

livelihoods

today and tomorrow

August 2015

Employment Continuum...



Poverty Reduction Janaandolan! -7

Happy Independence!
 Happy World Humanitarianism!
 Happy Guru Purnima!

Engagement with life is a necessary human activity. There is no option for us but to have employment. It could be paid or unpaid. It could be Job Employment. Wage Employment. Self-employment. Casual. Seasonal. Multiple. In the village or in migrated locations. In the family. In the own enterprise. In the collective enterprise. In a private enterprise. In a public enterprise. Community Collectives. Governments. Non-profits and for profits. We spend time and energy for being engaged and employed. For having life. We may also spend money to make more money. Employment does have risks, idiosyncratic and covariant. Employment in Primary, Secondary and Tertiary sectors. Farm, Off-farm and non-farm. Employment in Agriculture, Livestock, Dairy, Fisheries, Forestry etc. In this context, 'livelihoods' has explored 'Employment Continuum'.

Do not forget to read the classic, Solomon Northup's '12 Years a Slave'

Supplements included in this month include: Legendary Effort - 'Persons with Disabilities Empowerment' and Flagship Programme – Pradhan Mantri Gram Sadak Yojana (PMGSY).

Usual e-links introduce a video (Promoting Health in the Community – SERP -NRLM), book (Gender Equality and Women Empowerment in India), and value-chain/subsector (Greengram and Moth bean / Dairy).

As ever, pooled up Daily notes for the month as part of the e-livelihoods learning course are also presented this month.

With the faith and hope that you find the issue a useful read, we remain.

the 'livelihoods' team

The number of workers in vulnerable employment has increased by 27 million since 2012, and currently stands at 1.44 billion worldwide. Sub-Saharan Africa and South Asia account for more than half of the world's vulnerable employment, with three out of four workers. (ILO Report—2015)

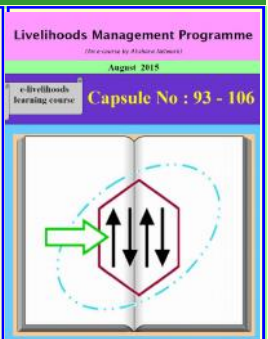


Prime Minister Launching National Handloom Day

Mastering the art of changing quickly is now a critical competitive advantage.

Latest Livelihoods



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Subsector Dairy in Chhattisgarh

E-Book Gender Equality and Women Empowerment in India

V-Book Promoting Health in the Community - SERP : NRLM

Legendary Effort Persons with Disabilities Empowerment

Flagship Program Pradhan Mantri Gram Sadak Yojana (PMGSY)

e- course e-livelihoods Capsule No: 93 - 106
learning course



Received 'livelihoods' July 2015 Community Health , Supplements:

Public Distribution System (PDS) &

Sulabh International and e-course are informative and

useful to us.

Thank you sending e-copies.

Rakesh .J,

Project Executive (PE),

Karimnagar,

Telangana.



Can, Atal Mission for Rejuvenation and Urban Transformation (AMRUT) scheme provide basic services to all households in the cities over two decades?

News

:Rice Procurement May Be Below 50%:

The Telangana government is bracing up to the prospect of less than 50 per cent procurement of rice from farmers, in the backdrop of poor rainfall, which has badly crippled agricultural operations across the state. The state produces 42 lakh MTs during regular monsoons and comes to about 30 lakh MTs after milling and the farmers retain 10 lakh MTs of rice for personal consumption and seed requirements.

National Monitor for Swachh Bharat:

HYDERABAD: With Urban Local Bodies in Telangana State faring poorly in Swachh Bharat ranking, the Ministry of Urban Development (MoUD) has appointed a national monitor to oversee the implementation of Swachh Bharat-Swachh Telangana programme. The MoUD ranked the 476 first tier cities in the country studying adoption of good sanitation practices. While Hyderabad ranked 275 in the list, Secunderabad got ranked 191. ❖



7 August 2015 Handloom Day

V Sundararajan; K Jeyanthi and V Palanivelu received awards from PM Narendra Modi on the occasion of the first National Handloom Day in Chennai.

4 Lakh Hectares of Standing Crop at Risk in Rice-Bowl Districts:

Andhra Pradesh: The fate of standing crop over four lakh hectares in Krishna, Guntur, Prakasam and West Godavari districts has become uncertain with the Krishna River Management Board (KRMB) announcing that there is no water for this year's kharif in any of the state's reservoirs. Farmers have sown kharif crops in 12.87 lakh hectares and are waiting for either the rains or water released from reservoirs. ❖

200 Migrants are Believed to Have Drowned off the Coast of Libya:

According to United Nations (UN) refugee agency, about 200 migrants are believed to have drowned off the coast of Libya, when the boat carrying illegal migrants capsized. These migrants from Africa and as far away as Syria and the Palestinian territories have made their way to the lawless shores of Libya for a chance to get to a better life in Europe. ❖

News From the States

Massive Rains in North- East States:

The North-East is battered with massive rains and floods. Three days after the cyclone Komen made landfall in Bangladesh, Manipur has been hit badly in two centuries, the worst affected is Chandel district. All the rivers have hit the danger mark and have left people homeless, displacing lakhs of people. Lakhs of people have been affected by the massive rains and floods.

Two-thirds of rural households still use firewood for cooking, says NSSO:

Rural households in India, still rely on firewood for cooking, according to the new data from National Sample Survey (NSS), this was the data from the 68th round of the NSS on fuel used for cooking and lighting. On the contrast, a similar proportion of households use liquefied petroleum gas for cooking in urban areas, but 14 percent of urban households; including nearly half of the poorest 20 per cent still rely on firewood. The data shows 87 percent of Scheduled Tribe households and 70 percent of Scheduled

Caste households in rural India use firewood, compared with 57 percent of others.

Agriculture Ministry has launched three agri-portals:

Agriculture Ministry has launched three agri-portals , Soil Health Card portal, Fertilizer Quality Control System portal and Participatory Guarantee System. The key aim is to make the process of organic farming certification, fertilizers quality checking and issuance of soil health cards, more transparent and accountable.

Rainfall 31% Below Normal Kharif Crops Still Safe:

Amidst growing concern over the sluggish progress of the southwest monsoon in parts of Maharashtra, Gujarat, Telangana, Andhra Pradesh and north interior Karnataka, the government said sowing of kharif crops has improved over last year particularly in the cultivation of pulses and oilseeds. The sowing of pulses is higher at 55.99 lakh hectares against 23.92 lakh hectares in the corresponding period last year due to improved sowing in Rajasthan, Madhya Pradesh, Tamil Nadu and Maharashtra. ❖

A Tribute to People's President

The 11th "Peoples" President of India, Avul Pakir Jainulabdeen "A.P.J. Abdul Kalam, recipient of India's highest civilian honor "Bharat Ratna" was born on 15 October 1931 in a small island, Rameshwaram, Tamil Nadu.

Kalam early years, were struggle some and to support his family, he sold newspapers to supplement his family's income. His schooling followed by graduation in physics and aerospace engineering, gave wings to his dreams and also made every Indian dream.

A journey of an ordinary man, whose contribution has been immense, that we all Indians should be and will be proud of for generations to come. The journey began with being a "scientist and science administrator" at Defence Research and Development Organization (DRDO) and Indian Space Research Organisation (ISRO). He was actively and intimately involved in India's civilian space program and military missile development efforts; which made him known as "Missile Man of India". His immense contribution in development of ballistic missile and launch vehicle technology earned him the name. His efforts to develop the Polar Satellite Launch Vehicle (PSLV) and SLV-III projects were successful.

Kalam integrity, played an integral role in convincing the then Union Cabinet in 1980's to understand the need and true nature of the various classified aerospace projects. His passion for research and educational leadership brought him great laurels and prestige in year of 1980s, and under his able leadership government initiated an advanced missile programme named Integrated Guided Missile Development Programme (IGMDP). Agni, Prithvi; the range ballistic missile, the tactical surface-to-surce missile, he played major part in developing these.

India had conducted its first ever original nuclear test in 1974, later in year 1998, under the leadership of Dr. A.P.J. Abdul Kalam Pokhran – II nuclear tests was conducted. He played a key role on organizational, technical and political front. We as a Nation soared new heights in defence arena.

Kalam continuous association and immense involvement in defence research, paved way as the Chief Scientific Adviser (CSA) to the Prime Minister and the Secretary of the Defence Research and Development Organisation. His contribution to the nation does not end with missiles, he along with cardiologist Soma Raju, in year 1998, developed a low cost coronary stent, later they designed a rugged table computer for health care in rural areas in 2012. ❖



Nagaland

Nagaland is a north-eastern state of India. It shares its borders with Assam to the west, Arunachal Pradesh and part of Assam to the north, Burma to the east and Manipur to the south and has 11 districts.



Capital of Nagaland is Kohima. Majority of the population speak English, which is the official language of the state. As per 2011 census, the total population of state is 1,990,036.

The state is mostly covered with mountains, except for the Assam valley. Mount Saramati is the highest peak with a height of 3,840 metres and has three major rivers flowing, Doyang and Diphu to the north, and Barak river in the southwest; these rivers divide the entire state. Almost 20% of the total land area of the state is covered with wooded forest, a haven for flora and fauna. The evergreen tropical and the sub tropical forests are found in one-sixth part of the state.

Agriculture and forestry contribute majorly to Nagaland's Gross Domestic Product (GDP). Although, the local people mostly follow the Jhum method of cultivation. The state is rich in mineral resources such as coal, limestone, iron, nickel, cobalt, chromium, and marble. Nagaland has a recoverable reserve of limestone of 1,000 million tonnes, plus a large untapped resource of marble and handicraft stone. Recently, the state has found reserves of oil and natural gas, so an exploration has been organised by Oil and Natural Gas Corporation (ONGC).

The main crops grown are rice, millets, maize, and pulses. Cash crops, like sugarcane and potato are also grown in some parts. Almost 68% of the total population depends upon cultivation. Rice is the main staple diet of the local people. Additionally, plantation crops such as premium coffee, cardamom and tea are grown in hilly areas in small quantities, but there is a large growth potential. About 80% of the cropped area is dedicated to rice. Oil seeds' cultivation is taken up as a higher income crop in the state. Forestry is also an important source of income. Cottage industries, such as weaving, woodwork, and pottery are also an important source of revenue. Tourism has a lot of potential, but largely limited due to insurgency and concern of violence over the last five decades. Nagaland's GSDP grew at 9.9% compounded annually for a decade, thus more than doubling the per capita income.

The state has a minimal network of railway transportation; therefore, road transportation is considered as the life line of the state, but roads are not good, due bad weather conditions. Nagaland has five national highways (365KM) and two state highways (1094KM). The surface roads are better connected than the railway system. ❖

Shompen Tribe

Shompen or Shom Pen is an indigenous tribe belonging to the interior of the Great Nicobar Island, which falls under the Indian Union territory of Andaman and Nicobar Islands. They are one of the last surviving stone-age tribes in the world. The Shompen, living on the western side of the island call themselves as Kalay, while those living on the eastern side of the island call themselves as Keyet and both the groups refer to each other as Buavela.



According to 2001 census, the total population of the tribe is 300. The language of the tribe is little known, but appears to be unrelated to Nicobarese, an isolated group of Austroasiatic languages. Shompens are a hunter-gatherer tribe and their economy is subsistence based.

The islands, having a tropical climate, influence their clothing pattern, as their traditional attire includes only clothing below the waist. The Shompens' main weapons are bow and arrow, as they are a hunting-gathering tribe; The tribe does not carry quivers, as they carry both bow and arrow by hand. Apart from that, the other types of spears used by the tribe are spear throwers, fire drills and hatchets. Being a hunting-gathering tribe, they hunt wild games such as pigs, birds and various other small animals. In addition, they forage for fruits, forest foods and yams, edible roots, vegetables and tobacco and also raise plantations of various crops, such as pandanus, lemon and colocasia.

The tribe rears pigs in the village and cooking is done outside the hut. The Shompens have a very isolated way of life in the interior of the island, due to which, they were largely protected from 2004 Indian Ocean earthquake and tsunami that devastated, the coastal regions inhabited by the Nicobaris and the Indian population.

This tribe is most isolated and poorly understood and is on the verge of extinction, as their population is between 300-400 and has remained stagnant. Due to the major influx of populations, followed by settlements from the mainland on the south-eastern coast of Great Nicobar, have left them in lurch. Furthermore, the construction of East-West road measuring 43 km in length was constructed through pristine Shompen territory, adding to the woes of the tribe. The Andaman and Nicobar (Protection of Aboriginal Tribes) Regulation, 1956, was opened to outsiders. Thus, an insidious culture of dependency is being created, undermining the self-sufficiency of these people. Recently, Government of India (GOI) has initiated efforts to protect the fast depleting tribe and proposed granting them the status of "unique human heritage" of the country. The tribe has been on the wrong side of the development process of GOI and saving this tribe in the archipelago is the utmost priority of the government. ❖

Poverty Reduction Janaandolan!

Happy Independence!

Happy Freedom! Happy Choices!

Happy Capacity! Solidarity! Identity!

Happy Learning! Happy Knowledge! Happy Applied Knowledge!

Happy Use of Applied Knowledge for Universe!

Happy Gurupurnima!

Let us remember the Gurus who made a difference to our lives. Mother, Father, Siblings, Teachers, Friends, Classmates, Managers, Colleagues, Children, Community members, leaders, cadres

Poor are fighting Poverty day in and day out. Being together is one sure way of fighting it better. This is possible with collectivization. With Self-help groups and their federations at higher levels. With livelihoods collectives. With social collectives. With nested institutions. With interlocking institutional architecture. This

needs to be done on a universal scale. On a saturation basis. Inclusion needs to be mainstreamed. Deepening has to be intensified. Equity and social justice needs to be

It needs to be communitized. It would require community taking responsibility for building and sustaining the collectives of the poor. It would require community taking responsibility for building members, leaders, animators, cadres, service providers, volunteers, professionals etc. It should be self-replicating movement. It should become a fast spreading movement. Self-help movement. Janaandolan. Bhaarat Janaandolan. In tribal areas. In rural areas. In urban areas. In TRU areas. It would be

TRU Bharat Janaandolan for Poverty Reduction. It requires stories. It requires songs. It requires books. It requires films and videos. It requires to get into Lok Geet and Sangeeth. It has to be a persistent campaign.

For this, we need leaders and leaders of leaders. Mentors of leaders. Leaders of Mentors. We need them in large numbers. They need to have stamina and caliber to stay on. They need to have ideas, insights, and instruments. They need to go and spend time with the community.

They need to invest in knowing the poor and their poverty, vulnerability, livelihoods and life. They need to have processes, tools and skills to facilitate participatory analysis. Then, they can help the mobilized poor to map and analyze their reality and the pathways out of the poverty, from their current reality. The steps to go towards the poverty free well-being quickly. The ladders that can

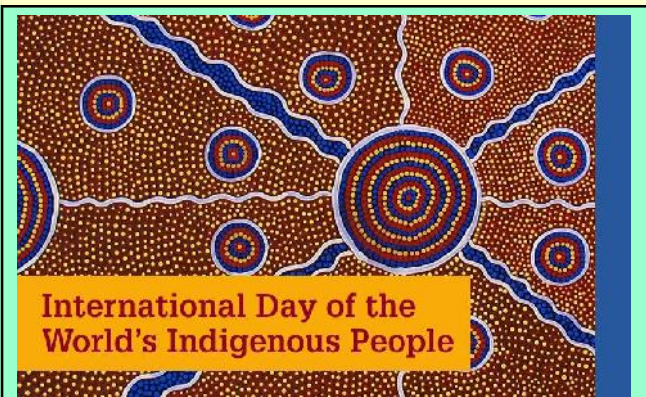
help to go faster. The snakes that stop, that come in the way, that slow the progress out of poverty. Once the poor appreciate the participatory analysis of poverty situation,

the poor would reflect, think and make plans to get out of the poverty. They make poverty reduction plans. They work to realize these plans, with increased capacities and capabilities, with own resources, with support of collectives, with access to their rights, entitlements, programs and schemes, with improved lives and livelihoods etc. As a result, they have increased freedom and choices and decreased vulnerabilities and deprivations. They would have an identity, they would not feel lonely and they would be empowered.

Let us play our bit in catalyzing the spread of this Janaandolan. ❖

Perspectives

G Muralidhar



International Day of the World's Indigenous People

9 August
International Day of the World's Indigenous People



15 August
Independence Day

Have Good House...

Can you introduce yourself?

My name is Kuduku. Narsamma. I am 53 years old. I am an illiterate.



What is your native place?

My native place is Kykuram village, Bhimadole mandal in West Godavari district, Andhra Pradesh (AP) state. However, I have migrated to Hyderabad and I am living near Narendra Park at New Nallakunta in Hyderabad.

Tell us about your family?

I am married. My husband does Laundry work near my home. In addition to that, whenever he has free he goes for cleaning water tanks and tree mulching works. We are living in a rented house. I have two daughters and a son. They all are married and settled.

What are you doing? How much do you earn?

Currently, I am working in Narayana Hostel at New Nallakunta. My work is cleaning plates and serving food to students. I am working at hostel from 6 am to 9 am in the morning, 12 pm - 3 pm in the evening, and 7 pm to 9 pm at night. I am earning Rs.4,000/- per month, additionally, I am working as a maid servant at two houses and earning Rs.2,500/- per month from this.

Why did you come to Hyderabad? How did you survive?

At my native place, I worked as a domestic worker for meager salary. Our income was not sufficient to raise my children. When my children grew up, we arranged our daughters' marriages and agreed to give dowry. We had to borrow money for the marriages on finance. Then, my sister who was already settled in Hyderabad, asked us to come to Hyderabad. We moved there and setup an laundry shop in New Nallakunta with the support of my sister's husband.

Are you facing any problems in your daily life?

I am facing many problems with my younger son-in-law, who keeps demanding us for more money and sends our daughter to our home very often.

Did you get any benefits from the government?

I got ration card, aadhar card and voter ID card.

What are your future plans?

My Kaccha house in my native village has been damaged, so we want to build a good (Pakka) house in my native place. ❖

Better Education to Children...

Can you introduce yourself?

My name is P. Balamani. I am 40 years old. I am illiterate. I am handicapped due to polio. I am working as a domestic help.



Where are you living?

Currently, I am living in a rented house at Sanjeevayya Nagar in Tilaknagar area of Hyderabad. My parents are from Hyderabad. My in-laws are from Mahabubnagar district, but due to poor economical conditions my in-laws had migrated to Hyderabad about twenty five years back and settled here.

Tell us about your family?

I have two children. My daughter is 17 years old and studied up to tenth class. My son is fifteen years old and studying tenth class in a government school in New Nallakunta. My husband goes to Batakamma Kunta adda for labour work and earns about Rs. 300/- per day.

When did you get polio? What are the problems you are facing?

I have had polio since birth and due to lack of awareness on my parents part, they didn't get me treated properly. I am handicapped on my right leg. I cannot walk comfortably. Neither can I walk long distances, nor can I stand or sit for longer periods comfortably while I am working. Whenever I am doing any work I suffer with pain from waist to foot. In fact, my son also had polio by birth and I had been worried that he would be handicapped like me, but he recuperated after operation in a government hospital.

What is your livelihood?

I work as a maid servant in two houses near my home and earn Rs.1,500/- per month. Additionally, about 18 years back, the government sanctioned me a Telephone booth under the handicapped scheme at Tilaknagar; I used to go there in the evenings and earn Rs.100/- per day when business is good. Currently, there is not much demand for Telephone booths because of mobile phones.

Did you get any benefits from the government?

Yes, I am getting Rs. 1500/- per month under handicapped pension scheme. I also got a Telephone booth. In addition, I have ration card, voter ID card and aadhar card.

What are your future plans?

I and my husband are uneducated, so I want to encourage my children to study well and settle in life. We are not able to afford to rent a house which accommodates all of our family comfortably; therefore, I want to request the government to provide my family with a house under the housing scheme. ❖

Work for Organization...

Continue in This Sector...

Can you introduce yourself?

My name is Syman Bandela. I am 42 years old. I did my M.A. Post Graduation in Secunderabad. I am a widower; my wife had expired last year due to a fatal heart attack. I have two daughters. The elder one is in 9th class and the younger one is in 7th class. Currently, I am living at Borabanda in Hyderabad with my children.

**What are you doing?**

I am working as the General Secretary of the Darpan Foundation at Hyderabad in Telangana state since 2004. I am working for the rights and welfare of TG (Transgenders), Hijras, MSM and sexual minorities through this foundation.

Tell us about your Foundation?

Our foundation is working for the Human Rights and Welfare of TG (Transgenders), Hijras and sexual minorities. It has been working since 2004 and has 7 board members.

How did you get to be the General Secretary of Darpan? And what are your responsibilities?

Since I was one of the highly-qualified members in Darpan, I was unanimously elected as the General Secretary (GS) of Darpan by the other members in Annual General Board Meeting (AGBM) in 2004. As a GS, I have linked many Human Immunodeficiency Virus (HIV) patients to Anti-Retroviral Therapy (ART) centers. Furthermore, I am responsible for all the programs of Darpan and for conducting meetings, documenting the organization's activities, attending organization's review meetings from donors, representing the organization in various forums / media etc.

Did you participate in any trainings from your foundation?

Yes, I had attended many trainings such as Training of Trainers (ToT) in Treatment Education, Organization Bearers Training.

Did you get any benefits from the government?

Yes, I am getting Rs. 1,000/- per month under HIV pension scheme from past four months. In addition to that, I have ration card, aadhar card and PAN card.

What are your future plans?

I am planning to get FCRA Registration for the Darpan Foundation and I want to work for TG, Hijra and Third Gender's equality rights through our foundation. Coming to my personal life, I want to provide good education to my children to help them settle in their life. ❖

Can you introduce yourself?

My name is B. Prasad. I am 25 years old. I have studied B. Tech at Warangal. My native place is Warangal, Telangana state. I am living in Hyderabad, while my father and mother are still living in Warangal. I have no siblings.

**What are you doing?**

I am working as a PFO (Pehchan Field Officer) in Darpan Foundation under Pehchan project at ECL and Boduppal areas in Hyderabad. I got selected in the interview for the position of PFO in November 2014.

What are your job responsibilities ?

I am working with Transgenders (TG) /Hijra, Men-who-have-Sex-with-Men (MSM) and HIV positive people. My role involves distribution of free condoms for TG/Hijra populations and bringing HIV patients to hospitals for getting STI/ICTC tests done on them. I monitor free medicine and counseling to HIV positive people and provide free STI/ICTC tests to community people. I meet and interact with the community regularly, and if any community members are facing problems from local hooligan, police or family members, I counsel them on the field and report the same to office / programme manager for providing solutions to the problems. I send field level information and reports to our office in prescribed formats. I am availing a salary of Rs. 7,600/- per month.

Did you receive any training as part of your job?

Yes, I took O.R.W (Out Reach Work) training; Counselor training and from India HIV/AIDS Alliance; and field training from State Training Resource Center (STRC). As part of my job, I have undergone PFO Training in the beginning and refresher training recently. In addition to the above trainings, I get on-the-job trainings regularly from our donors, whenever they visit our office.

What kind of problems you are facing in your work?

Yes, It is very difficult to work with the community at the field level, especially while doing community identification, mobilization and counseling. In fact, many people in the community refuse to go for STI/ICTC testing in centers due to fear, and it takes a lot effort to convince them.

What are your goals?

In future, I want to complete my Masters in Social Work (M.S.W) and become a Programme Manager (PM) in our foundation. ❖

Work for The Poor..

Can you introduce yourself?

My name is O. Nagalakshmi and I am 39 years old. I studied up to Graduation in distance mode. I am married. Presently I am working as a Cluster Coordinator (CC) in Mandal Samakhya (MS) under the Inrira Kranthi Patham (IKP) in Visakhapatnam District, Andhra Pradesh (AP).

Where is your native place? Tell us about your family?

I am from Payakaraopeta village and mandal, Visakhapatnam district, AP. My husband and my mother are living with me. I have no children. My husband is ill and unable to go for hard work. Recently, I was transferred from Payakaraopeta to Godicharla, so right now I staying at Godicherla cluster and going to my native place, during weekends and holidays.

Where are you working? How did you come into the development sector?

Currently, I am working for the Nakkapalli Mandal Mahila Samakya (Nakkapalli MMS) at Godicherla cluster in Visakhapatnam district in AP.

Because, I come from poor family, I wanted to overcome my economical problems, so I joined a Self Help Group (SHG) in my village. As I had studied till 10th class and there were no other members in my SHG, who were as educated as me, so my SHG members selected me as a Community Activist (CA).

Then, I joined graduation in distance mode and completed it. In 2004, I had first started my career as a CA for Weavers Gramaikya Sangam (WGS) at Payakrao Peta Village. In 2006, the MMS members had promoted me as a Community Resource Person (CRP) for SHG and Village Organization (VO) book keeping under Institution Building (IB) programme. After that, I was selected as a CRP at the district level. In 2008, I was selected as a Community Volunteer (CV) at Payakrao Peta Mandal Mahila Samaikya (MMS). In 2012, I was selected as a CC through a interview process by the Society for Elimination of Rural Poverty (SERP). Currently, I am working as a CC at Godicharla cluster for Nakkapalli MMS.

Can you tell us about your work?

As a MSCC, I am working with 13 VOs in 5 Gram Panchayats (GPs). I attend MMS review meetings and VO meetings. I am managing around 10 Village Organization Assistants (VOAs), of the 13 VOs and supporting them whenever they need it. I visit all the VOs in my cluster in a month. During loan repayments time, I attend the meetings in night time and stayed there. When I attended a VO meeting, I verify mobile book keeping and prepare receipts

and vouchers for payments, check meeting minutes for VOs written by VOA and If there is no VOA, I do all works for the VO.



I support SHGs for linking them with banks and loan repayment, CIF implementation, monitoring and repayment, Srinidhi implementation and repayment, Abhayahastam implementation, Social Component Plan (SCP) identification and implementation etc. I fill all the documents for bank linkages for SHGs, and for VO members for schemes and programmes. I am submitting my monthly tour schedule and work done reports through Assistant Project Manager (APM) to SERP. I am also working on sanjeevini programme which was recently initiated in our district. I am also involved in Aadhar card verification work, community toilets work and SHG members account opening work etc., as a part of government programmes. I am doing all the works with the support of APM and send report to project. Whenever I attend project meetings, on my return to MMS, I conduct meetings with VOAs and update the information.

Did you take trainings from your project?

I attended trainings on mobile book keeping, on convergence with government departments, on bank linkages; Abhayahastam, Srinidhi, CIF implementation; MMS management, MMS committees formation and MMS activities implementation; In addition, I have taken training on computer education at our office.

If I have any doubt on data entry or any other computer work, the APM will rectify or the IB APM will come and train me on that.

What type of problems are you facing in your daily job?

I am facing many problems on the field, especially from political leaders. Furthermore, when I go to field for loan recovery, men, especially drunken husbands of members and others in the village, hinder and disturb my work. I am discriminated and my authority is questioned by some people.

Did you get any recognition for your work?

When I worked as a CV, I got A-Grade from the Payakrao Peta MMS and also got a salary increment. Moreover, SERP selected me as a CC based on my work performance and I also got recognition from the project from 2013-2014 to 2014-2015, as Srinidhi recovery is 100%.

What are your future plans?

I want to work for the poor communities. Furthermore, I want to build own house and study MA. ❖

Employment Continuum...

Indian economy is the seventh largest economy in the world as per Gross Domestic Product (GDP) with \$ 2.308 trillion (April 2015). It is the fastest growing economy with a growth rate of 7.3%. Nearly 496.4 million workers are engaged in unorganized and organized sectors. Informal sector or unorganized sector has 94% of workforce in the country. Every year 13 million new workers and 25 million people who have left the farm sector, are entering into the labour pool. Only five million people are able to get work, mostly in unorganized sector. Indian economy, largely constituting three major sectors such as agriculture, industry and services sectors, saw tremendous changes by reforms in the era of Liberalization, Privatization and Globalization (LPG). In this context, 'livelihoods' attempts to understand 'Employment Continuum... (wage, job, employment and self-employment) in the country.



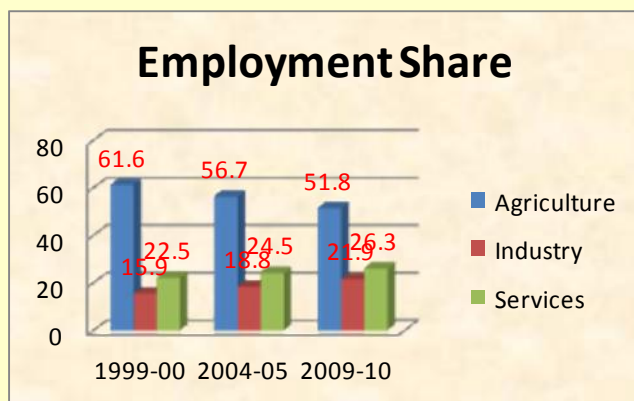
Indian economy is the seventh largest economy in the world as per Gross Domestic Product (GDP) with \$ 2.308 trillion (April 2015). It is the fastest growing economy with a growth rate of 7.3%. Nearly 496.4 million workers are engaged in unorganized and organized sectors. Informal sector or unorganized sector has 94% of workforce in the country. Even in organized sector also, informal workers have been increasing for more than two decades. Every year 13 million new workers and 25 million people who have left the farm sector, are entering into the labour pool. Only five million people are able to get work, mostly in unorganized sector. Indian economy, largely constituting three major sectors such as agriculture, industry and services sectors, saw tremendous changes by reforms in the era of Liberalization, Privatization and Globalization (LPG). In this context, 'livelihoods' attempts to understand wage, job, employment and self-employment continuum in the country.

Employment has been always a very important element in development policies in the country from the beginning. Over the decades, the government has designed different programs, policies, approaches and strategies to provide employment to the people. In early 1950's, the government designed an industry based strategy in the first Five Year Plan (FYP) by assuming that the industrial sector would provide major employment to the people. Therefore, the Government focused on developing small-scale industries assuming these industries would provide more employment and could resolve the unemployment problem. It thought, skill-building of the workforce was the major concern; however, unemployment rose from 2.6% to 3.8% during 1956-72.

Fifth FYP (1974-79) focused exclusively on the unemployment problem as a serious challenge, and re-oriented the growth pattern in favour of employment intensive sectors. Government recognized that economic growth alone cannot solve unemployment and poverty problems. It designed a number of special programs for reduction of unemployment and poverty. These programs can be divided into two categories. One developing employment intensive sectors and designing employment



oriented macro-economic and sectoral policies; secondly, designing special employment programs creating both long term and short term wage employment and self-employment. Providing financial and other



wage employment to the unemployed persons became an important approach in combating unemployment problem. Over the decades, these programs were implemented in different forms. In early 2006, the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) was started by the government with the aim to provide 100 work days per family in rural areas. Different programs to assist and provide employment, particularly the 1991 reforms, facilitated many changes in the three major sectors of agriculture, industry and services sector.

Agriculture sector includes crops, horticulture, milk and animal husbandry, aquaculture, fishing, sericulture, aviculture, forestry and related activities. Though this sector contributes about 17% to the GDP, but still it provides highest employment with 51% of total workforce in the country. Employment in the sector declined from 74% to 51% during 1972 to 2011. Contribution to GDP also declined from 41% to 17% during 1973 – 2011. Nearly 79% of female workers are engaged in agriculture works.

Industry sector includes various manufacturing sub-sectors such as petroleum products and chemicals, pharmaceuticals, engineering, gems and jewellery, textile, mining etc. This sector contributes 18% to GDP and provides employment to 22% of total workforce. This sector has witnessed an increase in contract labour system since the inception of reforms. Industrialists are more interested in taking workers through contractors, rather than directly appointing them through industries' Human Resource (HR) departments. In manufacturing sector, contract workers' percentage increased from 13% to 34% during 1995 to 2011. Reforms removed protection measures and subsidies of the small and cottage industries and caused many small industries to decline. Service sector includes construction, retail, software, Information Technology (IT), communications, hospitality, infrastructure operations, education, health care, banking and insurance etc. As part of reforms, privatization of public sector enterprises particularly in health, education, communication, transport and power industries created a large number of jobs. Home

tutions increased in a big way. Along with educated and technically skilled persons, illiterates, also engaged in different types of works in the service sector. For example, in urban areas there is a huge demand for domestic workers for cleaning, washing, cooking and take caring of children, elders, invalids etc. This sector provides the largest share to the GDP with 65% and employees 27% of total workforce.

As part of reforms, government de-regularized domestic economic activities, liberalized foreign trade and initiated disinvestment in public sector. Public sector is one of the largest secure and quality employment providing sectors in the country. After 1990's, the creation of employment in this sector stagnated and since mid 1990's employment has been gradually on decline. Apart from the above, there have been some important changes, such as slow growth employment creation, increase of self-employment, increase of casual worker category and informal sector.

Wage employment has been on increase for decades. Wage employment is a mutual agreement between employer and employee. In the agreement, the employee agrees to work for employer, based on agreed terms and conditions. According to the agreement, the employer has to pay money or kind to the employee according to his / her work. Work may be in enterprises, government offices or other places. Generally, employee gets wage or salary for work. Wage is generally paid by the employer on a daily basis or weekly basis as per agreement, but salary is mostly paid on a monthly basis. Wage employment is always an agreement between two parties, such as an

language), where employers come and hires labourers after an agreement is reached between both the parties. This practice exists predominantly in urban areas



compared to rural areas. Generally, these labourers come with their work implements and wait for employers. Sometimes, they may not get work or have to work for lesser wages depending upon the demand. Whereas in rural areas, labourers ask the employer for work, or get work information from colleagues, or employers come to labourers' homes and inform them about work. We can see wage labour on a large scale in agriculture works, construction works, small enterprises, events, functions and other temporary works..

The average daily wage in urban areas is Rs. 365 and in rural areas is Rs. 232. In urban areas, male workers earn an average of Rs. 377 and female workers earn Rs. 309, while in rural areas male workers earn Rs. 249 and female workers earn Rs.159. As a matter of fact, there is more gender inequality in wage labour in rural areas than in urban areas. In urban areas, 41.4% workers earn regular wages, but in rural areas it is only 7.3%.

Salary based employment is different from wage employment. The employees take salary on a monthly basis, based on contract and get extra perks based on their

Distribution of Workers Category of Employment %			
Year	Self-Employed	Regular Employees	Casual Labourers
1972-73	61.37	15.37	23.26
1977-78	58.89	13.94	27.18
1983	57.31	13.82	28.87
1987-88	55.98	14.44	29.58
1993-94	54.70	13.53	31.77
1999-00	52.61	14.65	32.75
2004-05	56.38	15.35	28.27
2009-10	50.58	16.63	32.79
2010-11	51.00	15.50	33.50

employee and an employer. It is in contractual nature and both parties are interrelated and interdependent. In this contract, the relation between the two parties looks similar to that of a master and a servant.

Wage employment comes into the category of unorganized sector. Typically, wage seekers or labourers sit at labour 'addas' (Labourers and employers' meeting places in local

performance. In a few instances, their salary is deducted for their poor performance.

Generally in companies, there are two types of employees such as permanent and temporary employees. Presently, temporary employment has been increasing for decades in private companies and also in government departments. Private companies are making the activities into sub-

activities and giving those sub-activities to the contractors. Contractors are responsible to employ people and pay based on the agreement. Companies' Human Resource (HR) departments in many cases do not have any direct communication or relation with those workers about their wages and social security issues.

State governments are also taking employees on a contract basis from third parties. Governments provide authority to the agencies for a time period to hire contract employees to do works in various government departments. Government or its authorized selection boards are not involved in employees' selection and appointment. Government departments get work done through these employees, while salaries are paid to the employees by the agencies. Agreements between the agencies and employees are valid for one year in most of the cases. After the completion of the contract period, employees have to make agreements again with the agency or the agency may take new employees.

There are only 4% of employees in secured jobs in the organized sector, which includes public sector and big industries. Organized sector provides different entitlements such as job security, yearly increments, health insurance, sick leaves, Provident Fund (PF) and Employee State Insurance etc. There are variations and changes happening

Wage Employment	Self-employment
The status of individual is an employee.	The status of individual is an employer or owner.
Individual works under another person or company etc.	Individual works for self.
Income comes from wage or salary.	Income comes from profit.
Income earning of the individual is limited and prefixed as per contract.	Income earning is unlimited and it depends upon the capacity and contribution of the individual.
Entire supervision and control done by employer.	Individual supervises and controls his/ her own work.

in the entitlements of the job holders in the organized sector. Public sector jobs have been declining for the past two decades.

Self-employment is the largest segment of work force, with 57% of total workforce pursuing it in the country. Nearly 60% of the national income comes from self-employment. According to the National Commission for Enterprises (NCE), self-employed persons are 166 million and 96 million in farm and non-farm sectors respectively. We can call our country a nation of self-employed persons. Self-employment is working for oneself rather than working for any other person or company. Self-employment includes producing and selling goods, buying and selling goods and selling services.

Self-employment exists in many sectors such as

agriculture, manufacturing, trading and services. A large numbers of self-employed persons belong to the unorganized sector. There are three types of self-employment



categories namely: Non-farm sector, which has been growing for decades even in rural areas. In this sector, individuals who practice livelihoods come into self-employment category. The individuals may take work from within the family members or others, but they still considered as self-employed persons. They are involved various livelihoods activities such as food processors, rickshaw pullers, beedi rollers, carpenters, blacksmiths, goldsmiths, petty/kirana shop owners, street venders, tailors, barbers, traders, medical practitioners, accountants, masons, mechanics etc. In fact, self-employed persons are higher in rural areas with 54.2% people being self-employed, compared to 41.4% people in urban areas.

Mostly, in self-employment people learn skills from their family members on traditional and caste based occupations, these people are farmers, priests, gold smiths, black smiths, potters, basket weavers, money lenders, pawn brokers etc. In other works like driving, teaching,

health services, electric works, plumbing, tailoring and embroidery, computer etc people learn skills from outsiders.

We can broadly divide employment into two categories. One is wage labour, regular salaried, employee and second self-employment. There are many differences among wage employment and self-employment, which are as follows...

Self-employment has been gradually declining in the last four and half decades because of crisis situation in agriculture. Almost each year nearly 25 million people are coming out or leaving agriculture sector. There is a slight increase in regular employment. But casual labour has also been increasing in the last four and half decades. The changes in employment percentages are as follows...

Casual labourers are increasing in the country. The situation of these category of workers is vulnerable compared to other types of employees in terms of job stability, income levels, social security etc. Industrialists



and entrepreneurs prefer casual labourers in their firms. Hiring them is more beneficial to the industrialists because they do not need to increase wages and provide PF, ESI, leaves etc. About 30% of casual labourers are working on a daily wage basis.

Government has designed different programs to provide employment and social welfare to people, particularly to the workers in the country. The programs are as follows:

- ◆ National Old Age Pensions (NOAPs)
- ◆ National Family Benefit Scheme (NFBS)
- ◆ Janani Suraksha Yojana (JSY)
- ◆ Handloom Weavers Comprehensive Welfare Scheme (HWCWS)
- ◆ Handicraft Artisan Comprehensive Welfare Scheme (HACWS)
- ◆ Pension to Master Craft Persons (PMCPs)
- ◆ National Scheme for Welfare of Fisherman and Training and Extension (NSWFTE)
- ◆ Janashree Bima Yojana (JBY)
- ◆ Aam Admi Bima Yojana (AABY)
- ◆ Rashtriya Swasthya Bima Yojana (RSBY)
- ◆ Pradhan Mantri Jan Dhan Yojana (PMJDY)
- ◆ Atal Pension Yojana (APY)

Pradhan Mantri Jan Suraksha Yojana (PMJSY)

The Government of India (GOI) started Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) to guarantee 100 wage employment days per family per year in rural areas across the country. Overall, it has not only reduced migration of the poor families, but also wage disparities among men and women in rural areas. Furthermore, it has contributed to the development of common resources and infrastructure in the villages. It has also led to an increase in wages of labourers, particularly agricultural labourers in rural areas; thereby, increasing labourers' bargaining power during negotiations with employers. Finally, it has helped in reducing rural poverty. Almost 38% of rural households have MGNREGS cards.



GOI has recently launched three programs like PMJDY, APY and PMJSY. The purpose of the PMJDY is to ensure financial inclusion of all poor families in the country by opening zero

bank account, where the government plans to deposit

subsidy amount. APY provides pension based on the contribution of the beneficiary. Government contributes half of the beneficiaries' premium. After reaching the age of 60 years, beneficiaries will get a monthly pension of Rs. 1000 to Rs. 5000. PMSBY provides accidental insurance for just Rs. 12 as premium per year.



There are a number of Acts and Policies which were designed to regulate employers in industrial relation issues and to ensure rights of the workers. There are almost 50 Acts existing in the country and some of these Acts exist from the pre-independence India. Those Acts have relevance till date to the country.

The Workmen's Compensation Act, 1923: The Workmen's Compensation Act of 1923 provides compensation to the workers who get injured during the work or in the case of workers' death, compensation is given to the workers' dependents.

Trade Union Act, 1926: This Act sets rules and protection to the trade unions. It was amended in 2001.

Payment Wages Act, 1936: This Act directs and regulates the employers regarding distribution of wages to employees. It also directs the employers to deduct amount at the time of distribution of wages and to pay that amount to the state and central governments.

Industrial Employment (Standing Orders) Act, 1946: This Act defines and sets employment standing orders in terms of job, working hours, timings, leave grant and productivity. According to the Act, these standing orders must be approved and certified by the government.

Industrial Disputes Act, 1947: This Act regulates employers to address industrial disputes such as lockouts, layoffs, retrenchments etc. It also directs the lawful process to settlements and negotiations between employees and employers.

Minimum Wages Act, 1948: This Act prescribes all wages in the enterprises. According to the Act, central and state governments have to revise wages. It also suggests that the minimum wages should be fixed according to work nature, location and other factors.

Industries (Regulation and Development) Act, 1951: This Act placed manufacturing industries under first schedule and it placed many manufacturing industries under central government regulations and in addition whatever laws state governments enact. This Act reserved 600 products to manufacture in small scale enterprises.

Employees Provident Fund and Miscellaneous Provisions Act, 1952: This Act ensures the financial security of the employees in establishments directing to start the system of savings. The Act directs the employers to pay equal contribution to that of employees to the Provident Fund (PF). According to the Act, the minimum contribution to PF should be 10%-12% of the wage. This amount includes employers' contribution payable to the employees after retirement or employees can take part of amount with specified purposes before retirement.

Maternity Benefit Act, 1962: This Act ensures maternity benefits to the women employees. According to the Act, women employees who work for a minimum of 80 days in an establishment can access maternity benefits, leaves and medical allowances provided by the employers.

Payment of Bonus Act, 1965: This Act applies to enterprises which have 20 or more employees. According to the Act, the employers have to pay bonus to employees based on profits or production or productivity.

Payment of Gratuity Act, 1972: This Act applies to all enterprises which have 10 or more employees. According to the Act, gratuity is payable to the employees at the time of resignation or retirement and this payment amount should be 15 days of the salary of the each completed year during service of the employee. The maximum payment amount is Rs. 10,00,000.

There are variations of employment across the country. In southern and western parts of India, workers gets good employment compared to central and eastern regions of the country. Himachal Pradesh stands in first place and Bihar stands in last place in providing good employment to the workers.

Disadvantaged social groups like Scheduled Caste (SC), Scheduled Tribe (ST) and large sections of the Other Backward Class (OBC) mostly are engaged in agriculture, construction works which are low paying. Most of the Muslim community are involved in small or petty low productive self-employment. Because of the reservation policy, SC and ST communities share increased presence in public sector from 1999-00 to 2011-12. Women are generally disadvantaged people in the employment market.



Compared to men, women are mostly involved in low productive, low income and less secure jobs, belonging to the unorganized sector.

There is a huge inequality in wages in casual / regular workers in unorganized sector and

organized sector. An average daily casual worker earns Rs. 138 in rural and Rs. 173 in urban areas, regular worker earns Rs. 298 in rural and Rs. 448 in urban and public sector employee earns Rs. 2005 per day (2011-12 Census). Public



sector employees have many benefits along with job security. Rural casual worker earns 7% of the wage of a public sector employee. There is still a considerable gap between wages in farm and non-farm sectors. Along with the disparities, the average real wages have been increasing at 3% per year since 1983. The productivity level of workers has increased three times during 1993-94 to 2011-12.

The population of elderly persons, the 60 years and above age group, has increased from 56.5 million to 103 million from 1991 to 2011. Elders' population is 8.3% in total population. India has the highest number of working elders in the world. Elderly persons directly participate in different livelihood activities and indirectly support activities in agriculture, dairy, goat rearing, poultry, artisan works, small enterprises (Tea shops, hotels, grocery shops and sale of fruits and vegetables), Non Timber Forest Produce (NTFP), processing works, domestic works, watchmen work etc. Almost 90% of working elders are in unorganized sector, which does not provide any insurance and pension after retirement.

In conclusion, a large part of workers are engaging in various livelihoods activities as daily wage labourers, salaried employees, job holders in public sector and organized sector and half of the working people depend on self-employment. However, a very huge percentage of workers are in unorganized sector without having job security, insurance, PF, ESI, gratuity, leaves, maternity allowances etc. They have small assets, limited financial resources, less technical skills and they are unable to get good income by selling their skills or services. These small entrepreneurs need support in different fields such as inputs, finance, skill development and marketing. Collectives of workers, collective enterprises and federations of collective enterprises are the way to create more income for them and to enhance their living standards. Moreover, there is a need to encourage and develop the manufacturing sector, so it can ensure more employment opportunities. Lastly, and most importantly the government should focus on skill development of the workers. ❖

Paramparagat Krishi Vikas Yojana (PKVY)

On 11 March, 2015 Government of India (GoI) launched Paramparagat Krishi Vikas Yojana (Traditional Farming Improvement Programme). The main aim of the scheme is to support and promote organic farming and vis-à-vis to improve soil health. The key idea, is to promote and encourage farmers to adopt eco-friendly concept of cultivation and reduce their dependence on agriculture based chemicals and fertilizers, towards increase in yields. The government allocated a sum of Rs. 300 crores towards this scheme in the Union Budget 2015-16. India, in its earlier days and even as on today continues with organic farming practices, by way, of using traditional agricultural practices. Having various agro-ecological zones in our country, and with immense climatic diversity, low input costs helped and continues to help, the growth of large number of crops throughout the year.

The initiative undertaken by the government "The Organic Farming Policy 2005" is a sound regulation for promotion of technically endowed, economical, socially acceptable use of natural resources, environment friendly in favour of organic practices in agriculture. Further, to ascertain and identify areas and crops, which are suitable for organic agriculture and vis-à-vis set up model organic farms and make use of traditional wisdom and knowledge. The scheme is based on practices and principles, with emphasis on soil health.

The need for this arose, as it has been observed that cultivated area under certified organic farming in last one decade grew 17 folds (42,000 ha in 2003-04 to 7.23 lakh ha in 2013-14). To further facilitate, earlier GoI has implemented National Programme for Organic Production (NPOP) in 2001 and through various schemes and programmes under National Mission for Sustainable Agriculture (NMSA)/ Paramapragat Krishi Vikas Yojana (PKVY), Rashtriya Krishi Vikas Yojana (RKVY), Mission for Integrated Development of Horticulture (MIDH), National Mission on Oilseeds & Oil Palm (NMOOP), and



Network Project on Organic Farming of ICAR.

The PKVY scheme is being implemented on cluster based approach to encourage the farmer, towards promotion of organic farming with following criteria: "Groups of farmers would be motivated to take up organic farming under PKVY. Fifty or more farmers will form a cluster having 50 acre land to take up the organic farming under the scheme. In this way during three years 10,000 clusters will be formed covering 5.0 lakh acre area under organic farming. There will be no liability on the farmers for expenditure on certification; Every farmer will be provided Rs. 20,000 per acre in three years for seed to harvesting of crops and to transport produce to the market; Organic farming will be promoted by using traditional resources and the organic products will be linked with the market; It will increase domestic production and certification of organic produce by involving farmers;

In order to implement the PVKY in Paramparagat Krishi Vikas Yojana in the year 2015-16, an amount of Rs.300 crore has been allocated." This scheme, is surely a welcome move by the GoI, which would raise the confidence of farmers and would further enable them to root back to merge the traditional knowledge, wisdom which they have, with modern science. ❖

Kaataram Mandal Mahila Samakhya

The Kaataram Mandal Mahila Samakya (KMMS) is located in Kaataram Mandal, Karimnagar District, Telangana State. It was established in 2004 and registered in 2006 under the Mutually Aided Cooperative Societies (MACS) Act. The Mandala Samakya (MS) has 41 Village Organizations (VO), 847 Self Help Groups (SHG) and a total of 8924 members under it. It covers around 18 Gram Panchayats (GPs).

KMMS office bearers: President: Madhavi, Secretary: Sariitha, and Treasurer: Shakunthala. The Mandal Samakya meetings are held on the 13th and 27th of every month the premises of MS.

All the VOs save Rs. 100/- per month in the MS and also pay a capital investment of Rs. 1500/- per annum. The Community Investment Fund (CIF) of the MS is Rs. 60,07,104/- and the total amount of Swarnajayanthi Swarozgar Yojana (SGSY) is Rs. 31,80,000/-. The corpus amount is Rs. 92,87,104/- and Streenidhi loan amount is Rs. 2,40,000/-. The interest rate at MS level is 6%, and at the VO level is 12%. The MS has a bank linkage with the State Bank Of Hyderabad (SBH).

The MS provides support to the differently abled persons' groups for the SADARAM campaign, and apart from that, it provides 200 certificates to eligible disabled persons. In addition to that, it provides support to 25 Early Education Centres (EECs), with a total strength of 309 children. The beneficiaries of the Telangana Rural Inclusive Growth Project (TRIGP) are 18 members. The Abhayahastam insurance scheme is applicable in a total of 38 VOs, with around 4687 beneficiaries, in addition, the total scholarships being given for the children of beneficiaries are 416, and the amount is Rs. 4,99,200/-. The total members, who applied for the Aam Admi Bheema Yojana (AABY) are 2959. KMMS has seven committees such as bank linkage committee, supervising committee, insurance committee, health and education committee, non pesticide committee, Poorest of the Poor (POP) committee and marketing committee:

In paddy marketing, so far, MS earned extra income of Rs.75000/- . ❖

Support Organization

VIKSAT

Vikram Sarabhai Centre for Development Interaction (VIKSAT) was established in 1977. Its main focus is on environmental-based improvement and development activities through the Nehru Foundation for Development (NFD). VIKSAT's council of management is currently chaired by Prof. (Dr.) M.S. Swaminathan.

VIKSAT has been working at grassroots level in five districts of Gujarat namely Bhiloda, Sabarkantha, Mehsana, Kachchh and Patan, with head office being located in Ahmedabad, Gujarat. The primary activity areas of VIKSAT are Natural Resource Management (NRM) and Sustainable Livelihoods (SL).

VIKSAT conducts a Joint Forest Management (JFM) programme for the protection of forest resources and affirmation of economic activities from them. Apart from that, it established 77 Tree Grower Societies (TGS), protecting around 7992 hectares of forest land.

It formed a Sangathan Kshamata Manch (SAKSHAM) in 1995 as an informal network of federations of people's

Institutions and has representation from 12 taluka level federations across 5 districts in Gujarat, with a total membership of 417 JFM committees and 47,510 members. Nearly, 53,209.91 hectares of land is under protection by its members.

It has 943 peoples institutions at village level including TGC, SHGs in the 5 districts of Gujarat and has touched the lives of 24,609 people directly. It provides support to 250 SHGs in four districts from 2007 onwards. It works for the development of convergence resources to develop model villages in Narmada district, and has selected 40 villages to convert in to model villages. VIKSAT has participated in the World Summit on Sustainable Development (WSSO), 2002.

VIKSAT received Prestigious National Award 'Indira Priyadarshini Vrikshamitra Puraskar' in 1997 from Ministry of Environment & Forests (MoEF), in recognition of contributions in the field of afforestation and wastelands development. ❖

Training Organizations

1. M.P. Institute of Social Science Research (MPISSR)
<http://mpissr.org/>

2. Agricultural Co-operative Staff Training Institute of Kerala State Co-operative Bank Ltd.

<http://www.acstikerala.com/>

3. Indian Institute of Forest Management

<http://www.iifm.ac.in/>

4. Capacity Building -Government of Madhya Pradesh

<http://www.dit.mp.gov.in/en/capacity-building>

Chinthapatla Village Organization

The Chinthapatla Village Organization (VO) is located in Chinthapatla Village, Yacharam Mandal, Rangareddy District, in Telangana. It was established on 12th June 2007. The VO has 28 Self Help Groups (SHG), with a total of 327 members under it. Out of the 28 SHGs, 16 are SC SHGs, 10 are BC SHGs, 2 are Disabled SHGs.

President: Malini. Lakshamma, Vice President: Vanaja

Secretary: Pushamma, Assistant Secretary: Balamani

Treasurer: Paavani and Book Keeper: Jyothi.

The VO conducts meeting on 11th of every month. Until now, about 152 beneficiaries have empowered their life through loans from VO. In addition, two people from SC community have been given goats under the SC/ST sub plan. Each SHG, has taken membership in the VO, with a membership fee of Rs. 11 per annum. The monthly savings amount is Rs. 50 for the VO fund. The VO has taken membership in the Mandal Samakya (MS) with a membership fee of Rs. 116.

It has a total Community Investment Fund (CIF) amount of Rs. 9, 52,000 and a bank linkage of Rs. 1 crore. The VO has a marketing fee amount

Scheme

Asara Pensions

The Aasara Social Security Pension Scheme (ASSPS) is being actively run in Chinthapatla Village, Yacharam Mandal, Rangareddy district, Telangana state. The village is located 8 km away from the mandal headquarters. Chinthapatla has a total population of 2,730 (1,373 males and 1,359 females).

The scheme was started here since November 2014. There are 373 beneficiaries (Old age: 208, Disabled: 46, Widow: 102, Toddy tappers: 14, Weavers: 3) in this village. The different categories of pensioners are given below:

The pensions are imparted on or before 20th of every month by the GP Secretary or Community Coordinator (CC) at GP premises. At times, the pension is disbursed late, mainly due to delay in release of pension amount from the Mandal Parishad Development Office (MPDO).

Pensions: There is variation in the amount of pension given, as the disabled beneficiaries receive an amount of Rs.1,500/- per month, whereas, all the remaining categories receive Rs. 1000/- per month.

Recently, the beneficiaries of the village have submitted the Adhaar card details to the GP Secretary. In addition to that, the village elders have formed 20 Elder Self Help Groups (ESHG) for their empowerment, with a monthly saving of Rs. 50 per head; it gives security to their future life. ❖

(Indira Kranthi Patham - paddy procurement commission) of Rs. 4 lakhs. This amount is given as loan to the local SHGs on an interest rate of 12%. It has a bank linkage with Andhra Bank of Maal village.

The committees are formed to look after the affairs of the VO. Each committee is led by three members of the VO

Capacity building committee: It works for the empowerment and sustainability of the SHGs.

Bank linkage committee: It monitors bank linkage activities of VO, notably Streenidhi, credits, loans etc.

Non Pesticide Management (NPM) committee: It promotes NPM in agriculture.

Gender committee: It looks into women's problems in particular domestic violence, dowry system.

Insurance Committee: It is supervising the works of Abhyahastam & Aam Admi Bheema Yojana etc.

The VO has been running a "My village and my school" programme. It has facilitated free primary education to all the children by qualitative methods and has appointed a teacher for it. ❖

Facility

Anganwadi Centre

The Anganwadi Centre (AWC) is located in Chinthapatla village, it was established in 1994. The centre is being actively run by teacher Anasuya and aaya named Lingamma. The function timings of AWC is from morning 9:30 am to 4:00 pm. The village has two AWCs. Presently, we discuss AWC-1. It is located in school premises, The centre has 20 children (8 male and 12 female) 12 lactating women and 9 pregnant women. Children, who visit AWC belong to various caste groups; the details are as

Backward Class (BC)-10, Minority-2, Other Caste (OC)-8. Most of these children are belong to daily agriculture wage labour families and poor families.

The menu in AWC is prepared as per the government's norms; it provides 125 grams of Rice, 30 grams of daal, 15 grams of oil, 200 ml milk, daily one egg and leafy vegetable curry on Monday, and pulses (daal) on Tuesday. Apart, from the above, special nutritious flour is also provided for the children. The nutritious food provided to

The PHC staff conduct regular vaccination and immunization to children and pregnant and lactating women on every Wednesday and Thursday. If any of the beneficiaries are found to be in critical health condition, they are further referred to the Yacharam mandal Primary Health Centre (PHC). ❖

Meeseva Centres

'Meeseva' in Telugu means: 'At your service'; as the name suggests, it is a service provider centre, for citizens. It is a good governance initiative that incorporates the vision of National electronic Governance Plan (NeGP) to bring "Public Services Closer to Home".

Meeseva centres provides 341 services in coordination with 34 state Government departments. There are over 7000 centres in the state employing close to one lakh people both directly and indirectly. The Government is planning to increase the existing services provided by Meeseva to 400 this year. These services are under the monitoring of Ministry of State Information Technology and Communication (IT&C).

The Project operates at state level State Data Centre (SDC), and it communicates with Meeseva centres through the State Wide Area Network (SWAN). These have interconnectivity to each other under the National e-Governance Plan (NeGP) of Government of India (GOI).

The Meeseva centre procures permission from the local district agency. The service operator bids for the agency in the respected village or area. The district agency selects the centres on the base of community reservation and technical experience of the centre owners. The selected agency should pay Rs. 25,000/- for a six months tenure. After completion of the term, it has to be renewed.

The Meeseva service provider collects nominal charges as per the citizen charter. The charges range from Rs. 25/- to Rs. 300/-.The centre owner gets a minimum profit of Rs.7/- from each service and can be higher depending upon the service. The working hours are from morning 10 am to evening 8 pm. If the certificate has to be delivered through post office, the postal charges are additional to the consumers. The processing information, of whichever

service the customer is availing through the centre, is sent to the customer through the Short Message Service (SMS) alert to the mobile phone number of customer.



The centre owner needs to make Infrastructure expenditure like furniture, computer systems, printer, power inverter, stationary and chairs and drinking water facility etc. Furthermore, the centre requires Internet, electric power supply and telephone connection. The monthly expenditure of the centre is around Rs. 3, 000. Some Meeseva centres run with an internet cafe also, so that it gives additional income to the owners. The centre owners draw an income of around Rs. 1, 80,000 per annum. If the work burden is found to be high, then they hire technical persons with minimum wages of Rs.150/- - Rs.200/-, based on the nature of the job. Recently, the district agency allowed two more centres for each mandal, to reduce the burden at mandal level centres and also to provide additional livelihoods to unemployed youth.

The Meeseva centres are monitored by the MRO. These centres provide employment to nearly one lakh people, directly and indirectly. Today, Meeseva e-governance services centres are spread all over India. At the state level, there are around 3,851 direct employees, in the Meeseva centres. The project has already crossed 2.5 crore transactions and most of the government departments are on board now. The target is to ensure that Meeseva becomes the entry and exit point for the citizen to approach the government for any service. The project also delivers more than 20 crore transactions every year for other services like payments of electric bills, telephone bills, wealth tax, water bills, police challans. Thus, Meeseva is the country's biggest one stop e-governance shop. ❖

Individual Enterprise



Mirchi Bajji Centre

Collective Enterprise



Supplying Nutrition Food to Anganwadis by SHG

Keep Your Dream

I have a friend named Monty Roberts who owns a horse ranch in San Isidro. He has let me use his house to put on fund-raising events to raise money for youth at risk programs.

The last time I was there he introduced me by saying, "I want to tell you why I let Jack use my horse. It all goes back to a story about a young man who was the son of an itinerant horse trainer who would go from stable to stable, race track to race track, farm to farm and ranch to ranch, training horses. As a result, the boy's high school career was continually interrupted. When he was a senior, he was asked to write a paper about what he wanted to be and do when he grew up.

"That night he wrote a seven-page paper describing his goal of someday owning a horse ranch. He wrote about his dream in great detail and he even drew a diagram of a 200-acre ranch, showing the location of all the buildings, the stables and the track. Then he drew a detailed floor plan for a 4,000-square-foot house that would sit on a 200-acre dream ranch.

"He put a great deal of his heart into the project and the next day he handed it in to his teacher. Two days later he received his paper back. On the front page was a large red F with a note that read, 'See me after class.'

"The boy with the dream went to see the teacher after class and asked, 'Why did I receive an F?'

"The teacher said, 'This is an unrealistic dream for a young boy like you. You have no money. You come from an itinerant family. You have no resources. Owning a horse

ranch requires a lot of money. You have to buy the land. You have to pay for the original breeding stock and later you'll have to pay large stud fees. There's no way you could ever do it.'

Then the teacher added, 'If you will rewrite this paper with a more realistic goal, I will reconsider your grade.'

"The boy went home and thought about it long and hard. He asked his father what he should do. His father said, 'Look, son, you have to make up your own mind on this. However, I think it is a very important decision for you.' "Finally, after sitting with it for a week, the boy turned in the same paper, making no changes at all.

He stated, "You can keep the F and I'll keep my dream."

Monty then turned to the assembled group and said, "I tell you this story because you are sitting in my 4,000-square-foot house in the middle of my 200-acre horse ranch. I still have that school paper framed over the fireplace." He added, "The best part of the story is that two summers ago that same schoolteacher brought 30 kids to camp out on my ranch for a week." When the teacher was leaving, he said, "Look, Monty, I can tell you this now. When I was your teacher, I was something of a dream stealer. During those years I stole a lot of kids' dreams. Fortunately you had enough gumption not to give up on yours."

Moral: Don't let anyone steal your dreams. Follow your heart, no matter what. No Dream is too big or too small when one works hard to live it. One should always try making dreams come true no matter what. ❖



Social Enterprise



Water health International - India

Important Day

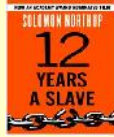


19 August
World Humanitarian Day

12 Years a Slave

Author : **Solomon Northup**

The book "12 years a Slave" narrates the true story of the author 'Solomon Northup', who was born and raised as a free black man in New York, but was kidnapped and forced into slavery. The book can be broadly divided into 5 phases of the author's life.



In the first phase, Northup talks about his birth, education, work and skills, marriage and children etc. He also narrates how he met two white men who offered him a lucrative work with a circus—if he would travel with them to Washington, D.C.

In the second phase, Northup describes how he found himself as a prisoner in the slave pen of James H. Burch, a brutal slave trader in Washington, D.C., who behaved in a cruel manner whenever Northup begged for freedom.

In the third phase, he talks about his experience of working as a slave of William Ford, who was given to generosity towards his slaves. However, Northup's fate is unkind to him again, as he is sold to a cruel carpenter .

In the fourth phase, Northup explains how he lived under the tyranny of Edwin Epps. He narrates how a whip was Mr.Epps' constant companions; and abuse, humiliation, and deprivation were meted out to all the slaves.

After suffering for many years under Epps' sadism, he narrates how he meets a carpenter named Bass, who upon learning his story, decided to send a letter send to Northup's friends, asking them to rescue him from his captivity.

In the fifth phase, he narrates how he escaped from captivity with the support of his friends and finally reunited with his family. This book is a must-read for people to understand how racism and slavery are not only barbaric, but also utterly inhuman. Northup's story finds resonance even In our current society, where caste replaces the colour of the skin as the basis for doing injustice. ❖

Rural Wage Employment in Developing Countries

Editors : **Carlos Oya, Nicola Pontara**

The book "Rural Wage Employment in Developing Countries; Theory, Evidence, and Policy" aims to fill the gap in the developing world on rural labour markets, for there is a scarcity of work conducted on the subject.



This book shows real stories of the rural wage workers who eke out a living, with little or no assets, by using their labour power and dignity. It contains evidence about their life and work, and reflections about their prospects for a better standard of living. It provides critical perspectives on mainstream approaches to rural/agrarian development, and analysis of agrarian change and rural transformations from a long-term perspective.

This book is a good read for researchers, scholarships and policy-makers to understand rural labour markets. ❖

Labour, Employment and Economic Growth in India

Edited by : **K. V. Ramaswamy**

The book "Labour, Employment and Economic Growth in India" examines India's development experience in the sphere of labor, employment, structural change and institutional challenges in the recent past. It covers the recent patterns of change, between and within sectors over time that challenges popular beliefs and understanding of employment growth in India.

This book analysis many quantitative dimension of employment growth, structural change, population aging, workers status, intensity of labor-use, gender discrimination, impact of labor laws and regulation. This book is very useful to those interested in the area of academic research and as well as non-academic community of readers interested in the deep issue of growth and development. It is also useful to the students. ❖



e-links

VCA : http://www.aksharakriti.org/magazines/doc_download/462-value-chain-analysis-of-green-gram-and-moth-beandhok-rajasthanSub-sector : <http://www.cgsird.gov.in/dairy%20sub%20sector%20report%20-%20final%20submission.pdf>e-book : http://www.unwomen.org/~media/headquarters/attachments/sections/library/publications/2014/unwomen_surveyreport_advance_16oct.pdfv-book : <https://www.youtube.com/watch?v=PbGaxwX0HwJ>

Supplements

Legendary Effort : http://www.aksharakriti.org/magazines/doc_download/464-supplement-persons-with-disabilities-empowermentFlagship Program : http://www.aksharakriti.org/magazines/doc_download/463-supplement-flagship-program-pmgsy

e-course

e-course; e-livelihoods learning course : **Capsule No: 93 - 106**http://www.aksharakriti.org/magazines/doc_download/465-e-coursecapsule-no-93-106-august-15

‘Yoga’kshemam

Krsnam Vande Jagadgurum!

Happy Guru Purnima! Let us remember all the Gurus who made a huge difference to our lives!

Happy Independence and Freedom!

Let us have Identity, Solidarity, Rights and Entitlements, Well-being (life and livelihoods) and Freedom, for all.

A Year with Peter Drucker (52 Weeks of Coaching for Leadership Effectiveness) by Joseph Maciariello reiterates that leadership learning is iterative. Key principles include:

- ◆ Leaders get the right things done and you can trust them; Trust would imply that leader means what he says.
- ◆ Leader is consistent with unquestionable integrity; adversity is the test of leadership.
- ◆ Leader makes the important as priority rather than the urgent
- ◆ Leader starts with what needs to be done
- ◆ Leader harmonizes short term and long-term agenda
- ◆ Leader focuses on areas with least effort that yield greatest impact
- ◆ Leader needs to abandon yesterday to create tomorrow
- ◆ Leader is not afraid of strength in associates
- ◆ Leadership is a responsibility
- ◆ Leaders delegate except setting standards
- ◆ Leader lifts a person's vision to higher sights, raises a person's performance to a higher standard and builds a personality beyond its normal limitations
- ◆ Leader is responsible for team performance and for community well-being
- ◆ Leader's purpose is make common men do uncommon things
- ◆ Leader needs to work on developing new concepts, new ways of seeing the world and new ways of relating to individuals, organizations etc.
- ◆ Leader needs to appreciate and handle the knowledge society together with its psychological pressures and emotional traumas
- ◆ Leader leads self, team, institution, program by practice and application of knowledge and wisdom
- ◆ Leader sets mission and uses it as a tool to force the team in that direction
- ◆ Leader sees opportunities, and spots and develops competence and commitment

G Muralidhar

- ◆ Leader knows that central planning does not work but the spirit needs to be intact
- ◆ Leader ensures the individual member a status and a function
- ◆ Leader builds leaders and works for legacy
- ◆ Leader puts the resources where results are
- ◆ Leader changes direction (towards impact outside of oneself) even if it is very late (in terms of age)
- ◆ Leader anticipates the future and readies for it and/or puts a new idea into practice to give direction and shape to the future
- ◆ Leader seeks true joy of life being useful significantly to the universe
- ◆ Leader goes beyond duty and reason, and acts with compassion. Leader combines duty, reason and compassion.
- ◆ Leader knows that knowledge has to be reaffirmed, relearned, and repracticed all the time
- ◆ Leader instills values so that members walk the extra mile, make the extra commitment, do the hardwork of rethinking, trying new things and rebuilding, in times of adversity
 - ◆ Leader knows that values are the ultimate test; and ethics are a clear value system
- ◆ Leader mentors because s/he can envision what a person can become
- ◆ Leader loses track of time in doing things that matter
- ◆ Leader never stops unlearning and learning

Leader has manager in her/him and the manager has a leader in her/him. Each one of us is a leader. Leader lives. Humanity lives. Universe lives. Life lives.

This is loknaayakayogam. Having faith in the leadership of the humanity and universe consciously! And serving the leadership of universe!

Can we be there? **Yes, if we pursue Atma Yoga.** If we truly let the universe lead us! If we truly listen to the universe within us! If we truly let our leadership flourish! If we let leaders grow into leadership! If we focus on the legacy of leadership! If we see the leader in us dancing to the melodies from the flute of the universe! Krsna confirms if Naraayana leads Nara with hope, faith, plan and action, the universe conspires and takes Nara forward.

Join us in the world of yoga – for flowing and leading our way of being useful to the universe and losing in it – towards srinaayakayogasiddhi. You will not regret it. ❖



livelihoods
Body and Backbone