

livelihoods

today and tomorrow

December 2013

SS Manoharan

(Unsung Hero)



Manoharan Shows a Way! - 7

Manoharan is in thoughts.

Telangana is still inching forward!

Aam Admi takes Delhi, BJP takes Rajasthan and retains MP and Chattisgarh, Congress retains Mizoram!

New Politics on the anvil in the country in general and for the General Elections in particular!

Lokpal is an Act now!

A development worker with 25 years of dedicated and passionate work with marginalized communities and their self-reliant collectives inspires. May be unsung for being simple, humble and less visible, the work speaks. The cancer may be unkind and take his life, the man remained brave, unfazed and succumbed to it cheerfully. At the end-of-the-day reckoning and reflection, no task remained unfinished. Manoharan's work showed us that Manoharans are part of the way forward for our marginalized. In this context, 'livelihoods' has explored 'SS Manoharan'.

Do not miss to read classic, 'Let me Speak' by Domtila Chungara. Read about Gorkhaland in 'Kshetram' and Fisheries in 'Sukshetram'.

'Legend' introduces 'SR Sankaran'. 'How to' supplement discusses 'How to start a Producer Company?' Usual e-links introduce a video (Rural Livelihoods Options), book (Household Livelihoods in Semi Arid Regions), LEAP (Raghavulapeta Village), value-chain/subsector (Tulasi/Mango), and twelfth issue (Self and Team Management) of e-livelihoods learning course.

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

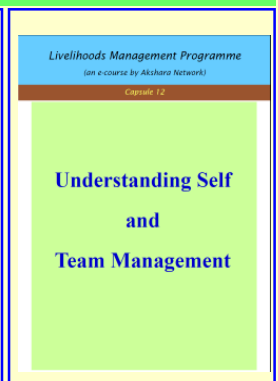
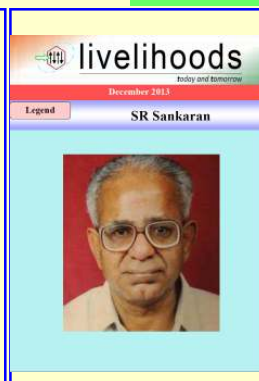
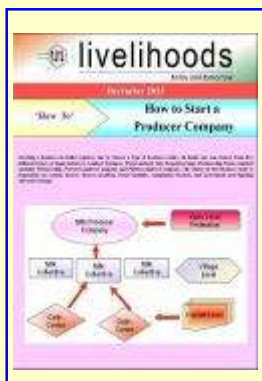
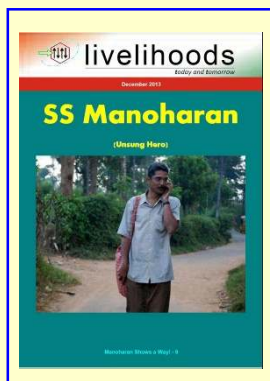
the 'livelihoods' team

The United Nations Millennium Declaration recognizes the dire circumstances of the world's urban poor. As per the un-habitat 100 millions of people are living in slum dwellers in worldwide.



Learning depends on the way we interact with the people in the field.

Latest 'livelihoods' Supplements e-course



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Every Month.....

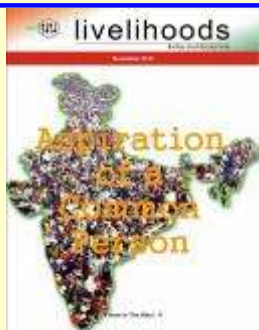
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	Sub-sector	Mango
	e-book	Household Livelihoods in Semi-Arid Regions
	v-book	Rual Livelihoods Options

e- course	Capsule; 12:	Understanding Self and Team Management
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Supplement; How to do	How to start a Producer Company
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Supplement: Legend	SR Sankaran
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Thanks for Livelihoods
Nov'2013.

"Yoga" Kshemam is very good. Interviews are inspiring and thought provoking.

Thanking you

J. Neelaiah



Received 'livelihoods' November 2013. Magazine is good. Especially supplement 'How to do Induction' is very informative.

Thank you

Aparna

Rajasthan

Can Lokpal bill reduce corruption
in the country?

News

'Kala Jatha' On Welfare Schemes:

The Information and Public Relations Department is conducting a campaign on the welfare schemes being implemented by the State government through 'Kala Jatha' programme. The services of folk artistes are being used for propagating the welfare schemes at the village-level. District Public Relations Officer V. Ramanjaneyulu said cultural troupes would be sent to all the villages and the performances would be held at the village panchayat offices.

'Help SHGs Achieve Financial Empowerment':

Woman Self Help Groups (SHGs) should work not only for the economic development of their society, but also to ensure that welfare benefits reach the weaker and backward sections, said District Collector M. Raghunandhana Rao. Addressing the executive committee of the Krishna District SHGs Association at the TTDC at Gollapudi here the Collector said that SHGs should be guided to achieve financial empowerment by making the optimum use of the credit linkage being extended to them by banks. the weaker and backward sections. ❖

Ahead Of Polls, Centre Makes Major Changes in MGNREGA:

With an eye on the upcoming General elections, the Centre on Monday announced significant changes to its flagship MGNREGA programme seeking to ensure permanent and durable asset creation and an introduction of a penalty for delayed wage payments. More specifically, the changes include Rs 10,000 for the construction of toilets for all job card holders and assistance for buildings for women self-help federations. "Every (MGNREGA) job card holder will be entitled to build an individual toilet and the MGNREGA contribution goes up from the current Rs 4,500 to Rs 10,000," said Rural Development Minister Jairam Ramesh while announcing changes in Schedule I and Schedule II of the scheme. "Anybody who has a job card, you may be APL and if you don't have a toilet at your home, you will get Rs 10,000 under MGNREGA for constructing toilet.. What we are doing is we are expanding the universe of people who can build toilets," he added. Addressing the persistent issue of delay in distributing wage payment to MGNREGA workers, the government has announced compensation for them if it is delayed beyond 15 days and the amount would be deducted from officials responsible for it. ❖



Peru's Agriculture Bank Creates Fund to Promote Alpaca Fiber:

The Agricultural Bank of Peru (Agrobanco) has established a fund of 25 million Peruvian soles in order to finance the processing and purchase of alpaca fibre produced in the highland communities of the country. According to a statement issued by Agrobanco, the fund aims to benefit the producers of alpaca fibre in the highland communities of Pasco, Junin, Huancavelica, Puno, Arequipa, Cusco and Ayacucho, under the Camelid program of the Ministry of Agriculture and Irrigation (Minagri). The bank has allocated the textile firm Suritex based in Huanca with a loan of 500,000 Peruvian Nuevo sols from the fund for purchasing 34,000 pounds of alpaca fibre from the Association of Producers Livestock Werph Sama, Los Andes Yanahuanca, Peruvian Society of Breeders of Alpacas in Pasco and the Cooperative San Antonio Community of Rancas in Pasco. ❖

Dokur Village Organization

Dokur Gramaikhya Sangham, a Village Organization (VO) was established on 21 October 2004 in Dokur Village, Deverakadra mandal, Mahaboobnagar district, Andhra Pradesh.

The VO was registered under 1995 MACS Act and has a membership of 35 SHGs. Presently 30 SHGs are actively working with 400 members.

The VO's office bearers: President - Pedamati Laxminarasamma, Secretary – Sugunamma and Treasurer – Laxmi.

The VO has 1 Book Keeper, 1 Community Organizer and 2 Health workers. They work with SHG women in the village.

The VO conducts meeting every month on 11th date. The VO leaders attend mandal level meetings every month. The VO leader passes on the details of the mandal level meeting at the VO meeting.

Presently, it has a corpus of Rs 594600.



The VO is aware of women's issues. It has not started any business and collectives.

Sub Committees: VO formed 3 committees such as 1. Bank Linkage committee for transaction of SHGs with Bank, 2. Monitoring Committee on ICDS activity and SHGs women issues. ❖

Scheme

Facility

Individual Household Latrines (IHHL)

The Individual Household Latrine (IHHL) is implemented by the Dokur gram panchayat in village, Mahaboobnagar district.

The gram panchayat has been implementing the scheme for the last 5 years. The objective of the IHHL is eradication of open defecation in the village.

The gram panchayat identifies the eligible beneficiaries (those without a toilet) in the village through a survey. The list of beneficiaries is then approved by the Gram Panchayat. The gram panchayat will sanction Rs. 10000/-to poor households to construct a toilet.

Besides this, the beneficiary also receives Rs. 1300 from NREGS as labour charges. In Dokur, 60 households were identified as eligible beneficiaries.

The gram panchayat has already sanctioned 96 poor beneficiary households. The gram panchayat is now encouraging the other households also to construct toilets.

The transparency in the current system has increased the faith of the locals and they are now willing to avail the scheme. ❖

Institute of Rural Health Studies (IRHS)

Institute of rural health studies (IRHS) was established in 1982 February by Dr. Patricia Biding, Mrs. Bhavani Nag to do research on the nature and cause of rural health problems. Their initials research examined the agricultural and socio-economic determinants of health and nutrition in rural Indian villagers.

The IRHS runs clinics in two villages in the rural semi-arid tropics of Andhra Pradesh in Dokur and Kotakadra. These villages are located in Mahabubnagar district. Malnutrition is a lack of health education and demanding physical labour cause villagers to be particularly vulnerable to health problems.

Screening rural women for of a cervical cancer screening program; Diagnosing and treating routine gynecological problems; Teaching health education, including nutrition and reproductive health; Working with mothers through all stages of pregnancy and childcare. Working closely with volunteer doctors and they diagnose, treat and manage the patients. From an outsiders' perspective, IRHS clinics can be viewed positively for any number of reasons. They are staffed by local people; there is an intense focus on training; Patients are charged just 2 Rs, which include a consultation and all lab tests; The IRHS has excellent links with hospitals, which provide free or affordable treatment of the highest standard. ❖

Gorkhaland

The Gorkhaland is bounded by Nepal in west side, Sikkim on the north side, Bhutan on east and Orissa in South side. The region has historically geo- strategic location. It spreads in an area of 6,450 sq km, Gorkhaland has a population of three million. Darjeeling also called “Sadar” is completely hilly division. Other regions of Gorkhaland include Kalimpong, Kurseong, Siliguri, and Dooaris/Kooch. The hilly areas of Darjeeling, is the main town of the Gorkhaland. Three religions such as Hinduism, Buddhism, Christianity and four languages like Nepalese, Hindi, Bengali, English, Tibetan are spoken in Goekhaland.



Natural resources: The Himalayas serve as the source of natural resources for the population of Gorkhaland. As human population expands in the hills, forests are being depleted for the extension of agricultural lands, introduction of new settlements, etc. The major portions of the forests are today found at elevations of 2000 meters and above. The area located in between 1000–2000 meters is cleared either for tea plantation or cultivation.

Teesta, Rangeet, Mechi, Balason, and Mahananda, are some of the important rivers which flow through Gorkhaland. Gorkhaland has multiple ethnicity: There are 15 Nepalese ethnic's tribes, Lepcha [autochthonous tribes), Bhutias (permanent resident of south Bengal) and refugees from Bangladesh are among ethnic group in the region.

Livelihoods: Socio economic conditions of the people of Gorkhaland depends upon the peculiar ecology and geography of Northern Himalayas regions. The economy of the area depends on tea production, horticulture, agriculture, forestry and tourism. Darjeeling alone has 87 tea gardens, employing more than 50,000 permanent workers and 20,000 seasonal workers. Cash crops grown in Gorkhaland include Tea, Cardamoms, Gingers, etc. while Subsistent crops grown are wheat, maize, millets, soya beans, and potato. Apart from this, people of Gorkhaland are also dependent on Livestock. Some of the other major livelihood options availed by the local people are agriculture laborers, Government service and private business. Among Indigenous crops grown in the area are ginger, cardamoms, etc. which is suitable to the eco system of slope area.

Darjeeling Tea, due to the unique agro-climatic conditions of Darjeeling, has a distinctive natural flavour, is internationally reputed and recognized as a geographical indicator. The tea industry is the most important contributor to the economy of the region. More than 60% of workers in the tea gardens are women. There are four such plucking seasons - first flush second flush, monsoon flush and autumn flush.

Transport system: In the Northeast states people completely depend on transport for mobility and access to basic goods and supplies. Known as “Queen of Hill Stations”, it is one of the most preferred hill stations in the country. Tourism is one of the major contributors to the economy of the region and to the country. ❖

Fishing Community

Introduction: Fisheries sector contributes significantly to the national economy while providing livelihood to approximately 14.49 million people in the country.-It provides employment to millions of people and contributes to food security of the country. With a coastline of over 8,000 km, an Exclusive Economic Zone (EEZ) of over 2 million sq km India is the second largest producer of fish in the world contributing to about 5.43% of global fish production. It has been recognized as a powerful income and employment generator as it stimulates growth of a number of subsidiary industries and is a source of affordable and nutritious food besides being a source of foreign exchange earner.

About 8.71 lakh hectare water area brought under scientific fresh water and brackish water fish farming, 14.17 lakh fish farmers/fishermen benefited in improved practices and benefited till 2011-12 under ‘ development of Freshwater Aquaculture’.

Fisheries sector has two basic categories: capture and culture. In capture, the fishermen hunt the fish that naturally grow in sea, river or large reservoirs. They do not take any steps to feed or nurture the fish. The fish simply grow in the habitat and fishermen go with their boats and nets and catch them. Unlike capture, aquaculture involves stocking the water body with seed (i.e., putting fish seed called fry or fingerling in the ponds or reservoirs), fertilization of water, providing supplementary feed to fish, applying medicines to protect the fish from various diseases, maintaining water quality, etc. Another way of dividing the sector is into marine (fishing in the sea) and inland fisheries (using water sources available on land).

Fishing communities in India are not homogenous, as they belong to different castes. These communities have their distinct social, cultural governance structures and traditional practices, depending on the coast, where they inhabit. Besides the traditional caste-based organization of fishing communities, they are also organized into various sectors such as the mechanized sector – boat owner associations, trade unions, cooperatives (both State-run and private), associations based on gear type, self help groups, federations etc

National Scheme for Welfare of Fishermen (a) Development of Model Fishermen Villages; (b) Group Accident Insurance for Active Fishermen; (c) Saving--cum--Relief and (d) Training and Extension Assistance to Fisheries

Conclusion: India has still not been able to tap even 30% of the potential area for inland fish production. This sector has a potential to improve livelihoods of many poor people dependent on it. Many civil society groups have Demonstrated models of promoting livelihood of fishing community while acknowledging all the constrains which have been proved to be more ecologically friendly, focus on conservation of marine Resources as well as to make value addition to the fish products to enhance export value. ❖

Manoharan Shows a Way!

Cold intensifies.

Telangana Bill files to AP Assembly for its opinion; still a work in progress!

Arvind Kejriwal, despite no majority for Aam Admi Party, becomes CM of Delhi. A new paradigm in the evolution! Lakhs of Volunteers are joining AAP and donations are flowing in. General Elections are likely to be more interesting and traditional parties are not going to have it easy.

Lokpal Bill becomes an Act.

Amidst all this, let us not forget to remember SS Manoharan, my dear friend, classmate, associate and co-development worker.

Manoharan (b. 1 December 1966) came to Anand in 1987 to study PG Diploma in Rural Management at IRMA, after his Engineering in Coimbatore. On completion of the course, we joined National Dairy Development Board as part of the core team on Market Intervention Operation on edible oilseeds/oils led by Dr Kurien and Dr Aneja. The task was to maintain the prices of edible oils/oilseeds within a price band nationally so that producers would get fair prices for their produce and consumers would get oil at reasonable rates.

Mano and our associate TS Rajan met with a fatal accident involving their two-wheeler and a bus resulting in both of them slipping into coma. Mano could recover from coma in a couple of days while Rajan succumbed. Mano took much longer to recover from the shock and grief and the incident had a metamorphic effect on him.

Slowly, because of the above and also increased inner need to be with the grassroots, we have decided to move to work with Girijan Cooperative Corporation, Visakhapatnam. NDDB agreed to relieve Mano first. He started to work at Boithili, Gangaraju Madugula mandal, Paderu division in Visakhapatnam district. Subsequently I joined GCC to work in Adilabad initially and later at Visakhapatnam. Mano continued for three years, as originally agreed, leaving an indelible mark in the lives of the tribals and associates. He nurtured/mentored 25 community coordinators recruited from premier institutes of the country to work in tribal pockets.

He moved on to join his father's business in organic fertilizers and pesticides but could not persist with it. He quickly moved out to join ACCORD and work with tribals in Gudalur, Nilgiris in 1995. He was with ACCORD for more than 16 years till his death in February 2012 due to liver cancer. He was leading ACCORD as its Director along with founders Stan and Marie Thackakere. ACCORD works in Health, Education and Livelihoods areas. Their Advisai Hospital, Adivasi Munnetra Sangham (Tribal Marketing Society) and Vidyodaya School have the stamp of Mano. Mano was silently setting up self-sustaining systems and mechanisms.

His last drawn remuneration was Rs.8000 per month, a mere living stipend. He lived a simple life but touching lives of various people in different ways very intensely. He married his colleague Durga and is survived by an adopted daughter Vennela. Known as Development Saint, the Monk

Perspectives

G Muralidhar

Mano personified simplicity in all his walks of life. He enjoyed his focus limited to Gudalur. When he was suffering with cancer, thousands in Gudalur and thousands outside Gudalur across the world

prayed for him. While it was a mystery that he could get liver cancer although he was teetotaler living in the lap of the nature, he braved cancer with smile and cheer with unusual display of courage and boldness. When I asked him in December 2011, any task left unfinished, his response was everything that he wanted was completed and he had no task unfinished. He breathed his last on the lap of Durga with Vennela watching.

For me, he is an unsung hero, lived his life. He remains an inspiration to development workers whom he has touched in several ways. He remains Anna to his tribals. He remains an example of the rural management life worker that Dr Kurien talked about - 2-3 out of a batch in IRMA.

Can we produce 6000 Manoharans, one for block or 600, one for district or just 100, 2-3 for state? We need to identify them, train them, mentor them and place them. We need to pay them well, of course. Can our PMRDFs, YPs, be them? Can our CEOs of Development Organizations and People's Collectives, be them? WHY NOT?

Let us invest in an institution or two dedicated to Manoharans. They will take care of the rest. ❖



20 December
International Human
Solidarity Day

I Want to Develop My Business

What is your name and how old are you?

My name is Dachepalli Applaraju. I am forty-eight years old.

Tell us about your educational background.

I attended school until the completion of third grade.

What is your current occupation?

I am running a mobile food center in Hyderabad.

Tell us about your family.

My family consists of five members: my wife, two children, mother, and me, who live in the same home. We migrated to Hyderabad twelve years ago from Annavaram. My wife is prepares tiffins (idly, dosha, bonda etc). My son is involved in the same business also.

What is your native village?

My native village is Kacharaju Vari Palem near town of Annavaram in East Godavari District. I migrated to Hyderabad five years ago.

How long have you been doing this livelihood?

I have been working under this livelihood since 2008.

What kinds of Tiffin do you sell? How much do you earn per day?

I sell idly, dosa, and mysore bonda at 10/- per plate. With this business, I earn Rs. 300 – 400 per day.

How much does your son earn per day?

My son earns 150/- to 200/- per day for the same mobile tiffin business.

In which area do you sell the items?

I sell the food items in LB Nagar, Uppal, Habsiguda, Tarnaka, and Osmania University Campus.

What kind of government welfare schemes did you get in your native village?

I had one house and received benefits through my ration card. Moreover, my mother is receives her pension from the government as well.

What type of problems do you face in Hyderabad?

I do not have ration cards, voter cards, and aadhar cards. My biggest problem is that I don't have my own house in Hyderabad. Additionally, since I am not a licensed business, I face problems with the traffic police for my practices. So I end up paying a Rs. 100/- fine to the police every day.

What are your future plans?

I want to develop my business in future and purchase own house in Hyderabad. ❖



What is your name and how old are you?

My name is Md. Inayataga. I am twenty-nine years old.

What is your educational qualification?

I completed MSW from Secunderbad PG College.

What is your native village? And tell us about your family.

My village is Nalgonda town. My family consist 6 members: my wife (house wife), father (retired teacher), mother is (housewife), brother (teacher), and sister-in-law (house wife), and me.

What is your current occupation?

I work as a medical social worker at a district government hospital in Nalgonda.

How long have you been working in this profession?

I have been working in the government hospital since August 2012. It is a nutritional rehabilitation center for children between the ages of 0-5 years. My work is predominantly focused towards those who are suffering with malnutrition, such as like children, lactating women, and pregnant women. I provide food and the iron folic acid tablets to counteract the effects of malnutrition. We also have a sanitation program for young women that increase awareness over a sixty-day period.

Tell us more about your program.

Our program is under the National Rural Health Mission (NRHM). We take care of 0-5 years old children who are malnourished and sick. We also cater to pregnant women, prevent infanticide, address neo natal mortality, and reduce the rate of child deaths.

How many patients register every month?

Every month, we have about fifteen to twenty children register for this program in our hospital. The Superintendent of this program monitors signup rates and provides guidelines for the project.

How do you contribute at the village level?

Anganwadi workers, asha workers, A.N.M, sub P.H.C, and P.H.C hospitals refer suffering individuals in remote villages to us. From here on forth, we take up these and find remedies for their problems.

What are your office timings? How much do you earn per month?

My office timings are 10:00 A.M to 5:00 P.M. I earn a salary of Rs 8000 per month.

Do you face any problems in your job? What are your future plans?

I don't have any problems in this job. I feel humbled to serve poor people in need. My only real issue is that I aspire to move up the ladder and earn a higher salary than what I currently get. I am a proponent of bringing these types of programs to villages. ❖



I Want to Become Police

Suffering With Health Problems

What is your name? How old are you? Tell us about your family.

My name is Yedla Prakash and I am fourteen years old. I live with my younger brother, mother, and father.

What is your educational background?

I am currently studying in the 8th grade in Amaravathi Grammar School near Warasiguda. During my leisure time, I sell tea and food at the Osmania University campus.

What is your native village?

My native village is Annavaram in East Godavari district. My family migrated to Hyderabad twelve years ago.

Why do you sell tea?

I am selling tea and small food items because the generated income contributes to paying my school fees and supporting my family. My father used to be a drunkard who took huge loans to support his alcohol purchases and to raise funds to start the business. He currently faces adverse health challenges, which require adequate amounts of money to support. Therefore, my contribution in selling tea is important. I wake up early in the morning at 5:00 AM and take the food items sell to near Manikeshwarinagar Main Road until 8:00 AM. After returning home, I get ready and go to school from 9:00 AM to 5:00 PM. I continue to sell tea after school near the campus. I sell each cup of tea cost at Rs. 5/-. My net profit per day is approximately Rs. 100. I earn even more money during the holidays.

When do you do home work for your education?

I generally dedicate my nights to studying, homework, and exam preparation. I start at 9:00PM and spend as much time as needed.

How long have you been doing this work?

I have been doing this work for the past two years.

Did you receive any benefits from government schemes?

No, we did not get any kind of benefits from the government.

What types of problems you are facing in Hyderabad?

I did not get an aadhar card in the city. Also, I face the challenge of dedicating an appropriate amount of time for study as well as for work.

What are your future plans?

I want to become a police officer when I grow up. I was highly influenced by this profession especially because one of my relatives is a police constable. Therefore, I would like to follow his footsteps. I'm studying very well and performing exceptionally in my 8th grade class. After completing the 8th grade, I wish to skip 9th grade and directly enroll into a 10th grade classroom with the permission of my school administrators. ❖



What is your name? How old are you? Tell us about your family background.

My name is Kelapu Narasimha and I am 61 years old. My family consists of four members: my wife, two daughters, and me.

What is your profession?

I operate a barbershop near Tarnaka.

How are your family members occupied?

My wife works as a domestic maid in Tarnaka, Warasiguda. I have two daughters, of which the older one is married and the younger one is has recently completed her 10th grade studies. My younger daughter stays at home without any external commitments for now. I also have one brother, who was given for adoption following my mother's death during his early childhood.

What is your native village?

My native village is Guduru Village, Station Ghanpur Mandal in Warangal District.

Where do you live in Hyderabad?

I live inside Osmania Campus near Hubsiguda, Hyderabad.

How much do you earn per day?

I earn Rs. 150/- to 200/- per day. I charge Rs. 40/- for a haircut or clean shave.

Where is your shop located?

My shop is located inside the Osmania Campus premises.

Which government welfare schemes provide you with benefits?

I own a ration card, voter card, and aadhar card, but ration items are not sufficient for my family. I request the government to increase the rice ration quantity for poor people. The current quantity is not sufficient to survive.

Is your wife a member of a S.H.G?

No, she is not a member of any S.H.G., and I highly doubt that she even knows about it.

What kind of problems are you facing in Hyderabad and daily life?

I am not having the gas connection and I am not getting pension from the government. Moreover my major problem is we don't have own house. Even I have no one take care of in my old age. I am having health problems like high B.P. I am unable to go to the UPPAL government hospital for check up and if I go there they would write medicines but even I don't have sufficient money to buy the medicines. With the old age became more vulnerable.

What are your future plans?

I want to get my second daughter married to a suitable man as soon as possible. I would also like to develop my business by expanding my reach to customers. Moreover, I need to take care of my health, since I cannot afford to become disabled from working at this point of time. ❖



SS Manoharan (Unsung Hero)

In February 2012, SS Manoharan succumbed to cancer in Gudalur, Tamil Nadu. His life and work touched thousands of tribal people in the Nilgiris. He is remembered as a passionate development worker in a relentless pursuit of making the lives of the community better. His premature demise has left a void in ACCORD, Gudalur and indeed in the lives of all those who knew him. This article is a tribute to his life and work.



In February 2012, SS Manoharan succumbed to cancer in Gudalur, Tamil Nadu. His life and work touched thousands of tribal people in the Nilgiris. He is remembered as a passionate development worker in a relentless pursuit of making the lives of the community better. His premature demise has left a void in ACCORD, Gudalur and indeed in the lives of all those who knew him. This article is a tribute to his life and work.

SS Manoharan was born on 1 December 1966 into a Reddiyar family in Trichy, Tamil Nadu. His paternal grandfather was a farmer. Manoharan's father, S. Srinivasan was the first person in the family to be educated and pursue a salaried job. He served as a District Agriculture Officer in Tanjore district of Tamil Nadu. Manoharan's maternal grandfather was a scholar in Tamil, or a Tamil pandit.

SS Manoharan took keen interest in reading. He would pore over the books of famous Tamil writer Sujatha. Sujatha was actually the pen name of S Rangarajan, a scientist known for his contribution in designing the Electronic Voter Machine (EVMs). He used his wife's name – Sujatha as a pseudonym for his literary works and wrote extensively on science and related issues.

Manoharan began his schooling at a government primary school in Trichy, where he studied up to the 5th standard. Owing to his father's transfer-prone job, Manoharan had to switch schools several times. After completing his 5th standard, the family moved to



Pudukottai for two years. The final chapter of Manoharan's schooling concluded in Pattukottai. He studied in Tamil medium throughout except in the 11th and 12th standards when he studied in English medium. He had been a bright student at school, consistently securing the first or second ranks in school. In fact, he came second in the Tanjore district in the 12th standard.

Right from a young age, Manoharan took keen interest in reading. He would pore over the books of famous Tamil writer Sujatha. Sujatha was actually the pen name of S Rangarajan, a scientist known for his contribution in designing the Electronic Voter Machine (EVMs). He used his wife's name – Sujatha as a pseudonym for his literary works. Sujatha wrote extensively on science and related issues. These usually came in the form of short stories and the odd novel. Filmmaker Balchander also had a profound influence on Manoharan in the early years.

In 1983, Manoharan joined the Coimbatore Institute of Technology (CIT) to study engineering. He had applied for MBBS and agriculture courses as well, but ultimately chose to study engineering. His time at CIT was spent exploring movies & literature and building friendships that would last a lifetime. His uncle and brother-in-law Kalai was three years his senior in CIT. Manoharan's impeccable academic record continued in engineering, where repeatedly stood first in the batch. His friends remember him for his ability to balance academics and other interests/hobbies. Manoharan's knowledge of movies and books were foundation of two of his cherished friendships in college. He and his friends Shanmugam and Hari would endlessly critique latest films and books. Manoharan showed interest in pursuing



management after graduation but wasn't specific about where he wanted to study. He definitely never spoke about pursuing rural management. He hadn't informed his family or friends about the colleges he applied to.

When he received confirmation from IRMA he informed his parents about it who were encouraging as ever. IRMA was SS Manoharan's first exposure to an entirely alien environment. It did not offer any of the comforts of familiarity that CIT did. It was a totally new and unexplored territory for him. He was one of the few students with a rural background who had been educated in their mother tongues. Manoharan did have some difficulty in being accepted by his more suave classmates. His English was not as fluent and nor was he confident in speaking publicly. It was not until the first semester finished when Manoharan proved his academic capabilities that he did not start making friends at IRMA. After these initial hiccups, Manoharan's life at IRMA and thereafter had been smooth sailing.

Even at IRMA, Manoharan did not betray any inclination towards dedicating his life to working for tribal communities at the grassroots. He spent his time brushing up his English and exploring the world of development and management. Manoharan was one of the 6 from the batch to join the National Dairy Development Board (NDDB) after IRMA. He was a part of the Market Interventions Operations (MIO) team. The core function of this team was to determine the prices of



various goods marketed by NDDB. Manoharan and his colleagues worked directly under Verghese Kurien and the top management of NDDB. This unconventional start to his career gave him a perspective of the policy makers. Life at NDDB was characterised by late, sometimes sleepless nights and being on-the-job 24 hours a day. His stint at NDDB ended in 1991, after the tragic demise of his dear friend Rajan in a road accident. This incident had a profound impact on Manoharan's life and proved to be a turning point. At around this time, Manoharan and his other colleagues at NDDB also felt the need to gain a worm's view of poverty and development issue. This opportunity came in the form of Girijan Cooperative Corporation (GCC), a tribal cooperative based in Vizag, Andhra Pradesh.



Manoharan was a part of the first batch of Community Coordinators (CC) in GCC. GCC was established in 1956 by the Government of Andhra Pradesh "to achieve the socio-economic independence of tribals in the state." GCC engaged post graduate students from various universities to serve as CCs in tribal villages across Andhra Pradesh. The CCs were mandated to stay in the villages for facilitate the implementation of GCC's programmes. Manoharan lived in a remote tribal village of the Paderu region of Vishakapatnam. At the time, the region was a hotbed for naxal activity. Manoharan also had

his share of encounters with them, all of which seemed to end on amicable notes. Manoharan's job was to understand the issues of the tribal population, their economy and livelihoods. As a CC, he also had to identify local NTFP products that were marketable and support the community in marketing them. Yet again, Manoharan found himself in an unfamiliar land where he neither knew the people nor language. During his stay in the village, he taught himself to read, write and speak Telugu. He led his life like the locals did. Unfortunately, the food and water did not suit him very much. He fell seriously ill with jaundice which weakened his liver a great deal. After this spell of bad health, Manoharan heeded his parents' advice to return home. He returned to his parents' house in 1994 in Trichy with no concrete plan forward. His father had retired by then and had plans of starting a small fertiliser business with his son-in-law. They requested Manoharan to join the business and help them run it. Manoharan agreed reluctantly. He helped run the business for six months, but kept looking for opportunities in various NGOs in Tamil Nadu.

He heard about ACCORD from a friend and decided to meet its founder Stan in Gudalur. Manoharan's first meeting with Stan happened in the Gudalur town office of ACCORD. At that time ACCORD was still in its nascent stages. ACCORD was set up in 1993 with the purpose of facilitating the development of tribal people in the Nilgiris area. Today, it runs a school and hospital for the tribals of Nilgiris. Its Adivasi Munnatra Sangam is a people's institution that advocates for tribal rights in the region. ACCORD also supports the livelihoods of the locals by mobilising them into their own institutions which help them access credit and livelihoods services.



In 1995, Manoharan joined ACCORD three months after he first met Stan. When he joined, the hospital and school were just being setup. There were few professionals and the staff consisted largely of local tribals with little education. Manoharan quietly established his presence through subtle improvements in the way things were run in ACCORD. He was a part

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of the support team at ACCORD. When he joined ACCORD his responsibilities included administration and management. However, this did not restrict him to spending all his time at the Gudalur office. Manoharan would visit the field quite often and spend most of his time there, understanding the tribal population and their institutions that ACCORD supported.

Manoharan's tasks included writing project proposals to donors, monitoring ACCORD's activities and managing the Gudalur office. He did all this with great efficiency. His ability to discern what the donor needs and transform that into proposals is nothing short of a legend at ACCORD. His colleagues at ACCORD remember his patience at answering endless queries from the donors.



This ensured ACCORD secured much needed funds for various activities, included running an insurance programme, a new building for the hospital, school. But Manoharan designed a bigger mandate for himself at ACCORD.

His focus expanded to infusing professionalism in the staff at ACCORD. He worked towards streamlining management practices in the organisation. Manoharan himself set an example for other staff to follow. He emphasised on holding monthly planning and review meetings. He insisted on having these meetings until they became a habit for the staff. He himself planned his days meticulously and encouraged his colleagues to do the same. Manoharan also made it a point that representatives of the hospital and school also

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participated in the meetings. This practice forged strong links between the three entities.



digitalise administrative systems. He set up systems for computing salaries, incomes, financial statements, etc. Manoharan would spend hours learning about coding and creating computer programmes. To date, the computer programmes he designed are being used by ACCORD.

ACCORD aims at creating institutions that are managed and run by the tribal people themselves. Manoharan realised that the staff would need managerial skills for this to materialise. He started organising management trainings for the staff. The trainings would last for three months covering various topics related to planning, resource management, etc. Manoharan would encourage the staff to apply whatever they learnt in the class in their jobs. In this manner, he trained a pool of local staff who managed the affairs of the office. He would spend hours in helping the staff to learn using computers, writing reports, prepare budgets, etc. Manoharan also encouraged the staff he trained to pass on the skills to other staff. Manoharan streamlined management systems in the hospital and the school as well. All these contributions made Manoharan indispensable to ACCORD and its various arms. He had become an integral part of ACCORD, the hospital, the school, the Devala Tea Estate, Just Change (a producers' company), Thulir Trust, etc. By 2012, Manoharan had also designed 32 websites. He also held some domain space and hosted other websites.



Another significant contribution he made was to never spoke of settling there. He married Durga, a

teacher at the school in 1996. They adopted their daughter Vennila in 1997. He never looked back after that. Gudalur had become an integral part of his existence. He involved himself more and more in the local issues and always strove to make the lives of the tribal population better. His friends, colleagues and staff remember him for his humility and democratic ways of functioning. They remember him for his immense patience and faith in people's capacities to learn and develop skills. They also remember him to be constantly working, or thinking about work. It was a rare sight to see Manoharan away from his computer, even after he was diagnosed with cancer.

Manoharan gave his relationships their due. He kept in touch with all his friends – first through a newsletter called 'Musings' and later through a blog of the same name. In Musings, he spoke less about work and shared interesting facts, articles and his thoughts. He was a



doting father to Vennila, with whom he developed a special bond.

Over the years, Manoharan has silently influenced and inspired many at ACCORD through his work and values of democracy and inclusion. He put on a brave face when he heard he was diagnosed with cancer. He accepted it calmly and rarely gave away any emotion. He had no regrets about not having fulfilled a responsibility. He believed that he accomplished what he had to in his short life.

Manoharan's greatness does not come from the fact that he chose to live in a small town in the tribal populated areas of the Nilgiris, instead of pursuing a high-flying career. His greatness lay in his humility, his faith in people and his passion to make a difference to others' lives. He lived and breathed these qualities. More than his work, it was these qualities that had a profound impact on others around him. ❖



18 December
International
Migrants
Day

Important Events in The Year



STATE STATUS	Rajasthan - 200 seats	Chhattisgarh - 90
	Electorate 4.1 crore	Electorate 1.7 crore
	Polling on December 1	Polling on November 11, 19
	2008 results Cong 96, BJP 78, BSP 6, Others 20	2008 BJP 59, Cong 34, BSP 2
	BJP has the edge but incumbent Cong can't be ruled out	Efficient public distribution system and infighting within Congress may help BJP's Ramam Singh retain power
	Madhya Pradesh - 230	Mizoram - 40
	Electorate 4.6 crore	Electorate 6.9 lakh
	Polling on November 25	Polling on December 4
	2008 BJP 143, Cong 71	2008 Cong 32, MNF 3
	Shivraj Singh Choudhan probably best placed among incumbent CMs in fray, BJP favoured to complete a hat-trick of victories	Cong has the advantage, but Mizo National Front could make comeback after its disastrous showing last time
CEC V S Sampath	Delhi - 70 seats	
	Voters 1.15 crore	
	Polling on December 4	
	2008 Cong 43, BJP 23	
	After 3 terms of Sheila Dikshit, may be heading for hung House. AAP may prove spoiler	



Veeranarayanam Village

A.Veeranarayanam is a small Village/hamlet in Madugula Mandal in Visakhapatnam District of Andhra Pradesh State, India. It comes under Avuruvada Panchayat. It is located 58 KM towards west from District head quarters, Vishakhapatnam. Telugu is the local language here.

The village consists of 110 households with an average family size of 5 members per family. However over the years there has been a decline in the size of the family. With respect to the caste composition of the village it is largely populated by ST community with remaining filled by the BC and the OC. There is no SC population living in this village.

Health: The overall health status of the community presents a grim picture with most people being subjected to vulnerable conditions of living. Open defecation is a common practice, which enhances their subjectivity to vulnerable conditions of life. 100% open defecation is being practiced within the village. Though the 104 service of the Govt. of Andhra Pradesh conducts a camp on any Friday in a given month, the utility of this camp is very minimal. The Auxiliary Midwives (ANMs) pay a regular visit to the village.

Drinking water supply has been effective with well laid out network. The village has an overhead tank of 20,000lts capacity which is sufficient enough to cater to the needs of all the villagers. Besides there are 4 bore wells which supply water for household chores.

Education: At present there exists a Mandal Parishad Upper Primary school which caters to the nearby 5-6 villages. However there has been a steady decline in the number of students turning to the schools. Presently the school has 81 students spread across 1-7th class, which formerly housed 120 students. Last year the same school which housed 3 permanent teachers and 4 Vidya volunteers, is presently left with only 2 permanent teachers. Apart from this MPUP school there is an Anganwadi centre which runs from morning 10am to afternoon 1pm. This centre caters to nearly 20 children where they are taught some basic alphabets, numbers and some poems

Livelihoods: Agriculture forms the predominant source of livelihood amongst the villagers. Majority of the agriculture is rain fed agriculture and the primary crops include rice and sugarcane with smaller area dedicated to dhal. Though there is a small river running by the side of the village large part of the community are not able to make use of the flow, as their fields are way apart from the river stream which is further separated by a small hillock. Hence their dependency on monsoonal rains for their agricultural activities intensifies. So the majority of the villagers are dependent on the farming activities for their sustenance. Majority of the farming is for subsistence and there is no outflow of goods that can be sold in the local markets. In

fact for the past three years the yields have not been satisfactory as the fields have come under the brunt of untimely rainfall.

The second major source of livelihood is 'wage labor' in the agricultural field or in the farm related activities in the nearby villages as the downstream villages have sufficient water to go in for agriculture even during the lean season. There is a small check dam built across this river in the upstream part of this existing village. However the dam has been damaged and the water seeps through the check dam resulting in wash away of the crops rather than acting as a bulwark against incessant rainfall. NREGA also provides a decent wage income for the families. Almost 95% of the households are covered under this scheme.

Migration: With agriculture not yielding sufficient incomes for the sustenance of the families' large majority of the households are migrating to the far off places in search of better incomes. This is making them to migrate to place like Chennai, Hyderabad, Nandyal, etc as construction workers. At least one in every household is a migrant to various cities mentioned above. Large majority of these workers are employed in informal sector like the construction industry, where there are no social security nets. However the terms and conditions of the work are not so favorable terms for the villagers which extract a high toll on their energies resulting in their return within few days of their departure from the village. Majority of the migration is during the lean agriculture season i.e. between end January to early week of May. There is no women migration to far off places except in the cases where the entire family relocates themselves.

Women role in decision making: As in the case of traditional households of a conservative family, even here women are given a secondary status in all spheres of life. They are not considered much in the decision making process. Women have been a part of the DWCR group but this grouping has been not fully functional as the initial experiences with this scheme were not positive. The women of the upper caste have siphoned of the funds and have made the entire initiative fail. At present there are no SHGs operating within the village. Most part of the free time remaining with the women folk is being spent on viewing soap operas, and serials.

There are many possibilities of diversifying the livelihoods of the people. People can effectively form into a cooperative by reinvigorating the collective strength and can go in for best practices employed in livestock management, poultry management, and post-production of agricultural activities such a de-husking, etc. the rice husk after de-husking should be put in for effective purposes like producing rice brawn oil, etc. ❖

Individual Enterprise



Guava Selling

Collective Enterprise



Basket Making

Social Enterprise



Zardosi Training by Drusti organization

Public Enterprise



Agriculture Market

Land Acquisition, Rehabilitation and Resettlement Bill, 2011

The Act has provisions to provide fair compensation to those whose land is taken away, brings transparency to the process of acquisition of land to set up factories or buildings, infrastructural projects and assures rehabilitation of those affected. The Act establishes regulations for land acquisition as a part of India's massive industrialization driven by public-private partnership. This will replace the land acquisition Act of 1894.

Aims and objectives:

- * The Act aims to establish the law on land acquisition, as well as the rehabilitation and resettlement of those directly affected by the land acquisition in India. The scope of the Act includes all land acquisition whether it is done by the Government of India, or any State Government of India, except the state of Jammu & Kashmir. It will be implemented from Jan' 1, 2014.
- * Provide just and fair compensation to the affected families whose land has been acquired.
- * Government acquires land with the ultimate purpose to transfer it for the use of private companies for stated public purpose. The purpose of LARR 2011 includes Public-Private-Partnership (PPP) projects, but excludes land acquired for state or national highway projects.
- * Government acquires land for immediate and declared use by private companies for public purpose.

The provisions of the Act does not apply to acquisitions under 16 existing legislations including the Special Economic Zones, Atomic Energy , Railways etc..

What happened by the land acquisition: most of the people lose their livelihoods. The displaced people are called project affected people.

Rehabilitation and Resettlement:

- * Compensation in rural areas would be calculated by multiplying market value by two and adding assets attached to the land or building and adding a solatium. In urban areas it would be market value plus assets attached to the land and solatium.
- * Developers to get the consent of up to 80 per cent of people whose land is acquired for private projects. For PPP projects, the approval of 70 per cent of land owners is mandatory.
- * Multi-cropped, irrigated land cannot be acquired unless it is for defense or emergency caused by natural calamity. Land should be returned to original owner if not used in five years for the purpose for which it is acquired, subject to the refund of one-fourth of the compensation amount with interest from date of payment
- * The government will not acquire land for private companies for private purpose.

- * Both land acquisition and resettlement and rehabilitation provisions of the Bill will apply to projects when government acquires land for its own use or on behalf of private companies for stated public purpose, including PPP projects. In case companies directly acquire over 40 ha of land from land owners, they will be responsible for resettlement and rehabilitation
- * The Bill also proposes amenities like schools, health centers and civic infrastructure in places where project-affected people are resettled

A basic principle is recommended is that Government should not only compensate for assets owned or acquired, but also loss of livelihoods and shelter. The Families dependent on the common lands, forests or water bodies, for their livelihoods. Including forest gathers and hunters, fishing communities,, boatmen etc.

The resettlement and rehabilitation package would be gendered and guarantee women's rights. Land and other assets need to be provided in the joint names of women and men. All cash, both lump sum and annuity will be paid into joint accounts. Which must include all adult women of the household.

In cases where PPP projects are involved or acquisition is taking place for private companies, the Bill requires the consent of not less than 70% and 80% respectively (in both cases) of those whose land is sought to be acquired. This ensures that no forcible acquisition will take place.

Where awards are made but no compensation has been paid or possession has not been taken, compensation shall be paid at the rate prescribed under the new Act. Where the award has not been made, the entire process shall be considered to have lapsed. Also, where acquisition took place five years prior to the commencement of the new law but no compensation has been paid/possession has taken place, the proceedings shall be deemed to have lapsed.

The objective to actively encourage other less displacing options such as lease and private purchase. In the case of the latter, the rates will be those negotiated between parties. In fact, in 20 years' time, there should be only purchases and no government acquisition except in well-defined extraordinary circumstances. It has been said the land Bill could potentially dissuade companies from investing in India. This is a statement of opinion rather than fact. In fact, these fears are largely exaggerated and overblown. The acquisition of land, if necessary, need to be beneficial to the farmers, tribals, dalits and the marginalized sections and not at their cost .

Any Bill that protects the interests of these weaker sections is in the national interest. Any Bill that closes the door on forcible acquisition is also in the national interest. Industry is certainly an important stakeholder but the Bill has to be judged in totality and not from a sectional point of view. ❖

Alampur Mandala Mahila Samakhya

Alampur Mandal Mahila Samakhya (MMS) in Mahaboobnagar district of Andhra Pradesh was established in 2003 with a representation from 32 village organisations (VOs) this Mandala Samakhya has members from 735 SHGs. The Mandal Samakhya had five office bearers: namely President – Ms. Devamma, Vice-president – Ms. Eashwaramma, Secretary – Ms. Kumari, Joint-secretary – Ms. Janakamma and Treasurer – Ms. Venkayamma.

MMS has formed 3 sub-committees namely Monitoring Committee, Bank Linkage Committee, Community Investment Fund (CIF) and Non-Pesticides Management (NPM) Committee. Each committee is comprised of two EC members and one office bearer. So far, MMS has received a Community Investment Fund (CIF) of Rs.63 Lakhs. The Samakhya has also benefitted from various schemes offered to empower the underprivileged. Through MMS, 1007 members have enrolled in the Abhaya Hastam Scheme which is a co-contributory pension and insurance scheme for SHG women to provide pension in the old age and to create social security to the family members. Currently, 178 members under MMS are benefitting from the scheme by receiving an amount of Rs.500 as pension per month. MMS also provides scholarships under Abhaya Hastam to 719 children of SHG members. MMS have also enrolled 145 girls under the “Bangaru Talli”. The scheme is meant to take care of the girl child in every household from her birth till she completes her graduation. The goal of the program is to enhance social status of the girl child.

MMS provides regular trainings to the members of Village Organisation members as well as to the office bearers. One Community Activist (CA) is appointed for each of 5 villages to train the members as well as to inform them on NPM. Alampur Mandal currently has 3 CAs who are providing services in 15 villages. SHG members of the Mandal have been empowered to deal with problems related to livelihoods, children’s education, food security and health issues with the facilitation from MMS. ❖

Support Organization

Jaihindh Voluntary Organization

Jaihindh Voluntary Organization was established in Vatsavai Village in Jaggayyapet Mandal in Krishna District. It has been working for 25 years. It facilitates different kind of programs like eradication of illiteracy and poor people to change their lifestyle and eradication of illiterate in 40 villages by the women groups.

The organization facilitates SHGs for self empowerment. In Jaggayyapet constituency. Nearly 2000 formed in 3 mandals of constituency. The sanitation scheme is implemented in gram level to the 192 household in Vatsavai village today it became the role model to Jaggayyapet consistency. And also provide the livestock for women under the S.C Corporation and DRDA with the help of Banks. The youth program in association with the Nehru Yuva Kendra they successfully conducted the social voluntary services like AIDS awareness campaign as for this result and efforts and their services the president of Jaihindh Youth Association got the prize from the Honorable Governor of Andhra Pradesh.

Under the Environmental protection the organization conducting the plantation program with the school children named as the Chaithanya in the different villages. And for the economical upliftment of the poor self help groups they play a major role as a service provider with the banks and with the help of the banks they provided 2cr rupees to the groups. Jaihindh centre they are conducting the training programs like computer coaching, manufacturing the bags, conducted sessions on the printing, marketing techniques.

The Jaihindh organization and APNA, in collaboration with the Andhra Pradesh non profit organizations they together conducting the awareness campaign regarding the MGNREGA flag ship program in Jaggayyapet apart from that they divide the group wise and 20 members are present in each group up to village level organizations not only that but also they are giving training on livelihoods to the poor people. ❖

Training Institutions

1. Entrepreneurship Development Institute of India (EDII)

www.ediindia.org/

2. **Ni-MSME:** It has initiated several specialized and tailor-made training programmes, the first of their kind in the cream of MSME. <http://www.nimsme.org>

3. **NIRD:** NIRD trains functionaries from the Government, development banking institutions and community based organizations to help carry forward and spread the message

of all-round rural development. <http://www.nird.org.in>

4. **Indian Institute of Training and Development (IITD):** It pioneers in corporate training and career development with impact, relevance and value. <http://www.iitdpune.com/>

5. **Institute for Quality Skill Training (IQST):** It is the brand name of the vocational training institute promoted by Best First Step Education Pvt. Ltd. (BFSE).

<http://www.iqstindia.com>

Flower Bouquet

A flower bouquet is a collection of flowers in a creative arrangement. Flower bouquets can be arranged for the decor of homes or public buildings, or may be handheld. Handheld bouquets are classified by several different popular shapes and styles, Roses, lilly, tulip, orchid. including nosegay, crescent, and cascading bouquets.

Flower bouquets are often given for special occasions such as birthdays, anniversary. They are also used extensively in weddings. Bouquets arranged in vases or planters for home decor can be arranged in either traditional or modern styles. Symbolism may be attached to the types of flowers used, according to the culture. The flower merchants are unwilling to shift is the highly perishable nature of their products. "Flowers have a life of just 18 hours in a day.

This is flower bouquet is in season time Rs.1500-2000 (profit) and occasionally Rs. 300-500 daily (profit). Mostly Rose, crisanthimum, lilly flowers bouquets, orchid are sell here. Cost is Rs. 100-1000. Many people are purchase like employees, students and political leaders, etc. are purchasing the flower bouquet. It is depends specially in the campus area. Over all I earn for monthly Rs. 10000 – 15000. In marriage season if one Marriage, and reception stages, flower arrangements we take Rs. 10000 above per day. It is depend upon the style, place. And limitation is it's easily perishable in summer time.

Flowers are purchase at Gudimalkapur Market in Mehedipatnam this items are import from Chevella from Rangareddy dist of Andhra Pradesh, Karnataka and Kerala states also. This Gudimalkapur wholesale market is biggest in Hyderabad. And large number of people comes to purchase the flowers and its relevant items like decorative punner, polythene design papers, and bamboo box items. The Floral shears, floral tape, bouquet pins, and the bouquet wrap, colors' ribbon.

Flower bouquet made with in one hour and it is depends upon the design, styles of bouquets. Mostly the imported flowers are very cost ,whole seller of flower get daily profit Rs.10000. And retailers are purchase the consumer in the market. And they get Rs. 3000-4000 profit for day. And the producers of flowers sell to mediator. Producer gets profit Rs. 1000. Transport charges are additional. The Gudimalkapur Market hustle bustle starts before sunrise and continues till afternoon. The flowers are highly perishable and need to be sold before they wilt as after that they are good only as cattle feed. ❖



Leader



**Elder Self Help Group (ESHG) Leader
Burugupudi, Korukonda Mandal**

Community Worker



**ESHGs Animator Bolleddula Palem,
Korukonda Mandal**

Two Frogs In The Milk

This is the story of two frogs. One frog was fat and the other skinny. One day, while searching for food, they inadvertently jumped into a vat of milk. They couldn't get out, as the sides were too slippery, so they were just swimming around.

The fat frog said to the skinny frog, "Brother frog, there's no use paddling any longer. We're just going to drown, so we might as well give up." The skinny frog replied, "Hold on brother, keep paddling. Somebody will get us out." And they continued paddling for hours.

After a while, the fat frog said, "Brother frog, there's no use. I'm becoming very tired now. I'm just going to stop paddling and drown. It's Sunday and nobody's working. We're doomed. There's no possible way out of here." But the skinny frog said, "Keep trying. Keep paddling. Something will happen, keep paddling." Another couple of hours passed.

The fat frog said, "I can't go on any longer. There's no sense in doing it because we're going to drown anyway. What's the use?" And the fat frog stopped. He gave up. And he drowned in the milk. But the skinny frog kept on paddling.



Ten minutes later, the skinny frog felt something solid beneath his feet. He had churned the milk into butter and he hopped out of the vat. ❖

Resources

Book Name: Let Me Speak!

Author: Domitila Barrios de Chungara

The life experiences of Bolivian mining activist Domitila Barrios de Chungara, the wife of Bolivian tin miner, traverse some of the most important and tumultuous events in 20th century Bolivian history. Let Me Speak! begins with Chungara's descriptions of the labour she and her fellow workers go through. This work is excruciatingly difficult, and involves little sleep, poor income and a lack of sufficient food, housing and services. As a woman, Chungara's labor does not end with her work in and around the mines; she has to take care of her children, help them complete their school work, prepare food for the family and conduct an endless round of tasks both day and night to keep the family alive and able to work and attend school. It is good book for those who wants to learn the conditions of mining workers. ❖

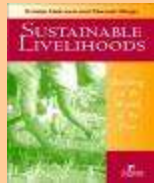


Classic Book

Book Name: Sustainable livelihoods

Authors: Kristin Helmore and Naresh Singh,

This book positions the priorities of the poor at the front of development planning and action, instead of on the back burner of world issues. Through the Participatory Assessment and Planning for Sustainable Livelihoods, or PAPS, the authors empower the poor to analyze their own circumstances, identify their own priorities, and launch development initiatives. The authors outline three key elements which the poor must have access to if their homegrown development plans are to come to fruition: science and technology, investments and financial services, and sound governance and policies. Put simply, *Sustainable Livelihoods* is an informal, yet invaluable handbook for development professionals. ❖



Latest Book

LEAP : <http://livelihoods.net.in/pdf/leap-raghavulupet>

VCA : <http://livelihoods.net.in/pdf/vca-tulasi-plant>

Sub sector : <http://livelihoods.net.in/pdf/sub-sector-mango>

e- book : http://www.cifor.org/publications/pdf_files/Books/Household.pdf

v- book : <http://www.youtube.com/watch?v=d4KF8jfTl2I>

e-links

Supplement: 1 : How to start a Producer Company

http://www.aksharakriti.org/magazines/doc_download/273-how-to-start-a-producer-company-

Supplement: 2 : SR Sankaran

http://www.aksharakriti.org/magazines/doc_download/274-legendsr-sankaran

Supplements

e-course: Capsule 12: Understanding Self and Team Management

http://www.aksharakriti.org/magazines/doc_download/275-e-course-capsule-12-december-2013-

e-course

‘Yoga’kshemam

Merry Christmas! Happy New Year!

AAP makes history in Delhi. Congress loses Delhi and Rajasthan and retains Mizoram. BJP retains MP and Chattisgarh.

Remembering Manoharan, Development Monk!

This month confirms that Transition is the way out. The pathways need to be built. There is not much time.

John Maxwell lists ‘irrefutable’ laws of leadership. These are –

- * One’s leadership ability determines one’s effectiveness;
- * True measure of leadership is influence; it is not the same as management, entrepreneurship, pioneering, knowledge or position. It includes inner person (character), deep relationships, grasp of facts for vision, intuition, expertise, experience and ability to deliver
- * Leadership is a process that develops daily; learning is ongoing as a result of discipline and perseverance
- * Leadership is a plenty of preparation and intense charting a course of actions, based on faith and facts;
- * Leadership is adding value through serving others – care, help grow, relate, reach out;
- * Leadership is Trust;
- * Leadership is Respect;
- * Leadership is Intuition – reading the situation, the trends, the resources, the people and the self;
- * Leadership is Magnetism – attract the same kernel
- * Leadership is Connecting authentically – with self, with knowledge, with practice, with adaptation, with hope, belief and focus on the ‘connected’;
- * Leadership is a function of the inner circle – with complementarities, value-add and team chemistry;
- * Leadership is ‘let go’ and empowerment against insecurity, resistance to change, and lack of self-worth;
- * Leadership is visioning and being an example – what, how and why;
- * Leadership is leader first, dream next;
- * Leadership is a leader dedicated to victory and building a team with shared vision;
- * Leadership is Momentum
- * Leadership is Prioritization – based on requirement, return and reward; focus on 80%.
- * Leadership is Giving up comfort zone;

- * Leadership is Timing;
- * Leadership is developing leaders; and
- * Leader’s lasting value is measured by Legacy – living it, finding people to carry on with it, passing the baton, and nurturing/mentoring them.

To lead, we need to take responsibility and prepare for it. We need to practice, put in disciplined effort and reflect. All of us are meant to be leaders with the glorious potential within us. We are leaders and we are led. In the skilful hands of the master, we realize our potential to be led and lead simultaneously. We will lead by getting led by the master into the symphony for the universe. It requires leader and the led exploring each other’s depths together. It requires careful knitting together of the lead and the led into one. This transformation requires unbroken time together of the lead and the led as co-leads. Though separated physically, co-leads have the same vision of something wonderful for this universe for them to be one. No waiting is possible now. They complement each other. Their senses complement one another. They begin to become one and the distinction disappears. They become one.

Knitting together of the lead and led for the universe is the work and grace of the master leader of the universe. It happens when we are ready. Getting ready is intense preparation, training, practice with intense effort. Universe is pursuing relentlessly! ‘within’ is pursuing endlessly! If we let our body, senses and our little world fall in line, we join hands with the pursuing ‘within’ and the universe to become and remain useful to the universe. This joining with ‘within’ signals readiness to the master leader. Then the master leader takes charge and lets us knit ourselves together. The master leader pushes us to get knit together. The master leader lets us throw away others who do not fit the knitting together. Then we would surely persist with getting knit together as the master leader’s chosen eternal team of the universe.

This teaming of the ‘within’ and ‘without’ is the bliss! This is [krishnadalam](#).

Can we be there? **Yes, if we pursue Atma Yoga.** If we pursue and get ready! If we choose to alternate between the led and the lead! If we choose out the ones that do not have the will to complement the led or the lead! If we let the led and the lead be in touch forever! If we let the lead take over the task of knitting! If we let the led and lead to emerge as co-leads! If we let ourselves to practice the nurturing and mentoring the led and the lead! Krishna confirms – the led and the lead are meant to be co-leads together lost in each other eternally.

Join us in the world of yoga – for letting the led and the lead be knit together – towards brindaavanayogasiddhi. You will not regret it. ❖

G Muralidhar

