EQUIDIVERSITY FOUNDATION
Promoting Equity in Diversity



"WOMEN'S VOICE & RIGHTS": A THREE YEARS COMPILED REPORT (SEP' 21-AUG'24)

STRENGTHENING WOMEN'S LEADERSHIP AND POLITICAL PARTICIPATION IN RURAL LOCAL SELF- GOVERNANCE (PANCHAYATI RAJ INSTITUTION, PRI) FOR GENDER INCLUSIVENESS IN 4 GPS BIRBHUM, WEST BENGAL, INDIA

ABSTRACT

The essence of democracy lies in its ability to make elected officials accountable to the electorate. While women comprise half the population, they often remain marginalized in political participation and decision-making processes. This initiative, supported by Action Village India, aims to empower women elected representatives (WERs) in four Gram Panchayats (GPs) of Birbhum, West Bengal, shifting them from proxy leadership roles to active governance. The document presents a summary of the impact of the program that lasted three years.

Supported by Action Village India

Introduction

EquiDiversity Foundation aims to empower women in rural communities to actively participate in local governance and decision-making. Through capacity-building workshops, and advocacy efforts, the project enhances women's representation in Gram Panchayats. By developing leadership skills, governance knowledge, public engagement and confidence, the initiative addresses gender disparities and promotes women's voices in community development. This has resulted in increased women's representation and more inclusive, equitable decision-making at the grassroots level. By empowering women elected representatives, forming Nari Jagaran committees, and supporting victims of violence, EDF ensures women's voices are heard and their priorities addressed in local governance. Through awareness campaigns, capacity building and advocacy, the project mobilizes young people and men to challenge gender-based violence, promote gender equality, and deconstruct patriarchal norms. By integrating community engagement through leadership of Nari Jagaran Committees providing survivor support, and awareness initiatives, we try to create a robust platform for sustainability and ownership.

With the support of Action Village India the project is being implementated in the four Gram Panchayats of Birbhum district. The work hinges on three pillars.

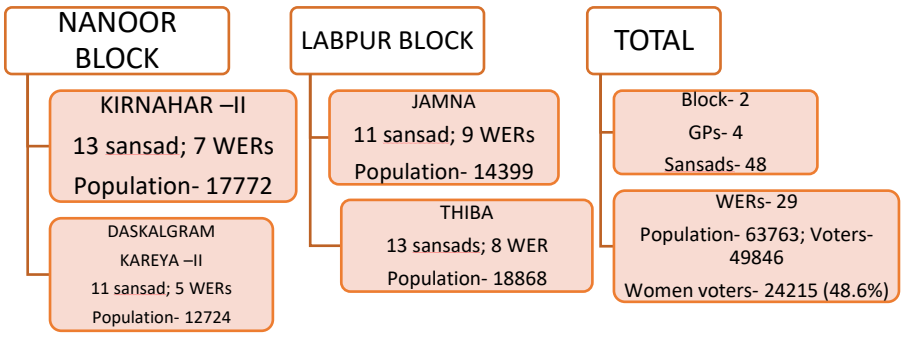
It questions the existing patriarchal power positions and tries to negotiate with it

- Supporting the EWR directly to become effective leaders and bring facets of their feminine qualities into governance.
- Working with men to re-look into their role of 'supporting women'.
- Working at the community level with the SHGs for strengthening their role in governance (PIM), combating GBV and building community support for women in addressing social barriers to women

Objectives of the Programme:

- The aim of this work is to change 4 Gram Panchayats in Birbhum, West Bengal's rural governance system from one where women serve as proxy leaders to one where women actively participate in decision-making processes & governing, ensuring democratic leadership
- We will work to empower women elected representatives/ leaders (WERs) to govern by encouraging them how to take a public consensus, promote gender responsive budget, monitor services & be accountable to the public—all of which increase credibility to voters
- We will work with stakeholders in the community, including local self-help groups (SHGs), political parties, voters, both men & especially women, to illuminate the role that gender plays in democratic governance

BIRBHUM PROJECT AREA



Strategies taken under the program

Activating Committees & Systems

- Strengthening 5 Sub Committees and promote inclusion of SHGs in them especially the W&C DC and PH & E Committees
- Strengthening Village Level Child Protection Committees (VLCPCs)

Strengthening Pressure Groups

- Strengthening the SHG based federations at sansad & GP level
- Strengthening the Anti GBV Vigilance Committee- Nari Jagaran Committees (NJCs)
- Strengthening the monitoring committees at the civil society level through involvement of women
- Strengthening Child Parliaments in Primary Schools
- Strengthening Adolescent Groups (boys and girls) and encouraging joint action

Encouraging Ownership of Gender Space

- Capacity development of women elected representatives
- Encourage ownership of women's spaces like Gram Panchayat Facilitating Team, community fairs & creativity
- Creation of a safe space

Encouraging Empathy

- Capacity development with male opinion leaders
- Encouraging alliance building and shared leadership

Replicability

- Extension & Scale up process in other areas for converting 'tends' into 'practice'. Kirnahar II Gram Panchayat taken as a new area

Universe of Implementation

- 58 women elected representatives
- 667 members of Nari jJagaran Committees
- 142 male political leaders
- 31335 voters

Sukhi, The Undaunted

I am Sukhi Hansda, a 28 years old Santhali woman. I live in Dighaldanga village of Kirnahar II Gram Panchayat. Growing up in the Santhal community, I longed for a formal education even though community norms made schooling for women and girls a distant dream. My father, a daily wage labourer, struggled in the fields and endured a lot of hardships to put me in school. I completed her secondary education. Soon after that I was married off. Following my marriage, I persuaded my husband to enrol me in school. Although I managed to join school, just four months before the higher secondary exams, news of my pregnancy shattered my aspirations for higher education. I started tutoring boys and girls from the Santhal community, and soon my popularity grew within the community.

Seeing this, the political leaders in the area offered me a ticket to become a member of the gram panchayat. I became a member of the gram panchayat, but wasn't actively participating in politics. When Equidiversity Foundation started working at Kirnahar II, I received various training sessions from EDF and realized that being politically active meant more than just attending Gram Panchayat meetings and participating in its activities. Slowly I felt a desire to empower the indigenous community and knew that it required a different kind of struggle.

"Many people come to the house and she assigns them various tasks. I am very pleased to see that. When she is not at home, I search for her and take her home. I want my daughter-in-law to be able to manage everyone's work"-says T.M. Hansda, Sukhi Hansda's father-in-law

I joined the Nari Jagaran Committee and never missed a single capacity development programme conducted by EDF. I used the Santhali language to raise awareness among indigenous women, holding frequent small meetings to educate them about their rights. I taught them how to deal with abusive husbands, where to seek help from, and whom to contact in case of difficulties. "Seeing Sukhi, we have gained mental strength. I have joined the Nari Jagoron Committee"- Putul Murmu, Sukhi Hansda's neighbor.

I visited the integrated child development services (ICDS) and selected the best quality rice for mid-day meal by personally inspecting it. In this way I have been actively advancing toward my goals.

"I used to be afraid to speak up before, but now my courage and mental strength have grown significantly. I want our indigenous women to see me and step forward"

Outcome 1: Empower women elected representatives/ leaders (WERs) to govern by encouraging them how to take a public consensus, promote gender responsive budget, monitor services & be accountable to the public—all of which increase credibility to voters.

Profile of the Women Elected Representatives

- 70% represents the socially marginalized sections.
- 78% belonged to the majority Hindu religion and 22% represented the Muslim minority population.
- 48% had completed education up to the VIII standard, followed by 37% with education up to the X standard. A smaller percentage has pursued higher education, with 11% having completed H.S. and 4% holding a Bachelor's degree.
- 63% had an income between 2K -5K. 37% had an income upto 1K. This earning is also a result of monthly stipend provided by the West Bengal Government to the members of Gram Panchayat @ Rs. 3000; Rs. 3500 to the Sub Committee Members of the Gram Panchayat and Rs. 5000 to Pradhans of the Gram Panchayat.
- The majority of women representatives (59.2%) have been in politics for 5-6 years, indicating that this is their first term in active politics.

Key Activities Undertaken for implement this outcome

- Conducted 116 handholding meetings with GPs.
- 230 home visits to motivate WERs.
- 125 monthly health and SHG meetings with WERs
- 149 Meetings with family of WERs to enlist their support for the WERs in performing their official duties and household work
- 6 three days gender training with 58 WER of 4 GPs
- 21 handholding meetings with 4 WERs to integrate gender issues and support WERs to perform their roles
- Organized 8 workshops on planning and budgeting with gender considerations.

Outcome Result:

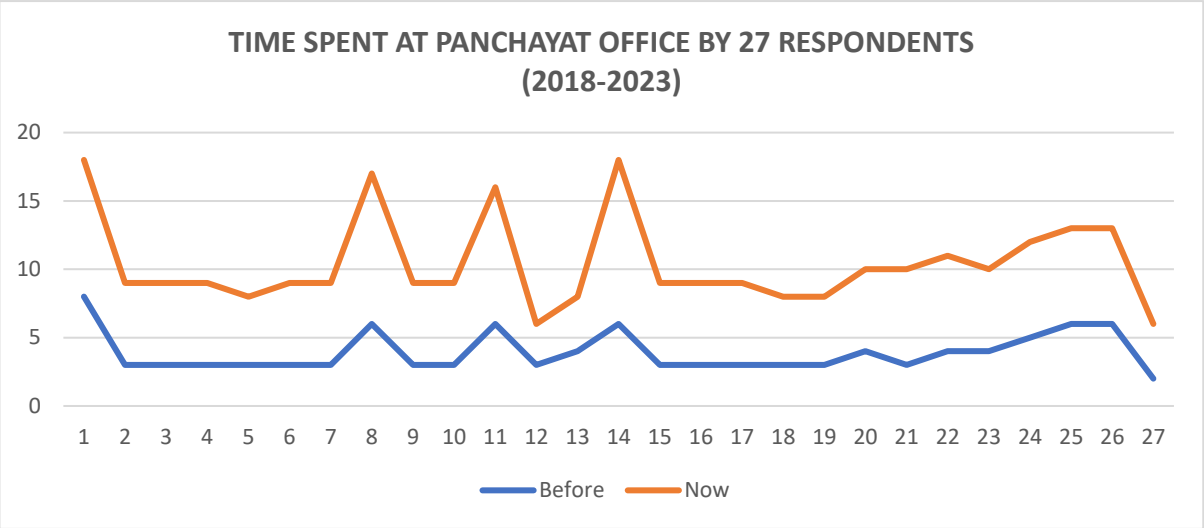
- A marked improvement was seen in visibility and confidence of women elected representatives in local governance.
    - 48% of the women highlighted that gaining recognition and creating a personal identity were transformative outcomes of their political engagement.
    - Leadership Skills: Source : Internal Study, 2024
        - 92.6% rated themselves between 3 and 4 on the scale, indicating a general confidence in their ability to communicate effectively.
        - 74% of respondents rated themselves between 3 and 4, indicating a solid sense of self-assurance in performing their duties.
        - 77.8% of women rating themselves between 3 and 4 on the scale. This suggests that most women feel capable of organizing and managing meetings effectively, an important skill for coordinating with team members, stakeholders, and community members.
        - Out of 58 WERs, 27.5% (16) emerged as confident leaders to address the public.

Effectiveness of EDF Trainings (source: Internal Study, 2024)

In contrast, the training programs facilitated by the Equidiversity Foundation (EDF) received overwhelmingly positive feedback:

- The programs focused on Panchayat system management, roles and responsibilities of members, legal awareness, gender, and case management, equipping women with practical knowledge and critical skills to navigate their political roles more effectively.
- **66.6%** of the respondents noted that EDF's **"learning by doing approach"** made the trainings more effective, emphasizing the importance of hands-on experience and ongoing mentorship.
- EDF's training programs, particularly in **legal and gender awareness**, helped the women gain a better understanding of key societal issues, enabling them to address women's concerns and gender-based challenges more effectively in their roles.

- 82.8% (48) WERs became active participants in rural governance



- The average time spent by WERs have shifted a great deal from an average of 2-3 hours at the beginning of the term to 6-8 hours at the end. This shift suggests a positive evolution in their roles and their confidence in managing Panchayat affairs. The increase in time spent in the Panchayat highlights a significant growth in responsibility, reflecting the women's progress in leadership over time. The constant one to one handholding, the trainings and meetings by Equidiversity Foundation may have contributed to the broader acceptance of the responsibilities by both the women elected representatives and the community. *Source- Internal Study, 2024*
- 81% (47) WERs were regular at GP meetings.
- 57 WERs have visited ICDS, SSK, Primary Schools and seriously implemented their monitoring roles
- 20 WERs active in VLCPCs
- 93% (54- 27 from last term and 27 from current term) WERs actively got involved in organizing neighbourhood meetings prior to sansad sabhas.
- The same number 93% also organized effective gram sansad sabhas. 59% (34) WERs remained present in Gram Sabhas.
- 100% respondents identified especially neigboubourhood meetings, sansad sabhas and gram sabha as effective forums for integration of gender issues.
- Regular interactions between WERs and community stakeholders increased awareness about issues faced by women. 48.2% (28) became active in spreading awareness about women's rights and social issue along with NJC members.
- Notable improvement in women's involvement addressing violence against women (VAW) by WERs were seen from 18 of them representing 31% of the women elected members.

Women As Inclusive and Gender Just Leaders

Source: Internal Study, 2024

Contribution to Society by Female Elected Representatives (WERs)

The data from 27 female elected representatives illustrates the diverse ways they contributed to their communities, reflecting their deep involvement in social welfare, infrastructure development, and women's empowerment.

Social Welfare Programs

The most widely recognized contributions were related to social welfare, particularly for marginalized and vulnerable community members. The provision of allowances and support for those in need was a major focus:

- 59.2% of the women elected representatives actively participated in linking community members with various entitlement schemes, such as: old-age and widow allowances; Kanyashree (scholarship for girl students); immediate relief efforts for those in urgent need and ensuring that marginalized groups received disability certificates and were connected to government aid programs.

Infrastructure Development

Infrastructure-related projects were another area where these women leaders made substantial contributions, directly impacting their constituents' quality of life:

- 33.3% of the representatives prioritized clean water supply, addressing a basic but essential need in their constituencies.
- 33.6% focused on improving streets, ensuring safer and more accessible roads and providing better housing for marginalized groups, improving their living conditions; sanitation and drainage improvements, ensuring healthier living environments, particularly for tribal communities. One representative's efforts led to the installation of sanitation facilities in a tribal village, which had long been underserved.

One notable achievement was the establishment of a disability-accessible park, which showcases the commitment to inclusive development.

These contributions to infrastructure development indicate that women leaders are addressing both practical and spiritual concerns within their communities.

Women Empowerment and Support

Women's empowerment was another critical area where the female elected representatives made significant contributions, with 44.4% of them actively supporting women's rights and development:

The contributions of female elected representatives are multi-faceted and have a significant social and economic impact on their communities. These efforts emphasize their commitment to tackling gender-based violence, supporting women's economic independence, and enhancing services that support the health and development of women and children. The focus of gender modules and handholding process of EDF seem to have played a significant role in nurturing the women leadership into being more inclusive and gender responsive. While there are notable successes, there is a need for continuous support and training to maximize their potential and overcome systemic challenges.

The three-year initiative has shifted the dynamics of local governance in Birbhum by empowering women to take on leadership roles, thus enhancing accountability and inclusivity in decision-making processes. The ongoing support and involvement of community stakeholders will be crucial for sustaining these gains and continuing the journey toward gender-equitable governance.

Tinku's Battle

I am Tinku Bagdi. My hometown is in Jamna. I currently serve as the Jamna Gram Panchayat Pradhan (head). Since 2011, I have hac affiliation with politics. After marriage, I discovered that my in-laws and even my two brothers' in-law were active in politics. They h stood for election and had been victorious. When the seat got reserved for a woman, my in-laws and the village elders encouraged to file my nomination. With their support on my side, I was convinced that there was nothing to worry.

I used to take my young child and my husband with me when I initially became a member of the Panchayat. I was initially a little nervous and hesitant in conversing with people. When I left the house wearing a saree and carrying a purse on my shoulder, my neighbours would frequently pause and gaze. They were unable to travel like that. They used to giggle and remark, "look, she gets fever doing housework and now she found a reason not to do it." I battled on ignoring such attitude.

Then, in 2018, with the support of my family, community, and party, I was nominated once again. I feel that my success has been mostly shaped by the people here at home, the party bosses and Equidiversity Foundation. I was chosen for the position of head o Jamna Gram Panchayat. I believe that the park I created in front of Jamna Sangsad Dhubabati Vasantakumari Balika Vidyalaya is my best work. Additionally, I constructed a playground where children can play on swings, and there is a pool as well. I used to worry about my child constantly when he was little and I would leave him at home or take him with me to meetings. I spoke with the Part leadership and the Panchayat employees and set up a children's crèche inside the Panchayat where mothers could safely put their kids while they attended meetings. Two women were also stationed there to take care of the kids. I had the idea of forming a committee of women where women would extend their support to other women facing violence and abuse. I made sure that they safe, capable of handling their own problems and also could work from home. This is the Nari Jagaron Committee, which is led by women. The Nari Jagaran Committee serves a variety of additional purposes as well. They also host equipment for manufacturing lentils and masala. Women are also making soap, cloth masks, and other products.

There were probably two other women with me in the local party, but the party is predominantly male. The male party members would take care of any issue that came up in the village and paid little attention to what women had to say. There, we felt bad. Additionally, there are two female employees working for the Gram Panchayat. But no one really listened to us when we tried to speak up; only male personnel took decisions on work. Government agencies as well as Equi Diversity Foundation have both provid me with extensive training. Having completed the trainings, I felt much more confident. Today, I know where to raise an issue and how. I have overcome a lot of the prior challenges.

I have learnt how to manage and lead. For instance, I attend a meeting with the Nari Jagron Committee before the neighbourhood gathering. I inform them about the date and time of the neighbourhood meeting. When there is a neighbourhood gathering or Pa boithok, I explain in advance that the work of women will be given priority. After which we sit down with the locals (particularly women) and talk about all the issues that need to be resolved in that neighbourhood. I then went to the Gram Panchayat to preser these felt needs. These issues would then be brought up in the village meeting of the Sansad Sabha. I will attend the meeting too. T women also get their opportunity to discuss their issues there and raise questions .The budget is then decided. Currently, I am the leader of the party from which I was elected as well as the leader of all of them. I used to talk more, but now I listen more.

I have developed and contributed to the installation of streetlights so that teenagers, particularly girls feel safe on their way home from tuition at night. Additionally, I have ensured patrolling of certain areas by civic volunteers as well. I have pushed for change rooms near the ponds for women.

I have grown in mental strength from the time that the Nari Jagaran Committee was established and I received trainings through it. Today, I can talk without inhibitions. I used to follow the male leadership and staff considering that women had no opportunities t express themselves. But after attending so many trainings and using the knowledge I gained, I am now speaking my mind and encouraging other women too. Our opinions are now being valued.

With all the work I do or have done in the Panchayat, I am largely satisfied. I have noticed numerous difficulties affecting women ar because I can address these issues through politics, I will continue my involvement in politics and this work. Even if I don't get nomination, I will continue because I want to support the women. I will try to bring Nari Jagaran Committee to the block level.

Success will only come if you are willing to support oppressed women. I want more women to have positions of political leadership and empower women. When the party holds a meeting and the male leaders schedule it, they are not thinking of women's participation. The meeting should be scheduled at a time that is convenient for the women. These days, this notion keeps popping into my thoughts. I would like to see more women given priority positions of power. Given that women are only permitted in 50% o three tier Panchayats, the government should pay attention to them and value their opinion.

Society will present you with plenty of challenges, but you must overcome them in order to achieve success. After ten years in polit I believe that the party's rules and regulations should be changed in order to enable better representation of women. For a single woman it is not possible for her to change rules. Thus, more women should join the party.

[Translated from A-Porajito (The Undaunted), published by Equidiversity Foundation, March 2023]

Outcome 2: Engage community stakeholders, including local self-help groups (SHGs) and political entities, to highlight the role of gender in governance.

Our strategy of engaging women voters revolves around mobilizing women into the Nari Jagaran Committees (NJC) and strengthening their leadership to promote active participation in local governance, building sustainable community support systems and speaking truth to power. Our efforts to enhance women elected representatives' capacities to represent development issues and voices of the marginalized is guided by the Gandhian belief that politics is not an instrument of power but an agency of service. Nari Jagaran Committees (NJC) are being shaped with the goal of bringing issues of the marginalized and holding dialogues with political representatives and institutions to build a culture of holding dialogue and debate in local governance. Equidiversity Foundation is stiving to let "lokneeti (particularly mahilaneeti) drive local rajneeti".

Nari Jagaran Committees create a strong sense of community and solidarity among women. By organizing regular neighbourhood meetings, women discuss their individual and collective problems, identify solutions, and support each other. This network of support helps women feel less isolated and more empowered to address their issues. Nari Jagaran Committees are empowering local women by equipping them with knowledge about the law and skills for leadership. Nari Jagaran Committees sensitize women about law, equipping them with the skills and confidence needed to engage in local governance and fight their obstacles. This empowerment transforms them from passive recipients to active leaders who advocate for their rights and those of others. The impact of Nari Jagaran Committees on real people's lives is profound. Women who once felt isolated and powerless now have a platform to voice their concerns and seek solutions.

Seema's Flight to Freedom *[translated from A-Porajito (The Undaunted), published by Equidiversity Foundation]*

Seema Bagdi is my name, and I am thirty years old. I live in the village of Bagdol, Birbhum. When I sat for my school final exam, I failed in three subjects. I had a lot of problems at home with no teacher, and no one to guide me. My childhood experiences were mostly joyful. But every time I stepped out of the house, people would make fun of me because of my skin tone and appearance. fact, people used to laugh at me, making jokes about my height and looks. I was told that I was ugly; that I looked like a fisherma got married soon after class ten.

I share a house with my son and my spouse. When the marriage ceremony took place, my husband saw me for the first time. My laws and marital family members never allowed me to accompany them anywhere. Even when a neighbouhood marriage took place, I was asked to stay home. They insulted me all the time. I used to spend all of my time inside the house. I had become nerv at the thought of going out. One day, left the house on my own accord to attend a Nari Jagaran Committee training. I felt like a human being as a member of Nari Jagaran Committee. I attended the rally to celebrate women's day. I heard that the committee managed a wide range of tasks. Later, I discovered that this was a space where you could talk about yourself. I enrolled myself in the group to express myself about my problems. My husband did not physically assault me. But they have caused me an enormou amount of misery. I received a lot of abuse for the way I looked and was compared with my partner who has an attractive appearance. I was told I was not a match for him.

I am never late for Nari Jagaran Committee meetings. Thanks to the committee, I have joined their cooking team. I enjoy my time there. The first time I left my house to attend the meetings, people would yell at me and exclaim- "what kind of person is she leav such a husband to fend for himself?" I take care of the house and also look after my mother-in-law despite how she has treated m Some people do not realize that nothing is accomplished just by appearance. Even some highly intelligent and educated people b the same thought. I'm trying to ensure that everyone understands that girls shouldn't get married before turning 18 years. I ask people: "why should you wed your daughter so soon? What is the urgency right now? Girls will get Kanyashree, if they studied". I am the committee caseworker. Along with other committee members l also cook to earn a livelihood. I provide food during workshops and team meetings. We are two cooking teams at the moment. We take turn. I want to contribute monetarily to the household and help raise my son. I grow nutrition garden. Because of the vegetable I grow, we don't need to purchase as much. Therefore, some money is saved.

I want to work for the advancement of women. Outer beauty is nothing but temporary. I now realize that people can be very attractive if they strive hard to achieve good through social work. I help others to understand it.

Key Activities Undertaken:

- Conducted 579 meetings with self-help group clusters and subclusters across 4 Gram Panchayats (GPs), fostering governance participation with an average attendance of 13 members per meeting.
- Organized 17 two-day training sessions on gender for 372 community women from the 4 GPs.
- Planned 12 two-day workshops on rights and laws for 295 women to establish and strengthen Nari Jagaran Committees (NJCs).
- 63 NJC members trained on 4 days casework and feminist counselling.
- 146 Handholding meetings with NJC members to make them aware of para meetings and sansad sabhas
- Trained **125 women leaders** on planning and para baithak.

Outcome Result

- ❖ More than 184 women showing leadership.
- ❖ 96 NJC members were drafted into Gram Panchayat Planning Facilitating Teams (GPFT) in three years.

- 125 NJC members gave leadership with support from WERs to organize and hold para meetings prior to sansad sabhas.
- 399 plans submitted by the community for GP Annual Action Plan.
- 222 NJC members actively engage in103 awareness camps to spread awareness about women's rights and social issues.
- NJC members were active, handling 192 cases of gender based violence
    - 23.6% cases were referred to the police and legal aid with NJC members providing support to the survivors by accompanying them.
    - Counselling support was provided in 210 times
- 46% survivors ended up joining NJC as members
- 110 NJC members have been included as members of Village Level Child Protection Committees.
- NJCs have fundraised Rs. 65,385 in two years for Samyo Mela (Equality Fair). They have also been able to create their own fund of Rs. 41,660 in these three years.

The Nari Jagaran Committees have significantly able to shift community dynamics by empowering women, fostering leadership, and addressing gender-based violence by disrupting status quo. Through continuous training and community engagement, these committees have created a robust support network, promoting both social and economic development. The journey continues as these women strive for greater equity and justice in their communities.

Outcome 3: Transform rural governance systems in Birbhum to enable women to actively participate in decision-making and include gender issues.

- 75 male political leaders underwent leadership trainings over three years
- A significant portion of female representatives (40.7%) given tickets has over 10 years of political experience, showing that some women have matured in their political careers and gained substantial experience in governance. The data points to a shift in party nomination strategies. In previous years, there was a tendency to nominate women with little political experience, often as proxies for male family members. In 2016, Equidiversity Foundation had found that only 22% of women who had political experience were given ticket a second time. However, the current trend shows that women with longer political careers are now being given more opportunities to contest elections. This indicates a growing recognition of women's experience in politics, counteracting the previous preference for fresh faces. This also shows that the advocacy Equidiversity Foundation did with the political and opinion leaders has been an effective strategy.- *Source, Internal Study 2024*
- A focus on integration of child rights lead to the following
    - 11 Village Level Child Protection Committees were activated by the Gram Panchayats
    - 3 Child Sansad Sabhas organized by the GPs to hear voices and opinion of 310 children.
- Linkages have been established with networks and NGOs locally and nationally to promote women's rights.
- The efforts on the ground led to the integration of gender considerations in all Sub Committees of the Gram Panchayat. In the financial year of 2023-24, the budgetary allocation for women and child development and welfare subcommittees (non schematic) steadily increased their allocation from 3.58% to 5.89%. In the Gram Panchayat Annual Budget, gender integration in all 4 sub committees (health and education, infrastructural development, women and child development,

agriculture and animal husbandry) also witnessed an increase of 6.2% over last year. When we began in 2016, the budget was a mere 0.3% of the total.

- In the financial year of 2023-24, In the Gram Panchayat Annual Budget, some highlights:
  - Women in the areas demanded 85 bathing ghats with changing rooms. 7 were integrated in the plan and implemented.
  - 278 streetlights were demanded at specific points to promote safety. 205 lights were installed
  - Women and girls in the area had identified 26 spots that required police patrolling such patrolling was installed in 13 places.
- Our efforts were recognized at a broader level when we received the **Sociofare Award** in the **Panchayati Raj** category from Sabri Helpage. Additionally, our initiatives were featured in a magazine by the Panchayat Department of West Bengal, showcasing the journeys of one of our women political representatives.

Challenges

- Political volatility in Birbhum posed a challenge, requiring constant awareness and strategic adaptation.
- Working with men, particularly those in power, was difficult due to reluctance to engage in discussions about self-awareness and gender issues.
- Engaging older GPs became challenging; new GPs showed more enthusiasm.
- Continued need for mental health support for team members dealing with domestic violence.
- Impact of 2 elections- Panchayat election & Parliamentary elections in three years created gaps in program implementation.
