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Sida Decentralised Evaluation

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Review of RFSU's Regional Programme – Improving LGBT rights in South Asia through strengthening CSOs

Final Report

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Abbreviations and acronyms

AIDS	Acquired Immunodeficiency Syndrome
BDS	Blue Diamond Society (Nepal)
CBO	Community Based Organisation
CoJ	Companions on a Journey
DFID	Department for International Development (DFID)
GBT	Gay, Bisexual and Transgendered persons
GFATM	Global Fund to Fight AIDS, TB and Malaria
HIV	Human Immunodeficiency Virus
HIVOS	Humanist Institute for Development Cooperation
IPPF	International Planned Parenthood Federation
LB	Lesbian and Bisexual
LBT	Lesbian, Bisexual and Transgendered persons
LFA	Logical Framework Approach
LGBT	Lesbian, Gay, Bisexual and Transgendered persons
LGBT-IQ.	Lesbian, Gay, Bisexual and Transgendered, Intersex and Questioning persons
MSM	Men who have Sex with Men
NGO	Non-governmental Organisation
O/ OPPRSM	Organisation for Protection and Promotion of the Rights for Sexual Minorities
RBM	Results based management
RFSU	Swedish Association for Sexuality Education
SAARC	South Asian Association for Regional Cooperation
SEK	Swedish kroner
Sida	Swedish International Development Cooperation Agency
SRHR	Sexual and reproductive health and rights.
ToRs	Terms of Reference
UNAIDS	United Nations programme for HIV/AIDS
UNDP	United Nations Development Programme
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
WSG	Women's Support Group (Sri Lanka)

1. Introduction

1. This report summarises the findings of a review commissioned by Sida of its programme for “Improving Lesbian, Gay, Bisexual and Transgender (LGBT) rights and health (including HIV) in South Asia through strengthening civil society organisations”. Developed initially by Sida, and based on an assessment study carried out in 2006/07, the detailed programme was fleshed out at a workshop (Colombo, October 2007) where invited LGBT organisations participated.

2. The programme started with an initial fourteen NGOs¹ from the region and was expected to finish in 2011. It is now expected to finish at the end of 2012. Total programme costs are 17 million SEK, with 16 million SEK covering RFSU and programme costs and an additional 1 million SEK for Sida follow-up.

3. The programme’s purpose is “to improve the human rights and health for LGBT persons in South Asia. Improving human rights will increase the possibilities for LGBT persons in the region to access health, healthcare and information, earn a livelihood, be less discriminated against and in general enjoy a higher standard of living and increased quality of life.” Results contributing to achievement of the purpose are expected in five result areas, namely:

- I. Organisations better equipped to respond to health issues of the LGBT community
- II. Improved skills of organisations in working for LGBT legal rights.
- III. Enhanced organisational capacities to effectively manage the work.
- IV. Organisations equipped with effective advocacy tools for media on LGBT issues.
- V. Organisations are networking and meeting for mutual capacity building and activities.

4. According to the review ToRs (see Annex 1), the purpose of the review is to deepen the understanding for all stakeholders (Sida, RFSU, and partner organisations) of the programme by:

- Producing results information of programme progress.
- Documenting lessons learnt and make them available to partner organisations.
- Assessing the relevance of the Network for creating prerequisites for programme progress
- Assessing the sustainability of the Network given the geographic distances between the partner organisations, and between RFSU and the network organisations.
- Assessing the composition of the Network
- Providing concrete recommendations to RFSU, partner organisations and Sida for making adjustments for the remaining time of the programme.
- Outlining possible strategies for exiting, continuing or expanding (to South East Asia)

5. This review was carried out over September and October 2011 by a team of three consultants: Paul Balogun (Team Leader), Viktoria Hildenwall and Venkatesan Chakrapani. Fourteen of the fifteen² current member NGOs participated in a one day workshop, managed by the review team (Bangalore, 5th October). Nine of these organisations were subsequently visited by one of the members of the review team. Representatives of five of the remaining six organisations were interviewed either in Bangalore or by telephone. The single Pakistan based organisation was not contacted, as its engagement with the programme to date has been modest and it didn’t attend the

¹ **Bangladesh** - Bandhu; **India** – Aadhikar, Bharosa, Humsafar, Infosem, Maan, Naz India, Sangama, Sangini, Sappho; **Nepal** – Blue Diamond Society; **Sri Lanka** – Companions on a Journey, Equal Ground, WSG; and **Pakistan** - O.

² One further organisation, the Pakistan based ‘Organisation for Protection and Promotion of the Rights for Sexual Minorities’ (OPPRSM, or O), joined the programme in 2010, but to date has not participated actively; partly due to the difficulty of obtaining the needed visas to attend the six-monthly meetings.

Bangalore workshop. A listing of those interviewed is at Annex 2. It is planned that the review's conclusions and recommendations will be discussed at the next six-monthly meeting of partners.

2. Brief description of the programme's activities

6. An initial 16 potential partner organisations were invited by Sida to join the programme based on their track record and recognition of promoting LGBT rights. Experience in handling foreign donor funding programmes was also taken into consideration. Eleven of these potential partner organisations attended the initial Colombo workshop and fourteen of the 16 joined the programme. A brief description illustrating the diversity among the participating organisations is at Annex 3. In the initial Assessment Study commissioned by Sida³, the LGBT organisations said they wanted an external partner from Sweden to lead implementation of the programme. In a consultative meeting in Sweden with a number of possible NGOs, RFSU was selected, based on its extensive experience of development cooperation in South Asia within the area of SRHR and LGBT in particular. Activities were anticipated both at the regional (through creation of a network) and organisational levels.

7. The conditions for Swedish support were defined as being that they were regional, rights based, inclusive of HIV/AIDS, and clearly fitting with the Swedish overall poverty reduction strategies as well as LGBT specific strategies. Within these broad parameters, it is very important to understand that once the initial fourteen organisations had agreed to participate, the programme was designed to ensure that the detailed design and selection of activities was to be driven by the participating NGOs. This was assumed to be the major way in ensuring future independent continuation of work to improve LGBT persons' rights and health once Sida funding support ceased.

2.1 Work at the regional (network) level

8. The purpose of the network is most clearly expressed in Sida's internal justification for the programme, which states that *"Sida's intention is to collectively address the LGBT issue to enhance changes in policy, exchange information and experiences and also network for capacity development. It is therefore important to identify and assess the potential of the various organisations and try to create an environment of cooperation in the region The aspect of regional programming is relevant also regarding applicability for the partner countries. The experience and capacity of one country may easily be applied to another country in the region and in SAARC as well, in regional bodies of international NGOs and UN bodies and programmes, and are a way to bypass locked positions in a country to allow for additional views and opinions. The entry point of utilising the momentum of LGBT rights and HIV/AIDS is also a way to extend the dialogue and find legitimacy for a public debate. The joint regional activities are expected to stimulate collaborative strategies among LGBT organisations of various sizes and scopes in the region in the form of advocacy and LGBT network building, as well as increased organisational interest clusters with non-LGBT specific organisations ... The joint regional activities are expected to stimulate collaborative strategies among LGBT organisations in the region in the form of advocacy and LGBT network building as well as increased organisational interest clusters with non-LGBT specific organisations."*

9. Establishment and development of the network and planning of work was supposed to be carried out at six-monthly meetings of all member organisations. These meetings were also intended to be used for training to develop capacity within the member organisations. Six-monthly workshops held so far and their main purposes are summarized below in Table 1.

³ The capacity assessment study was done in April 2007 and concluded that the LGBT organisations were interested in participating in a regional LGBT rights programme and that there were needs and ambitions of the organisations that could be catered through such a programme.

Table 1: Six-monthly workshops held so far and their main purposes

Venue	Date	Purpose
Colombo	10/07	Consultation with organisations, including LFA problem analysis, to examine feasibility/purpose of such a project
Dhaka	03/08	Second step of Logical Framework Analysis process guiding the formulation of the Programme. Based on several principles: (i) conclusions and report from the planning workshop in Colombo served as main background material for all further planning, (ii) some of the cross-cutting issues, like gender, were mainstreamed into the project plan and not left as isolated parts, (iii) all fourteen partners and their needs were taken into consideration to as large extent as possible.
Kathmandu	10/08	The chosen theme as prioritised in Dhaka was “Gender and Sexuality”. In addition to strengthening academic knowledge and theoretical perspectives in the area, the participants reported that the biggest outcome from the workshop was the consolidation of the network and that the suspicion between the organisations that some had feared had changed to an atmosphere of understanding and wish to work jointly.
Mumbai	03/09	Both were thematically focused on possible regional advocacy work and resulted in a more consolidated network, including a list-serve that has been launched and a web page that has started to be developed. Work to take the proposed study on LGBT rights in the region into realization has re-started.
Delhi	10/09	
Dhaka	03/10	The workshop had two themes. Understanding about the IPPF <i>Declaration of Sexual Rights</i> and exploring the possibilities of using it in advocacy work” and “Exploring the possibilities and limitations of working with the South Asian Network of LGBT Organisations.” Website group presented their timeline for initializing the website.
Colombo	10/10	Themes for the meeting were “Gender and the LGBT movement” and “LFA methodology and RBM”.
Kolkata	3/11	Themes for the meeting were “LGBT Rights and South Asian Laws: Situation and Way Forward” and “Using the Webpage for Strengthening the Network and its Partners”
Bangalore	10/11	One day training on ‘Result Reporting’

2.2 Work at the level of individual organisations

10. The major support at organisational level has been the provision of funding for the individual organisations. In 2008, each organisation received 100,000 SEK⁴, in 2009 150,000 SEK, and in 2010 and 2011 175,000 SEK. Organisations present an annual plan on how they chose to use the funds, which is reviewed by RFSU to ensure that it will be contributing to one of the agreed five results areas and then formally approved by Sida.

11. In addition, RFSU has visited nearly all of the organisations, and discussed the capacity development needs of the organisations. These interactions have used a simplified version of Sida’s capacity development assessment tool – Octagon – to structure these interactions and ensure that they are done systematically.

⁴ Two organisations, Aadhikar and Infosem, did not receive these funds in 2008

3. Review approach

12. The review has focused on addressing a number of questions identified in the ToRs, which have been organized by the OECD DAC evaluation criteria in Table 2:

Table 2: Major questions addressed by the review

Evaluation Criterion	Question from the ToRs
Efficiency	What are the most significant changes so far in partners' performance, knowledge and skills gained in the programme? How are these results/changes related to the participation and work with and through the Network?
Effectiveness	Do the <i>programme partners</i> perceive that they have developed through their participation in the Network? Why and how? Have they improved their service delivery? Improvements in relation to the five results? Is it possible to determine any outcome or impact at this stage? Have there been positive or negative changes outside of the programme matrix i.e. outcomes or results not planned for? What are the most concrete recommendations for the remaining period of the programme to maximise the results achievement?
Relevance	Is the programme relevant, in relation to the partners' requirements and needs, the beneficiaries and the regional context? Is it possible to determine any outcome or impact at this stage? Have there been positive or negative changes outside of the programme matrix i.e. outcomes or results not planned for?
Sustainability	What can be said about the ownership of the Network? Is the Network perceived as sustainable at this stage? Does it operate on its own without input from RFSU? What is the potential for future sustainability? (including the scenario without Sida funding). Is there a need to formalise the Network? What is the future outlook? What are the alternatives for the future of the Network – including possible exit strategies, continuation of this programme and modifying the programme for a next phase (geographically as well as composition and types of organisations)?

13. The approach adopted reflected a number of major challenges.

- First, whilst a log frame exercise was carried out, the programme logic has never been made explicit. In broad terms, while the expected outcomes had been identified, precisely what the expected changes in these outcomes were intended to be and the logic for how the network was expected to deliver these are not discussed in detail in any of the documentation reviewed.
- Second, there are no baseline data against which to assess changes in the capacity of the organisations. Information from the initial 2007 capacity assessment carried out by InDevelop of the organisations concluded that *'The organisations interviewed were at very different levels of in terms of capacity, but had in common, a lack of strategic thinking on outcome and impact levels.... Another reflection that the consultants had was that the similarities in the region were striking, but the level of cooperation over the borders is noted to be low'*. But the report does not present any assessment of capacity of the individual organisations. Nor does it or any of the other documentation provided show: (i) why a regional network would add value; or (ii) what this network was supposed to look like or be organized.
- Third, there are no indicators of performance. Work carried out on developing a results framework at the March 2008 Dhaka workshop led to agreement on the five results

areas. However, no indicators of progress against the five results areas been defined and agreed.

14. A number of tools were used to gather evidence and opinions of performance of the programme to date.

15. In September a meeting was held with RFSU to gain a better understanding of the programme and ensure all relevant documentation was identified and collected. All documentation was then reviewed to identify evidence of intended and actual results to date. This evidence was supplemented by results of a short questionnaire sent to fourteen of the organisations (see Annex 3).

16. The opportunity presented by the October six-monthly meeting of all organisations to hold a one day workshop, led by the review team, focused on assessing the views of the membership about what they understood the network to be, its purpose, current and future results and ensuring sustainability into the future.

17. Visits were then made to the nine organisations to: (i) gain a better understanding of how the Sida support fitted into the organisations' overall programmes of work; (ii) how they had made use of the yearly allocation of funds made to each organisation; and (iii) the implications of the programme ending in late 2012. The following were visited: Bangladesh - Bandhu; India – Aadhikar, Naz India, Sangama, Sangini; Nepal – Blue Diamond Society; Sri Lanka – Companions on a Journey, EQUAL GROUND, and WSG. Representatives of five of the remaining six organisations were interviewed either in Bangalore (Humsafar and Sappho) or by telephone (Infosem, Maan and Bharosa Trust).

18. Whilst in New Delhi, the opportunity was also taken to interview key informants in the Delegation of the European Union, DFID, UNDP and UNAIDS about the general context for work with sexual minorities in the region and funding trends and intentions. General findings and conclusions were also discussed by telephone with RFSU.

19. Finally the first draft of the report was reviewed by all key stakeholders, who were requested to identify factual errors and also identify conclusions and recommendations that they disagreed with and provide their alternative conclusion/recommendation.

4. Results

4.1 Results at the regional (network) level

Result area 5: Organisations are networking and meeting for mutual capacity building and activities.

20. It is important to start from an understanding that there is still not a clear consensus among the organisations over what the role of the network is or how it should be expected to develop. This was clearly shown at the Bangalore workshop.

21. Results at regional level are assumed to be delivered through a number of activities which were principally identified by the 14 organisations during the workshops on 'Advocacy and Human Rights for LGBT Populations' held in Mumbai (April 2009) and Delhi (October 2009). These workshops led to identification of a plan of action for regional networking and individual activism, including the following actions:

- Production of a review of the legal situation across the region;
- Establishment of a website for the network; and
- Development of an email listserve covering the membership.

The review of the legal situation

22. The study mapped existing laws and identified the legal constraints faced by the community through the analysis of qualitative and quantitative data and the social, political and cultural context of the respective countries. The draft report was discussed at the March 2011 meeting held in Kolkata. In general, partners believe that the report has value, and it is possible that some individual organizations may make use of the report as they take an increasingly rights based approach. This is discussed further below in the section on results at the organizational level. No further joint actions, based on the analysis have as yet been identified.

The website

23. The website was effectively established in March/April 2011. According to the October 2009 workshop report it is intended to: (i) Provide updates on activities and upcoming events; (ii) Share documents and reports; (iii) Promote transparency; (iv) Disseminate information about the work of the organisations; (v) Disseminate information about crises situations faced by the organisations; and (vi) Disseminate reports, progress, and information about the Sida RFSU Programme.

24. Inspection of the website shows that it could be used to fulfil all of the intended functions. Basic information on all the organisations has been posted on the site, but otherwise additional material added has been done so by either Aadhikar or Bandhu.

25. Discussion with the organisations suggests uncertainty over who the target audience is for the website, its purpose and who will take the lead in future on further development of the site and on what basis. The website has not been publicised with the wider community and as yet no plans on how it should be further developed. Interestingly, the basic design of the website is also based around presenting information from the individual organisations, and there is no section that deals with actions at the level of the network or joint actions by the organisations. Within this context, it is important to bear in mind that all of the organisations, except for Aadhikar and Sangini, have their own websites either established or under construction. Yet, the added value of a network website, over and above that from the individual organisational websites, has yet to be clarified.

The listserve

26. The primary function of the listserve is to facilitate cooperation and networking amongst the members of the network. To date, its major reported use has been to facilitate communication in crises situations and share information.

Other results

27. Details of interactions between the organisations outside the six monthly workshops are summarised at Annex 4. The most significant findings are on the extent of these interactions between many of the organizations and that contacts and cooperation are increasing across national borders and between organisations with LBT and GBT foci (it should be noted that the network is possibly the only forum across the region which draws participants from across the whole sexual minorities community and looks at their rights. Examples include:

- Bharosa Trust, Humsafar, Infosem, Maan, Sangama, and Aadhikar cooperating to influence community level consultations held as part of development of Government of India's National AIDS Control Programme, Phase IV.
- Most other organisations drawing on Aadhikar's legal expertise. For example to: (i) strengthen their own advocacy work (BDS); (ii) conduct a training programme on health and rights in particular rights based approaches for staff (Bandhu).
- Companions on a Journey visiting Sangama through Karnataka Health Promotion Trust to learn from experience and incorporate into its Micro Planning Pilot Project for HIV Prevention Against most-at-risk MSM, funded by UNFPA.
- EQUAL GROUND, Bandhu and Aadhikar working together to develop a joint three country proposal on Advocacy and Human Rights (likely to be submitted to Hivos).
- Cross referrals between Sangini and Maan, Humsafar, Naz India and Infosem for individuals in crises situations.

28. While the network was established within a context in which many of the organisations already knew of each other and, in some cases, had met previously⁵, we conclude that establishment of the network has been key to forging the interactions identified above and others. In the case of several of the organisations, such as Sappho and Infosem, the six monthly meetings have been seen as a valuable opportunity to develop the confidence of staff.

29. Several of the organisations also report that the establishment of the network has led to an increase in their LGBT rights based focus. Clear examples of this include: (i) Humsafar, where the training/discussion on advocacy and LGBT rights issues has been the basis for training two Humsafar staff members and establishment of a new advocacy unit; (ii) Sappho's intention to use evidence from the network to start a move towards a LGBT orientation, starting with attempts to conduct training with the state level police and (iii) Aadhikar, which changed its name, to indicate its shift in focus towards LGBT rights after the training on gender and sexuality.

4.2 Results at the organisational level

Result area 1: Organisations better equipped to respond to health issues of the LGBT community

30. To date, there has been little focus on this area in the six monthly meetings, which are the major formal forum for capacity development. However, as shown in Table 3, ten of the fourteen organizations would report some results in this area. The exceptions are Humsafar, Aadhikar, Sangama and Blue Diamond Society.

⁵ Several of the India based organisations are members of Infosem, while the MSM health focused organisations will have interacted at the regional events focused around HIV/AIDs.

Table 3: Results on whether organisations are better equipped to respond to health issues of the LGBT community

Organisation	Results
Sangini	Main result has been in terms of connecting into referral systems of other organisations in North India and therefore referring men and some transgender to more appropriate organisations and vice versa. Funding has also allowed Sangini to continue its help line
Sappho	Workshop on women's health issues helped the organisation to think through how to engage in this area. Previously had seen the need but less clear on what should do. Funding has allowed the organisation to initiate a more challenging and widespread advocacy programme.
EQUAL GROUND	Learning from programs conducted in other countries through our partner organisations within the network, being able to train and sustain the counselling hotline and putting in place a referral system which is used when the organisation cannot handle certain health issues. Funding received has enabled us to sustain our safe space and the counselling line within.
Women's support group	Sida funds have been used to fund a 'safe space' within which counselling services are offered.
Aadhikar	None
Bharosa	Given a better understanding of how others approach health issues
Humsafar	None
Infosem	Infosem consciously decided that the funds will be used to build the capacities of trans-gender groups. First year training on Mental health and Counselling held. Most of the organizations attended these trainings were involved in HIV/AIDS and sexual health related programmes but taking care about their mental health was not emphasized. After attending the training on emotional support and friendly guidance, they had shared their learning within the organization and became more careful to look after their mental health as well as their sexual health.
Maan	Given a better understanding of how others approach health issues
Naz India	We received the support to initiate and sustain a LGBT friendly clinic and provide medical support. Important as Naz India has been reluctant to access Global Fund/NACP funding due to philosophical differences.
Sangama	None
Companions on a Journey	Interaction with Sangama, Humsafar Trust and Sappho broadened understanding of transgender issues and ability to input into Sri Lanka's First National Consultation Meeting on MSM, HIV & Sexual Health in November 2009 that TGs should be provided with services on emotional health and physical health.
Bandhu Social Welfare Society	Sida funds used to support a project aiming to improve access to sexual rights and health services for transgendered persons in Chittagong. The project also includes HIV awareness and services components for the target group. The project started in 2009 and has contributed to the support of services in the field of HIV and sexual health to hijras (transgendered) who have been given relevant services.
Blue Diamond Society	None

31. Organisations identify a number of different modalities for why they are now better equipped to respond to health issues of the LGBT community. These include:

- In the cases of the three (Sangini, EQUAL GROUND and WSG) of the four organizations that have a significant LBT focus, funding provided by Sida has been used to fund both safe spaces and support counselling services. Given the current lack of alternative funding sources, it can be assumed that while these three organizations would have continued to offer such services in the absence of Sida funding, delivery would have been at a significantly lower level.
- For Sappho, the workshop on women's health issues helped the organisation to think through how to engage in an area that it had previously identified as important, but had been less clear on what it should do. Advocacy programmes have mostly relied on Sida-RFSU funding.

- In the cases of two organisations, Bharosa and Maan, informal contacts with the other organisations and visits to see their work have increased their awareness of good practice.
- In the cases of Naz India (via its Milan project) and Bandhu, financial support has been used to fund work addressing health related issues with the MSM and transgender communities respectively.

Result area 2: Improved skills of organisations in working for LGBT legal rights.

32. To date, this has addressed in two of the six monthly meetings; see Table 1 above. The Review of the legal situation across countries in the region has also been the only piece of analysis commissioned by the programme. Responses by individual organizations on results in this area are summarized at Annex 5. Major findings are:

- In interviews, all organisations stated that the Legal Report had improved their understanding of the legal situation across the region. However, results beyond increased understanding have been variable.
- At the start of the programme, in 2009, three of the organizations could be said to be taking a rights based LGBT approach – EQUAL GROUND, Sangama and Blue Diamond Society. Sangama has used Sida funding to support establishment of the Karnataka Sexual Minorities Forum. Funds have been used to pay for staff to support the forum members, fund training and some modest office equipment requirements. Blue Diamond Society has used the Sida funding to build capacity in five regional offices in Nepal to respond to human rights violations in relation to LGBT persons; mainly through training events with CBOs and provision of office facilities. In both cases, the sustainability of these initiatives is open to question if funding from Sida ceases in 2012. EQUAL GROUND, the third organisation with a pre-existing LGBT rights based focus has moved to build contacts with allies on decriminalisation (but not with either WSG or Companions on a Journey), but has found opportunities to address the issue of legal rights limited, as the present President has moved to scotch moves towards decriminalisation.
- In the cases of Bandhu and Aadhikar, participation in the network has lead to a significant change in the focus of the organisations away from an MSM/health focus to a LGBT focus. For Bandhu, interactions with the LBT groups – especially Sappho and EQUAL GROUND – were helpful in supporting a Bangladesh (new) lesbian group called “Samai”. Interactions with partners also helped them in realizing the importance of the connections between SRHR and HIV, and thus the need to work on both. Indirectly, the interactions with partners also helped in revising the vision and mission of BSWS with now more attention being provided to human rights and SRHR issues of sexual minorities. Ideas from the Sida network about SRHR also made them understand the need to incorporate training on SRHR for the new CBOs supported under GFATM project – in addition to providing training on HIV-related issues (even though training on SRHR is not a focus area in that project). For Aadhikar, this shift is most clearly shown in the change in name to Aadhikar, from the previous MSM Task Force.

- Working with other network partners has helped Humsafar work effectively on LGBT legal rights of LGBT and set up mechanisms whereby it is now lead partner provide manpower and other resources to initiatives such as Pride Walk, Protests on LGBT, Kashish Mumbai International Queer Film Festival. In the case of Infosem, information gained has been integrated into training with the 25-30 transgender member organisations, with the intention of shifting the focus of these CBOs away from its exclusively health based focus towards a broader focus on rights.

Result area 3: Enhanced organisational capacities to effectively manage the work.

33. At one level, as illustrated in Table 4 below, Sida has funded staff positions in all of the organizations and therefore can be said to have enhanced the organizational capacities of the organizations. At least as long as Sida funding continues.

Table 4: Funding of staff positions

Organisation	Funding of staff positions
Sangini	Note that funds from Sida are funding 60% Director's salary, salary of 1 support staff and cost of accountant, and that contribution to help line coordinator add in 2011. Also pays rent and associated costs of the women's refuge, which is the main focus of the organisation
Sappho	Note that funds from Sida are funding salary of project coordinator, administrator and contributing towards facilitator cost. Basically all salaries
EQUAL GROUND	Funding Finance Officer position and also contribution towards rent
Women's support group	Covering some staff costs and also rent
Aadhikar	Paying between 1/3 and 2/3 of salary of the three staff member salaries and also rent
Bharosa	Paying various percentages of several staffs' salaries and also for running the drop in centre
Humsafar	Paying salaries and associated costs of staff in newly established advocacy unit
Infosem	Paying salary and associated costs for project manager/accountant working on transgender issues
Maan	Paying salary and associated costs for project manager/accountant
Naz India	Paying salary and associated costs for programme coordinator, officer and 3 field officers under the Milan project; 2010/2011: Centre manager, 3 counsellors, office assistant.
Sangama	Funding salaries of staff working under Sangama's programme to develop coalitions across Karnataka
Companions on a Journey	Covering 2 staff at the drop in centre, additional finance person in 2010 and admin person in 2012. Also contributing towards rent
Bandhu Social Welfare Society	Covering salaries and associated costs of staff working on Bandhu's project with the Hijra community
Blue Diamond Society	Covering salaries and associated costs of 5 regional advocacy/training officers, 2010 add coordinator

34. Results reported in terms of the effectiveness of training on the internal capacity of the organizations are disappointing. The limited evidence found suggests that while training may have been valuable at the level of the individuals involved, in terms of their personal development, there is little evidence of training having had a significant effect upon internal management capacity of these organizations. The main exception may be for Adhikaar, which in collaboration with Mann is planning a logframe exercise in December 2011, with participation from Bandhu and EQUAL GROUND, to strengthen the rights based approach in its work.

35. The original programme document also specified a role for RFSU in mentoring the individual organizations. While RFSU has visited all of the involved organizations (except Infosem) and has carried out capacity assessments, based on a simplified version of Sida's Octogon assessment tool,

there is no evidence that these activities have had any effect upon the internal capacity of the organizations.

Result area 4: Organisations equipped with effective advocacy tools for media on LGBT issues.

36. Advocacy has been a major focus of work at the level of the six monthly meetings, but with some exceptions, there is little evidence that the programme has yet had a significant effect on the advocacy activities carried out by the organisations. The main exceptions are:

- Humsafar, where the discussion/training on advocacy carried out at the six monthly meetings has been used to develop capacity of two staff members, who now run Humsafar's newly established advocacy unit.
- Sappho, Bandhu and Naz India, where funds have been used to make films exploring various issues.
- Bharosa, where Sida funds are helpful to focus on advocacy issues and partly support the salary of the advocacy staff.
- Adhikaar, which used the rights training to intervene in the TV9 episode and scored a major victory that created a precedent in India on how electronic media reported on LGBT issues and has wide public interest ramifications on matters of privacy and personal liberties.

5. Conclusions and recommendations

5.1 Conclusions

37. In drawing conclusions, it is necessary to first understand the context within which the programme has operated. Important factors include that:

- Progress has been made in terms of the rights of the LGBT community, most notably in Nepal and India, where recent legal changes have effectively decriminalised acts by sexual minorities. In both Nepal and India the challenge remains that for most of the community these new rights remain difficult to assert. Less progress has been seen in Bangladesh and Pakistan and in Sri Lanka, the legal situation can be said to have become worse.
- The work of some civil society organisations, such as Sangama, Adhikaar, Naz India, EQUAL GROUND, Sangini, and Blue Diamond Society, is based on a rights based approach. But the focus of most civil society organisations has been on health related issues or service provision.
- A fundamental challenge has been funding, particularly of core costs. In practice, over the period of the programme, available funding has become increasingly focused on service provision around MSM health issues and, partly in response to the need to 'prove' results, has come with increasing conditions on how it may be used. In theory, funds for regional advocacy work should be available under the regional project developed under the Global Fund, Round 9 and administered by UNDP's Asia Regional Bureau. However, 18 months into this project, no stakeholder interviewed could identify how these funds would be used. It also remains unclear whether the proposed Norwegian supported South Asia Human Rights Commission for Sexual Minorities will become operational, due to difficulties in establishing

the required regionally based INGO. Even if established, the Commission would not be a source of funding at the level of individual organisations.

- This programme has been the only forum at the regional level which includes organisations across the whole LGBT community. At country level, Infosem may develop to fulfil the same function in India, whilst Blue Diamond Society and Bandhu are working to create similar forums in Nepal and Bangladesh.
- External support for capacity development within organisations is increasingly scarce.

38. It is therefore important to start from the conclusion that most organisations participated in the programme primarily because it offered access to regular untied funds that the organisations could effectively use as they wished and was one of the rare sources of funding for rights based, as opposed to health focused, work. As such, these funds were seen by all of the organisations as highly relevant to their needs and would have enhanced capacity, mainly through:

- Funding of staff and core costs in all of the organisations;
- The exchange of experience, thus allowing organisations to do things they already do better or move into new areas. This has been of variable value across the organisations; and
- Building the capacity of partner community based organisations. Important in the cases of Sangama, Blue Diamond Society and Bandhu, where the funds have allowed work with communities that would otherwise have been difficult to fund. In the cases of Maan and Bharosa, this support would have supplemented support available through the Global Fund and the European Delegation.

39. Whether coming together at regular intervals and developing a network was relevant to the organisations' needs is more difficult to answer. At the start of the programme, Sida's assumption was that the main value would come in terms of exchange of experience between organisations and that joint regional activities would stimulate collaborative strategies among the organisations in the form of advocacy and LGBT network building, as well as increasing organisational interest clusters with non-LGBT specific organisations. Experience to date has been that the organisations, to varying degrees, have found opportunities for information exchange and mutual support relevant. There is also some evidence suggesting that meeting together has supported a number of the organisations to take an LGBT rights based approach. However, the organisations have not moved onto joint regional advocacy or strengthening of work with relevant non-LGBT specific organisations, as initially anticipated by Sida. A number of reasons can be postulated for this, including:

- Attempts to use log frame techniques to identify possible opportunities at the six monthly meetings appear to have been unsuccessful in this area. In part, review of the minutes of these meetings would suggest that initial problem analysis was set at too broad a level to allow the process to successfully focus the participants on joint work at regional level.
- While possibly appropriate under Phase 1, when organisations could be said to have been exploring what the network could be used for, mechanisms for ensuring accountability by the individual members for delivery at the level of the network were not in place.
- Moves to joint advocacy or work with relevant non-LGBT specific organisations at the national level are also rare (the exception is probably the collaboration between organisations in India related to Section 377 of the Penal Code). Therefore, the

organisations had little previous experience on which to draw or evidence of the efficacy of such approaches.

- There may actually be little value in working on joint advocacy at a regional level. In this context, neither RFSU nor the organisations could identify regional networks elsewhere that have primarily focused on joint work.

40. In terms of the cost effectiveness and efficiency with which support has been delivered, a number of issues can be identified.

- First, providing direct funding to the organisations appears to have been efficiently managed. However, its cost effectiveness is difficult to assess without having evaluated support to each individual organisation and interviewing a range of primary beneficiaries and in the absence of agreed indicators of performance with the individual organisations. But, in all cases, sustainability needs to be questioned, in the absence of continued/future funding. With hindsight, not addressing this issue from the start of the programme can be seen as a mistake.
- Capacity development was a key rationale for the programme, yet the design of support has not drawn on the wider body of international experience in this area. Given the diversity of organisations involved, what is meant by capacity development will vary significantly, yet this has never been explored in detail. We would point out in this context that neither those commissioned by Sida to develop the initial proposal nor RFSU have recognised expertise in capacity development. We also found no evidence that use of a modified version of Sida's own capacity development assessment tool by RFSU has affected what organisations have done.
- Capacity development expertise within the organisations themselves was extremely variable and, even when available, not really drawn upon.
- The value of training has been very variable and mostly found at the level of the individual rather than the organisations. This partially reflects the heterogeneity of people attending the training sessions, in terms of their previous experience, role in their organisation and language skills. It has also reflected the degree to which the individual organisations considered how they would make use of the training. In conclusion, training will continue to be relatively cost-ineffective until training is based on a solid needs analysis and tied to addressing immediate challenges identified by the organisations and more care is taken to ensuring that the right people attend the trainings. Within this context, the assumption that one training per workshop, suitable to the needs of all organisations, is the most effective approach should be questioned.
- Ownership of the network is difficult to assess, as it depends upon what the network is understood to mean. If the network is understood to mean a network of organisations who understand each others' skills and interests and where the major focus is on the exchange of experience and support, then the network has ownership from a number of the members. There is also evidence that the network, in the opinion of the members, has proven an effective approach to encouraging a rights based, LGBT focus among several of the organisations involved.
- One undoubted strength of the approach adopted to the planning and conduct of the six monthly meetings was the focus by RFSU on ensuring that all participants had the opportunity to contribute and have their views respected. This contributed to building the

confidence of a number of those who participated in these meetings and was important at the start of the programme, when detailed planning was carried out. Now, the question arises over how the network should develop further and whether, and how, to put systems in place to allow its future management and clarify accountabilities among the members. For example, various members hold strong views on the degree to which other members have contributed or engaged, yet there are no management systems in place that would allow such issues to be constructively addressed.

- Finally, across the programme, the approach to using funds available has been project based, which means a focus on spending money within a defined time period. Such approaches run contrary to those needed within civil society organisations, where approaches need to focus much more on the careful conservation of money and its most cost effective use. The programme therefore has pursued an approach that runs contrary to the culture and approach to planning and use of funds required for long term sustainability within the organisations.

5.2 Recommendations

For the remaining period of the programme, phase 1

41. We conclude that it is too late to make fundamental changes in the current programme. Funds are used for staff positions and core costs in many cases and covering any unexpected shortfall would be their main concern and distract attention from other activities within the programme. There just isn't the time available for the organisations to put in place alternatives if the anticipated 2012 funding were cut significantly and the funds used for alternative purposes.

42. On the assumption that Sida funding ceases at the end of 2012, two recommendations are made, which apply equally in the case of any Phase 2 of the programme:

43. **Recommendation 1:** RFSU should urgently commission work to examine alternative resource mobilisation strategies for the organisations; based on experience internationally and analysis of the context in the five countries. Of particular concern should be trying to identify alternative sources of funding for supporting LGBT rights based work and the work of organisations with a LBT/transgender focus. This work should be the major topic for discussion at the next meeting of the network in March 2012.

44. **Recommendation 2:** The focus of the last meeting of the network in 2012 should be on identifying roles and responsibilities across the member organisations in sustaining the network as a forum for information exchange. Whilst continuation of the listserve does not have monetary implications, whether the website can be maintained and who would pay, needs to be resolved.

If there is a phase 2

45. The relatively hands-off approach adopted by Sida and RFSU in Phase 1 was correct, as it respected the differing approaches and interests of the participating organisations. Our overarching conclusion is that the main objective and approach in the original Sida programmatic documentation was correct. The programme has been a relatively low cost approach to supporting the development of LGBT rights based approaches across many of the most significant organisations in the region. It has also allowed work for the LBT and transgender communities and so helped counter-balance the excessive focus on MSM health issues across the region caused by trends in overall funding. Finally, it is the only forum that fosters contacts across the whole LGBT community.

46. At the strategic level, experience however has shown that the opportunities and impetus for regionally based advocacy and formal collaboration are probably much less than initially assumed. The main benefits of meeting as a group lie building relationships between organisations that then allow exchanges of experience and opportunities for mutual support. In terms of developing capacity, training and other activities that are aimed at the whole group appear to be relatively inefficient.

47. For Sida, the key question in any Phase 2 has to be whether a new programme can be designed that gives Sida a clear exit strategy, which means clarity on what would be achieved by the end of the programme and what needs to be sustained. This will be challenging, as the organisations have divergent interests and approaches, and it should not be the role of either Sida or RFSU or any other external party to try impose their view on what this might be. Experience with the log frame exercises under Phase 1 also suggests that using log frame approaches to facilitating involved organisations to answer this question and clarify the vision will be difficult, unless the question posed is sufficiently narrow.

48. **Recommendation 3:** A Phase 2 of support should only proceed if the involved organisations can develop a clear vision of what change in civil society at the individual and national levels the support from Sida will deliver and a robust exit strategy for Sida. Organisations involved should then be held accountable for contributing to achievement of this vision.

49. **Recommendation 4:** Experience suggests that there is value in mutual experience sharing between organisations within countries and across borders. Sustainability at this level means building trust and contacts between organisations involved. It does not require creation of a formal network with secretariat.

50. **Recommendation 5:** Sida funding would require funding as an Asia regional project. Within this context, we note that there are no comparable LGBT focused networks in South East Asia, but the initial step would be to contact the Purple Sky network (<http://www.purplesky.asia/web/>); although this network is MSM focused. This opportunity should also be used to revisit which organizations from within the South Asia region should be invited to join and in what capacity. While we would note that there may not be additional suitable organizations in Pakistan, Nepal, Sri Lanka and Bangladesh, a number do exist in India.

51. **Recommendation 6:** Final selection of organisations in any Phase 2 should be based on evidence that they buy into the clear vision of what change in civil society at the individual and national levels the support from Sida will deliver.

52. **Recommendation 7:** Experience with the South Asia Human Rights Commission for Sexual Minorities shows that an existing international NGO will probably act as the administrative agent and the contact between the organisations and Sida. The evidence suggests that RFSU has fulfilled this role efficiently in Phase 1, and given their existing experience, there is no reason why they should not be invited to play this role under a Phase 2.

53. **Recommendation 8:** Under Phase 2, it is recommended that the organisation playing the administrative agent role should also have (i) a strengthened role in ensuring experience from other regions be fed into discussion by the network members and (ii) play a stronger role in monitoring and judging whether organisations are actually contributing towards delivery of the agreed vision.

54. **Recommendation 9:** Under Phase 1, the main attraction to join the programme was the availability of relatively free funding. This approach should, at least initially, be continued in any Phase 2, but needs to be tied to effective moves to resource mobilisation strategies that allow the organisations to cover their core costs from non-Sida funding.

55. **Recommendation 10:** Capacity development under Phase 1 took place at both CBO and organisational levels. Approaches to capacity development for CBOs are comparatively well developed. But under Phase 1 attempts to base capacity development on solid assessment of capacity needs failed. Under Phase 2, this link must be established and then reflected in programme activities and approaches.

56. **Recommendation 11:** Under Phase 2, the programme should examine whether attempting to develop training programmes intended for all participants is the most efficient and effective approach.

Annex 1: ToRs

Review/evaluation of RFSU's regional programme "Improving Lesbian, Gay, Bisexual Transgender (LGBT) rights and health (including HIV) in South Asia through strengthening civil society organisations" (Nepal, India, Bangladesh, Sri Lanka, Pakistan)

Approved budget: 17 MSEK for 2008-2012.

Review/Evaluation Purpose

A midterm review/evaluation was planned from the start of the programme. Due to different circumstances, the midterm-review was delayed. Nevertheless, Sida has decided that the evaluation shall be carried out. The terms "review" and "evaluation" are being used synonymously in these ToR.

The purpose of the review is to deepen the understanding for all stakeholders (Sida, RFSU, and partner organisations) of the programme by:

- Producing results information of programme progress.
- Documenting lessons learnt and make them available to partner organisations.
- Assessing the relevance of the Network for creating prerequisites for programme progress
- Assessing the sustainability of the Network given the geographic distances between the partner organisations, and between RFSU and the network organisations.
- Assessing the composition of the Network
- Providing concrete recommendations to RFSU, partner organisations and Sida for making adjustments for the remaining time of the programme.
- Outlining possible strategies for exiting, continuing or expanding (to South East Asia)

The intended users of the mid-term review are RFSU, the network-organisations and Sida (Team for Regional Asia).

Intervention Background

The overall objective of the regional programme for cooperation between RFSU and LGBT organisations is to *improve the human rights and health for LGBT persons in South Asia. Improving human rights will increase the possibilities for LGBT persons in the region to access health, healthcare and information, earn a livelihood, be less discriminated against and in general enjoy a higher standard of living and increased quality of life.* The programme will address the LGBT community's internal and external issues that are part of creating and reproducing marginalization and repression of LGBT persons. Issues that are rendering life more difficult for LGBT persons in the region are livelihoods, safety, health (including HIV), laws and policy.

The programme purpose as formulated by the partners is: *alliance of strong and effective civil society organisations working for LGBT health and rights in South Asia.*

Activities in the programme are envisaged to feed into five outcomes:

1. Organisations better equipped to respond to **health issues** of the LGBT community
2. Improved skills of organisations in working for **LGBT legal rights.**
3. Enhanced **organisational capacities** to effectively manage the work.
4. Organisations equipped with effective **advocacy tools** for media on LGBT issues.
5. Organisations are **networking** and meeting for mutual **capacity building** and activities.

It should be noted that all these outcomes aim at strengthening the participating organisations so that they can develop and broaden the work they have identified as necessary to improve health and rights for the beneficiaries that is the LGBT persons in South Asia region.

LGBT, as defined by this programme, includes all persons who are in a moment in life or permanently living a non-gender and sexuality conforming lifestyle, or have feeling, desires and identity that are non-conforming in regards to gender and sexuality.

Target groups: The main target group for the programme is the 15 organisations working for increased rights and health of LGBT persons in South Asia. Three of these organisations are mainly working for women; four are working for women as well as men. For those organisations mainly working with men and transgendered populations, HIV and AIDS are core issues. These organisations are mainly organised as trusts or foundations with a small board of directors and informal reference systems for target group participation. They include small and weak organisations (mainly those working for lesbians and transgendered male to female people) that need overall strengthening and big and established organisations (mainly working in the field of MSM, HIV and service delivery) that need to be strengthened on LGBT and Human Rights issues.

As the LGBT movement in South Asia is young, the most common situation is that the founder is on the board of directors and acts as executive director of the organisation. The organisations are either under-funded or lack any current funding. Those with funding are usually limited to programmatic funding strongly tied to HIV/AIDS and service delivery. Additional LGBT organisations, which emerged and qualified during the implementation period, might also be included in the programme.

In turn, through the implementation of their respective work, the beneficiaries are reached either directly or indirectly through other stakeholders.

Attitudes in the general public, including family, community and society, affects the wellbeing of LGBT, and interventions are therefore often aimed at these groups.

Policy makers and stakeholders who influence the LGBT agenda are also aimed at by the partners. Such policy makers would be found within the South Asian Association for Regional Cooperation, SAARC and include national ministries, members of the legislative and judicial branches of governments, local and district governments, INGOs and NGOs, UN bodies and programmes, religious organisations, the media, the health community, researchers, as well as cultural groups and organisations.

The areas that participating organisations address are:

- Health (including HIV/AIDS)
- Education, skills and safe spaces
- Advocacy on laws and policy
- Media, visibility and recognition

Partners' activities vary and include providing various services, advocacy, skill building, IEC-materials, support groups, vocational training, prevention and care, networking and creating linkages to public services among other things.

As cross cutting issues in the programme all interventions shall take into account the following themes:

- Non-discrimination
- Participation women-men-transgender

The funds are channelled through:

- *Partner support*, which includes resources for participation in workshops and capacity development in health (including HIV), education, skills and safe spaces, advocacy on laws and policy, media, visibility and recognition
- *Regional workshops and activities* for partner organisations on identified themes
- *Organisational development and management support* programme of partner LGBT organisations in South Asia.

Apart from capacity building and stimuli to networking, core funding to LGBT organisations is also included in the programme. Currently 15 organisations are receiving core funding, the latest addition is a Pakistani organisation in 2011. The structure of the distribution of this core funding will give each participating

organisation the same maximum contribution. In this way, smaller organisations could receive a proportionally larger amount. Needs and feasibility of proposed activities will guide decisions on actual distribution.

A continuous dialogue and networking activities is held between RFSU and partner organisations in South Asia. RFSU's international work aims to improve sexual and reproductive health and rights.

Stakeholder Involvement

Sida, RFSU and the organisations in the network are the main stakeholders of this evaluation. RFSU and Sida are jointly responsible for the elaboration of ToR. Sida will formally be responsible for accepting the ToR as well as for contracting the external evaluators, through Sida's framework agreement for evaluations and reviews. RFSU and network-members are expected to participate actively in the evaluation by providing the evaluators adequate and relevant information and material, be available for interviews and questions, and in any other way facilitate the work for the evaluators. RFSU and Sida will both comment on the draft reports. Sida has the formal responsibility to approve the final report after considering the comments from RFSU.

A reference group consisting of Sida and RFSU will be established to make the work proceed smoothly. Sida will be represented by responsible programme manager (Christine Lundberg) and RFSU by Jonas Tillberg and Ivan Prudencio.

The group will communicate and/or meet regarding the following issues:

- ToR
- Inception report
- Draft report
- Final report
- Partner response to the evaluation (RFSU's responsibility)
- Sida's management response to the evaluation

Evaluation Questions

The evaluation provides an opportunity to ask questions on how partners and the network are functioning with starting point in the purpose of the mid-term review and the five outcomes of the programme. Following questions are suggested to be included in the review:

- Is the programme relevant, in relation to the partners' requirements and needs, the beneficiaries and the regional context?
- What are the most significant changes so far in partners' performance, knowledge and skills gained in the programme? How are these results/changes related to the participation and work with and through the Network?
- What can be said about the ownership of the Network?
- Is the Network perceived as sustainable at this stage? Does it operate on its own without input from RFSU? What is the potential for future sustainability? (including the scenario without Sida funding).
- Is there a need to formalise the Network? What is the future outlook?
- Do the *programme partners* perceive that they have developed through their participation in the Network? Why and how? Have they improved their service delivery? Improvements in relation to the five results?
- What are the most concrete recommendations for the remaining period of the programme to maximise the results achievement?
- What are the alternatives for the future of the Network – including possible exit strategies, continuation of this programme and modifying the programme for a next phase (geographically as well as composition and types of organisations)?
- Is it possible to determine any outcome or impact at this stage? Have there been positive or negative changes outside of the programme matrix i.e. outcomes or results not planned for?

Methodology

The evaluators shall be guided by OECD/DACs evaluation criteria and the Swedish development co-operation objectives which especially include the poor people's perspectives on development and the rights perspective/human rights based approach. When undertaking the task, some of the policies that should be

considered are; Swedish Strategy for development cooperation in regional Asia, Swedish Policy for democratic development and human rights 2010-2014 (Change for Freedom), Sweden's Policy for international HIV and AIDS efforts – the Right to a Future, and other relevant documents such as the Evaluation of Sida's Action Plan on Sexual Orientation and Gender Identity in Swedish Development Cooperation 2007-2009.

The evaluators shall present an adequate and suitable methodology for data collection and analysis that is adapted to this programme and the purpose of the evaluation. This methodology shall be included in the inception report presented by the consultants. A trip to the region is required.

Work Plan and Schedule

The evaluation is expected to be finalised in ten working weeks at a maximum. It is suggested that the evaluators participate in the Network meeting scheduled for the beginning of October 2011 in Bangalore. All partners will be gathered and the consultants can meet with everyone as well as observe the Network in action. The consultants shall also visit a selection of partners representing both large and small partners that should be further assessed in accordance with the purpose and questions in these ToR.

The evaluation shall take place in September/October of 2011 and a draft report should be submitted not later than 17 October 2011 to both Sida and RFSU. Comments from Sida and RFSU should be considered by the consultants and a final report shall be presented not later than 7 November 2011.

Reporting

The reporting will be done in four steps:

- Inception report one week after the beginning of the assignment.
- Draft report not later than 17 October 2011
- Final report not later than 7 November 2011
- Presentation of main findings in the evaluation to RFSU and the Network on the next network meeting, tentatively in Lucknow, India, in late March 2012.

The final report shall be written in English and should not exceed 30 pages, including an executive summary but excluding annexes. The final report shall be submitted to Sida and RFSU in electronic format not later than 7 November 2011.

The final report shall clearly present findings and recommendations and the report structure should be clear and concise. The report shall be frank about shortcomings and identified problems, any possible negative findings will be presented in a constructive manner.

Evaluation Team

The team shall consist of two or three consultants who possesses the following key qualifications/criteria; experience from working with and evaluating civil society organisations in South Asia which work with rights and health, including the HIV situation for LGBT persons. Knowledge and experience from evaluating both the LGBT community's internal and external issues that are part of creating and reproducing marginalization and repression of LGBT persons. The consultants shall also between them possess the knowledge of issues that are rendering life more difficult for LGBT persons in the region, such as livelihood, safety, health including HIV, laws and policy. The team shall also include at least one person who is experienced with working with and evaluating networks and aware of the challenges in creating a network and making it sustainable.

Key qualifications/criteria also include experience from evaluating organisational development in developing countries, result based management, rights perspective/human rights based approach and poor people's perspectives on development as well as knowledge of the regional context and the South Asia development context.

Annex 2: List of those interviewed

Interviewee	Agency
Cepeksha Thabrew	-
Aditya Bondhopadhyay	Adhikaar
Shale Ahmed	Bandhu SWS
Anwar Hossen	Bandhu SWS
Tanbeer	Bandhu SWS
Rahmad	Bandhu SWS
Rofique Islam	Bandhu SWS
Imraan Khan	Bharosa Trust
Deepak Rai	Bharosa Trust
Sunil Babu Pant	Blue Diamond Society
Durga Thapa	Blue Diamond Society
Sherman de Rose	CoJ
Sagara Palihawadana	CoJ
Kaminee Liyanage	CoJ
Jude Fernando	CoJ
Ranil Sampath	CoJ
Sajeewa Amarasinghe	CoJ
Gamini Samarasiri	CoJ
Saman Kumara	CoJ
Laurent Le Danois	Delegation of the European Union to India
Sabina Bindra Barnes	DFID, India
Rosanna Flamer-Caldera	EQUAL GROUND
Gautam Yadav	Humsafar
Sonal Giani	Humsafar
Vivek Anand	Humsafar
Amitava Sarkar	Infosem
Yogesh	Infosem
Sudheesh Singh	Maan
G.K, Prashant	Maan
Aslam Khalid	Naz India
Shashi Bhushan	Naz India
Ivan Prudencio	RFSU
Jonas Tillberg	RFSU
Nandish	Sangama
Mahesh	Sangama
Elavarthi Manohar	Sangama
Akkai Padmashali	Sangama
Gurukiran Kamath	Sangama
Rajesh Srinivas	Sangama
Ananditta Kushwaha	Sangini
Richa Sharma	Sangini
Maya Shankar	Sangini
Betu Singh	Sangini
Sumita Majumdar	Sappho
Lipika Biswas	Sappho
Christine Lundberg	Sida
Asa Andersson	UNAIDS, India
Alka Narang	UNDP, India
Ernest Noronha	UNDP, India
Revati Chawla	WSG
Nehama Jayewardewe	WSG
Elisabeth Kao	WSG
Charithra Mahendra	WSG

Annex 3: The organisations

Organisation	Primary Focus in 2007			Organisational capacity	Current dependence on Sida funding	Other donors (2011)	Location
	Male/female/rights	Advocacy/service delivery	Community/external stakeholder focus				
Sangini	Lesbians.	Service delivery	Community	Weak	High		India (Delhi)
Sappho	Lesbians.	Both, spl. focus on LB and T (F to M)	Both	Weak	High		India (Kolkata)
EQUAL GROUND	LGBT rights	Advocacy/information	Both	Strong	Medium		Sri Lanka (Colombo)
Women's support group	Lesbians.	Service delivery	Community	Weak	High		Sri Lanka (Colombo)
Aadhikar	MSM rights	Advocacy on legal rights	External stakeholders	Weak	Low		India (Delhi)
Bharosa	MSM	Service delivery (health)	Community	Medium	High		India (Lucknow)
Humsafar	MSM health and rights	Both	Both	Strong	Low		India (Mumbai)
Infosem	LGBT	Advocacy and capacity development of members of network	Both	Not assessed	Low		India (no physical location)
Maan	MSM	Both	Both	Strong	Low		India (Lucknow)
Naz India	MSM	Service delivery	Community	Strong	Low		India (Delhi)
Sangama	LGBT.	Advocacy/information	Both	Medium	High		India (Bangalore)
Companions on a Journey	MSM	Both	Both	Medium	High		Sri Lanka (Colombo)
Bandhu Social Welfare Society	MSM.	Service delivery (health)	Community	Strong	Low		Bangladesh (Dhaka)
Blue Diamond Society	LGBT	Both	Both	Strong	Low		Nepal (Kathmandu)
The Organisation for Protection and Promotion of the Rights for Sexual Minorities	LGBT	Both	Both	Not assessed	Unknown		Pakistan

Annex 4: Organisations, over the past year, with which organisations have either frequently, sometimes, or never been in contact outside the six monthly meetings.

Organisation	Interaction with:														
	Sangini.	Sappho.	EQUAL GROUND.	WSG	Aadhikar	Bharosa.	Humsafar.	Infosem.	Maan	Naz India.	Sangama.	CoJ	Bandhu	BDS.	O
Sangini.		1	1	1	3	1	3	2	2	3	1	2	1	1	
Sappho.	3		1	1	2	1	2	2	1	1	3	1	1	1	
EQUAL GROUND.	1	1		3	3	1	1	1	1	1	1	1	3	3	3
WSG															
Aadhikar	3	3	3	1		3	3	3	3	3	3	3	3	3	
Bharosa.	3	1	3	1	3		2	2	2	2	2	3	3	3	
Humsafar.	3	2	2	2	3	3		3	3	2	2	2	2	2	
Infosem.	3	3	2	2	3	3	3		2	3	2	2	2	2	
Maan	3	1	3	1	3	3	2	2		2	2	3	3	3	
Naz India.	1	1	1	1	3	1	2	2	1		1	1	1	1	
Sangama.															
CoJ	2	2	2	2	2	2	2	2	2	2	2		3	2	
Bandhu	1	3	3	1	3	1	1	1	1	1	1	3		3	3
BDS.	1	2	1	1	1	1	1	1	1	1	1	1	2		
O															

1 = Never

2 = Sometimes

3 = Frequently

To read this table, the row shows the responses from a particular organization

Annex 5: The most significant positive/negative changes in performance by result area over the past three years (2009-2011) and programme contribution

Organisation	Result area	The most significant changes in performance over the past three years (2009-2011)	Whether, and how, being within this programme has helped improve this performance?
Sangini	Responding to health issues of the LGBT community	Sangini started providing information and spaces to FTM individuals. Although they have always been part of the larger group meetings, a need to provide separate spaces has emerged and thus been created. Information regarding health issues is being exchanged amongst FTM individuals in form of mutual information sharing regarding adequate treatment, FTM-friendly doctors, etc.	Interacting with different organization helped Sangini tap into the referral systems of those organizations for referring LBT individuals.
	Working on LGBT legal rights	Due to the strengthening of our network it has become easier to respond to emergencies.	The Legal Rights Report enabled Sangini to understand the larger picture of the legal situation of LGBT persons in the South Asian region. Passing on such information to helpseekers (clients), sometimes helps them put their own situations into perspective.
	Using advocacy tools for media on LGBT issues	Due to the nature of our work, we do very little media advocacy work. But whenever we do have interactions we have become more assertive in terms of our demands to the media.	Through interaction with organizations we learnt how to deal with media, tricks and tips on how to deal with journalists, etc..
	Management within our organisation	Through the interaction with MSM groups, Sangini got a lot of inputs regarding management of volunteers.	We gained insights into management issues, i.e. how to manage volunteers through interacting and exchanging experiences with people.
Sappho	Responding to health issues of the LGBT community	Gynecological issue awareness in LBT persons (positive)	In this case particularly, we gave benefited by the financial support given by Sida. We have been thinking of the gynecological health implications of women who are in the non-reproductive category, and therefore are not covered by any of the govt. or other schemes, but who by virtue of being women suffer from the same gynecological issues as any other biological woman. Sida-RFSU has helped us spearhead our programme to address this gap.
	Working on LGBT legal rights	Lobbying with the state on issues of violence against LBT persons (positive)	Organizations and individuals in the sida-RFSU network are solely working on LGBT legal rights issues, which can help us in the next step. This programme has just begun by an ice breaking orientation

			with the State police using violence against LBT persons as the entry point. Hard core legal reform is awaited in the next step where we will definitely collaborate with our network partners.
	Using advocacy tools for media on LGBT issues	Docu-feature and documentary film for media sensitisation (positive)	Financial assistance for producing the two films, one a docu-feature and the other a documentary has been of tremendous help. The documentary in particular was also process documentation of a fact-finding mission. These could not have happened if Sida-RFSU had given us funding and ideological support.
	Management within our organisation	Developing second tier leadership (mixed)	The second tier leadership development programme is also supported by Sida-RFSU fund. We have identified and included three persons from this programme into our board of trustees and the executive committee but the process of nurturing them and the others still in the programme is slow and long drawn. It is particularly so, because Sappho for Equality in the first place works for a non elite group of people who are moderately qualified (academically) and who has to struggle to earn their livelihood. Lack of language proficiency, time to groom one's self intellectually, it becomes difficult to build up a solid knowledge base upon which independent thoughts can germinate and take wings. The original leadership is still working hard with the second line to make it possible.
EQUAL GROUND	Responding to health issues of the LGBT community	We have strengthened our counselling line (mental health) and the incoming calls have increased significantly.	Learning from programs conducted in other countries through our partner organisations within the network, being able to train and sustain the counselling hotline and putting in place a referral system which is used when the organisation cannot handle certain health issues. Funding received has enabled us to sustain our safe space and the counselling line within. We are better able to respond to mental health and other health related issues.
	Working on LGBT legal rights	We have gained some momentum in this area but not as much as we would like to have. The Government of Sri Lanka proves to be a huge stumbling block for LGBT rights in this country, with the President very recently announcing that he has vetoed gay rights in this country (11 th September 2011 - Re: SL Government's action plan for human rights)	Again we have learned a lot from the network partners, and have gained considerably from the recently completed Law review (done by Aditya Bondhopaday). Unfortunately we are working under adverse conditions here. After the war ended in this country the focus has shifted and at the moment we are at the receiving end of adverse media. On the other hand we have gained valuable allies and are partnering with them to put in place certain advocacy programs focused on the decriminalization process.
	Using advocacy tools for media on LGBT issues	We have initiated a media and communications unit to look into issues pertaining to the media and the negative reporting of LGBT issues and the community.	We have gained some and lost some. The current media assault (by a Sinhala newspaper) is targeting LGBTIQ persons. Our media and communications unit lost an ally in the Press Institute (funded by

			Sweden, Norway and Denmark) who decided to drop its collaboration with EG due to LGBT issues being too controversial.
	Management within our organisation	We have strengthened the Financial Section or the organisation by hiring a finance officer to handle the financial operations and audited accounts.	Has improved a lot, mainly due to the trainings and additional staff we were able to procure through the funds received.
WSG	Responding to health issues of the LGBT community		
	Working on LGBT legal rights		
	Using advocacy tools for media on LGBT issues		
	Management within our organisation		
Aadhikar	Responding to health issues of the LGBT community	Positive Change: Forcing the NACO to listen to the community concerns and organizing community consultations for NACP-4; Campaign for lubricant access;	Advocacy and collaborations developed as part of the program helped in the process.
	Working on LGBT legal rights	Positive Change: Better participation in the 377 case in court; TV9 Crises; Sangini Police raid issue etc.	Trainings received on LGBT Rights helped in the process.
	Using advocacy tools for media on LGBT issues	Participation in TV debates; development of media tools like documentaries for BSWS etc.	Regular disseminations received through the SA-LGBT Listserve and the trainings on advocacy helped the process.
	Management within our organisation	Same as before in terms of size: We are not a direct service delivery organization and therefore have kept out management and administrative structure to the minimum. However we have positive change in terms of putting systems in place like regular accounts and audits, having FCRA Registration, etc.	Support for core costs of the organization helped the improvement in management structures of the organization. The LFA Training imparted in Colombo meeting is being used by our organization to hold an LFA exercise in the month of November. In this we are receiving support and collaboration of Mann and NFI. The legal rights training that was conducted in the Mumbai meeting was used by our organization in responding to the TV9 Crises and in our collaboration with Sangini when they faced threats from the police for their activity on Lesbian rights. We also use the legal trainings in mutual collaboration with other partner organizations like BSWS and in providing legal aid and support to the LGBT population of Delhi.
Bharosa	Responding to health issues of the LGBT	More community members are accessing health services; linkage with government health infrastructure has also improved.	Being part of the programme enables to have an understanding on the best practices being followed by partners, we are able to seek

	community		support from Maan AIDS Foundation in developing such strategies.
	Working on LGBT legal rights	Referring community members to legal cells and networks also provides legal aid.	Legal rights have been strengthened as issues from the field are linked up with legal cells.
	Using advocacy tools for media on LGBT issues	Media advocacy tool is being used as base. As part of developing Bharosa as a NACO learning site, these tools were also used.	Visibility has improved as a result of these tools, tools were of much help for advocacy with local media to cover events and issues. Even though Bharosa is getting SACS funding for HIV intervention among MSM, there were no funds for advocacy. Sida funds are helpful to focus on advocacy issues and partly supporting the salary of the advocacy staff, and in supporting the formation of a lesbian group and a transgender group in Lucknow. It is envisaged that this transgender group will become a separate CBO.
	Management within our organisation	Management has been structured, with supporting manuals and procedures in place.	The programme helps to improve this indicator by providing exposure and support in strengthening management. Found LFA and RBM training very useful. LFA training helped in thinking about results for not only this Sida-supported project but also used LFA for other projects as well.
Humsafar	Responding to health issues of the LGBT community	Sida RFSU funds not used	Not applicable
	Working on LGBT legal rights	Have carried out community consultations and developed an action plan to take the Delhi High Court judgement forward	Humsafar has been primarily a health agency for MSM and transgender. However working with the regional project has helped Humsafar work effectively on legal rights of LGBT and set up mechanisms where it is now lead partner provide manpower and other resources to initiatives such as Pride Walk, Protests on LGBT, Kashish Mumbai International Queer Film Festival
	Using advocacy tools for media on LGBT issues	Have used theatre and film as a medium to work with media / educational institutions and corporate to initiate a dialogue on LGBT friendly policies	Realising that cinema and theatre is an effective tool to take conversations forward. The theatre performance of 1, Madhavbaug has been immensely successful in getting audiences to discuss LGBT rights in educational institutions and corporate world.
	Management within our organisation	Have an advocacy team in place that works on various other related issues such as pride walk and protests for LGBT rights	
Infosem	Responding to health issues of the LGBT community	Apart from leading HIV/AIDS targeted intervention programmes the partner organizations of Infosem showed their interest to work on other related issues that could be useful for them to implement their existing programmes with more efficacy. For this, they developed the proposal to initiate the Global Fund – Round 9 programme in India and thus helped them to respond the health issues in more	Infosem/RFSU training series in India was developed from the learning of a grass-root level organization, who realized just working on HIV/AIDS would not be sufficient for this community. Hence they prioritized other non-sexual needs as well through their programme and that learning was unitized at a larger scale through this programme supported by Sida/RFSU. Most of the organizations

		comprehensive manner.	attended these trainings were involved in HIV/AIDS and sexual health related programmes but taking care about their mental health was not emphasized. After attending the training on emotional support and friendly guidance, they had shared their learning within the organization and became more careful to look after their mental health as well as their sexual health. Infosem consciously decided that the funds will be used to build the capacities of trans-gender groups. Hence, Infosem organised four trainings so far and fifth one is planned in November. First year training on Mental health and Counselling
	Working on LGBT legal rights	In last Infosem general meeting a study was shared was done by Aditya Bondopadhyay, Adhikar, India who developed the existing laws in South Asian countries affecting the lives of LGBT people. And in July 2009, the most significant decision was taken by Delhi High Court to read down IPC Section 377 and many of the partner organizations took active role to make this happen.	Since 2007 various partner organizations of Infosem attended all the meetings/trainings organized by RFSU, after learning from successful initiatives from other countries (for example - Nepal), they were more able to realized the steps could be taken to work effectively on LGBT legal rights. These meetings actually helped the participants always to think beyond their health from health based to right based approach.
	Using advocacy tools for media on LGBT issues	Almost all partner organizations of Infosem were involved in media sensitization through various events by different activities. One of such is organizing pride events in different parts of India that helped to sensitize media and common people as well through hand-outs, posters and similar kinds of materials with information about the problems faced by LGBT people and the way out.	Different organizations from different countries took part in all these meetings organized by RFSU. They got the opportunity to share their advocacy tools (magazine, books, films etc.) with other organizations and organizations from other countries as well. Thus helped Infosem as well to learn how all these materials could be used to sensitize media and other people.
	Management within our organisation	Organisational development is a very important issue for all the LGBT organizations in India since they could not receive that much of support to strengthen their organization like other organizations working on different issues with more human and other resources. But involving through Infosem meeting and events they realized working in a collective manner was very important for each organization in order to address their issue and to strengthen their organizations as well.	As mentioned earlier Infosem works for it's partner organizations in India. And South Asian LGBT Network had provided the opportunity and platform where people can learn from each other. Organisational management is one of such issues and in all these meetings through active participation and sharing with other organizations from same and different countries, actually helped Infosem to implement activities with a more transparent and systematic approach at a large scale. It was decided by the Infosem board that these trainings will be attended by different grass-root level trans-gender groups (about 25 to 30) in India and hence different people attended the various trainings. Thus, even though these might not have helped Infosem secretariat or the board, it might have helped in building the skills of at least some trans-gender people from partner agencies of Infosem.

			Infosem consciously decided that the funds will be used to build the capacities of trans-gender groups. Hence, Infosem organised four trainings so far and fifth one is planned in November. First year training on Mental health and Counselling First year: Training on 1. Organisational Development Second year: Training on 2. Proposal writing and report writing Forthcoming in November – Training on self-help group formation. - trans-gender representatives attending these trainings realised the importance of working together as 'LGBT'. This was learnt from the experiences of other agencies such as 'EQUAL GROUND' who inspite of being a lesbian group also working on trans-gender and gay issues. - Challenges: Most of the trans-gender representatives could not understand English. Even though Amitava translated to them, she could not convey all the info to them.
Maan	Responding to health issues of the LGBT community	Health related indicators have improved, more community members are accessing health services, linkage with government health infrastructure has also improved.	Being part of the programme enables to have an understanding on the best practices being followed by partners, the same are made local specific and adopted. The platform also opens up networking at a larger scale.
	Working on LGBT legal rights	Response system to address legal issues has been streamlined; efforts are being made to ensure that the community accesses these services. Legal aid is also provided by referring community members to legal cells and networks.	Support from partners and inputs from the programme enabled to coordinate with partners, legal right issues can be used as advocacy concern. With Adhikar – On legal issues
	Using advocacy tools for media on LGBT issues	Media advocacy tool is being used as base for all the projects being implemented by Maan. Advocacy officers at Maan are inducted on the tools.	Visibility has improved as a result of these tools, being part of the programme ensures that networking is established with various media persons. There is greater scope to disseminate information,

			concerns and issues. Even though MAAN has two GFATM-supported projects, there is lack of money for advocacy and human rights issues. Sida funds were helpful in using that funds for those advocacy activities and for admin support (because many donors don't support overhead costs)
	Management within our organisation	Management has been structured, with supporting manuals and procedures in place. Both programme management and finance management now functions with proper procedures. Day to day activities run smooth.	The programme helps to improve this indicator by providing exposure and support in strengthening management. Found LFA and RBM very useful. Different staff attended the training and they came back and train others in the staff.
Naz India	Responding to health issues of the LGBT community	Having a clinic with a qualified doctor. The clinic is LGBT friendly and has helped immensely to take care of the community's health issues. Safe sex campaign is being widely accepted within the community.	We received the support to initiate and sustain a LGBT friendly clinic and provide medical support.
	Working on LGBT legal rights	After the reading down of Section 377 of the Indian Penal Code by the Delhi High Court in July 2009, people are coming out of closet and there is less police harassment. There were sessions with the community to help them understand the implications of the reading down of the Section. The historic judgment of the High Court has been the highlight of the struggle for the rights of the LGBT community within the country. We are providing legal aid to transgender for making their will and getting share within their ancestral property, which is a very positive change. Legal support is provided to the community members at the Centre and for further support referred to other organisations, like Lawyers' Collective.	We have been able to provide a safe space to the community to discuss their legal issues and create awareness about legal aspects and specifically Section 377 of the IPC.
	Using advocacy tools for media on LGBT issues	Constantly using the media proactively to advocate on LGBT issues on national and international electronic and print media. The Executive Director, Anjali Gopalan, has been vocal on various issues around homosexuality across channels like NDTV, BBC, CNN IBN and in the print media. For instance, the Health Minister made a negative remark about the community at a national meet of elected representatives. The media contacted Naz India for remarks and this was widely covered.	Naz India is seen as an influential and important voice working on LGBT issues and it has helped in furthering the rights based discourse using media as an advocacy tool. As part of the grant, we have made a documentary <i>Who am I?</i> on the issues confronting the community. This has been widely screened at various forum. The funding for the film was a great help.

	Management within our organisation	We have strengthened the peer based programme at the Milan Centre. Members of the community have been employed in other programmes of the organisation.	
Sangama	Responding to health issues of the LGBT community	HIV Services expansion – CBO , Sexual Minorities, Sexworkers, PLHIV Support	Not major use of Sida funds
	Working on LGBT legal rights	Karnataka GO (Government Order), expansion to towns	In first year funds used to support Lebit, but that ceased when disagreement with Lebit. From 2010, funds have been used to support establishment of the Karnataka Sexual Minorities Forum. Funds have been used to pay for staff to support the forum members, fund training and some modest office equipment requirements.
	Using advocacy tools for media on LGBT issues	Increased reach	
	Management within our organisation	Frequent changes at the top-management	Not really
Coj	Responding to health issues of the LGBT community	We have focused on interventions to impact on HIV/AIDS Prevention for MSM and trans-gender. We are part of Project DivA under the GFATM Round 9 – Regional Project, for this purpose. We have referred trans-gender people to institutions providing services on emotional health and physical health. We helped TGs to organize themselves. We educated our Health Ministry to provide standardized services to TGs on Hormone Treatment and Sex Reassignment Surgery. It was recommendation that came from our Sri Lanka's First National Consultation Meeting on MSM, HIV & Sexual Health in November 2009 that TGs should be provided with services on emotional health and physical health.	We were able to understand better the health needs of TGs and lesbians. We were more sensitized. From visits to Sangama, Humsafar Trust and Sappho, we received a broader understanding of health issues of LGBT people.
	Working on LGBT legal rights	We were not very active on this as we focused our activities on health point of view. We tried to lobby decriminalization through the health aspect. In connection with the International Day Against Homophobia and Transphobia (IDAHO), we published two testimonies of our Executive Director Sherman De Rose and sexual rights activist Upeksha and an interview with a leading psychiatrist in Sri Lanka who categorically stated that neither homosexuality nor transsexuality is a disorder. We created visibility for LGBT people from our Diversity Gaymes and Solidarity Gaymes, both sports events. For IDAHO, we did not receive a response from World Health Organization for a request to have a joint programme.	The Legal Study made available in Kolkata gave us a good understanding of legal issues surrounding LGBT issues in the Region. We learnt about the strategies the other organizations have used to change laws relating to LGBT communities. We learnt about the strategies used in Nepal.

	Using advocacy tools for media on LGBT issues	In connection with the International Day Against Homophobia and Transphobia (IDAHO), we published two testimonies of our Executive Director Sherman De Rose and sexual rights activist Upeksha and an interview with a leading psychiatrist in Sri Lanka who categorically stated that neither homosexuality nor transsexuality is a disorder. We also had other articles about COJ's work, Diversity Gaymes and the issue of decriminalization in both English and Sinhala newspapers. Now we have received very negative reactions from a Sinhala Sunday newspaper on the condom and lubricant distribution programme we are carrying out in our Micro Planning Pilot Project.	
	Management within our organisation	Management improved. Responsibilities of staff members became more specific. Delegated responsibility to workers and made them feel ownership of project. A new Board of Directors were elected. We hope to register as a limited liability company. So far we have functioned as a social services organization.	We received an understanding of Logical Framework Assessment.
Bandhu	Responding to health issues of the LGBT community	Increased knowledge on health seeking behavior of trans-gender population Enhanced support from civil society population on trans-gender issues Lobbying the Govt. of Bangladesh to give more priority on Sexual Minority issues while formation of National Strategy Planning.	Organizing the local trans-gender group, regular interaction, empowerment events, providing regular health care support and counselling to the community and so on Collaboration and network with other Go-NGOs at local level, meeting with local physicians, producing and disseminate materials on SRHR issues.
	Working on LGBT legal rights	District legal AID committee now more responsive on issues around sexual minority population. Developed partnership with other legal AID and human rights providing organizations.	Trainings received on the rights of sexual minority helped in the process.
	Using advocacy tools for media on LGBT issues	Making accountable to a group of journalist through regular sensitization and providing media fellowship. Produce a documentary as advocacy tool kit which address range of masculinity in Bangladesh	Regular disseminations received through the SA-LGBT listserves and the trainings on advocacy helped the process.
	Management within our organisation	The local trans-gender groups now run and managing their own project As an Organization BSWS now strategically changed and created more room in order to address overall sexual minority population.	- Were felt to be useful to both the individuals who attended the trainings and for the agency as a whole as the trained persons came back and passed on the learnings to others in the agency. - Staff who are working in other projects are also sent to these trainings because it was felt to help in improving the

			capacity of the agency as a whole and assist in diffusion of capacity to other related departments (policy advocacy). - For example, Rofique, Tanbeer ('open-day' meetings – see below) and Rahmed (media fellowships) were involved in different aspects of the Sida-supported project (regional) and in that process they contributed to the project as well as their capacity were strengthened as part of getting involved in challenging and new tasks. - Tanbeer: After attending a training in March 2011, he came back and worked with IT officer to prepare a web page for the SALGBT network web site.
BDS.	Responding to health issues of the LGBT community	expanded the health need related project to 15+ additional districts, government and donors have increased health need funding. Health care providers are less discriminatory toward LGBTIs	None explicitly.
	Working on LGBT legal rights	Census inclusion, more TGs getting legal ID cards, voter-list inclusive of TGs, University curricula includes LGBTI at MA level. Progress in implementing SC's decision of 2007 on favor of LGBTIs.	Funding to build capacity in five regional offices in Nepal for response to human rights violations in relation to LGBT persons; mainly through training events. Funds have mainly been used for salaries to training officers and logistic support.
	Using advocacy tools for media on LGBT issues	meet the press program have been successful conducted and media are even better on LGBTI issues and coverage.	No evidence presented.
	Management within our organisation	Several organizational policies are in place, 3 years strategic plan is completed, management training is conducted for BDS staff and to other LGBTI CBOs in Nepal.	Training through the didn't have an impact. Partly as training offered not entirely relevant and also as training in English was problematic, given the language skills of most BDS staff.



Review of RFSU's Regional Programme – Improving LGBT rights in South Asia through strengthening CSOs

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