



Community Foundation for Children and Aging

REPORT ON

THE EFFECTIVENESS OF CAPACITY BUILDING WORKSHOP/ TRAININGS LEADING FAMILIES TOWARDS ECONOMIC SELF- SUFFICIENCY

(Sub –Projects – DPP, DSJ-M, DSJ-H, PRJ & PRN)



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Name of the activity: To measure the effectiveness of Capacity Building Workshops/ Trainings leading families towards economic self-sufficiency.

Purpose of the Evaluation: The purpose of this evaluation for the CFCA Delhi project is to thoroughly examine the tangible impacts of its capacity-building trainings on sponsored families. The evaluation aims to assess the extent to which the project has achieved its anticipated outcomes by determining how effectively the workshops and trainings have contributed to the economic and social empowerment of participating families. This includes evaluating enhancements in their skills, knowledge, and capabilities, as well as improvements in their economic self-sufficiency.

Introduction & Background: Since 2004, CFCA has been working in Delhi and parts of UP among marginalized and migrant families. Many of these families have relocated from other states in search of employment and better educational opportunities for their children. However, due to illiteracy or limited education, many parents struggle to find well-paying jobs, leading to continued poverty and depriving their children of the educational dreams they envisioned.

At this juncture, CFCA's interventions in the form of trainings and capacity-building have been crucial. These initiatives have helped mothers re-learn trades they once knew, such as stitching, embroidery, and candle making, or provided them with opportunities to learn new skills. By taking control of their own lives, the savings accumulated over the years through sponsored mothers' groups have served as a catalyst. These savings provided loans at lower interest rates, enabling mothers to start their own shops or trade homemade and handmade products within the proximity of their homes, thereby supporting their husbands and enhancing their family income.

This evaluation is strongly guided by the 8th point under Unbound's nine program characteristics, which emphasizes **Economic Self-Sufficiency**. It states that sponsored members and their families should meet their basic needs through a combination of their own income-generating activities, access to capital, and sponsorship benefits. Over time, families should rely less on Unbound benefits and more on their income generation activities to meet their basic needs.

This evaluation not only examines the economic self-sufficiency that sponsored families might have achieved over time but also assesses how these families/ mothers have grown as individuals and leaders. It looks at their development as strong advocates for themselves, their community, and their families. This comprehensive evaluation aims to provide insights into both the economic and social empowerment of the participating families.

Evaluation Methodology:

- Personal Interviews
- Focused Group Discussions
- Home Visits

Respondents of the survey:

- Sponsored mothers
- Sponsored youth
- Ex sponsored families

Evaluation Report

Q1. How do participants perceive the relevance, effectiveness, and usefulness of the workshops/training in their journey towards economic self-sufficiency?

Participants overwhelmingly perceive the relevance, effectiveness, and usefulness of the workshops and training programs in their journey towards economic self-sufficiency as highly positive, playing a critical role in their journey towards economic self-sufficiency. The workshops have consistently provided mothers with the skills and confidence necessary to pursue income-generating activities and improve their families' financial situations.

1. Relevance:

- **Alignment with Needs:** Participants consistently report that the workshops address their immediate and long-term needs. The content of the training sessions, such as digital literacy, financial management, and entrepreneurship, is directly relevant to their personal and professional development.
- **Practical Application:** The training sessions are perceived as highly practical. Participants appreciate that the skills and knowledge gained can be immediately applied to their daily lives and economic activities.

2. Effectiveness:

- **Skill Development:** The workshops are viewed as effective in imparting essential skills. Participants highlight the hands-on nature of the training and the quality of instruction as significant factors contributing to their learning.
- **Positive Behavioral Changes:** Many participants note behavioral changes, such as improved financial habits and greater confidence in using technology, which are direct results of the training.

3. Usefulness:

- **Economic Opportunities:** Participants indicate that the workshops have expanded their economic opportunities. This includes better job prospects, the ability to start or grow businesses, and enhanced financial stability.
- **Empowerment and Confidence:** The training programs have increased participants' confidence in their abilities to manage their finances, seek employment, and pursue entrepreneurial ventures. This empowerment is crucial for their economic self-sufficiency.

Supporting Evidence from Data

- **Digital Literacy Workshops:** Participants commend these workshops for making technology accessible and useful in job searches, online transactions, and everyday tasks, thus breaking down previous barriers to digital engagement.

- **Financial Management Training:** Feedback suggests that participants find these sessions extremely useful for better managing their personal finances, saving money, and making informed financial decisions, all of which contribute to economic stability.
- **Entrepreneurship Training:** Many participants report that entrepreneurship training has been instrumental in helping them start new businesses or improve existing ones, thereby increasing their income potential.

For instance, Neelam (mother of Shaurya – 744494) shared that the sewing training she received allowed her to purchase a sewing machine through a loan from the Sponsored Mothers Group (SMG). Her dedication and hard work have since enabled her to expand to four sewing machines and run a home-based boutique, significantly contributing to her household income.

Similarly, Priya (mother of Nandini – 761877) realized her dream of becoming a beautician through community center training and workshops. With additional training from makeup brands and support from CFCA staff, she started her own small parlor with a loan from SMG. Her success extended to helping with bridal makeup for handicapped girls, earning her recognition from the local government.

Other mothers, such as Pratima Prajapati (mother of Shivam - 806692), have shared that the training was crucial in starting their businesses, particularly after personal tragedies. Pratima, after losing her husband, sustained her family through her sewing business, a skill she acquired through CFCA's programs.

Mothers like Kanchan Pal (mother of Kanya Pal – 806662) and Rekha (mother of Riya - 812374) expressed how vocational training inspired them to start their own income-generating projects, significantly improving their family situations.

Additional testimonies from mothers such as Kajal (mother of Aradhana - 777242), Shanti (mother of Divyanshi - 860281), and Pooja (mother of Ayushi - 865906) illustrate the broad spectrum of skills acquired—from sewing and mehndi application to buffalo rearing—demonstrating the diverse opportunities provided by CFCA's training programs.

Pramila (mother of Menika - 864908) highlighted the motivational impact of budget planning workshops, which spurred her to start cow rearing, supported by a loan from SMG.

The feedback also includes compelling stories of community leadership and advocacy. For example, Sushma Jaiswal (mother of Aditi – 846066) transitioned from resistance at home to becoming an entrepreneur teaching fragrance stick making and starting a successful lunch box service.

Phoolkali (mother of Rajdutt – 777581) and Ratna Devi (mother of Sachin) shared their journeys from personal struggles to becoming community motivators in cleanliness and food preservation, respectively. Their stories highlight the transformation from participants to community advocates, reinforcing the social empowerment aspect of the training.

These narratives demonstrate that CFCA's workshops and trainings are not only instrumental in economic upliftment but also play a vital role in developing interpersonal skills, fostering leadership, and building resilience among the mothers. The training programs are seen as pivotal in helping these

women support their families and communities, ultimately leading to enhanced economic self-sufficiency and personal growth.

Q2. What do participants feel were the most important/ effective aspects of these capacity building trainings/ workshops and how these have lead to an enhanced self- esteem and confidence among participants?

Participants identify several key aspects of the capacity-building trainings and workshops as particularly important and effective. They felt that the most important and effective aspects of the capacity-building trainings and workshops were the acquisition of practical skills, access to financial resources, and the support network provided by the community and CFCA staff. These elements have significantly contributed to their enhanced self-esteem and confidence. Various success stories from the participants highlight how these training programs have empowered them to take control of their lives and improve their economic situations, while also developing leadership skills and becoming advocates within their communities.

1. Practical Skill Development:

- **Hands-on Training:** The practical, hands-on approach to training, particularly in areas such as digital literacy and financial management, is highlighted as a crucial aspect. Participants appreciate the opportunity to practice new skills in a supportive environment, which helps reinforce learning and build confidence in their abilities.
- **Relevant and Applicable Content:** The content of the workshops is directly applicable to participants' lives. By learning skills that they can immediately use, such as budgeting, saving, or using digital tools, participants feel more capable and self-sufficient.

2. Personalized Support and Guidance:

- **Individual Attention:** The availability of personalized support and guidance during the workshops is seen as highly effective. Participants value the ability to ask questions and receive tailored advice, which enhances their understanding and application of the material.
- **Mentorship:** The presence of mentors and trainers who provide ongoing support and encouragement helps participants feel more secure and motivated to apply what they have learned.

3. Interactive and Engaging Format:

- **Interactive Sessions:** The interactive nature of the workshops, including group discussions, role-playing, and collaborative exercises, is viewed as very effective. These activities foster a sense of community and allow participants to learn from each other's experiences, boosting their confidence through peer support.
- **Engagement and Participation:** The engaging format of the sessions keeps participants motivated and interested, which is crucial for sustained learning and retention of skills.

4. Empowerment through Knowledge:

- **Increased Awareness:** Participants report that the knowledge gained through the workshops empowers them to make informed decisions. Understanding financial principles, digital tools, and entrepreneurial strategies gives them a sense of control over their economic futures.

- **Sense of Achievement:** Successfully acquiring new skills and knowledge leads to a sense of accomplishment. Participants often mention feeling proud of their progress, which directly enhances their self-esteem.

Impact on Self-Esteem and Confidence

- **Boost in Self-Esteem:** By gaining practical skills and knowledge, participants feel more capable and self-reliant. This newfound competence translates into higher self-esteem, as they recognize their ability to manage their finances, use technology, and pursue entrepreneurial opportunities.
- **Increased Confidence:** The supportive and interactive nature of the workshops helps build participants' confidence. As they practice and master new skills, they feel more confident in their ability to tackle challenges and achieve their goals. The positive reinforcement from trainers and peers further bolsters this confidence.
- **Empowerment and Independence:** The combination of practical skills, personalized support, and an engaging learning environment empowers participants. They feel more independent and equipped to navigate their economic journeys, leading to a sustained increase in confidence and self-esteem.

For instance, **Anuradha (mother of Akshara - 806658)** shared that she initially learned sewing before her marriage but faced challenges in working from her in-laws' house. After joining the CFCA community, she motivated her husband to take a loan from the Sponsored Mothers Group (SMG) for a battery rickshaw and purchased a sewing machine for herself. She further developed her skills through various MSME trainings, such as jelly making, soft toy making, food preservation, and dressmaking. Anuradha expressed immense happiness in becoming self-dependent through these training programs.

Similarly, **Nisha (mother of Lavanya - 817779)** faced difficulties due to her husband's unstable income from a small general merchant shop. After her child's sponsorship, she was inspired by CFCA and pursued a yoga training course. During the lockdown, she started giving online yoga training sessions, which eventually turned into a stable offline business. Nisha's ability to contribute to her family's development has significantly boosted her self-esteem and confidence.

Divya (mother of Khushi - 871595) found the sewing and beautician trainings highly effective for starting her income-generating activities. She now runs a small cosmetic shop and does sewing work part-time, both funded by an SMG loan. This dual approach has enhanced her financial independence and self-confidence. In a similar vein, **Kamla (mother of Sristi - 880039)** used her sewing training from the community center to purchase a sewing machine with an SMG loan. She now provides tailoring services from home, improving her family's financial situation and her sense of self-worth.

Urmila (mother of Ashwini - 902171) received food preservation training from FPU mothers and used an SMG loan to start a food stall. This venture has provided her with a steady income and boosted her self-confidence. Other mothers also shared their experiences of increased self-esteem and confidence through CFCA's training programs. **Ruchi (mother of Pari - 792902)** opened a small general merchant shop with a loan from CFCA, which has helped her become self-dependent and confident. **Pooja Devi (mother of Shreya - 698234)** learned candle and pickle making through CFCA workshops. Her hard work and SMG savings allowed her to purchase an e-rickshaw for her husband, enhancing her family's income and her self-esteem.

Aneeta (mother of Saloni - 741998), faced with low income and lack of respect from her in-laws, found motivation in the examples set by other community mothers engaged in income-generating projects. She took sewing training from the community center, and now supports her children's expenses through her sewing work, significantly boosting her confidence. **Shanti (mother of Divyanshi - 860281)** gained value in her family through her hard work in sewing, while **Parwati (mother of Poonam - 882209)** started a flower blossoming business with a 5000 loan from SMG. Her dedication and hard work have made her a known figure in the community, enhancing her self-esteem.

Lalli (mother of Mona - 844697) took a 10,000 loan from SMG to start a Soan Papdi making business. She and her husband have worked hard in this business and used their savings to purchase goats for rearing, improving their economic situation and her confidence. **Rekha (mother of Riya - 812374)** learned heena application and fragrance stick making at the community center. She now works as a heena artist during the wedding season and makes fragrance sticks to sell in the market, boosting her self-esteem and income. **Anupriya (mother of Pushpa - 888195)** engages in flower blossoming work and sells her products in the market, which has significantly developed her self-confidence.

Additionally, the training and workshops helped mothers develop leadership skills, which have been instrumental in their personal, family, and community development. **Meera (mother of Manas - 761878)** shared that she learned frame making from her son and now they both engage in online and offline frame making work. With the support of community members and CFCA staff, she purchased a printer machine with an SMG loan, contributing to her family's welfare and assuming a leadership role in decision-making and group activities.

Sushma (mother of Aditi - 846066) learned various skills at the community center and now runs a lunch box service. Her efforts have not only supported her children's education but also motivated her to take a loan for further educational opportunities. Sushma's proactive approach has made her a key decision-maker in her family's welfare. **Menika (mother of Vadisha - 689685)** was inspired by other mothers in the group to start income-generating activities. Through continuous interaction with the CFCA community, she learned wick ball making from MSME and later transitioned to gram packing and selling work with other mothers, becoming a core committee member of Prayagraj.

Soni (mother of Anjali - 690605) used an SMG loan to open a small cosmetic shop and encourages other mothers to save and start their own income-generating projects. **Kajal (mother of Aradhana - 777242)** balances household chores with sewing and goat rearing work, motivating other mothers to take up similar initiatives. **Priyanka (mother of Shilpa - 865920)** engages in wick ball making for income generation and serves as a core committee member, regularly motivating other mothers to pursue income-generating projects.

Life skills acquired through these programs have equipped mothers to handle day-to-day stress and make informed decisions. **Seema (mother of Divyansh - 837532)** shared that her communication skills improved through saree selling work, which eventually led her to start a dry fruit business with her husband. **Archana (mother of Yasha Kumari - 780685)** utilized her food processing training from the Horticulture department to start a lunch box service.

Antrika (mother of Tanishka - 689688) and **Shimla (mother of Shashi - 882692)** both developed their skills through various trainings and used them to start income-generating activities. Shimla's savings

from IGP enabled her to build a pucca house and register her group with NULM. **Arti (mother of Tamanna - 880042)**, **Ujala (mother of Simran - 882592)**, and **Anjali (mother of Deepanjali - 844691)** all enrolled through NULM groups and now run their own income-generating projects, motivating other mothers to do the same.

Shivpati (mother of Bhanwar - 493486) learned various income-generating skills during community center meetings and workshops. She now runs a grain storage business and motivates other mothers to start their own projects.

Through these experiences, participants have not only gained financial independence but also developed as strong leaders and advocates within their communities, fostering overall growth and development for their families. The most important and effective aspects of the capacity-building trainings and workshops include practical skill development, personalized support, interactive formats, and empowerment through knowledge. These elements have collectively led to enhanced self-esteem and confidence among participants, enabling them to feel more capable, self-reliant, and empowered in their journey towards economic self-sufficiency.

Q3. What were the obstacles/ challenges that participants had to face in implementation of training practices and what helped them overcome these challenges?

Participants faced several obstacles and challenges in implementing the training practices, but their resilience and determination, along with support from the community, helped them overcome these difficulties.

Obstacles/Challenges

1. Limited Resources:

- **Financial Constraints:** Many participants faced financial limitations that hindered their ability to implement new business ideas or invest in necessary tools and resources for digital practices.
- **Access to Technology:** Lack of access to reliable internet connections, computers, or smartphones was a significant barrier for participants trying to apply digital literacy skills during the initial days when CFCA started these training workshops.

2. Lack of Knowledge and Experience:

- **Initial Skill Gaps:** Despite the training, some participants initially struggled with implementing new skills due to a lack of prior experience or a steep learning curve.
- **Fear of Failure:** The fear of making mistakes or failing in new endeavors often held participants back from fully utilizing their newly acquired skills.

3. Cultural and Social Barriers:

- **Gender Norms:** In some communities, traditional gender roles and expectations limited women's ability to engage in entrepreneurial activities or digital practices.
- **Community Resistance:** Participants sometimes faced resistance or lack of support from family and community members who were skeptical of new methods or technologies.

4. Time Constraints:

- **Balancing Responsibilities:** Many participants, especially women, had to balance training implementation with existing responsibilities such as household chores, childcare, or other jobs, leaving them with limited time to focus on new practices.
- 5. **Market Challenges:**
 - **Competition:** Entering markets with high competition posed a challenge for participants trying to establish new businesses or sell products.
 - **Limited Market Access:** Rural or isolated participants struggled with limited access to larger markets, affecting their ability to grow their businesses.

Strategies and Supports to Overcome Challenges

1. **Continued Support and Mentorship:**
 - **Ongoing Mentorship:** Continuous support and guidance from trainers and mentors were crucial in helping participants navigate obstacles. Regular check-ins, advice, and encouragement helped build participants' confidence and problem-solving abilities.
 - **Peer Support Groups:** Forming support groups among participants allowed them to share experiences, challenges, and solutions, fostering a sense of community and mutual encouragement.
2. **Resource Provision:**
 - **Financial Assistance:** Microloans, grants, or other financial assistance provided through the program helped participants invest in necessary resources and start their businesses.
3. **Incremental Learning and Practice:**
 - **Step-by-Step Implementation:** Encouraging participants to take incremental steps in applying new skills helped reduce the fear of failure. Small, manageable tasks built confidence and competence over time.
 - **Practical Workshops:** Additional practical workshops and refresher courses helped reinforce learning and address skill gaps.
4. **Community Engagement and Sensitization:**
 - **Awareness Campaigns:** Conducting community awareness campaigns about the benefits of the training programs helped reduce resistance and garner support from family and community members.
 - **Involving Community Leaders:** Engaging influential community leaders to endorse and support the training programs helped break down cultural and social barriers.
5. **Flexible Scheduling and Support:**
 - **Adjustable Training Schedules:** Offering flexible training schedules and additional support for those with time constraints enabled participants to balance their responsibilities more effectively.
6. **Market Linkages and Networking:**
 - **Market Access Programs:** Initiatives to connect participants with larger markets and potential customers helped overcome market access challenges.
 - **Business Networks:** Facilitating networking opportunities with other businesses and entrepreneurs provided participants with valuable connections and market insights.

Rajni (mother of Abhishek - 835863) shared that when she moved to Allahabad with her husband, they were unfamiliar with the city and struggled financially, which affected their child's education and family livelihood. After learning about the Income Generation Program (IGP) through sponsorship, Rajni

decided to start a lunch box service. Initially, her husband doubted her ability to succeed due to language barriers, but Rajni's dedication and perseverance paid off. She started with just three lunch boxes and now serves 15 to 20, significantly contributing to the family's income. Her efforts have enabled one of her children to pursue computer education, showcasing the impact of her determination.

Tanu (mother of Natasha - 787706) faced opposition from her in-laws and struggled with poor financial conditions. Motivated by other mothers, she discussed her situation with her husband, who eventually supported her decision to work for family development. Tanu learned to make decorative items at the community center and now sells them in the market, improving her family's financial situation and gaining their respect.

Suman (mother of Bhaskar - 773603) experienced financial crises during the COVID-19 pandemic, which severely affected her tailoring business. Despite purchasing a sewing machine with an SMG loan and starting her business, the lockdown forced her to pivot. Suman decided to go door-to-door collecting clothes for sewing, and with the support of community members, she rebuilt her business. Her dedication and positive mindset have been crucial in overcoming these challenges.

Shanti (mother of Divyanshi - 860281) faced resistance from her in-laws when she began her income-generating project. By motivating them with examples of other successful mothers, she eventually gained their support. This breakthrough allowed her to continue her work and contribute to her family's development.

Kajal (mother of Aradhana - 777242) initially dealt with gossip and skepticism from her in-laws whenever she attended community center meetings. By explaining the benefits of the community programs and her involvement, she eventually gained their understanding and support, allowing her to focus on her development.

Saroja (mother of Komal - 657011) encountered multiple barriers, including resistance from her in-laws and logistical challenges due to poor village roads and long distances. Despite these obstacles, she remained committed to her training in wick ball making. By motivating her in-laws and prioritizing her development over the road difficulties, she successfully completed her training and advanced her personal growth.

In summary, the participants' journeys illustrate the significant challenges they faced, including financial hardships, lack of family support, societal resistance, and logistical issues. However, their stories also highlight the importance of community support, determination, and the ability to motivate others in overcoming these challenges. Through the combined efforts of personal resilience and community encouragement, these mothers have managed to implement their training practices successfully, contributing to their self-development and family welfare.

Q4. Share some insights on how have participants developed resilience and strategies to overcome challenges?

Participants have developed resilience and strategies to overcome challenges by leveraging community support, fostering strong determination, and adopting innovative approaches to their circumstances. Their stories illustrate how they navigated various obstacles and emerged stronger, contributing significantly to their personal and family development.

Developing Resilience

1. **Building Confidence through Incremental Success:**
 - **Small Wins:** Participants were encouraged to take small, manageable steps in applying their new skills. Celebrating these small successes helped build confidence and a sense of achievement, fostering resilience.
 - **Continuous Learning:** Engaging in ongoing learning and applying lessons from both successes and failures reinforced participants' ability to adapt and persist.
2. **Strengthening Support Networks:**
 - **Peer Networks:** Forming strong peer networks provided emotional support and practical advice, enabling participants to share experiences and strategies for overcoming challenges.
 - **Mentorship:** Regular guidance and encouragement from mentors helped participants stay motivated and resilient in the face of difficulties.
3. **Adopting a Growth Mindset:**
 - **Positive Attitude:** Emphasizing a positive outlook and a growth mindset helped participants view challenges as opportunities for learning and improvement rather than insurmountable obstacles.
 - **Persistence:** Encouraging persistence and tenacity helped participants remain committed to their goals despite setbacks.
4. **Cultural Adaptation:**
 - **Cultural Sensitivity:** Participants learned to navigate cultural and social barriers by understanding and adapting to local customs and norms while gradually introducing new practices.
 - **Community Engagement:** Involving community leaders and gaining community support helped participants build resilience against social resistance.

Strategies to Overcome Challenges

1. **Resource Optimization:**
 - **Pooling Resources:** Participants often pooled resources with others in their community or support network to access necessary tools, technology, and financial support.
 - **Creative Solutions:** Finding creative, low-cost solutions to resource limitations, such as using local materials or shared equipment, helped overcome financial constraints.
2. **Time Management:**
 - **Prioritization:** Effective time management strategies, including prioritizing tasks and setting realistic goals, helped participants balance training implementation with other responsibilities.

- **Flexible Schedules:** Adopting flexible schedules and making use of available time slots, such as early mornings or late evenings, enabled participants to integrate new practices into their daily routines.
- 3. **Community and Family Involvement:**
 - **Family Support:** Gaining the support and involvement of family members helped participants manage household responsibilities and focus on implementing new skills.
 - **Community Projects:** Engaging in community projects and collaborations provided additional support and resources, fostering a sense of collective resilience.
- 4. **Continuous Improvement:**
 - **Feedback Loops:** Regularly seeking feedback from staff, peers, and mentors allowed participants to make continuous improvements and adapt to changing circumstances.
 - **Reflective Practices:** Reflecting on their experiences and learning from both successes and failures helped participants refine their strategies and build stronger resilience.

Community Support and Motivation: Participants like **Rajni (mother of Abhishek - 835863)** and **Tanu (mother of Natasha - 787706)** overcame initial resistance and financial difficulties through the encouragement and support of their community. Rajni's husband initially doubted her ability to succeed in a new city due to language barriers, but with community backing and her unwavering determination, she successfully started a lunch box service, expanding it significantly. Similarly, Tanu faced opposition from her in-laws but, with motivation from other mothers, she convinced her husband to support her entrepreneurial efforts. This community-driven support system played a crucial role in boosting their confidence and resilience.

Adapting and Innovating: Participants demonstrated remarkable adaptability in response to adverse situations. **Suman (mother of Bhaskar - 773603)** had to pivot her tailoring business during the COVID-19 pandemic. By adopting a door-to-door service model for collecting and sewing clothes, she was able to sustain and eventually rebuild her business. This ability to adapt to changing circumstances showcased her innovative problem-solving skills and resilience.

Persistence and Dedication: The determination to persevere despite challenges is evident in the stories of **Shanti (mother of Divyanshi - 860281)** and **Saroja (mother of Komal - 657011)**. Shanti faced significant resistance from her in-laws, but by persistently motivating them with examples of successful mothers, she gained their support and continued her income-generating project. Saroja dealt with logistical challenges and resistance from her in-laws but remained focused on her training and development. Her commitment to overcoming these obstacles through persistence exemplified her resilience.

Empowerment Through Skills Development: Participants like **Kajal (mother of Aradhana - 777242)** and **Saroja (mother of Komal - 657011)** used the skills they acquired through training programs to empower themselves and their families. Kajal faced skepticism from her in-laws but gained their support by explaining the benefits of her community involvement. This newfound understanding allowed her to focus on developing her skills and contributing to her family's welfare. Saroja prioritized her training despite poor village roads and long distances, demonstrating her commitment to personal growth and resilience.

Building Self-Reliance and Confidence: The journey of **Shanti (mother of Divyanshi - 860281)** illustrates the importance of building self-reliance and confidence. Despite her in-laws' initial resistance, her success in her sewing work eventually led her family members to understand her value and support her endeavors. This transformation in family dynamics highlights how resilience and the development of self-reliance can lead to broader acceptance and support.

In summary, the participants developed resilience and strategies to overcome challenges through a combination of community support, adaptability, persistence, empowerment through skills development, and building self-reliance. Their stories underscore the significance of these factors in navigating and overcoming obstacles, ultimately leading to personal and family growth and development.

Q5. Share some insights on the improvement in the participant's quality of life, how these training/capacity building workshops have enhanced their outlook towards future in terms of access to better education, healthcare and interpersonal growth and development of children?

The capacity-building workshops and skill development trainings have significantly improved the participants' quality of life by enhancing their financial independence, educational opportunities, healthcare access, and interpersonal growth. Here are some insights into how these initiatives have positively impacted the participants and their families:

Improvement in Quality of Life

1. Increased Income and Financial Stability:

- **Economic Self-Sufficiency:** The skills acquired from the training enabled participants to start or expand their businesses, leading to increased income and financial stability.
- **Savings and Investments:** Improved financial literacy allowed participants to save and invest their earnings more effectively, providing a buffer against economic uncertainties.

2. Enhanced Living Conditions:

- **Housing and Amenities:** With increased income, many participants were able to improve their living conditions by renovating their homes, acquiring better furniture, and accessing essential amenities like clean water and electricity.
- **Nutrition and Food Security:** Better financial stability also translated into improved nutrition and food security for participants and their families, leading to overall better health and well-being.

Access to Better Education

1. Educational Opportunities for Children:

- **School Enrollment:** Increased financial resources enabled participants to enroll their children in better schools, ensuring access to quality education.
- **Educational Materials:** Participants could afford necessary educational materials such as books, uniforms, and technology (e.g., computers and internet access), enhancing their children's learning experience.

- **Extracurricular Activities:** Financial stability allowed children to participate in extracurricular activities, promoting holistic development and skill acquisition.
- 2. **Adult Education and Lifelong Learning:**
 - **Continued Education:** Participants themselves pursued further education and training opportunities, reinforcing the importance of lifelong learning and setting a positive example for their children.

Access to Better Healthcare

1. **Improved Health Awareness:**
 - **Health Education:** Trainings often included health education components, increasing participants' awareness of health and hygiene practices.
 - **Preventive Measures:** Participants adopted preventive healthcare measures, leading to a decrease in the incidence of common illnesses and better overall health.
2. **Healthcare Access:**
 - **Medical Services:** With better financial resources, participants could afford regular medical check-ups, treatments, and medicines, ensuring timely healthcare interventions.
 - **Insurance:** Some participants invested in health insurance, providing financial security against medical emergencies.

Interpersonal Growth and Development of Children

1. **Parental Engagement:**
 - **Positive Parenting:** Trainings emphasized the importance of positive parenting, leading to improved parent-child relationships and better emotional support for children.
 - **Role Models:** Participants became role models for their children, demonstrating the value of education, hard work, and resilience.
2. **Holistic Development:**
 - **Life Skills:** Children benefited from the enhanced life skills and values imparted by their parents, such as critical thinking, problem-solving, and financial literacy.
 - **Emotional Well-being:** Improved family dynamics and financial stability contributed to the emotional well-being of children, fostering a nurturing and supportive environment.
3. **Community Involvement:**
 - **Social Networks:** Families engaged more with their communities, participating in social and cultural events, and building strong support networks.
 - **Community Leadership:** Some participants took on leadership roles within their communities, advocating for better education, healthcare, and development opportunities for all children.

Enhanced Outlook Towards the Future

1. **Aspirations and Goals:**
 - **Future Planning:** Participants developed clear aspirations and goals for the future, both for themselves and their families, driven by the confidence gained from the training programs.

- **Long-term Vision:** They were better equipped to plan for long-term goals such as higher education for their children, home ownership, and sustainable businesses.
2. **Empowerment and Agency:**
- **Decision-Making:** Participants felt more empowered to make informed decisions regarding their families' education, healthcare, and overall well-being.
 - **Advocacy:** Increased knowledge and confidence enabled participants to advocate for their rights and access resources and opportunities more effectively.

Financial Independence and Improved Family Lifestyle: Participants like **Seema (mother of Raunak - 893088)** and **Sunita (mother of Vidya - 713162)** have transformed their family situations through entrepreneurial activities. Seema's journey from sewing to roti making and seasonal pottery sales has allowed her to open a bank account for her child and work towards a better financial future. Sunita, after purchasing a printer and lamination machine, not only improved her family's financial situation but also pursued a B.Ed in special education, securing a teaching position that contributes to their overall welfare.

Focus on Children's Education: The emphasis on children's education is a common theme among the participants. **Kajal (mother of Aradhana - 777242)** uses her income from income-generating projects (IGPs) for her children's education, healthcare, and home repairs. Similarly, **Saroja (mother of Komal - 657011)** prioritizes her children's education and family welfare. **Suman (mother of Khushi - 777237)**, who initially faced restrictions on working outside, now actively participates in her child's school activities, indicating a shift towards greater involvement in her children's education.

Healthcare and Emotional Support: Mothers like **Sushma (mother of Adhyayan - 822900)** and **Rajni (mother of Abhishek - 835863)** are utilizing their earnings to support their children's education and healthcare. Sushma, by starting a fast food stall, generates additional income to support her family's welfare. Rajni's hard work has not only improved her financial situation but also motivated her children to work hard and pursue their education seriously.

Interpersonal Growth and Development: The trainings have also fostered interpersonal growth and development among the participants' children. **Sushma (mother of Aditi - 846066)**, who has four daughters, was initially worried about their education and development. After establishing her IGP, she saved enough to ensure her daughters could pursue their dreams, such as one daughter becoming a lab technician. **Priti (mother of Photo - 681965)** has motivated her child to prepare for the NEET exam through her hard work and dedication. **Meena (mother of Akriti - 681975)** has inspired her child to pursue a nursing course, reflecting the impact of her resilience and motivation.

Role in Community Development: Participants have not only focused on their own families but also contributed to community development. **Kajal (mother of Aradhana - 777242)** and **Sunita (mother of Vidya - 713162)**, through their IGPs, have set examples for other mothers in their community, encouraging them to engage in similar activities for their personal and familial growth.

Overcoming Challenges with Resilience: The participants have faced numerous challenges, such as financial constraints, lack of support from in-laws, and societal barriers. **Rajni (mother of Abhishek - 835863)**, despite language barriers and initial skepticism from her husband, expanded her lunch box service from three to twenty clients. **Tanu (mother of Natasha - 787706)** overcame resistance from her

in-laws with her husband's support and started making and selling handmade items in the market. **Suman (mother of Bhaskar - 773603)**, despite financial setbacks during the COVID-19 pandemic, revived her sewing business through door-to-door service.

Enhanced Outlook Towards the Future: These training programs have significantly enhanced the participants' outlook towards the future. They have not only achieved financial stability but have also become advocates for education and development within their communities. The skills and confidence gained through these workshops have enabled them to envision a better future for themselves and their families, marked by improved access to education, healthcare, and overall quality of life.

The capacity-building trainings and workshops have led to substantial improvements in the quality of life for participants and their families. Enhanced financial stability has facilitated better access to education and healthcare, while positive changes in parenting and community involvement have fostered interpersonal growth and development in children. Participants' outlook towards the future has become more optimistic and proactive, characterized by clear aspirations, empowered decision-making, and a long-term vision for sustained improvement in their lives and the lives of their children.

In summary, the capacity-building workshops and trainings have empowered these women to overcome challenges, achieve financial independence, and prioritize their children's education and healthcare. Their stories reflect a journey of resilience, motivation, and community support, leading to significant improvements in their quality of life and a brighter outlook for the future.

Quantitative Analysis

Fig 1: depicts the # of mothers from the subprojects who have been actively participating in these capacity building trainings/ Workshops

Fig 2: depicts the # of mothers who have learned how to manage their groups and cope up with conflicts and developed conflict resolution skills.

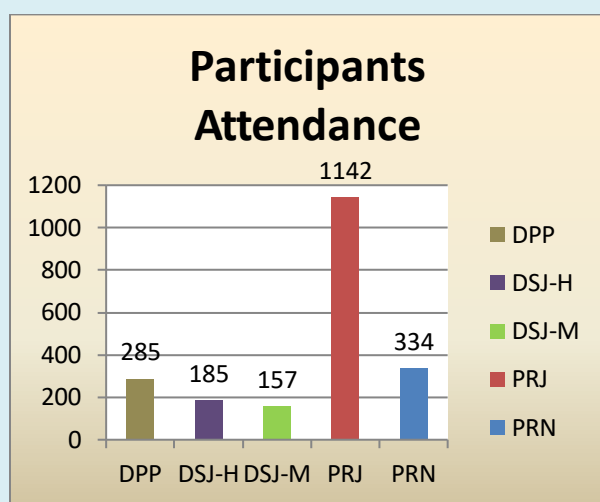


Fig 1

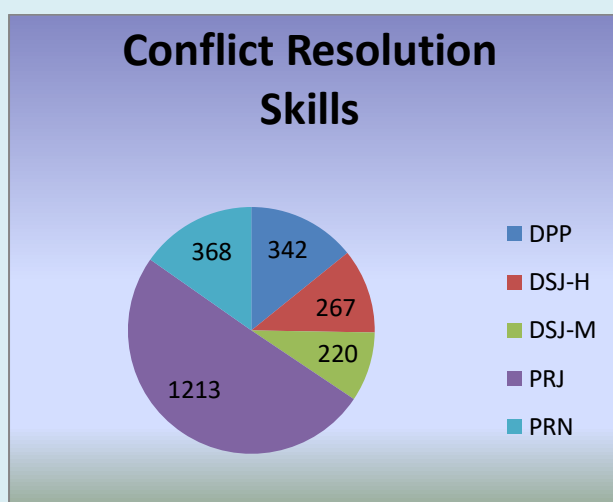


Fig 2

Fig 3: depicts the % of mothers who started IGP activities after receiving training

Fig 4: depicts the average contribution of income by mothers to their households/ subprojects/ month

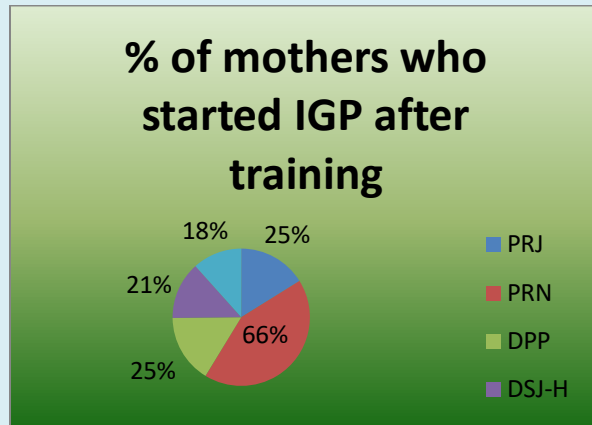


Fig 3

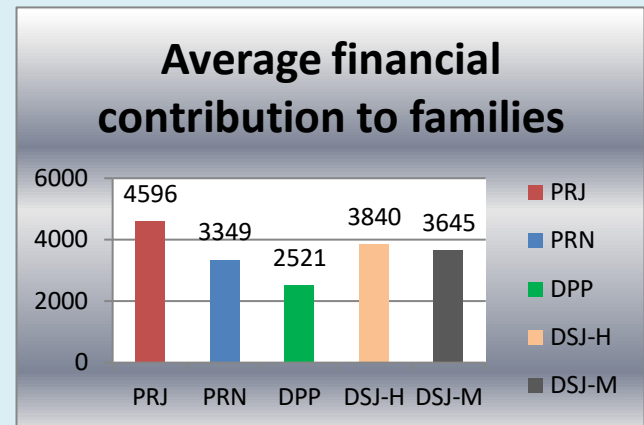


Fig 4

Fig 5: depicts the # of mothers who have observed a transformational behavior shift – Have become Outspoken, Knowledgeable about their rights, Participative, Better Decision Makers etc

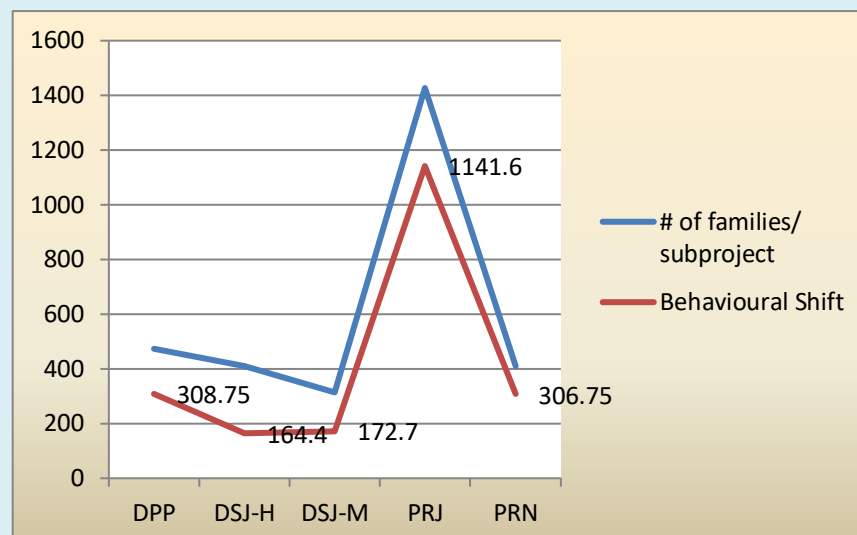


Fig 5

Key Learning's of mothers as a result of these trainings/ capacity building workshops:

1. Financial Independence and Entrepreneurship:

- Skill Development for Income Generation
- Managing Finances and Loans

2. Educational Advancements:

- Prioritizing Children's Education
- Role Modeling and Motivation

3. Overcoming Social and Cultural Barriers:

- Persistence and Resilience
- Community Support and Networking

4. Leadership and Decision-Making:

- Becoming Community Leaders
- Enhanced Decision-Making Abilities

5. Improved Quality of Life and Future Outlook:

- Focus on Healthcare and Family Welfare
- Long-Term Planning

6. Enhancing Interpersonal Skills:

- Communication and Negotiation
- Building Self-Esteem and Confidence

7. Application of Learned Skills:

- Practical Application of Training
- Adaptability and Innovation

Summary of Evaluation:

The capacity-building workshops and trainings provided by the Community Foundation for Children and Aging (CFCA) have significantly impacted participants and their families, fostering both economic self-sufficiency and the emergence of strong community leaders and advocates. Many participants have transformed their lives by establishing successful businesses, overcoming challenges such as economic downturns and societal constraints. These ventures have provided crucial financial support and instilled a sense of accomplishment and self-worth.

The trainings have been pivotal in boosting participants' confidence, enhancing their communication skills, and equipping them with valuable knowledge and skills necessary for economic independence. This empowerment has extended beyond the participants themselves, positively influencing their families by improving access to education, healthcare, and overall quality of life. Numerous participants have transitioned from traditional roles to become leaders in their communities, advocating for themselves and others. These individuals have not only overcome personal adversities but have also

become influential figures within their communities, demonstrating the transformative power of CFCA's initiatives.

The ripple effect of these programs is evident in the shifting attitudes of family members and the broader community, who now recognize and respect the participants' achievements and contributions. The comprehensive support, encouragement, and opportunities provided by CFCA have enabled individuals to break free from traditional gender roles and societal expectations, leading to a significant shift in their self-perception and social standing. In essence, CFCA's capacity-building workshops and trainings have been instrumental in creating a generation of empowered, resilient, and self-reliant individuals capable of leading and advocating for positive change within their communities. The sustained impact of these programs is a testament to their effectiveness in fostering holistic personal development and community transformation.

Conclusion:

In conclusion, the evaluation of the capacity-building workshops and trainings conducted by CFCA reveals their profound impact on participants and their communities. These programs have not only enabled individuals to achieve economic self-sufficiency but have also catalyzed significant personal and social transformation. By fostering essential skills, boosting confidence, and providing critical resources, CFCA has empowered participants to overcome economic and societal challenges, emerging as resilient leaders and advocates. The positive changes observed in participants' lives including enhanced self-esteem, improved quality of life, and increased community engagement underscore the effectiveness of these initiatives. The support and guidance provided have enabled participants to break traditional barriers, take on leadership roles, and drive meaningful change within their communities. This comprehensive approach has not only transformed individual lives but has also contributed to broader community development, highlighting the success of CFCA's programs in fostering lasting empowerment and growth.

Recommendation:

- 1. Registration through NULM:**
 - More mothers' groups should be registered through the National Urban Livelihoods Mission (NULM) to enable them to benefit from government schemes. This would provide access to resources, financial support, and training programs essential for sustainable development.
- 2. Interest-Based Training Programs:**
 - Organize more training sessions tailored to the specific interests and needs of the mothers. Personalized training programs will ensure higher engagement and more effective skill acquisition. For example, offering specialized workshops in areas like sewing, food preservation, or yoga training can cater to diverse interests and talents.
- 3. Peer Training and Motivation (TOT):**
 - Trained mothers should take on the role of trainers and mentors for other mothers in the community. This peer training model not only builds a supportive network but also

empowers more women to initiate Income-Generating Projects (IGPs) and achieve financial independence.

4. Community Support and Networking:

- Strengthen community support systems by encouraging regular interaction and networking among mothers. Sharing experiences, challenges, and success stories can motivate and inspire others to pursue similar paths of development and resilience.

5. Leadership and Decision-Making Skills:

- Continue to develop leadership and decision-making skills among mothers. Empowering them to take on leadership roles within their families and communities will foster a culture of self-reliance and collective growth.

6. Financial Literacy and Management:

- Provide comprehensive training on financial literacy and management. Teaching mothers how to effectively manage their finances, savings, and loans will enhance their ability to sustain and grow their businesses.

7. Long-Term Planning and Goal Setting:

- Encourage mothers to engage in long-term planning and goal setting. Workshops on strategic planning and setting achievable milestones will help them focus on sustainable development and future growth.

By implementing these recommendations, the training and capacity-building programs can further empower mothers, enhancing their quality of life and enabling them to contribute more effectively to their families and communities.

Sample Size: 341 of 3011 families as of April 2024

Stories of Transformation

Anjana, Child ID: 661173

Anjana joined CFCA (Community Foundation for Children and Aging) in 2011, during a time when she was living under the *parda* system, a traditional practice that restricted women's mobility and interaction. Despite these challenging circumstances, Anjana was determined to change her life. Over the years, she transformed herself into a well-educated, confident woman who actively participated in CFCA activities, assisting staff and leaders with dedication.

Anjana's life took a tragic turn when, after several years of marriage, her husband committed suicide due to family issues. This devastating event placed the entire family responsibility on Anjana's shoulders. Although she lived with her in-laws, they provided no support, leaving her to manage all the household responsibilities and care for her two children on her own.

The period following her husband's death was incredibly painful and challenging. Anjana faced immense emotional and financial stress, particularly because her elder son was a child with special needs, requiring extra care and support. Despite the hardships, Anjana remained resilient, knowing that her children depended on her.

During this difficult time, CFCA provided crucial emotional support and encouragement. Other mothers within the CFCA network rallied around Anjana, offering motivation and companionship. The CFCA's livelihood program played a pivotal role in her recovery, empowering her with the skills and confidence needed to start anew.

With the support and encouragement from CFCA, Anjana managed to overcome her difficulties. She utilized the resources and training provided by CFCA to establish a small business, running a beauty parlour in a rented shop. This venture not only provided her with financial stability but also helped rebuild her confidence and independence.

Today, Anjana is a resilient and successful entrepreneur, running her parlour effectively. Her children are also thriving. Her elder child, who has special needs, continues to attend school at a senior level, demonstrating remarkable progress despite the challenges. Her younger child, now in the 11th grade, aspires to become a doctor, reflecting Anjana's strong support and belief in the potential of her children.

CFCA's support has been instrumental in Anjana's journey, providing both emotional and financial assistance. The organization's intervention has significantly impacted her life, enabling her to transform adversity into strength and ensure a better future for her children.

Anjana's story is a powerful testament to the resilience of the human spirit and the positive impact of support systems like CFCA. From facing profound personal loss and adversity to becoming a successful entrepreneur and a dedicated mother, Anjana's journey highlights the transformative power of compassion and support. Her success not only showcases her own strength but also the vital role of CFCA in empowering individuals to overcome challenges and build a brighter future.

Babita, Child ID: 713205

Babita, a core committee member of the DSJ-M community, was once known for her festive stalls where she showcased and sold beautiful decorative items crafted from raw materials. Her creative talents and dedication to her work were evident, and she managed to run these stalls successfully with the occasional support of her husband during busy festive periods. Babita initially hesitated to deal with customers directly, relying on her husband's assistance to manage interactions.

Tragedy struck when Babita's husband passed away suddenly due to a heart attack. The loss was devastating, leaving her to navigate the immense grief while facing the daunting challenge of supporting her family alone. The emotional and financial strain was overwhelming, but Babita found strength through the support of her family and the encouragement she received from CFCA.

Despite the difficult circumstances, Babita was determined to rebuild her life. With the help of CFCA, she received the guidance and resources needed to continue her decorative item business. Babita's commitment and hard work paid off as she gradually regained her confidence. She now purchases raw materials from the wholesale market, creates all the decorative items herself, and manages to sell them during festive times.

Babita's family plays a crucial role in her journey. Her younger son, who is in 11th grade, excels in his studies and aspires to become an artist, reflecting his mother's influence. Her elder son, a special child, may have unique challenges, but he is attentive and supports his mother as much as he can.

Today, Babita is a testament to resilience. The support from CFCA and her ability to overcome personal loss have empowered her to handle customer interactions with newfound confidence. She continues to thrive in her business, showcasing not only her creative skills but also her remarkable strength and determination to provide for her family.

Rizwana, Child ID: 759066

Rizwana, a devoted mother of three, lives in a rented accommodation in the bustling capital city of Delhi. Her husband resides in their hometown, as his presence is required there. Rizwana moved to Delhi with the hope of providing her children with better educational opportunities. However, the journey has not been easy.

When Rizwana first associated with CFCA, she was working as a househelp, struggling to bear the rental expenses of their accommodation while managing her children's educational costs. Balancing these responsibilities single-handedly was a constant challenge for her.

A turning point came when Rizwana went on an exposure/IGP trip to Agra through CFCA, along with fellow sponsored mothers. During this trip, she witnessed how the sponsored mothers in Agra were successfully working to earn a livelihood on their own. This experience inspired her to start her own business instead of continuing as a maid.

Upon returning to Delhi, Rizwana discussed her situation with her tenant, who kindly offered her some space outside his dairy to start an egg and snack stall. With a modest initial investment of 300 rupees, Rizwana's stall began to take shape.

Her business quickly gained traction, and she reinvested her earnings to expand her inventory, adding items like eggs, wafers, chocolates, fruits, and vegetables. Rizwana also started assisting in running the dairy, which further supplemented her income.

Through hard work and determination, Rizwana transformed her small stall into a thriving business. Her success has not only provided financial stability for her family but also boosted her confidence. Today, she has been elected as the leader of the School Management Committee for two consecutive years, a testament to her leadership and dedication.

Rizwana's journey from a struggling househelp to a successful entrepreneur and community leader highlights the profound impact of CFCA's support and her own resilience. She continues to inspire others with her story of determination and triumph over adversity.