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Lesson Learning Report: ADD



EEP/Shiree

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EXECUTIVE SUMMARY

In the effort to lift extreme poor physically challenged people out of poverty, EEP/shiree, a partnership between the Government of Bangladesh (GoB), UKAID and Swiss Agency for Development Cooperation, launched a project *'From Margin to Mainstream: A Drive of Challenged People for Economic Empowerment'* implemented by Action on Disability and Development (ADD). A lesson learning process was undertaken to capture the key learning from the project and to examine progress made and challenges faced in the implementation of the project.

Bangladesh has 16.2 percent of its working age population physically disabled, with a significant gender gap standing at 23 percent for women and 10 percent for men¹. This project helps create employment opportunities in the garments sector and small business entrepreneurship within Dhaka urban context. Through a self-help group setting and capacity building of the Disabled People's Organizations (DPOs), physically challenged people (CP) were able to gain a sense of belonging, improve their social status, gain respect in their community as well as being empowered to demand their rights from the duty bearers. The combination of both economic and social empowerment has allowed the CP to be integrated into the mainstream society.

The high number of those who failed to transition out of extreme poverty (non-graduates) of 222 beneficiaries identified in November 2013 endline survey was a reflection of the complexity and challenges of urban poverty. These include factors such as evictions, fires, water logging and frequent displacement of the businesses from the streets. Supplementary support was provided to these non-graduates households in the last 8 months of the project extension period; however, by the end of the project period in August 2014, the impact to these beneficiaries was too early to be evaluated. Change Monitoring System (CMS) 2 in June 2014 showed an overall positive change in the confidence of CP; however, a self-assessment of CP steps out of extreme poverty shows that 60% still selects step 6 and below.

Detailed Findings

Distance and Mobility

Distance is an important component when designing a project targeted at CP. The disabled-friendly infrastructure and transportation are non-existent in Bangladesh and as a result, it poses a significant problem for the CP. The PANAHC Centres needed to be established close to the homes of the CP. Additionally, this project has not been able to make better use of ADD's international arm and influence Western buyers due to the fact that the client factories are located outside of Dhaka while this project was implemented mainly in the settlement areas under Dhaka City Corporation.

Garments and Small Business Support and Training

The project design had underestimated the number of beneficiaries who were interested in small business, as some already had an existing small business and others were not easily convinced that they could successfully gain employment in garments factories. A core

¹ See: <http://siteresources.worldbank.org/SOCIALPROTECTION/Resources/SP-Discussion-papers/Disability-DP/1109.pdf>

component of the project focuses on breaking the barriers with garments factories when only 225 (32%) of the beneficiaries received support and training to gain employment in the garments factories. Out of the 222 non-graduates in November 2013, the failure rate of the small business owners at 40% was higher than the failure rate of the garments workers at 20%. The project could have focused its efforts more on building business management skills of these business owners and a regular follow up to achieve the greatest impact based on the number of beneficiaries.

It was found that women were not specifically targeted during the beneficiaries' selection, with less than 15 percent physically disabled women selected as the lead beneficiaries of this project. Future projects should consider the gender dimension to target more women and more interventions to improve women's empowerment. The endline survey showed a poor result on women's empowerment, with only half of those surveyed confident about their future (54.7%), comfortable to speak or participate in groups (65.6%), a member of a social or community group (67.2%) or comfortable in addressing local government agents (53.1%). One third of the women had 'no' influence on all household and family decisions, including when to have a child (42.2%). Additionally, the total value of assets for male headed households was also significantly higher than women headed households with a mean average of BDT 30,266 versus BDT 14,762.

Another learning from the project is that garments training needs to be tailored based on the physical disability of the CP and on the different aspects of the operations so those who are physically able have the greatest chance to progress from being a 'Helper' to an 'Operator' and improve their income. 226 garment trainees are now employed and working as an Operator, which indicates the adequacy of the training provided by ADD to make the CP employable and skilled to progress within the garment factories. The endline survey also found that 42.2% of the beneficiaries surveyed are now employed in garments and 57.8% in petty trade, while at baseline all of the beneficiaries were unemployed.

Advocacy

The circular distributed by the Labour & Employment Ministry to all BGMEA listed factories to encourage garment factories to provide employment to CP was a significant milestone achieved by ADD with the support from Shiree as a GoB funded programme. This circular broke the barriers with the garments factories. Considering labour laws non-compliance is prevalent in Bangladesh garments factories, employment of CP is a big step forward.

ADD also made continuous effort to sensitize garments factory owners and managers on the challenges CP have. Despite this, there was little success in signing Memorandum of Understanding (MoU) with Bangladesh Garment Manufacturers and Exporters Association (BGMEA) and individual factories. The one MoU secured with Centre of Excellence for Leather Skill Bangladesh Limited (COEL) turned out to be a badly designed agreement as one of the conditions did not meet the needs of the CP and that the training provided by COEL was found to be inadequate by ADD.

Capitalizing on the strength of the DPOs

Disability is not only an individual problem but a societal problem. DPOs aim to address this by ensuring inclusive and equal participation of CP in the society. This project found that the use of ADD's existing DPO networks proved to be extremely valuable in the selection of the extreme poor CP and in changing the mindset of the CP who often think that

they are a burden to society. This project has been successful in creating awareness on the rights and entitlements of CP, increasing their self-esteem and confidence, creating a sense of belonging and empowering CP towards self-reliance. CP interviewed in Focus Group Discussions (FGDs) believed that the social gains are as important as the economic gains received through the project.

ADD also learned the importance to include caregivers of the CP as beneficiaries. This is because in many cases, the burden of caring and generating income falls to the family members. ADD also conducted training session to give parents and guardians of CP an update on how their family members have progressed in the workplace to improve respect within the family and community.

Sustainability of Social Business

ADD has taken a bold approach to launch a social business for jute and leather shoes manufacturing during the project extension period. Notwithstanding that this approach can open up more opportunities and channels for CP as a whole, it leaves little time for CP to be trained on how to manage a business by the end of this project. The project had secured a contract with Aarong for leather shoes business but it has not been successful in securing buyers for the jute business.

Recommendations

1. MoU need to be carefully designed to ensure it reflects CP best interest.
2. Continuing effort beyond this project is required on the advocacy front by ADD to increase the number of MoU with relevant parties in the future, to ensure full coverage of government safety nets, to improve relationship with private sectors including both the garments and leather industries, and to engage more of ADD's international arm in the future.
3. Future intervention focusing on physically challenged women and women's empowerment needs to be increased given the high number of gender gap prevalence of CP.
4. Continuous financial and management support is required by ADD for the 2 PANAHA Centres and on the running of jute and leather shoes business, at least in the first year of operation.

INTRODUCTION

Economic Empowerment of the Poorest (EEP)

The Economic Empowerment of the Poorest (EEP) Project is a partnership between UKAID from the Department for International Development and the Government of Bangladesh that aims to take one million people out of extreme poverty by 2015. During 2013 Swiss Development Cooperation (SDC) joined the project as a co-founder and the duration has been extended slightly to March 2016. The programme has adopted the name *Shiree* meaning steps in Bangla, reflecting the approach towards helping people to progress out of poverty. There are two *Shiree* challenge funds, the Scale Fund and the Innovation Fund. Both are distributed to NGO implementing partners via a competitive process with selection made by an Independent Assessment Panel. The Scale Fund supports proven approaches to addressing extreme poverty while the Innovation Fund enables innovative approaches to be tested and enhanced in implementation. Scale Fund grants are typically of the order of £3million, covering around 10,000 direct beneficiary households each. Innovation Fund (IF) grants are also substantial, averaging £300,000 and up to 1,000 households. In May 2014, there were 26 active sub projects, 14 Scale Fund and 12 Innovation Fund working with approximately 250,000 households.

Inherent in the inclusion of an Innovation Fund in programme design is the objective that these projects will be closely and continuously monitored and evaluated with successes scaled up, either directly utilising available shiree resources, or indirectly for example through other funding routes or by influencing the design of other projects and programmes.

The shiree programme also has a mandate to research the dynamics of extreme poverty and of the effectiveness of interventions designed to address extreme poverty. The main objective of this work is to make a significant contribution towards the eradication of extreme poverty in Bangladesh by 2022.

Innovation Fund Round 3

The Innovation Fund is distributed via themed bidding rounds. Round Three focused on marginalised groups, a theme that was identified from Shiree's experience working with the extreme poor and evidence that marginalised groups make up a disproportionate number of the extreme poor. These groups include elderly people, the physically challenged, religious or ethnic minorities, who have been largely failed by state and non-state interventions. Thus Shiree encouraged NGOs in Round Three to develop proposals specifically designed to improve the lives of marginalised groups. 7 NGO projects were selected of which the total value of contracts was £1,893,069 with 7,160 beneficiaries.

The Lessons Learning Report

This report is focused on the Action on Disability and Development (ADD) project learning, and forms part of the Innovation Round Three Lesson Learning reports. The reports have been produced for three main reasons: firstly to capture and to make available the significant learning from each individual project, secondly to provide an impact assessment that can inform decisions regarding the potential replication or scale up of project activities, thirdly to provide a vehicle for a process of interaction, reflection and appreciative dialogue

between the Shiree team, NGO project staff and beneficiaries, hence generating learning and helping the formulation of ideas that build on project experience even prior to the publication of the report. Each report follows a similar structure that reflects the key elements of this intensive and interactive process.

The Report Format and Limitation

A similar process has been followed during the preparation of each report in IF Round 3. **Chapter One** was drafted to summarise the narrative of the lessons learned from design and inception through to completion. ADD was asked to submit relevant documents to inform this chapter and the chapter was reviewed and endorsed by the NGO project staff prior to finalisation. **Chapter Two** reports the output of an Impact Survey conducted according to a standard methodology for all Innovation Fund projects. This survey was undertaken by trained enumerators adopting a similar methodology to that used for the Scale Fund CMS3 instrument. The baseline census (CMS1) is used for before and after intervention comparisons. The **Conclusion** is a comparison between final project achievements and the original logical framework.

This report was subject to the following limitations:

1. Reports and data available with ADD were mostly input and activity oriented, which to an extent limit their usefulness in capturing the lessons learned.
2. The methodology did not include interviews with key stakeholders such as factory owners and government representatives therefore their views have not been reflected in the report.

CHAPTER ONE: PROJECT SUMMARY

Background

CMS 6: Summary of ADD Interventions

Beneficiary (BHH) Information	2011	2012	2013	2014	Cumulative	Target (according to log frame)
BHH selection complete	300	400	0	0	700	700
BHH profiles (CMS 1) complete	278	422	0	0	700	700
BHHs receiving training and support for garments	26	199		0	225	600
BHHs receiving <i>refresher</i> skill training on garments	0	0	0	50	50	50
BHHs receiving sewing machines and tailoring training	0	19	0	0	19	0
BHHs receiving IGA, training and support for small businesses	122	334	0	0	456	100
BHHs receiving <i>additional</i> IGA supports for small business	0	0	54	0	54	0
BHHs receiving <i>refresher</i> skill training on small businesses and <i>supplementary</i> IGA	0	0	0	172	172	172
BHHs receiving training on shoe making	0	0	0	25	25	0
BHHs receiving training on Jute product making	0	0	0	25	25	0
BHHs who dropped out or migrated	0	10	30	0	40	0
Total value of assets/cash distributed (BDT)	3,617,354	10,439,084	3,820,378	3,535,668	21,412,484	23,052,873

Impact

The goal of the project 'From Margin to Mainstream: A Drive of Challenged People for Economic Empowerment' is to reduce extreme poverty of marginalized disabled people in the proposed working area. The project will enable the British and Bangladeshi Governments to fulfill their commitment to the UN Millennium Development Goal to eradicate extreme poverty & hunger by 2015.

Outcome

The purpose of the project as stated in the Project Memorandum is to sustainably graduate 700 physically challenged people (CP) - a term used by ADD to specify the type of disability of People with Disability (PwD) - living in the settlement areas of Kafrul, Pallabi, Tejgaon, Shah Ali, Jatrabari and Badda under Dhaka City Corporation out of extreme poverty. CP are often marginalized due to their inability to join the workforce, despite having the capability to learn and participate in certain professions within the labour market. They are often excluded from the mainstream society, are denied their citizenship rights, and face extreme economic hardships. The ADD project innovation plan to address the problem of extreme poverty and social exclusion of these highly marginalised groups.

Major Activities

The project addresses both the economic and social marginalisation of the extreme poor people with disability through complementary interventions that help build social and economic linkages between marginalized and mainstream communities. The project seeks to graduate beneficiaries from extreme poverty step by step through social and behavioural skills training and assets transfer, as follows:

	Economic	Social
Step 1		Selecting the beneficiaries and organizing them into self-help groups and conscientization on their plights and rights.
Step 2	Each household profile is collected to identify interest and capacity gap.	Becoming a member of a disabled people's organization (DPO) group: community challenges identified, exposed to new ideas from awareness raising.
Step 3	Transfer of vocational skills through training.	Building confidence and self worth which is reflected in interaction with society
Step 4	Income generation from placement in garments factories as employees/ transfer of IGA for small business.	Increased self esteem and prestige in the society.
Step 5	Graduated from Extreme Poverty	
	Higher sustainable income that allows beneficiaries to meet their expenses for food, health, housing and other purposes.	New positive social linkages with mainstream groups developed. Rights are realised and groups are empowered to continue advocating for access to public support and services.

Project Outputs and Activities

The project has 3 main outputs and the following activities under each output:

Output 1: 700 CP trained in sewing machine operation and/or small business enterprise

Activities:

- Identify physically challenged people according to a set criteria and develop household profile
- Create awareness on the plights and rights of CP and motivate for self-reliance
- Map the scope of work opportunity for disabled people and assess the needs of garments industry
- Map possible work opportunities with BHHs considering impairment and mobility
- Set up seven PANAH Centres in Dhaka City – hire rooms, purchase equipment and out-source trainers
- Provide sewing machine operation training for those who would like to work in the garments factories
- Provide entrepreneurship development training for those who would like to start a small business
- Provide aids, appliances and treatments depending on the nature of disability, if required.

Output 2: 700 CP secured employment in the garments' sector, other industries or through self-employment

Activities:

- Develop linkages with garments factories and arrange visit of PANAH Centres
- Sign MOU with Bangladesh Garments Manufacturers and Exporters Associations (BGMEA), buyers and individual factories who have commitment to disability
- Placement of trained people in the suitable job in garments factories and in other industries
- Follow up both garments workers and small independent entrepreneurs and provide support where required.

Output 3: Private sector, especially the targeted garments factories, undertake steps to employ CP and Government of Bangladesh (GoB) promote their employment by policy

Activities:

- Meeting with garments factory owners
- Sensitize BGMEA, BKMEA, FBCCI to develop their own policy to recruit challenged people
- Influence Western buyers to recruit CP in their client factories
- Awareness and capacity building on issues surrounding CP in the work place with relevant GoB ministries & garments sector apex bodies
- Advocacy to the GoB for policy promoting employment of CP
- Media campaign in collaboration with other shiree projects.

Project Implementation

The project was delayed for the first six months with no beneficiaries selected or verified by July 2011. Apart from the late recruitment of project staff members, the delay in selecting beneficiaries was attributed to the following reasons:

- a. CP were found to be scattered within the target areas, therefore, attending the training centres proved to be difficult due to their lack of mobility
- b. CP were not easily convinced that they could successfully gain employment in garments factories

To address beneficiaries' lack of mobility, the initial plan of setting up seven PANAHA (Potential Advancement Network and Hub) Centres in Dhaka with residential facilities was modified and replaced in the second year with six PANAHA centres without residential facilities. The saving of BDT 1,024,187 over the project period from this change was mainly reallocated to direct delivery.

The progress of the project was stagnated half way through the project due to additional challenges some of the beneficiaries faced. In 2012, beneficiaries in Tejgaon settlement area were affected by fires, unannounced eviction and frequent displacement of their businesses from the streets. The loss of assets from these events and destruction of newly built livelihoods caused great distress to the beneficiaries and undid project progress. In 2013, another 160 beneficiaries were affected by water logging in several working areas in Begunbari area. These additional challenges faced by urban CP have driven a high non-graduation rate, a benchmark used by Shiree through analysis of quantitative and qualitative data. The endline survey conducted in November 2013 (Chapter 2) found that 222 out of 700 beneficiaries have not graduated from extreme poverty, and 250 out of 700 CP have not received government safety nets support.

As a result of this high rate of non-graduation and in consultation with Shiree, the project was extended in December 2013 for another six months to provide supplementary support for the 222 non-graduated beneficiaries. This includes providing refresher training sessions on small businesses or sewing machine operations, and additional assets worth BDT 12,000 were distributed to the 172 small-business beneficiaries. Over and above this, additional support was provided to 50 households who have inadequate total income (i.e. by ADD standard of BDT 6,750/month/household). A new component of the project, being jute and leather shoes training, was provided for these 50 households.

The project was further extended up to August 2014 (additional two months) due to the delay in the disbursement of assets and additional time required to set up new PANAHA Centres for the running of the jute and leather shoes business. This project delay also meant that the impact of the intervention for the 222 CP cannot be evaluated by the time this report was published. ADD reported that 41 out of the 50 garments beneficiaries have now been upgraded from 'Helper' to 'Operator'.

Beneficiaries Selection

ADD field officers identified possible beneficiaries in selected Dhaka settlements through a process of dialogue with local communities. However, following the recruitment of a Project Manager (PM) in May 2011, it became clear that the ad-hoc and somewhat informal method of beneficiaries' selection was not able to adequately locate extreme poor CP. The project

team later identified the need to modify beneficiaries' selection strategy by leveraging ADD's strength through their network of Disabled People's Organizations (DPOs).

As a result of discussion with Shiree and leaders of DPOs, the strategy for beneficiaries' selection was reformed to include remapping of surveyed areas, recruiting volunteers, ensuring involvement of leaders of the DPOs, and providing orientation to ADD staff members and volunteers. Subsequently, 300 beneficiaries for the 1st year and 400 for 2nd year were successfully targeted.

The beneficiaries' selection had to be further revised in the second year of operation to include caregivers (family members who are the guardians or caretakers of the CP) as beneficiaries. This is due to the fact that in many cases, when a disabled person is unable to work, the burden of caring and generating income falls to the family members. It is therefore important that the caregivers also receive training and support enabling them to provide support to the disabled and rest of the family.

The 50 households' members selected for jute and leather shoes training in 2014 was also managed with the help of DPO group leaders. The selection was mainly based on location and previous experience working in the leather factories. This selection, however, might have been skewed by ADD's interest to set up a social business on jute and leather shoes with no garments training or small business options provided to these additional 50 households.

Livelihoods Options

Income generation of disabled people has not been a core focus of ADD's work in the past, and the *"From Margin to Mainstream: A Drive of Challenged People for Economic Empowerment"* partnership with Shiree was the first livelihood project that ADD was engaged in. It is worth noting that ADD as an organization has gained a great deal of learning from this project as ADD intervention in the past has mainly been on the advocacy front. The main initiative of the project was to economically empower 700 extreme poor CP living in six different settlements of Dhaka city, being Badda, Tejgaon, Jatrabari, Shah Ali, Kafrul and Pallabi. The initial proposal and budget estimated that 600 beneficiaries will be employed in the garments factories or other manufacturing industries, and another 100 beneficiaries will be self-employed through small businesses.

During beneficiaries' recruitment it was found that many more people were interested in establishing their own small business rather than receiving garments training and employment. This was not anticipated during the design phase. The main reasons for this trend were:

- a. The garments factories in most cases did not have adequate facilities for people with disabilities. Garments workers need to use stairs which is hard for physically disabled people.
- b. The timing of work and life styles of employed workers were deemed too stressful for many CP.
- c. The fear of being ridiculed and exposure to prejudice in public arena.

The freedom and flexibility offered by owning a small business was more attractive to some beneficiaries. More than expected beneficiaries opted for the training on entrepreneurship development. The training includes lessons on economic system, basic accounting, and customer service management, which helped the beneficiaries in carrying out their business.

Through Focus Group Discussions (FGDs) with beneficiaries, it was found that a large number of beneficiaries have already been involved in small businesses before the training. The project provided the boost required in their business through cash assistance, training and community engagement. The training also provided capacity building that enabled beneficiaries to run their businesses more effectively and efficiently. In order to suit the reality of the project, the log frame was updated in the middle of the project and a provision was kept that allows an open choice on livelihood selection.

On the garments sector front, ADD reported that although there is no discrimination of pay in the garments factories, some beneficiaries are only able to be at the “Helper” level, which is the lowest level due to their physical disability – earning approximately BDT 3000/month versus an “Operator” level at approximately BDT 6000/month; therefore it remains a challenge for some beneficiaries to progress within the garments factories. On the other hand, trained beneficiaries employed in different garments factories were found to be better employees by the employers. The garments owners observed that disabled employees valued their job more than their able bodied counterparts and were more attentive to their work.

Advocacy

Progress has been slower than intended, despite advocacy being one of the core components of the project. Albeit having the experience working with district level government institutions and NGOs, project officials did not have the experience engaging with the private sector. Encountering the profit driven motivations of garments manufacturers, the project struggled to engage and advocate these prospective employers on behalf of the beneficiaries. There were little initiatives for the private sector to voluntarily engage in employing the disabled because it is considered a production risk. Many contacts in the garments industry struggled to understand the concept of this project and were reluctant to commit to employing people with disabilities, despite the skills training provided by ADD.

Although the garments factories initially did not show much interest in the idea, a different approach and advocacy strategy taken by the project advocacy team supported by Shiree team brought a significant breakthrough for physically disabled people. Chairman of Parliamentary Standing Committee on Labour & Employment Ministry (Ministry) was invited to the project inception workshop and follow up actions were taken. Upon this lobbying a circular was sent to all Bangladesh Garments Manufacturers and Exporters Association (BGMEA) listed factories from the Ministry to encourage garments factories to provide employment to the physically challenged people. This circular broke the barriers in approaching the garments factories. As a result of this lobbying, there were more than 200 beneficiaries who successfully gained employment in 60 garments factories in Dhaka. BGMEA committed to devise policy of reserving 5% quota for disabled persons which hadn't however been formalized as a Memorandum of understanding (MoU) by the time the project ended. It is important to note that a longer term advocacy strategy and efforts spanning beyond this project period is required to better the lives of physically challenged people. CMS2 showed that by June 2014, 43% of CP were not enrolled in government safety nets and 19% were enrolled but were not receiving.

An MoU between ADD and COEL (Centre of Excellence for Leather Skill Bangladesh Limited) was signed in 2013. It lists out an agreement for training and placement of physically challenged people in leather industries. The agreement includes COEL providing BDT 1,500 stipend per person/month while in training and the trainees in return provide

BDT 3,000 in their first month of receiving salary. Although there have been 7 CP who had received training on leather works to date, many CP were not interested in this agreement (particularly the first month of salary provision) and COEL has not been persuaded to provide other alternative arrangements to date. ADD also believes that the training provided by COEL was inadequate. Longer-term effort is required so that a win-win solution can be made with COEL and also with others in the leather industry particularly as the leather industry in Bangladesh is likely to grow even more in the future².

The project has neither received nor leveraged significant support from ADD UK headquarters. Given that the project was originally aimed to advocate and gain the support of large international brands, it was surprising that the project (and indeed ADD itself) failed to make better use of their international arm for this purpose. One reason found was that distance and mobility put a barrier in pursuing further recruitment of physically challenged people in the Western buyers' client factories. For example, Marks and Spencer was interested to recruit trained disabled persons but it did not eventuate as the factories are situated on the outskirts of Dhaka.

As mobility is a serious issue, sensitization of the garments owners proved to be crucial in the project's success. The project team with the support from Shiree successfully advocated to some garments factories; enabling CP workers to use the lift, which was otherwise prohibited. The project was also able to sensitize garments owners of the fact that CP face difficulties in accessing transportation to get to work, which at times resulted in their delay to reach the factories on time. ADD advocated so that CP are not deprived of their monthly bonuses for this reason and that a concession is made. ADD has conducted considerable number of meetings with different garments factories around the PANAH Centres, including Ananta group, one of the leading apparel solution providers in Bangladesh. It is a limitation of this report that interviews with garments owners and observations of the factories were not conducted to triangulate information.

Disabled People's Organization

One of ADD's key strengths is the establishment of DPOs and the support ADD provides in building the capacity of the DPOs. This support includes facilitating training, sharing of learning, consultations and group meetings. DPOs provide the means to network whereby both shiree-funded beneficiaries and other CP can be members of the same DPO. This cross-sharing of resources and support from ADD meant that shiree beneficiaries were able to receive training on voting rights and leadership development from Promoting Social and Political Rights (PSPR) of Persons with disability, which is another project of ADD. PSPR takes a rights-based approach by providing awareness on the rights of the disabled based on the Convention on the Rights of Persons with Disabilities (CRPD), ratified by Bangladesh in 2007. Similarly, other physically challenged people have also benefited from the training provided at the PANAH Centres. More than 150 additional CP received training on sewing machine operation and 7 CP on leather shoes production.

The weekly DPO meetings creates a scope for CP to interact in a social setting with whom they could share their stories and learning. This group setting and meeting facilitation created a sense of belonging to the CP which they lacked before. They found a community in which they could be themselves and were not ridiculed. Beneficiaries interviewed in the FGDs believe that this social gain was as important as the economic gains they received

² See: <http://www.thedailystar.net/business/leather-industry-hits-record-exports-1b-23968>

through the project. Beneficiaries asserted that these weekly DPO meetings provide a space to share issues encountered as garments workers and small independent entrepreneurs; it is a forum that encourages CP to think broader about their social rights; a linkage allowing them to improve their communication with the community leaders; through the training sessions, they have improved their awareness on voting rights, safety nets, and acknowledge the importance of education and savings.

One of the training sessions held was the Parents' and Guardian's meeting in June 2013. The objective of the meeting was to give parents and guardians of CP a better idea about how their children or family members were being trained and to provide an update on their progress in the workplace. The meeting was also held to sensitize the community about the rights and potentials disabled people hold. Representatives of local government, bazaar committee, garments employers and local elites also attended. The training sessions and meetings in group setting have generated the confidence of the disabled people. The extreme poor CP were marginalised in many aspects of their life; they lacked the sense of social belonging and were prone to think of themselves as a burden. This mindset has been one of the greatest obstacles to empowerment. ADD has been successful in creating awareness on the plights and rights of CP and in motivating them towards self-reliance.

Sustainability of the DPOs has been considered from early on in the project, with the intention that members will be able to run PANAHA Centres by themselves after the end of the project; however, regardless of the fact that ADD was confident that DPOs can self-function and that an executive board for each PANAHA Centre had been established, the management of the PANAHA Centres will need continuous support from ADD in the near future. This is because the remaining 2 PANAHA Centres (Satarkul and Palash Nagar) are also the manufacturing factories and business centres for the jute and leather shoes products.

One chairman of the DPOs interviewed advised that they have started a funding advocacy effort to the government and NGOs in the last three years so that DPOs can be self-sufficient. Some DPOs have also received help from the Councillor of City Corporation on development, health, water and sanitation. However, it was only in the last 8 months during the project extension period that beneficiaries have started to save BDT 100 per month per person. No loans have been taken to date but beneficiaries interviewed in the FGDs were confident that they would be able to borrow money from the DPOs' fund if they need to. These were deposited in respective PANAHA Centres bank account. There were diverse opinions in between the beneficiaries on what the money should be spent on, nevertheless, there seems to be an agreement that the money will be for a group purpose, building on the progress of physically challenged people.

Social Business Approach

As part of the project extension, ADD undertook a social business approach in two new industries. This involves training of 57 number of CP, which consists of both ADD-shiree beneficiaries and other CP. The leather shoes training session was an 80 days programme, where 33 CP were trained on each stage of the manufacturing process. The jute training session was a 48 days programme, where CP were taught on how to make 15 different jute products, including different sizes of bags, wallet, bottle holder, etc.

ADD learned from the initial scoping of the market that it needs to employ a designer on a full time basis to ensure that the model is up to date, as the sample products were originally

designed by the trainers. ADD also found the need to source high quality raw materials at a good price and the importance of a good quality control to be in place during production. ADD decided to pursue the big buyers - Aarong and Bata shoes - as opposed to small business owners for higher returns and bigger production scale. After a series of meetings, follow ups, registration for producer licence, designing, branding and buyers agreeing on the quality of the sample products, Aarong had their first purchase order in July 2014 for 600 shoes. As at the end of this project, there were still occupational health and safety checks to be done by Bata shoes before they proceed further. ADD would cover operating costs until these PANAHA Centres are able to self-fund. The jute business progress is still lagging behind leather shoes, with some discussions with department store such as Agora and Prince Bazar and other smaller businesses undergoing but no agreement was in place by the end of the project period.

Notwithstanding the fact that this approach can possibly open up opportunities and channels in the future for CP, this project is the first livelihood project of ADD, let alone to engage in business activities. ADD took a high-risk approach to the project by pursuing a social business rather than linking CP who have received the training for employment with established private sectors, which is what was originally planned in the project extension document. By the end of the project extension period in August 2014, there was still uncertainty as to whether ADD can successfully secure a contract with Bata; Satarkul PANAHA Centre was still behind on their deliveries to Aarong; and no contracts have been secured for the jute business. The introduction of a new approach that involves starting up a social business towards the end of the project period leaves insufficient time to ensure its sustainability. ADD will need to be involved in the running of the business and in building the capacity of the CP, particularly in the first year. This support includes diversifying buyers, establishing linkage with private sectors, ensuring quality controls and timely delivery, providing business branding and marketing support, capacity training on business and financial management and providing financial support. These investments and commitments are required to make it a successful arm of ADD wider interventions beyond this project.

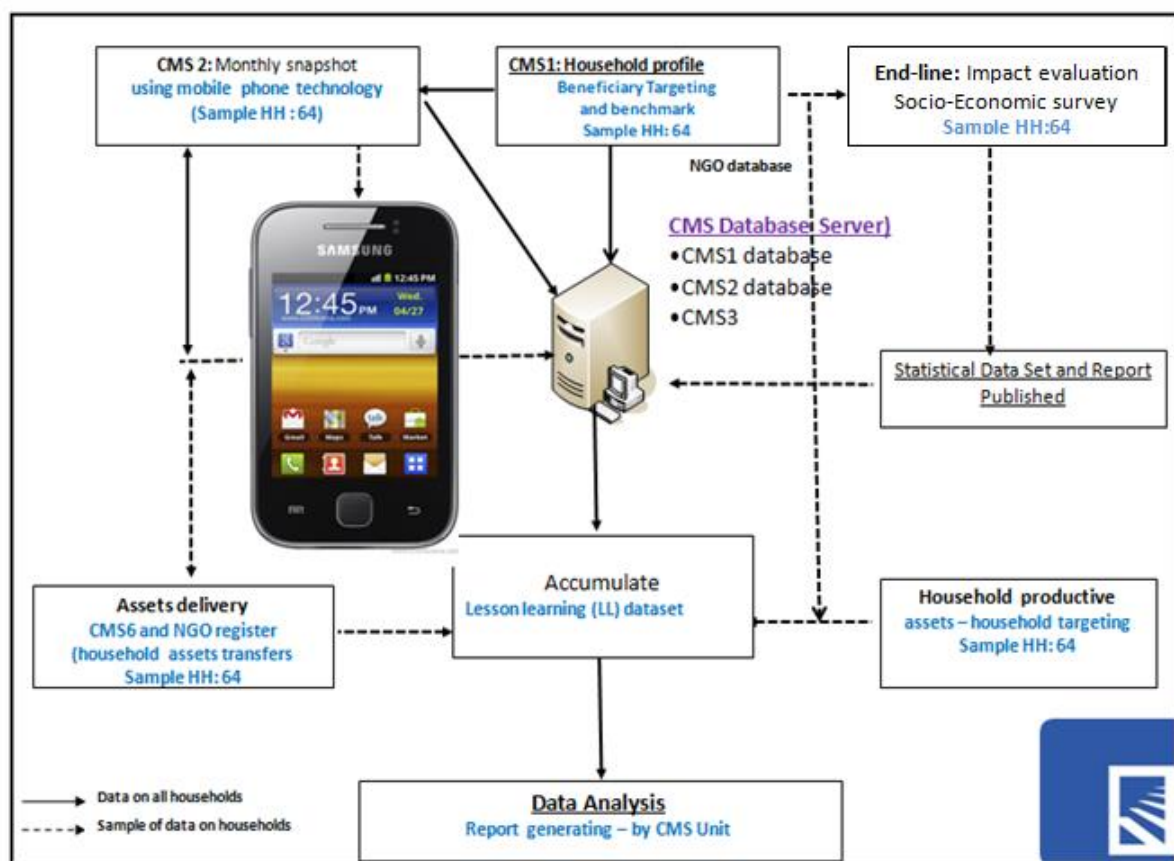
Documents Cited

- Project Memorandum
- Inception Report
- Quarterly Change Reports and Self Review Reports
- SILPA 2012
- ADD Annual Reports
- Field Reports (shiree)
- Quarterly and Annual Reports (shiree)
- CMS 4 Reports
- CMS 6 Reports

CHAPTER TWO: ENDLINE – BASELINE FINDINGS

This section seeks to establish the efficiency and effectiveness of these innovation modalities in uplifting people from extreme poverty in the given communities and regions by comparing socio-economic conditions at the end of the intervention (November 2013) with baseline information (November 2011 – March 2012) using specific indicators. Based on these indicators, Shiree Multidimensional Graduation threshold is applied to identify whether households have exited from extreme poverty over the 3 years of project period.

Study design: A formal survey through the Baseline to Endline Survey was conducted to collect standardised and comparable information from 64 randomly selected households. Taking advantage of the uniqueness of the household identities, the same 64 households were selected from the baseline database and also from the Change Monitoring System (CMS) 2 monthly snapshots and CMS 6 assets delivery, which was compiled as a census of all beneficiaries, to analyze change over time. The paradigm below outlines Shiree's various CMS instruments and accumulated lessons learning dataset.



Statistical basis for sample size: These sample sizes are based on a power test with 80% power and 5% significance to detect significant improvement in income and expenditure as well as a household head and household demography.

Data collection & Method: A pre-tested questionnaire with well trained field staff members was used to collect information.

Study area: Study/survey area was Dhaka City and adjoining places of Dhaka District (Dhaka metropolitan area). Target group has a diverse range of jobs, including wage employment in garments industries, shoe factories, mechanical engineering factories, small businesses for mobile flexi load and assistance, block/batik printing, plant nursery, and food processing.

Field work: A total of 6 enumerators, 2 Research Assistants from Scale Fund organizations, 2 M&E/MIS personnel, and 1 Monitoring officers conducted the necessary field work. Data collection was done under the remote guidance of a researcher from Cambridge University and close monitoring by Shiree's CMS Unit. The trained enumerators carried out interviews primarily of household heads on their current socio-economic conditions using a pre-tested, semi-structured questionnaire.

Statistical analysis: The study has used a mixture of statistical tests including **chi-square** when making categorical comparisons and **t-tests** comparing continuous variables by gender of household head and **ONEWAY ANOVA** analysis of variance when comparing a continuous variable by NGO. **Multivariate** data analysis refers to any statistical technique used to analyze data that arises from more than one variable.

Constraints: It should be noted that the data for the endline study for all households was collected during the same time period, but the baseline data was collected phase-by-phase at different times and during different seasons. Moreover, data collection for the endline study was conducted by more trained enumerators in comparison to baseline study data collection. Therefore, the data may contain seasonal variations and other variations due to the different levels of understanding and experience of the data collectors.

Organization of the chapter: This report does not aim to compare the effectiveness of innovation projects to one another, but rather, the socio-economic changes in the BHHs of specific projects since baseline. Therefore, a separate analysis of each project has been done, keeping in mind each project's unique modalities, locality, and targeted communities. Findings from the ADD project are presented in the following section; however, only statistically relevant findings have been included in this report.

Household Basic Demographic Characteristics

Table 1.1: Distribution of HH average size according to sex of HH head.

CMS1 - Baseline						CMS3 - End line						CMS2 (Monthly snapshot)					
Male		Female		Both		Male		Female		Both		Male		Female		Both	
M	SD	M	SD	M	SD	M	SD	M	SD	M	SD	M	SD	M	SD	M	SD
4.0	1.3	3.6	1.2	3.9	1.3	4.8	1.3	3.8	1.9	4.6	1.5	4.8	1.3	3.8	1.9	4.6	1.5

NB: M – Mean; SD – Standard Deviation

In the household head category, among the male-headed households, the mean household size increased to 4.8 from the baseline mean household size of 4.0. In contrast, the mean household size of female-headed households increased from 3.6 to 3.8 at endline³.

[Note: [Mean](#) - the simple average of the numbers. The Standard Deviation is a measure of how spreads out the numbers are from normal]

Occupation

Table 2.1: Change in primary occupation of beneficiary.

Occupation	CMS1-Baseline		CMS3-Endline	
	N	%	N	%
Unemployed	64	100	-	-
Industrial/garment labour	-	-	27	42.2
Petty trade/business	-	-	37	57.8
Total	64	100.0	64	100.0

At the endline, about half of the beneficiaries are trained and involved as garment workers and half of them are involved in different types of small business. Income source vulnerability is declining as majority of households have gained an additional income source (see table 2.2) to supplement the primary source. At endline, 20.9% households have three or more than three additional income sources and 65.6% households have two additional occupations.

Table 2.2: Distribution of other occupations of HH head according to sex of HH head.

Job No.	CMS1-Baseline						CMS3-Endline (Nov'2013)						CMS2 - monthly snapshot (Nov'2013)					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
1	49	100	15	100	64	100	5	9.8	4	30.8	9	14.1	4	33.3	5	10.0	9	14.5
2							35	68.6	7	53.8	42	65.6	6	50.0	34	68.0	40	64.5
3							9	17.6	1	7.7	10	15.6	1	8.3	9	18.0	10	16.1
>3							2	3.9	1	7.7	3	4.7	1	8.3	2	4.0	3	4.8
Total	49	100	15	100	64	100	51	100	13	100	64	100	12	100	50	100	62	100

NB: Number of occupation including household main occupation.

Income

Table 3.1: Mean distribution of HH monthly income (cash and in kind).

Baseline		Endline		Differences		Test
Mean	SD	Mean	SD	Mean	SD	
1,802	1,756	10,798	4,575	8,996	4,934	t=14.587, p=7.182

[Note: *in kind* refers to goods, services, and transactions not involving [money](#) or not measured in monetary terms.]

³ This is consistent with research across the shiree programme which shows that economic empowerment may lead to increase in the average HH size and reflects the “recombination” (coming together) of families.

Endline findings indicate a considerable change in household income. The mean income at baseline was 1,802 BDT, while at endline the mean income was 10,798 BDT. The mean increase in income is 8,996 BDT. Here, income includes both cash and in-kind payments.

Table 3.2: Mean distribution of HH monthly income

Variables /Categories	Baseline		Endline		Differences		Test
	Mean	SD	Mean	SD	Mean	SD	
Cash income	1,603	1,890	10,407	4,434	8,804	4,924	t=14.302, p=1.872
Kind income	199	200	391	728	192	767	t=2.003, p=0.049

Moreover, the per capita per-day mean income also increased considerably between baseline and endline from 17.18 BDT to 82.33 BDT during endline.

Table 3.3: Mean distribution of HH monthly regular income per capita/day

Variables /Categories	Baseline		Endline		Differences		Test
	Mean	SD	Mean	SD	Mean	SD	
Cash income	15.39	20.28	79.71	31.08	64.32	39.46	t=13.040, p=1.484
Kind income	1.80	1.90	2.62	4.64	0.82	5.21	t=1.259, p=0.213
Total	17.18	19.19	82.33	31.12	65.14	38.69	t=13.471, p=3.265

Change in Poverty Threshold

After inflation adjustment, the percentage of households that remain below the extreme poverty line (per capita per day income below 53 BDT) during endline is 9.4%.

Table 3.4: Distribution of HH poverty level according to total income (cash & in kind) per capita/day and sex of HH head.

Variables (sex)	Baseline						End line					
	Extreme poverty* <44 BDT		Above extreme poverty >=44 BDT*		Total		Extreme poverty* <53 BDT		Above extreme poverty* >=53 BDT		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Male	49	76.6	-	-	49	76.6	5	7.8	46	71.9	51	79.7
Female	15	23.4	-	-	15	23.4	1	1.6	12	18.8	13	20.3
Total	64	100	-	-	64	100	6	9.4	58	90.6	64	100
Test							$\chi^2 = 0.054, p = 0.816$					

[NB: *Poverty line - using the mean income and standard deviation in the HIES 2010 report for urban and rural areas, the poverty line corresponding to the lowest 10% was calculated separately for urban and rural areas in Taka per person per day. Government of Bangladesh inflation rates were used to generate new poverty lines for 2011, 2012 and 2013 Income included both cash and in-kind sources.]

Expenditure

Table 4.1: Mean distribution of HH monthly total expenditures.

Baseline		Endline		Differences		Paired t-Test
Mean	SD	Mean	SD	Mean	SD	
3,733	1,089	10,993	4,400	7,260	4,480	t=12.962, p=1.959

Table 4.2: Mean distribution of HH monthly total expenditures per capita /day.

Baseline		Endline		Differences		Test
Mean	SD	Mean	SD	Mean	SD	
35.62	20.54	84.59	32.94	47.98	38.28	t=10.236, p=5.003

The endline findings indicate that total monthly expenditure, including irregular expenditures of 92.19% households increased more than 55% in comparison to baseline.

Table 4.3: Percentage of increase in HH monthly regular and total expenditure including irregular expenditure

Expenditure increase (%)	Regular expenditure		Total expenditure (include irregular expenditure)	
	N	%	N	%
Up to 15	4	6.25	3	4.6
16 – 25	-	-	1	1.6
36 -45	1	1.56	-	-
46 – 55	-	-	1	1.6
55+	59	92.19	59	92.2
Total	64	100	64	100

Assets

At endline 43.8% of households own more than 3 working equipments (Table 5.1). The total asset value at the endline on average was 27,166 BDT (table 5.3), of which the value of assets transferred under the projects mean was 9,688 BDT (table 5.2). It is important to note, however, that there is a significant difference between male and female headed assets owned at 30,266 BDT and 14,762 BDT.

Table 5.1: Ownership of asset HH according to HH head categories in percentage

Asset Type	No of items	Baseline						End line					
		Male		Female		Both		Male		Female		Both	
		N	%	N	%	N	%	N	%	N	%	N	%
Livestock	0	49	100	15	100	64	100	49	96.1	13	100	62	96.9
	1	-	-	-	-	-	-	-	-	-	-	-	-
	2	-	-	-	-	-	-	-	-	-	-	-	-
	3+	-	-	-	-	-	-	2	3.9	-	-	2	3.1
	Total	49	100	15	100	64	100	51	100	13	100	64	100
Poultry	0	49	100	15	100	64	100	49	96.1	13	100	62	96.9
	1	-	-	-	-	-	-	-	-	-	-	-	-
	2	-	-	-	-	-	-	-	-	-	-	-	-

	3+	-	-	-	-	-	-	2	3.9	-	-	2	3.1
	Total	49	100	15	100	64	100	51	100	13	100	64	100
Working equipment	0	20	40.8	8	53.3	28	43.8	2	3.9	1	7.7	3	4.7
	1	27	55.1	7	46.7	34	53.1	14	27.5	4	30.8	18	28.1
	2	2	4.1	-	-	2	3.1	11	21.6	4	30.8	15	23.4
	3+	-	-	-	-	-	-	24	47.1	4	30.8	28	43.8
	Total	49	100	15	100	64	100	51	100	13	100	64	100
Household belongings	0	1	2	1	6.7	2	3.1	-	-	-	-	-	-
	1	2	4.1	1	6.7	3	4.7	-	-	-	-	-	-
	2	11	22.4	3	20	14	21.9	-	-	-	-	-	-
	3+	35	71.4	10	66.7	45	70.3	51	100	13	100	64	100
	Total	49	100	15	100	64	100	51	100	13	100	64	100

Table 5.2: Mean asset value of asset transferred from shiree-supported project

Variables / Categories	End line					
	Male		Female		Both	
	Mean	SD	Mean	SD	Mean	SD
Garment training & job (27 HHs)	3,905	301	4,000	0	3,926	267
Business (37 HHs)	13,933	1,258	13,714	488	13,892	1,150
Total (64 HHs)	9,804	5,079	9,231	5,052	9,688	5,039

Table 5.3: Mean distribution of HH assets according to gender of HH head

Variable/ Category	Baseline						End line					
	Male		Female		Both		Male		Female		Both	
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Livestock	-	-	-	-	-	-	2,451	13,870	-	-	1,953	12,396
Working equipment	543	891	293	390	484	806	4,002	6,220	2,329	2,787	3,662	5,714
HH belongings	2,073	1,220	1,527	956	1,945	1,180	15,598	14,781	8,240	6,111	14,103	13,763
Shop	-	-	-	-	-	-	4,125	7,990	3,000	4,088	3,896	7,352
Total	2,681	1,791	1,953	1,203	2,511	1,692	30,266	34,655	14,762	11,089	27,116	31,876

Households Savings and Loans

During baseline no households had any savings. However, at endline 92.2% of households have some amount of savings, with 46.9% having between 1,001 – 10,000 BDT. Total mean value of households' savings is 8,940 BDT. Nevertheless, CMS 2 data showed that 17% of households still have no savings.

Table 6.1: Distribution of HHs reporting to have savings

Category (BDT)	Baseline						End line								
	Male		Female		Both		Male			Female			Both		
	N	%	N	%	N	%	N	Mean	%	N	Mean	%	N	Mean	%
0	49	100	15	100	64	100	2	-	5.9	2	-	15.4	5	-	7.8
1-1,000	-	-	-	-	-	-	8	638	15.7	1	350	7.7	9	606	14.1
1,001-5,000	-	-	-	-	-	-	13	3,338	25.5	3	2,500	23.1	16	3,181	25

5,001-10,000	-	-	-	-	-	-	11	7,341	21.6	3	7,480	23.1	14	7,371	21.9
10,001-15,000	-	-	-	-	-	-	4	13,800	7.8	2	15,000	15.4	6	14,200	9.4
15,001-20,000	-	-	-	-	-	-	7	17,174	13.7	2	16,750	15.4	9	17,080	14.1
20,001+	-	-	-	-	-	-	5	34,740	9.8	-	-	-	5	34,740	7.8
Total	49	100	15	100	64	100	50	9,380	100	13	7,215	100	64	8,940	100
Test	$\chi^2 = 52.468, p=0.341$														

Table 6.2: Savings Places

Savings Places	Male		Female		Total	
	N	%	N	%	N	%
Bank	16	33.3	4	36.4	20	33.9
Relative	1	2.1			1	1.7
Self	40	83.3	10	90.9	50	84.7
Group Savings	16	33.3	3	27.3	19	32.2
Other	5	10.4	2	18.2	7	11.9
More than One place	27	56.3	8	72.7	35	59.3

Housing Condition and Access to Water Supply, Sanitation and Electricity

CHANGE IN WALL AND ROOF MATERIAL OF HOUSE

Table 7.1 Distribution of HHs according to wall construction materials and sex of HH heads.

Materials (walls)	Baseline						End line					
	Male		Female		Both		Male		Female		Both	
	N	%	N	%	N	%	N	%	N	%	N	%
Grass/jute stick/leaves/plastic	4	8.2	2	13.3	6	9.4	1	2	1	7.7	2	3.1
Bamboo	1	2	2	13.3	3	4.7	1	2	1	7.7	2	3.1
Tiles	30	61.2	10	66.7	40	62.5	-	-	-	-	-	-
Tin/CI sheets	13	26.5	1	6.7	14	21.9	25	49	8	61.5	33	51.6
Cement/brick	1	2		1	1.6	-	24	47.1	2	15.4	26	40.6
Others	-	-	-	-	-	-	-	-	1	7.7	1	1.6
Total	49	100	15	100	64	100	51	100	13	100	64	100
Test	$\chi^2 = 5.884, p=0.208$						$\chi^2 = 8.974, p=0.062$					

Endline findings indicate a change in the quality of wall material in the majority of the households. During baseline, majority of the walls material (62.5%) were made of tiles, however, at endline majority have converted to tin (51.6%) and cement/brick (40.6%).

Table 7.2 Distribution of HHs according to roofing materials and sex of HH heads

Materials (roof)	Baseline						End line					
	Male		Female		Both		Male		Female		Both	
	N	%	N	%	N	%	N	%	N	%	N	%

Grass/jute stick/leaves/plastic	2	4.1	2	13.3	4	6.3	1	2	2	5.4	3	4.7
Wood	-	-	1	6.7	1	1.6	-	-	-	-	-	-
Mud	2	4.1	-	-	2	3.1	-	-	-	-	-	-
Tiles	42	85.7	11	73.3	53	82.8	-	-	-	-	-	-
Tin/CI sheets	3	6.1	1	6.7	4	6.3	36	70.6	10	76.9	46	71.9
Cement/brick	-	-	-	-	-	-	11	21.6	1	7.7	12	18.8
Others	-	-	-	-	-	-	3	5.9	-	-	3	4.7
Total	49	100	15	100	64	100	51	100	13	100	64	100
Test	$\chi^2 = 5.670, p=0.225$						$\chi^2 = 5.869, p=0.118$					

Endline findings indicate that there is a major shift from tiles (82.8%) to tin (71.9%) and cement (18.8%) for roof materials.

HOUSE SIZE

The mean house size has increased from 95sqft to 175sqft.

Table 7.3: Mean distribution for size of house and per capita housing space according to sex of HH head.

Categories	Mean of house size (sqft)		Mean of per capital floor space (sqft)	
	Mean	SD	Mean	SD
Baseline	95.31	31.00	26.54	11.26
Endline	174.6	102.6	40.77	22.47

ACCESS TO SAFE WATER

There is no change from baseline with 100% households reported that they collect drinking water from pipe supply as they are living in the urban settlements.

SANITATION

The endline findings indicate a positive shift in defecation practice since baseline. During baseline nearly 36.4% households defecated in ring slab latrine. The rest (51.6%) had offset/septic latrines and (23.4%) pit latrines. In contrast, endline findings indicate that 72.6% of households defecate in sanitary latrines.

Table 7.4: Distribution of HH according to place of defecation and sex of HH heads.

Place of defecation	Baseline						Endline						Monthly snapshot					
	Male		Female		Both		Male		Female		Both		Male		Female		Both	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Open spaces	3	6.1	1	6.7	4	6.3	-	-	-	-	-	-						
Hanging latrine	-	-	-	-	-	-	3	5.9	-	-	3	4.7	3	6			3	4.8
Pit latrine	9	18.4	6	40	15	23.4	1	2	2	15.4	3	4.7	1	2	2	16.7	3	4.8
Ring/slab latrine	17	34.7	5	33.4	22	36.4	7	13.7	3	23.1	10	15.6	7	14	2	16.7	9	14.5
Offset/septic	18	36.7	2	13.3	20	31.3	-	-	-	-	-	-						
Complete Sanitary	-	-	-	-	-	-	39	76.5	7	53.8	46	71.9	38	76	7	58.3	45	72.6

Others	2	4.1	1	6.7	3	4.7	1	2	1	7.7	2	3.1	1	2	1	8.3	2	3.2
Total	49	100	15	100	64	100	51	100	13	100	64	100	50	100	12	100	62	100
Test	$\chi^2 = 9.108, p=0.168$						$\chi^2 = 7.154, p=0.127$						$\chi^2 = 6.689, p=0.153$					

ELECTRICITY

At baseline 20.3% of households had no connection to electricity, this number dropped to 1.6% at the endline; 98.4% of households were reported as connected to main lines.

Table 7.5: Distribution of HHs according to connection of electricity and sex of HH heads

Type of electricity connection	Baseline						End line					
	Male		Female		Both		Male		Female		Both	
	N	%	N	%	N	%	N	%	N	%	N	%
No electricity	10	20.4	3	20	13	20.3			1	7.7	1	1.6
Connected to main line	33	67.3	11	73.3	44	68.8	51	100	12	92.3	63	98.4
Solar power	-	-	1	6.7	1	1.6	-	-	-	-	-	-
Others	6	12.2	-	-	6	9.4	-	-	-	-	-	-
Total	49	100	15	100	64	100	51	100	13	100	64	100
Test	$\chi^2 = 5.164, p=0.160$						$\chi^2 = 3.985, p=0.0459$					

Food Security

The households were asked about the food coping strategies they used as a result of financial hardship in the seven days prior to the survey with a pre-coded list of 10 food strategies (Table 8.1). As demonstrated in the table food security was high at endline and 96.9% of all households reported using less than 2 food coping strategies in the past 7 days. Notably, food security was slightly higher among male headed households (98%) than female headed households (93.3%). Due to limitations in the baseline questionnaire it is not possible to present detailed comparative analysis of food security between baseline and endline.

Table 8.1: Food coping/food coping

Question (Last Seven Days)	Male		Female		Total	
	Yes	%	Yes	%	Yes	%
Eat Smaller Portions of Food (Quantity)?	2	4	1	7.7	3	4.7
Eat Food of Lower Than Normal Quality?	-	-	1	7.7	1	1.6
Bought Food on Credit?	-	-	1	7.7	1	1.6
Send a Family Member Elsewhere to Eat?	-	-	-	-	-	-
Give More Food to An Earning HH Member?	1	2.0	1	7.7	2	3.1
Food Coping (>=2)	1	2.0	1	6.7	2	3.1

Food Diversity

The households were asked how often family members had eaten 6 different food item (milk, fish, meat, pulse, vegetable and fruits) in the 7 days prior to the survey (Table 8.2).

Overall, 89.1% of all households had positive food diversity at endline. Notably, food diversity was significantly higher among male headed households (92.2%).

Table 8.2: Number of days (%) in the last week that household members consumed foodstuffs:

Food diversity	Male		Female		Total	
	N	%	N	%	N	%
<5	4	7.8	3	23.1	7	10.9
>=5	47	92.2	10	76.9	57	89.1
Mean	5.8	-	5.5	-	5.7	-

Women's Empowerment

Findings from endline have shown that further needs to be done to improve women's empowerment for CP. Due to the lack of baseline data it is not possible to present detailed comparative analysis of women's empowerment. Table 9.2 shows that more than one-third of the women still reported having 'no' influence on decision-making on 'when to have children' and 'purchase or sale of land', while one third reported 'no' influence in all other categories.

Table 9.1: Social Empowerment (Female replies)

Question	Yes %	No %
There are people outside my family I can rely on for help	50	50
I feel frightened of moving alone outside my village	12.5	87.5
I feel I have enough information about the government programmes designed to help the poor	50	50
I feel confident that I can face whatever the future brings/holds	54.7	45.3
I feel comfortable speaking and participating in community groups	65.6	34.4
I feel comfortable addressing UP Chairmen/Members/Ward Commissioner	53.1	46.9
Adult men in my household do some of the domestic work	60.9	39.1
If I face income constraints I would marry off my daughter at an early age to save dowry money	4.7	95.3
I feel I may face disapproval if I move alone outside my village	6.3	93.8
Are you a member of any social or community group? (eg CBO)	32.8	67.2

Table 9.2: Influence on decisions in your household (female replies)

Decision	Main	Major	Small	No
Children's education	18.8	48.4	1.6	31.3
Purchase or sale of land	14.1	32.8	4.7	48.4
Buying or selling large assets	14.1	45.3	7.8	32.8
Taking or repaying loan	17.2	42.2	12.5	28.1
Everyday expenditure	20.3	43.8	7.8	28.1
Important family matters	15.6	53.1	3.1	28.1
When to have children	1.6	54.7	1.6	42.2
How to use your time for work	45.3	15.6	10.9	28.1

Graduation

The programme graduation has been developed over time through analyses of quantitative and qualitative data with the most recent iteration relying on a multi-dimensional checklist across a range of key socio economic indicators. The graduation line constitutes an index of multi-dimensional indicators from which a household is deemed “graduated” if it meets a set number of indicators (which differs according to rural and urban settings). **The Shiree multidimensional Graduation index** is further used to monitor sustainability or resilience – the ability of households to stay above the defined Graduation threshold and to give a practical meaning to the concept of extreme poverty eradication (= 100% graduation).

It is important to emphasis that this graduation rate is based on a sample of 64 BHHs, which has a much higher graduation percentage than the 222 non-graduates found over the total number of HHs (using the same graduation criteria).

Table 10: Household overall graduation

Graduation Criteria	Baseline %	Endline %
Essential Criteria		
Food Coping (<2)=1, (>=2)=0	0	96.9
Supplementary Criteria		
PPPD Income (Cash+Kind) (Inflation adjusted-baseline 46.5 & endline 53 taka)-HIES 2010	0	84.4
Number of jobs (>=2)	0	85.9
Cash savings (>=1000 taka)	0	82.8
Productive asset value (>=10000 taka)	0	45.3
Non-Productive asset number (>=4)	9.4	98.4
Food diversity (>=5)	0	89.1
Gender & Social Empowerment (>=75% female answering positively)	0	45.3
Graduation (Compulsory 1+ Supplementary 4)	0	90.6

CONCLUSIONS: PROGRESS AGAINST LOG FRAME

This section has been provided by ADD Project team

	Indicator	Target	MOV	Progress
Goal: Government of Bangladesh MDG targets 1 and 2 on income poverty reduction and hunger achieved by 2015.	Reduction in the proportion of people living in extreme poverty in line with MDG target.	A further reduction by between 5 to 6 million extreme poor	Not recorded	
	Reduce by half the proportion of people who suffer from hunger (malnutrition)	For adults, graduation of 50% of women to an increase in BMI of 1 kg/m ² and 50% increase in hemoglobin by 10 g/l		
Purpose: 700 Challenged People (CP) in Dhaka Slum lifted themselves out of extreme poverty and become active citizens in society by 2013.	Level of income	100 percent beneficiaries HHs increased 50% of their income.	Each HH's information was collected in Sept 2013 as part of the endline survey conducted in Nov 2013. This has since been updated.	656 out of 700 beneficiaries successfully graduated (ADD criteria)
	Household assets	Assets have improved by at least 60%	CMS 2, Community Facilitators and monthly reports.	Assets have improved by more than 60%
	Level of self confidence	100% of target beneficiaries report a significant increase in ability to make choice, participate in the community and family decision	Self-help group meeting, leaders meeting and CMS 2.	Physically CP are contributing to the family as well as overall economic development of the nation. They are more organized to raise their voices especially on family and social
Output 1: 700 Challenged People have been trained in skilled machine operation and /or small				

business enterprise.				issues. Family and other community members' perceptions on physically CP have improved.
	Target beneficiaries receive training and transferred knowledge in skilled machine operation	All 244 CP retained in garment jobs and become graduated.	Each HH's information was collected in Sept 2013 as part of the endline survey conducted in Nov 2013. This has since been updated.	225 garment HHs trained.
	Target beneficiaries receive knowledge on small business enterprise	All 456 CP establish small business and become graduated.	As above	458 CP have graduated. This includes 10 HHs who changed their occupation from garment to small business.
Output 2: 700 Challenged persons secured employment within garments sector, in other industries and through self-employment.	Secure salaried-jobs within garments sector and other industries	All 244 CPs are employed in garment factories & retained in garments and become graduated	Through CMS2, self-help group meeting and leaders meeting	197 garment trainees are currently working as operator and earning an average of 10,000 taka per month
	Target beneficiaries establish small business enterprise	All 456 CPs employed in small business and become graduated.	Through CMS2, self-help group meeting and leaders meeting	458 CP have graduated.
Output 03: Private sector especially the garments industry undertake steps to employ challenged persons and	Communication with garment factory owners	8 Meetings with garments owners. BGMEA formally adopts policy to encourage members to	Monthly report BGMEA letter	8 meetings have been successfully organised. BGMEA issued letter to all owner of garment factories to create employment

GOB promote their employment by policy.		develop similar programmes.		opportunity for CP.
		MOU signed with another 50 RMG companies to employ CPs.		It was not needed as BGMEA issued that letter.
	Communication with buying house	4 Meetings with buying house.	Monthly report	3 meetings were arranged to sensitized buyer in creating job opportunities for CP.
		Buying houses formally adopt policy to encourage members to develop similar programmes.		
		MOU signed with 4 buying houses to support suppliers to employ CP.		
	Awareness and capacity building on issues surrounding CP in the work place with relevant GOB ministries and garments sector apex bodies.	2 national level seminar	Monthly report	Completed
		2 meetings with policy makers.	Monthly report	Completed
		Joint declaration between BGMEA and GOB on employment of CP in garment sector.		
	Media coverage in collaboration with others SHIREE project	National level conference with BGMEA in collaboration with other shiree project.	Monthly report	1 articles in Bengali and 2 article in English dailies.
		2 articles in Bengali and 2 articles in English dailies.		
		10 newsletters published.		

Annex 1: Financial Overview

Expenditure Item	Original Budget (BDT)	Revised Budget (BDT)	Actual Expenditure up to Jul'14 (BDT)	Variance with Revised Budget (BDT)
Human Resources costs	8,283,058	10,826,110	10,685,893	140,217
Travelling	558,000	763,311	764,592	(1,281)
Vehicle , Motorcycle & Equipments	101,420	307,247	307,247	-
Office rent & Utilities	495,000	813,222	813,222	-
Administration cost	397,550	388,135	371,870	16,265
Operational cost	1,210,000	881,061	805,443	75,618
Direct Delivery	19,093,310	23,052,873	21,412,483	1,640,390
Management cost 5%	1,506,917	1,851,599	1,758,040	93,559
Contingency	1,054,842	-	-	-
Grand Total (BDT)	32,700,097	38,883,558	36,918,790	1,964,768