated to conduct self assessment once in a year so as to identify their limitations and strengthens and take corrective measures on time.
- The federation should organize events to get legal recognition.
- Funds for the federations should be raised and contribution from CLA and SHG should be collected on time and in regular manner.
- Important documents and books should be maintained by the federations.
- The federation members needs to be encouraged to conduct meeting and take minutes in a regular manner and follow up on their implementation.
- Exchange of experience among federations on their performance once in a year through workshop to the extent the budget allows.
- Conduct experience and information exchange among federations through telephone or other mechanisms.
- Capacity building trainings should be provided for members of the federations.
- Promoting organization should provide trainings and exposure visits and make them let them to know when and how the phase out takes place.

**Assessment Tools or Check list for FGD**

**Name of the Federation :**

**Place of the Federation:**

**No. of CLA in the Federation:**

**Time of Establishment:**

**No of the SHG members in the Federation:**

**No of participants in the Assessment:**

**Date \_\_\_\_\_ Time \_\_\_\_\_**

No	Criteria	Plan	Achieved	Score	Reason for Achievement	Reasons for less scoring	Solution	Practice/tasks needs to be Improved
	Related to Leadership <ul style="list-style-type: none"> <li>• Meeting</li> <li>• Minute</li> <li>• Existence of sub committees</li> <li>• Existence of Action plan based on roles of Federation</li> </ul>							
1	Building a strong People's Institution and sustain it <ul style="list-style-type: none"> <li>• Comes up with Vision and Mission for the People's Institution through strategic planning</li> <li>• Conducts Role Transfer exercise with the Promoting Organization to take over responsibilities</li> <li>• Identifies Capacity Building needs and builds competence in Management, Financial and Program skills</li> </ul>							

	<ul style="list-style-type: none"> <li>• Ensures good functioning of People's Institution by delegating authority to SHGs and CLAs. The CLAs monitor and strengthen each other.</li> <li>• Identifies and obtains an appropriate legal identity</li> </ul>							
2	<p>Ensuring that need based services reach the community and are of the required quality</p> <ul style="list-style-type: none"> <li>• Provides access to relevant information on markets, financial services, Government schemes, health, education etc to the community.</li> <li>• Starts insurance schemes (health and life) through linkages with insurance agencies</li> <li>• Takes up large environment conservation measures</li> <li>• Maintains regular contact with local government to work as an extension arm in immunization, relief operations, literacy drives, initiatives of peace and reconciliation etc.</li> <li>• Networks with other players so that the needs of people are met adequately</li> </ul>							
3	<p>Working towards Peace, Security and Justice in the community</p> <ul style="list-style-type: none"> <li>• Facilitates the larger community to come up with values for themselves and takes measures to maintain these values (<i>Child labour,</i></li> </ul>							

	<p><i>early marriages etc).</i></p> <ul style="list-style-type: none"> <li>• Maintains contact with local administration, police authorities and judicial system at higher levels such that law and order as well as justice are maintained. The Federation plays a role of partnership with the authorities.</li> <li>• Raises awareness on the rights of people especially that of children and women at large levels</li> <li>• Networks with organizations working on Human Rights and Child Rights for awareness, information and support.</li> </ul>							
4	<p>Positively influencing people's thinking and existing policies</p> <ul style="list-style-type: none"> <li>• Lobbies with the government for pro-people's policies in matters of infrastructure development, trade policies, services, gender balance etc.</li> <li>• Advocates policies that uphold the rights of women And children and human rights in general.</li> <li>• Organizes rallies and campaigns to raise awareness on various issues. (<i>HIV and AIDS, child labor, abuse of women and children, harmful practices etc.</i>)</li> <li>• Effectively uses the print and electronic media to raise awareness on relevant issues</li> <li>• Puts up candidates based on criteria to b</li> </ul>							

	<p>elected representatives of the people</p> <ul style="list-style-type: none"> <li>• Networks with like-minded organizations and people's groups for cumulative strength of numbers.</li> </ul>							
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**Consolidating Questions**

- How was your federation formed?
- Tell us how representatives of federation selected from your CLAs?
- Who are your stakeholders?
- What kinds of documents and books are available in your federation?
- What capacity buildings were given to your federation?
- Did you conduct federation self assessment? How? How often?
- What are the achievements of your federation?
- What challenges have faced so far? And solution given?

**Comments:** \_\_\_\_\_  
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**Recommendations:** \_\_\_\_\_  
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**Name of Assessment facilitator** \_\_\_\_\_

**Date** \_\_\_\_\_ **Signature** \_\_\_\_\_