

# livelihoods

*today and tomorrow*

December 2014

# SOCIAL SECURITY



Professionals with Communitization Focus!-7

Merry Christmas and Happy New Year!

Finally, NITI Aayog replaces Planning Commission!

Social Security is a necessary requirement in any society, in the life cycle of a human being. Society needs to take care of the mother when the child is in the womb. In fact, she needs to be cared in her adolescence so that she is strong enough to bear a healthy child. Then, the child needs to be nurtured till s/he goes to school. The growth of the body and mind is a function of this nutrition. Then, the child needs to be cared as s/he goes through the school with nutrition and quality education. Then, as the adult lives. As they reach oldage, they need to be paid back by the society for their contribution in building the society to this stage. They need to be cared till the natural end of their lives. Some people are more vulnerable than others even if they are not old. They need to be cared by appropriate support. These include disabled, widows, members of deprived communities etc. The society cares through family, the local community, civil society at large and government(s) at various levels. In this context, 'livelihoods' has explored 'Social Security' by the State.

Do not miss the basic reference book in English –'Oxford Dictionary of English'.

Supplements included in this month include: Legendary Effort - 'Khadi' and Flagship Programme - ICDS.

Usual e-links introduce a video (Umeed-J&K State Rural Livelihoods Mission), book (Social Contract by Rousseau ), and value-chain/subsector (Glory Lilly/Banana).

Daily notes for the month are presented as part of the e-livelihoods learning course. This month, it is capsule 12: Livelihoods Support.

With the faith and hope that you find the issue a useful read, were main.

the 'livelihoods' team

Globally, the infant mortality rate has decreased from an estimated rate of 63 deaths per 1000 live births in 1990 to 34 deaths per 1000 live births in 2013. Annual infant deaths have declined from 8.9 million in 1990 to 4.6 million in 2013. (<http://www.who.in>)



Leaders should facilitate team members in the decision making process

Latest Livelihoods



**'livelihoods' team**

Editor-in-Chief	G Muralidhar
Working Editors	B Ramya
Edit Associates	T Venkateshwarlu
	V Aravind Kumar
	S Laxman
	K Ramesh
	M Siddhardha

**walked/ walking with us**

T Aparna Gayathri	P Mahesh
K Bharathi	Mansi Koushik
G Bhargava	V Muralidhar
Bhima Shankar	D Narasimha Reddy
Chandranshu Gupta	Naval Shaini
Dharmendhar	T Nirmala
Glen Shewcheck	LB Prakash
K Krishna Chaithanya	M Raja Srinivas
P Kishore	S Rekha
Krishna Murari	B Sai Srinivas
M Lavanya	K Sridevi
B Madhusudhan	G Swathi
P Madhusudhan	M Vijaybhasker
G Madhu Vamsi	K Visweswar Rao

***For Private Circulation only***
***With Support From  
Akshara Livelihoods (ALPL)***

*For enquiries contact:*

**AKSHARA** Network for Development Support Services,  
 HIG II B-25 F-6, APHB Colony,  
 Baghlingampally, Hyderabad - 500044

Mobile: 09951819345  
 www.aksharakriti.org  
 www.livelihoods.net.in  
 aksharakriti@gmail.com

**Focus: Social Security**
**11**
**The Apprentices Amendment Act, 2014**
**17**
**Every Month.....**
**News & Response**
**4**
**News From States**
**5**
**Kshetram & Sukshetram**

Andaman Nicobar and Kutia Kondh

**6**
**Perspectives**

Professionals with Communitization Focus!

**7**
**Interviews**

Common Person &amp; Vulnerable Person

**8**
**Interviews**

Community Leader &amp; Community Worker

**9**
**Interviews**

Development Worker

**10**
**Development In Action  
(CBO, SO & 4 Training Orgs)**

Social Welfare Development Society and Gram Vikas

**18**
**On Ground  
(CBO, Scheme & Facility)**

Sri Venkateshwara Village Organizations, Abhayastam and PDS

**19**
**New Livelihoods, Individual  
& Collective Enterprises**

Nursery

**20**
**Story & Social Enterprise**

The Slow Cooking Khichri

**21**
**Books (1 Classic & 2 Latest),  
Resources**

Oxford English Dictionary

Human Rights as Practice

Women, Mobility and Rural Livelihoods in Zimbabwe

**22**
**'Yoga'kshemam**
**23**
**e-links**

VCA

Glory Lilly

Sub-sector

Banana

E-book

Social Contract by Rousseau

V-book

J&amp;K State Rural Livelihoods Mission

**Legendary Effort**

Khadi

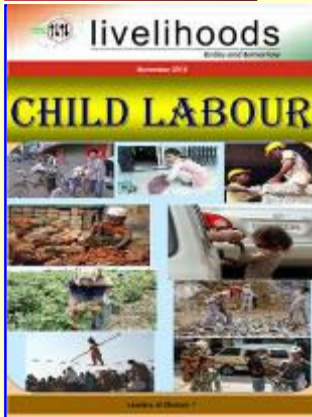
**Flagship Program**

Integrated Child Development Services

**e-course**

Capsule: 12 Livelihoods Support





It is a pity and shame such a labour still exists! Thanks for highlighting this Murali! In five years all of us need to ensure this does not exist.

Girija Srinivasan



Received 'livelihoods' November 2014.

Thank you

With regards

M.Janardhan, PILUPU

Can pension scheme fulfill elders' needs?

## News

### World Bank Approves \$75 Million Credit to Telangana State:

The State has received a shot in the arm to boost its efforts to enhance agricultural incomes of small and marginal farmers and ensure increased access related to health, nutrition, sanitation and social entitlements. The World Bank has approved \$ 75 million credit for the Andhra Pradesh Rural Inclusive Growth Project, a project designed with focus on increasing economic opportunities for small and marginal farmers, especially from SC and ST households, covering 5,000 villages in 150 most backward mandals.

### Priority sector lending in TS to touch Rs. 48,176 cr – NABARD:

The National Bank for Agriculture and Rural Development (NABARD) has prepared estimates for Rs. 48,176 crore for priority sector lending in Telangana State during 2015-16. It is 20 per cent higher than the allocation for the priority sector in the State's current annual credit plan. It includes Rs. 25,780 crore for crop loans, Rs. 9,400 crore for agriculture term loans, Rs. 5,554 crore to micro, small and medium enterprises (MSMEs) sector and Rs. 7,441 crore to other priority sector lending.

### 'Smart Village' programme from on Jan. 5, says Naidu:

Chief Minister N. Chandrababu Naidu on Friday announced that plans were afoot to ensure that 16,000 villages were adopted by an equal number of prominent people under the 'Smart Village' programme. At a review meeting with officials on 'Smart Village/ Smart ward and Smart Andhra Pradesh' concept paper here, he said 36 backward mandals would be given priority. He said 309 villages with more than 10,000 people were already selected. In all, the adoption programme would be taken up in 16,383 villages in 670 mandals. The list of the villages being adopted would be released on January 1 and the programme would be kicked off on January 5.

### Solar power to all ZP schools soon:

Zilla Parishad Chairman M. Rajasekhar Goud has said that priority would be given to development of infrastructure in Kurnool. Speaking to the media here on Friday in connection with the completion of six months in his office, Mr. Goud said that it had been planned to provide solar power to all Zilla Parishad schools and Mandal Parishad Development Offices. "A new building has been sanctioned to Zilla Parishad headquarters involving a cost of Rs 3.5 crore. ❖

### Haiti-Agriculture towards a Better Management of Water in the Artibonite Basin:

The watershed of Artibonite is the largest water basin in Haiti and the Artibonite River is the primary source of hydroelectric power and water for irrigation. Upstream of the dam Péligre, agriculture, livestock and coal production are the main sources of income for about 15,000 rural households. Over 70,000 rural families dependent on 30,000 ha of irrigated area for grow rice that produces 80% of national production.

### Little Uruguay Has Big Plans For Smart Agriculture:

Uruguay, a country of 3.3 million inhabitants and four times as many cows, hopes to feed 50 million people thanks to drones, "smart" combines and other high-tech farming techniques. At a farm a two-hour drive outside the capital Montevideo, combines on auto pilot meticulously harvest every millimeter of field. The farmer inside the machine, instead of driving, follows its progress on a screen as it collects data on crop yields per square meter that he will analyse to improve next year's harvest. "For us, harvesting information is as important as harvesting grain," said farmer Gabriel Carballal. ❖

## News From The States

### Odisha Announces Rs. 100 Crore for Improving Piped Water Supply:

The Odisha government has announced a fund of Rs. 100 crore for improvement in piped water supply system in western Odisha town of Sambalpur, where jaundice outbreak has assumed alarming proportions. Chief Minister Naveen Patnaik along with State Health and Family Welfare Minister Atanu Sabyasachi Nayak reviewed the prevailing situation. As of now jaundice has claimed 17 lives, while more than 1,200 people were estimated to have been affected by the disease. Unofficial estimates, however, put the death toll at 30. The State government will spend Rs. 100 crore for strengthening and upgrading the water supply distribution network in Sambalpur Municipal area.

### India gives \$1 million to ESCAP Trust fund:

Ten years after a massive tsunami triggered by an earthquake smashed the coastline of around 14 nations, India on Friday announced a contribution of \$1 million to a UN fund for strengthening early warning systems for natural disasters. The contribution, made to the United Nations Economic and Social Commission for Asia and the Pacific (ESCAP) Multi-Donor Trust Fund for Tsunami, Disaster and Climate Preparedness in Indian Ocean and Southeast Asian countries, is expected to boost ESCAP's efforts to strengthen early warning systems through regional and South-South cooperation.

### Centre, States to ready 'Make in India' plan

Prime Minister Narendra Modi and his Ministerial team and the Chief Secretaries of the States will prepare an action plan on Monday for turning the "Make in India" campaign into a manufacturing push. Captains of industry too are scheduled to participate in the workshop. By the end of the day-long event, organized by the Department of Industrial Policy and Promotion, the government is expected to have a to-do list for the coming Budget. The action plan expected to emerge from the deliberations will cover a reforms agenda for the government for the next three years and the immediate time frame of a year.

### Now, Solar Energy to Power Water Pumps in Rural Areas:

In an effort to insulate water supply from the vagaries of power supply in rural areas, the Mysuru Zilla Panchayat has embarked upon a unique solar water pump project that envisages pumping of water from the borewell to the overhead tank, which supplies drinking water to the taps in individual houses. Taken up as a pilot project, the solar water pumps will be installed at 40 locations in the district on an experimental basis at a cost of around Rs. 2 crore. Explaining the concept of the solar water pumps, ZP Chief Executive Officer P.A. Gopal told The Hindu that the water from the borewell will be pumped through solar energy to an overhead tank of 5,000 litres, which supplies water either to a public tap or taps of individual houses nearby.

### Millet Farming Project for 192 Tribal Settlements:

In a major initiative aimed at ensuring food security of tribals in Attappady, the Agriculture Department is planning to implement a mega millet cultivation drive in the backward region with the active involvement of the local community. The programme will cover all the 192 tribal settlements in the region. To be started in April next with an initial outlay of Rs 1.8 crore, the project would ensure cultivation of different kinds of millets including Ragi. Groundnut and various lentils also would be cultivated as part of the drive. A comprehensive survey was conducted in this regard across Attappady and tribals have responded positively to the move. Experts have already recommended revival of the traditional practice of cultivating millets would help the tribals of the region in achieving self-sufficiency in food apart from fighting poverty, malnutrition and different ailments. Millets, which once formed part of the staple diet of the tribes people in the region, had gradually disappeared from their traditional cuisine after agriculture began incurring loss and daily wage work on lands owned by non-tribals became more profitable.

### Only 17% have Health Insurance Cover:

Fresh official data show the number of people covered by health insurance in India could be far fewer than estimated. Only 21.62 crore people, or 17 per cent of the total population, were covered by health insurance at the end of March 2014. The estimate, prepared by the Insurance Regulatory and Development Authority (IRDA) and tabled in Parliament by Union Finance Minister Arun Jaitley, is sharply lower than that of the World Bank. In a report it released in October 2012, "Government-Sponsored Health Insurance in India: Are You Covered?," the World Bank estimated that over 30 crore people, or more than 25 per cent of the population, gained access to some form of health insurance by 2010, up from 5.5 crore during 2003-04.

### CRIDA and state govts prepare crop contingency plans for 576 districts:

The immediate challenge faced by the agriculture ministry when the new government took over was to sustain the increasing agricultural output of the country in the face of impending deficit rainfall in this year 2014-15. All the requisite preparatory measures were made in coordination with the state governments to put district-wise contingency action plans in place and to bring in flexibility in the various schemes in order that the states are enabled to cope with any desired changes in the approved action plans for tackling the situation arising out of deficit rainfall. With this perspective, the Central Research Institute for Dry Land Agriculture (CRIDA), in collaboration with state agricultural universities and the state governments, has prepared crop contingency plans in respect of 576 districts across India.

(www.thehindu.com & www.fnbnnews.com) ❖

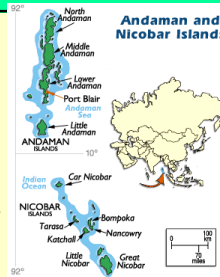
## Andaman Nicobar

Andaman and Nicobar Islands is one of the seven Union Territories of India. The Andaman and Nicobar Islands comprise of around 572 islands formed by a submarine mountain range, which separates the Bay of Bengal from the Andaman Sea, having an area of 8,073 km<sup>2</sup> (3,117 sq mi); with only 36 islands being inhabited.

The Andaman and Nicobar Islands is divided into three districts: North and Middle Andaman, South Andaman and Nicobar, each district is sub-divided into sub-divisions and taluks. Port Blair is the capital of the territory and is nominally under the direct control of the Indian Head of State. Governor is appointed to directly administer the territory. The total population of Andaman and Nicobar Islands as per the 2011 census is 379,944 of which male and female are 202,330 and 177,614 respectively. As per the 2013-14 census, the Per capita Income and GDP is 89,748 and 5,351 respectively. The Sex Ratio is 878 female for each 1000 male and Literacy rate has seen an upward trend and is 86.63 percent as per the 2011 population census (male literacy stands at 90.27 percent while female literacy is at 71.08 percent). Majority of the people speak the Bengali language (25.71%). The other major languages spoken are Hindi (18.23%), Tamil (17.68%), Telugu (12.81%), Malayalam (8.11%) and Nicobarese (8.04%); and other minor spoken languages are Kurukh/Oraon, Munda and Kharia. The majority of people are Hindus, while the significant Christian, Muslim and Sikh minorities also exist in the islands.

A total of 48,675 hectares of land is being used for agriculture purposes. Paddy is the main food crop, mostly cultivated in this region whereas coconut and areca nut are the cash crops. Field crops, namely pulses, oilseeds and vegetables are grown, followed by paddy during Rabi season. Different kinds of fruits such as mango, sapota, orange, banana, papaya, pineapple and root crops are grown on hilly land owned by farmers. Cattle, poultry and pigs form the crux of Livestock in this region. The fishing industry supports a major portion of the economy of Andaman and Nicobar islands.

Other major industries that are also a big contributor to the economy of Andaman and Nicobar islands include it's handicrafts industry (especially shell) Mainly shell crafting is done for making decorative items, ornaments, table lamps etc., while wood and timber is collected from forests for making boat objects, furniture and for interior work etc. There are 1,374 registered small-scale, village and handicrafts units, two export-oriented units, fish processing activity units, shell and wood based handicraft units, four medium sized industrial units. Other major industries are polythene bags making, PVC conduit pipes and fittings, paints and varnish, fiber glass making etc. ❖



## Kutia Kondh

The Kutia Kondh is a sub-group of the Kond tribes in India. The Kutia Kondhs are found in the Niyamagi foot hills and a contiguous pocket comprising in Kotgarh, Tumudibandh and Belgarh area of Balliguda Sub-division in Kandhamal district, Lanjigarh area of Kalahandi district, Kotgrah & Tumudibandh area of Rayagada in Orissa. People of this tribe speak the 'Kui' language and Oriya.



The Kutia Kondh people live in poor conditions. They bring water from nearest streams for drinking. They avoid going to the hospital and instead use roots, leaves and tubers; which they collect from the forests as medicine. They store grains in bamboo baskets and earthen pots for future purposes. They have well-developed dormitories for boys and girls among the primitive sections. The people like to live in thatched houses.

Majority of Kutia Kondhs' customary livelihoods in the area include agriculture, rearing livestock and the collection of minor forest produce (MFP). Both men and women take part in the operation of agriculture. The Kutia's derive their livelihood primarily from shifting cultivation. The Kutia Kondh people have small land holdings that average 1-2 acres. They cultivate cereals such as mandia (ragi, finger millet), kosla (foxtail millet), kango and kedjana, pulses such as kandlo (tuvar, pigeon pea), biri (urad, black gram), kulath (horse Gram) and jhudungo, as well as oilseeds such as castor and linseed (alsi). They collect different items from the forest: including edible tubers (bhatkand, pitakand, mundikand); roots, mahua flowers, siali (Bauhinia) leaves and jhunu (aromatic resin from the sal tree); honey, mushroom, vegetables for sale; and bamboo, wood (for implements and fuel) and fire wood for their own use. They also collect different types of medicinal plants and amla for medicinal use and for sale. Their cows and buffaloes spend six months grazing in the forest. A small population of the Kutia Kondhs go for wage labour works locally. As mentioned above, Kutia and other primitive communities' lives, livelihoods and survival depends on the forest. Due to the mining activities, the communities have to be rehabilitated to plain areas, where they may not be able to survive, in a culture and lifestyle that is alien to them. Moreover, the Kotia Konds believe that the deities are on the hilltop and that they will not survive in a new place without deities and will become ill. This is a threat to the Kutia Kondhs and other tribal communities. ❖



## Professionals with Communitization Focus!

Merry Christmas and Happy New Year!

BJP takes charge in Jharkhand. J&K is still finding its government. Delhi is getting ready for elections.

The skirmishes in Indo-Pak borders! Hope they do not escalate!

Government of AP goes forward on its Capital Development. Land pooling is initiated.

Government of India brings in Ordinance to reform land acquisition norms. This takes away the farmer's acceptance requirement!

NITI (National Institution for Transforming India) Aayog becomes ON on 1 January 2015. Hope this will truly contribute to transforming India and Cooperative Federalism in India. Hope this brings in investments in to social development, poverty reduction and livelihoods at least on par with the global standards. Hope this truly brings in evolution of national agenda with bottom-up planning from the village level onwards. Hope this truly establishes the Vision for National Agenda and a framework to realize the same.

Does the Ministry of Skills would remain a coordinating Ministry or does it take over all the skills and placement programs from various Ministries? Budget 2015 may provide some clue to this.

Is it not important to integrate Tribal, Rural and Urban Ministries and integrate all social development Ministries at state level and national level? Is the National Livelihoods Mission a rumour? However, NLM offers huge benefits in terms of integration and lower management costs.

While most of us agreed that about 60-70% of Indian households could be considered poor, the SECCs, BPL lists, 'pink' ration cards, MGNREGS cards, RSBY cards, Antyodaya cards are mere technicalities. Targeting with

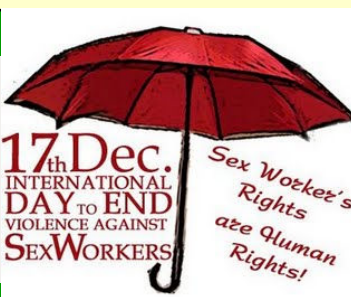
limited number households with these artificial criteria could not take us on the pathway out of poverty for the poor. We cannot be satisfied with mere growth to trickle down to the poor. We need to achieve the global standard levels of investments for Education, Health and other Social Development purposes. We need to achieve universal access to various rights and entitlements. The decision-making should be at the lowest level where direct democracy is feasible i.e. habitation, village, ward, a first federation of a small number of self-help groups. SHG movement should be self-selecting its members who are willing to go through the minimum norms for a good group. An observation of 50 weekly meetings would suffice whether the member is a long-term member or a member is looking for some temporary short-term benefit. All long-term members need to be supported and they would constitute the target group. Is not it?

This takes us away from identifying the target group. But, the members' understanding of the poverty, vulnerability and livelihoods with all its nuances is still important. This understanding would help them to vision a way out of their situation, make a plan to realize the vision, to prioritize within, to access rights and entitlements, to tap the opportunities and overcome the constraints etc. The support structures' job would be to facilitate their journey. To facilitate this, the human resources in the support structures need to be mandatorily with the community most of the time. Slowly, the community (institutions and cadres) and the staff within the community institutions take over all that the support structures, with true accountability to the community. That is a clear way out of poverty.

Right now, we need generalist integrating professionals with communitization central focus in our support structures at state, district, and block levels. Let us have a drive to find and nurture them. ❖



**3rd December International Day of People with Disability**



**17th December International Day to End Violence Against Sex Workers**



**10th December World Human Rights Day**

## Common Person

## Vulnerable Person

### I Want Build a New House

### I Have No Future Plans

#### Tell me about your family?

My name is Srinivas Goud. I am 38 years old. I studied till 9th class. My native place is Maddikunta Village, Mustabad Mandal, Karimnagar District, Telangana. I have a wife and two sons. My sons are studying the 8th and 7th class in AP Model School in Mustabad Mandal.



#### What are you doing?

Present I am working as a cashier in a liquor shop in Maharashtra. Earlier I worked as a toddy topper and earn Rs.4000 per month from this occupation. As this income was too little to take care of my family. So, I give this work to my neighbour on a lease basis at Rs.2500, while I migrate to other places in search of a livelihood.

#### Where do you migrate for work? What kind of work are you doing there?

I am working as a cashier in a liquor shop in Katorbazaar Village, Bokerdal Block, Jaalna District, Maharashtra. I have been doing this work for the last 18 years. I earn Rs.9000 from this work. The food and shelter are provided by the management. We have a license from the state government to sell the liquor. I go to my village once a month, to take care of my wife, children and my mother. Most of the people in my village are migrating due to lack of work in our village.

#### Why are the people in your area migrating to gulf and other places?

The people in our area mostly depend upon rain-fed agriculture. Earlier, we used to get a lot of work from agri & allied sectors; But due to lack of rains from the past few years, with no other irrigation facilities in sight, people are migrating to other places in search of work.

#### What kind of benefits did you get from the Government?

I got a ration card, adhaar card, voter card and my mother gets a monthly pension (Aasara). I also got a loan of Rs.25000 from the bank under the Chief Minister Employment Yojana scheme. I invested this money on Kirana shop run by my mother and wife. Initially, it ran well but later it started making losses. So, I closed it.

#### What kind of problems are you facing?

I want to build a house for my family. I applied for the Indiramma housing scheme a number of times. But I never got selected. It's a big problem for me.

#### What are your future plans?

I want to provide good education to my children and I also want to build a new house. ❖

#### Tell us about yourself?

My name is P.Narsavva and I am 65 years old.

#### What is your native village?

My native village is Maddikunta village, Mustabad Mandal, Karimnagar District, Telangana state.



#### Tell us about your family?

I am a single woman, I live in a damaged house at the village corner, whose owners have migrated. I have no children.

I used to have two acres of land and gold assets. But 30 years back my husband sold all my assets, stole the money and left me. He remarried and lives with his family. None of my relatives take care of me.

In festivals time I go to my mother's family to meet my family members and relatives.

#### What kind of work are you doing?

Due to poverty, I am working as a maid in one of the houses of the villagers. I do housekeeping and other chores for them as their health is frail and their children have migrated to Siddipet for livelihoods. I get Rs.500-600 per month which I spend on medicines and for other expenses. I depend upon the monthly pension.

#### What kind of health problems are you facing?

I had a paralysis some time back, due to which my left hand is stiff. So, I am not able to work properly. Earlier, I used to take ayurvedic medicines but now I am taking allopathic medicines.

#### What kind of benefits do you get from the government?

I got only the Antyodaya ration card. Earlier, I was getting elder's pension but Recently, the officials removed my name from the old age pension list due to a misprint of my age as 45 years. I request officials to rectify the mistake.

#### What are your future plans?

I have no future plans. If I continue to get work from the villagers, then I survive. ❖



## I Want Continue Job

### Tell us about yourself and your family?

My name is Anitha. I am 35 years old. I studied till Intermediate. I am married and I am living with my husband and two sons -who are studying Intermediate and 9<sup>th</sup> class respectively. My husband is a farmer. My native place is Gundrampally Village, Chityala Mandal, Nalgonda District, Telangana.



### How did you get the job of a Field Assistant?

Before joining this job, I was a house wife. I had a lot of free time and I wanted to do something for the people. That is when I saw a post in the newspaper for the requirement of a Field Assistant for the MGNREGS. When the notification came I applied for the post. They conducted the exam and interviews at the Mandal Parishat Office. At last, I was selected as a Field Assistant in my native village in 2008. I was trained by senior officials for one week at Nalgonda and then was posted in my village.

### Tell us about the nature of your job?

I am working as a MGNREGS Field Assistant for the last 8 years. I supervise the work done by the labourers, which is allocated by the Technical Assistant. I get a salary of Rs 5400 per month.

In our village, there a total of 1042 job card holders (SC/ST/BC) from 40 SSS groups, each having 20-25 members. They elect a mate or leader to represent a group. Out of the total card holders, there are 487 job card holders who regularly attend the work.

Whenever work is allotted by the APO and MPDO, it is sent to the Technical Assistant. Then the Technical Assistant allots the work to the labourers, which is then supervised by me. The timings for the labour are from morning 9:30 am to evening 5:00 pm. The reports of the completed works are sent to the APO, and then to the MPDO. We pay the amount to beneficiaries on time, through coupons. The labour get anywhere between Rs.80 and Rs.169, depending upon the work. The officials regularly conduct a social audit and are satisfied with the work.

### How many days of work do you provide to labourers?

We provide 60-70 days of works to the job card holders, especially more days in summer due to lack of other works. There is a labour shortage in other seasons due to people doing agriculture and allied activities.

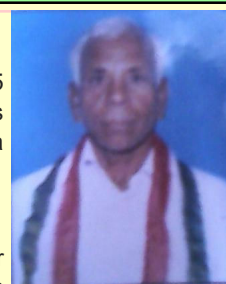
### What are your future plans?

I want to provide good education to my children. And I want to do my job well. I would like to be able to provide 100 days of work to the job card holders and I would like to see lavatories built in every rural household through the sanitation programme and also would like to see the development of the SC/STs lands. ❖

## I Work for Our Community

### Tell us about yourself?

My name is G.Ramdas Goud. I am 55 years old. My native place is Gundrampally Village, Chityala Mandal, Nalgonda District, Telangana.



### Can you describe your community?

We belong to the Toddy Tapper community. About 15 years back, we established the Kaundinya Toddy Tapper's Association for the welfare of the people of our community. In our village, about 55 members are collecting the toddy sap regularly. Each member pays a membership fees of Rs.300. The village has a total of 3772 trees, out of which 500 trees are utilized by our community. Some people of our community have migrated to nearby towns or to Hyderabad and are doing other businesses or semi-skilled jobs. The younger generation of our community is not interested in being Toddy Tappers, so our numbers are decreasing.

### Who is providing the financial assistance for running your association?

Each of our community members pay Rs.2000 per annum to the association, bringing the total collected amount per annum up to Rs.110000. This amount is utilized for the payment of a Toddy tree tax of Rs.96000 per annum to the Prohibition & Excise Department, a little amount is used for the expenditure of the local Bonalu festival and Rs.10000 is spent on the renewal of the Toddy Tapping License every 5 years at the Nalgonda District Office. The Circle Inspector of the Excise Department supervises this activity.

### How many trees are allotted per head?

Earlier, each member was allotted 20-25 trees. But now our community is collecting the sap from trees that are nearest to the village, which have the most production of sap. About 5 years back, one Toddy management shop used to lease the toddy trees and used to pay us Rs.50000 per annum.

### Tell us about the pension scheme in your community?

We give a pension of Rs.1000 per month to people who cannot do the occupation due to old age, on the basis of a community identity card. It is issued by the District Official. The pension is given to people who are 55 years and above. The number of current beneficiaries: 39. Additionally, 5 members got loans of Rs.60000 (Rs.30000 subsidy+Rs.30000 repay) per head from the BC corporation.

### What kind of services do you provide in your association?

In the case of illness, death and marriage in any of the families of the community member, we give donation to complete the activities and show solidarity to our members.

### What is your vision for your community?

I want to see the development of our community and provide sustainability to this occupation. ❖

## I Want Work More for Tribals

### Tell about yourself?

I am M N Raju. I am 38 years old. I completed my MSW and LLB. I belong to the Uppala Madaka Village, Vaira Mandal, Khammam District, Telangana.

### What do you do now and How did you join in Kovel?

I have been working as a District Coordinator in the Kovel Foundation for the last six years. When I was working in the Krishi organization, at that time I came to know, through my friends about a placement in the Kovel Foundation. I joined Kovel Foundation in East Godavari district, as a District Coordinator in the Sustainable Tribal Economic and Empowerment Program (STEEP), to enhance the livelihoods of the tribal people.

### Tell about your previous work?

About 10 years back, I worked in the Krishi organization, as a Coordinator in Natural Resource Manager (NRM) and Integrated Nutrition and Health Program (INHP). It was supported by CARE India in Badhrachalam. I also worked as a Program Coordinator in Women Empowerment and Watershed Management.

### Tell about your present job?

Our Kovel organization is working for the development of tribal people. For them, we are working with different types of programs.

The Mahila Kisan Swashaktikaran Pariyojana (MKSP) supported by Ministry of Rural Development, National Rural Livelihoods Mission (NRLM) and Society for Elimination of Rural Poverty (SERP) etc., to achieve income security along with health security to the tribal people. At the community level, we formed a Primary Producer Groups (PPGs) and provided capacity building to the community. We are also working on the Non-Timber Forest Produce (NTFP) program, which promotes the plantation of NTFP and medical aromatic plants. We are supporting tribal people in all stages in NTFP from collection to marketing. We are promoting collective marketing by establishing collective purchasing centers in tribal villages. We are strengthening the Self Help Groups (SHGs). We are revitalizing and strengthening the tribal traditional health practices and working on regeneration of NTFP and other plants. We are working on land-based income generation activities such as the Annapurna model, kitchen garden, agro-forestry and community herbal garden to achieve income security for tribal people along with food, nutrition and health security. We are involved in convergence work with line departments such as the agriculture department, forest department, Girijan Cooperative Corporation (GCC) Integrated Tribal Development Agency (ITDA), Health department, District Water and Management Agency (DWMA) and other departments.

### Explain your roles and responsibilities in the job?

My role deals with planning and implementation, monitoring,

supporting and supervising district and cluster level teams, documentation and timely reporting and capacity building. In capacity building, I identify needs and prepare training modules for the training of community members.

### Who monitors, and reviews your work?

The Kovel central office team members monitor my work and once a month the Chief Executive Officer (CEO) reviews my work and facilitates my monthly action plan. I send my monthly report to the State Project Manager (SPM).

### Tell about your achievements?

The district collector appreciated my achievement to formed 150 Tribal SHGs under Development of Child and Women in Rural Areas (DWCRA) in 2002. At that time I faced language problem but i overcome that.

I gave lot of trainings for the staff of Non-Government Organizations (NGOs). I am very happy that 2000-3000 tribals are benefited and agri related tools under convergence programme by Horticulture department and ITDA. Government wants to replicate this program in other places. From Agriculture department we got 25 medicinal aromatic demonstrations and 25 honey demonstrations. The District collector, ITDA Project Director (PD) and Zilla Parishat Chair Person appreciated my effort. I facilitated 95 successful models, 65 agro forestry systems, 340 kitchen gardens, 58 medicinal aromatic plants and 52 hill groom models. In the institutional area, I formed 168 Primary Producers Groups (PPG), six Cluster Level Federation (CLF) and one District Level Federation (DLF) in East Godavari.

### What are the challenges and issues you face?

The major problem is the rigidity in government policies. Those policies are not favorable to the tribal people. literacy and communication barriers are one of the other major problems. Also, some of the organizations did not work properly, it's negative impact on the tribals' minds has influenced our work. Funds raising is another problem.

### How did you overcome these problems?

We need long term strategy to overcome problems. We have to be in constant touch with tribal communities and work in a comprehensive approach. Organizers have to update their knowledge along with work experience.

### What is your vision?

My vision is tribal development for that tribal people should educate. We have to build a tribal cadre in each village. Tribal livelihoods should be self-sustained and should achieve livelihoods security. tribal people's institutions should work in a self-sustainable way. ❖



## Social Security

Social security is an essential and a basic human right. It is increasingly becoming an integral part of the development process. Being a welfare state, India has been providing social security and social assistance to people, particularly to the poor people in the country. The Article 41, 42 and 47 of the Constitution says that the state should ensure the people to access various rights such as the right to work, right to education, right to health and right to access nutrition food and proper shelter.





Social security is an essential and a basic human right. It is increasingly becoming an integral part of the development process. Being a welfare state, India has been providing social security and social assistance to people, particularly to the poor people in the country. The Article 41, 42 and 47 of the Constitution says that the state should ensure the people to access various rights such as the right to work, right to education, right to health and right to access nutrition food and proper shelter.

The Social Security benefits in India are need-based i.e., the component of social assistance is more important in the publicly-managed schemes. In the Indian context, Social Security is a comprehensive approach designed to prevent deprivation, assure the individual of a basic minimum income for person and the person's dependents and to protect the individual from any uncertainties. The State bears the primary responsibility for developing an appropriate system for providing protection and assistance to its people. Social Security helps to create a more positive attitude to the challenge of globalization and the consequent structural and technological changes.

Social Security protects not just the subscriber but also his / her entire family, by giving benefit packages in financial security, health care and other securities. Social Security schemes are designed to guarantee at least long term sustenance to families of poor people and also when the earning member become older, or dies or suffers a disability. The success of social security schemes however requires the active support and involvement of employees and employers. As a worker, you are a source of social security protection for yourself and your family. As an employer you are responsible for providing adequate social security coverage to all your workers.

Mostly, social security is accessible to the rich people in the country. The securities such as food, health, education, finance, work and other securities are easily available to the rich. Poor people mostly work in the unorganized sector and are doing various individual enterprises for their livelihood.



Generally, social security is available only to those who are employed in the organised sector (6% of India's workforce). The employees' state insurance scheme provides medical care and other benefits (in the case of workplace accidents temporary or permanent disability, incapacity, maternity leave, and support for dependants) to employees.

<b>SOCIAL SECURITY PENSION SCHEMES</b>		
<b>Year</b>	<b>Beneficiaries</b>	<b>Pension amount* (Rs In crore)</b>
<b>2008-2009</b>	<b>17,23,878</b>	<b>802.33</b>
<b>2009-2010</b>	<b>19,61,750</b>	<b>915.05</b>
<b>2010-2011</b>	<b>23,71,370</b>	<b>1,156.94</b>
<b>2011-2012</b>	<b>26,45,537</b>	<b>2,720.32</b>
<b>2012-2013**</b>	<b>30,76,397</b>	<b>3,191.96</b>

Note: \* As given by the State government. \*\* As on February 26, 2013  
Source: Performance Budget of Social Welfare and Nutritious Meal Programme Department(2013-14)

In India, out of total workforce of 45.9 crore, 94% is in the unorganized sector and remaining 6% is in the organized sector. However, the majority of workforce in the unorganized sector was devoid of any formal social security legislation. To address the social security needs of such workers, the Government enacted the 'Unorganised Workers' Social Security Act, 2008.

Accordingly, over the years, both central and state government have been taking initiatives for the welfare and social security of the workers in the unorganized sector. The Ministry of Labour & Employment is implementing welfare schemes for certain categories of unorganized sector workers like beedi workers, cine workers and certain non-coal mine workers. Similarly, several insurance/poverty alleviation schemes are being implemented by various Ministries/Departments, as well as by states like Kerala and Tamilanadu, which have constituted welfare funds for certain occupational groups. Some states have launched certain group insurance schemes for their workers. Yet, some states like West Bengal initiated State Assisted Provident Fund Schemes for the unorganized workers. However, coverage under various initiatives has been miniscule.

The National Common Minimum Programme of the United Progressive Alliance Government has accorded high priority to the matter of ensuring the welfare and well being of workers, particularly those in the unorganized sector like agricultural workers, construction workers, beedi workers, handloom workers, leather workers, etc. In the rural areas, the unorganized sector mainly comprises of landless agricultural labourers, small and marginal farmers, share croppers, those engaged in animal husbandry, poultry and fishing activities, rural artisans, forest workers, toddy tappers etc. whereas in the urban areas it comprises mainly of manual labourers engaged in construction, carpentry, trade transport, communication etc, and also includes street vendors, hawkers, head load workers, garments makers etc.

Social Security in our country has evolved in conformity with the spirit of this lofty goal. However, it has remained confined

primarily to the organized sector, which comprises not more than 7% of the workforce. Social security for the unorganized sector is justified primarily on grounds of equity and social justice. As pointed out by the first national commission on labour (which has also been confirmed by various studies), the unorganized Sector is characterized by irregular employment, unstable income, and prevalence of piece wage rates and absence of any legal protection with regard to income, employment, health and safety. Further, in view of the low skill levels of this workforce, there is almost no scope for them to move vertically in the occupational ladder to increase their financial situation.

Due to lack of labour law coverage, seasonal and temporary nature of occupations, high labour mobility, dispersed functioning of operations, casualization of labour, lack of organizational support, low bargaining power, etc. all of which make it vulnerable to socio-economic hardships. The nature of work in the unorganized sector varies between regions and also between the rural areas and the urban areas, which may include the remote rural areas as well as sometimes the most inhospitable urban concentrations. In the rural areas, it comprises of landless agricultural labourers, small and marginal farmers, share croppers, persons engaged in animal husbandry, fishing, horticulture, bee-keeping, toddy tapping, forest workers, rural artisans, etc. whereas in the urban areas, it comprises mainly of



manual labourers in construction, carpentry, trade, transport, communication etc. and also includes street vendors, hawkers, head load workers, cobblers, tin smiths, garment makers, etc.

The unorganized sector workers are those who have not been able to pursue their common interests due to constraints like casual nature of employment, invariable absence of definite employer-employee relationship, ignorance, illiteracy, etc. They are also generally low paid and a majority of them are devoid of any of the social security benefits like life and medical insurance, health care, maternity benefits, and old age pension etc. which are available to the workers in the organized sector under the employees state insurance act, 1948; employees provident funds and other miscellaneous provisions act, 1952 and the factories act, 1948 etc.

The



unorganized sector workers can be categorised broadly into four categories i.e.

**Occupation:** Small and marginal farmers, landless agricultural labourers, share croppers, fishermen, those engaged in animal husbandry, in beedi rolling, beedi labelling and beedi packing workers in building and construction, etc.

**Nature of Employment:** attached agricultural labourers, bonded labourers, migrants workers, contract and casual labourers come under this category.

**Especially distressed categories:** Toddy tappers, scavengers, carries of head loads, drivers of animal driven vehicles, loaders and unloaders belong to this category

**Service Category:** Midwives, domestic workers, fishermen and women, barbers, vegetables and fruit vendors, news paper vendors etc. come under this category.

An effective social security system is an important part of inclusiveness. With a growing economy and active labour market policies, it is an instrument for sustainable social and economic development. It facilitates structural and technological changes, which require an adaptable and mobile labour force. With globalization and structural adjustment policies, social security assumes a renewed urgency.

The government enacted the Unorganized Workers' Social Security Act, 2008 and implemented various social security schemes. The government has also constituted a National Social Security Board headed by the Union Minister of Labour and Employment under the Unorganized Sector Workers' Social Security Act, 2008, The following initiatives are being taken by the MoLE in the matter of social security:

- Improving the delivery mechanism in the Employees' Provident Fund (EPF) Organization as well as the Employees' State Insurance Corporation.
- Reducing the threshold limits for coverage of the EPF Organization and the Employees' State Insurance Corporation (ESIC) schemes to extend the application of the schemes to establishments employing ten persons or more.
- Improving the returns on investment of the balances in the Provident Fund.
- Reforms of the Maternity Benefit Act.
- Implementation of the Unorganized Workers Social



Security Act, 2008. In this regard, the following issues may need attention:

- There is a need for forming a policy for social security with a focus on clearly defined objectives, techniques to be adopted for providing social security to the different target groups, and financing and administrative arrangements.
- Wider coverage of beneficiaries under the EPF and ESI Acts.
- Further extension of the social security net to the unorganized sector.
- Efficacious implementation of the provisions of the Construction Workers Act.

Social security will have to be ensured to the workers in the unorganized sector. Recently, on the recommendation of the NCEUS, the Ministry of Labour notified the Unorganized Workers Social Security Act, 2008. Measures such as Rashtriya Swasthya Bima Yojana and Aam Aadmi Bima Yojana, and the Old Age Pension Scheme have also been introduced.

#### Nature of Social Security:

As the word social security conveys different meanings to different people in different contexts, it is necessary to define the components that comprise social security.

The essential components of social security that need consideration are as follows:

Protection of life comes on top of all priorities in all situations. Everyone is exposed to the risk of untimely death due to disease or accident. The exposure in unorganized sector is all the more because of sub-standard living and deficient



care. Whereas, addressing these reasons like improving living standards is desirable on one hand, it is absolutely essential on the other to provide some sort of financial assistance for the family to carry on till the emergence of alternatives.

Without a proper system of health care, the country cannot go long on the path of progress and development. At present, the health care system is outside the reach of unorganized workers and poor people. A start in this area has been made by way of the Rastriya Swasthya Bima Yojna



which provides cash-less health care to workers and poor people. The same can be made more broad based, covering people at the mass level with a matching increase in the network of medical facilities/hospitals so that the same is within the reach of people. All in all, there should be a comprehensive health cover scheme, where a common man can avail of medical facilities without involving any cash payment and he does not have to travel much for medical care.

#### Convergence of Social Security Schemes:

While there is multiplicity of social welfare schemes run by different government units at central and state level, there is bound to be some amount of confusion at the level of beneficiaries as to what exactly they are entitled to. This involves the problem of duplication of efforts, record keeping and there is also a possibility of double or multiple benefits reaching the same person under different schemes by way of manipulation.

All the state and central schemes of aforementioned nature should be converged in to one single scheme or fewer schemes, keeping in mind the regulatory restrictions, where under life cover and pension benefits can be provided by life insurance companies, health care can be provided by non-life insurance companies. But the central idea should be convergence of all schemes, reducing to one single interface between beneficiaries on one side and the service providers on the other side. This solution should duly leverage the advancements in technological sphere so as to save on cost.

#### WOMEN LABOUR:

The participation of women in the labour market in India has been growing steadily in recent years. In fact, their increasing participation is seen as a key factor in development policies, plans, and programmes aimed at women's advancement in different spheres.

Many women work as home-based workers in beedi, garments, zari, agarbatti making, kite making, food processing, and leaf plate making. In most of these cases, the employer–employee relationship is masked, which in some cases tends to dilute women's access to protection in terms of wages or working conditions.

The Unorganized Workers' Social Security Act makes some existing welfare schemes applicable to unorganized workers



with schemes such as the Janani Suraksha Yojana specifically covering women. But most of these schemes are only limited to the BPL category, thus excluding a vast majority of the unorganized workers, including working women. The possibility of removing the BPL criterion to ensure wider coverage of unorganized sector workers needs to be explored.

### The Unorganized Sector Workers' Social Security 2007

The unorganized Sector workers' Social Security Bill, 2007 was passed in October, 2008. This bill aims for the social security and welfare of the unorganized sector workers.

#### Salient Features of the bill:

The Unorganised Sector Workers' Social Security Bill, 2007 provides for an enabling framework for welfare schemes targeting unorganised sector workers.

The central government may formulate welfare schemes for different sections of unorganised sector workers regarding life and disability cover, health and maternity benefits, old age protection, and any other benefit decided by the government. The state government may formulate welfare schemes related to the provident fund, employment injury benefits, housing, educational schemes for children, skill upgradation of workers, funeral assistance, and old age homes.

This Bill establishes boards at the central and state levels to advise and help in formulating, implementing and monitoring social welfare schemes for unorganised sector workers.



Every unorganised sector worker shall be registered by the district administration and issued a portable smart card carrying a unique identification number.

#### Social Security schemes:

National and State governments provide health, education, livelihood, food and nutrition, house, economical etc., security for poor people by various schemes in India. People get benefits and social assistance for a quality life in rural and urban areas of India.

1. **National Pension Scheme:** The Government has been



implementing National Pension scheme for poor people for their security. Government is giving pension for old age people, disabled people and widows. But all eligible people do not get pension in India. The pension amount is also not equal in all the states. People are getting security by this pension.

2. **Food Security Scheme:** To provide food and nutritional security in human life cycle, by ensuring access to adequate quantity of quality food at affordable prices to people, to live a life with dignity and for matters connected therewith. In India, people get food grains at a low cost by the public distribution system (PDS) and Anganwadi centres. People get rice, wheat, sugar, kerosene and groceries in every month. Lot's of poor families get food security. The Mid Day Meal Scheme gives a boost to universalization of primary education by increasing enrolment, retention, and attendance and simultaneously impacting upon nutritional status of students in primary classes.

2. **Integrated Child Development Scheme (ICDS):** ICDS' main aim is to provide nutrition support and pre-education to the children below six years old age, who are suffering with malnutrition and health problems and also working for the wellbeing of pregnant and lactating mothers and adolescent girls. It has been in implementation for the last four decades.

3. **National Rural Health Mission:** The main aim of NRHM is to provide accessible, affordable, accountable, effective, and reliable primary health care, especially to poor and vulnerable sections of the population. The programme sets standards for rural health care and provides financial resources from the Union Government to meet these standards. In India, a one-time cash incentive to pregnant women for institutional/home births through skilled assistance is being given under the Janani Suraksha Yojana scheme.

4. **Mahatma Gandhi National Rural Employment Guarantee Scheme:** the Government has enacted the National Rural Employment Guarantee Act which provides for 100 days of guaranteed wage employment in every financial year to every household, whose adult members volunteer to do unskilled manual work.

5. **Indira Awas Yojana (IAY):** The Government is

implementing the Indira Awas Yojana (IAY) with the objective to provide dwelling units, free of cost, to the Scheduled Castes (SCs), Scheduled Tribes (STs), freed bonded labourers and also the non-SC/ST BPL families in rural areas.

6. **Education Security:** This programme was started with the objective of providing elementary education for all children in the age group of 6–14 years.

Educational facilities (residential schools) for girls belonging to SC,ST,OBC, minority communities and families below the poverty-line in Educationally Backward Blocks under Kasturba Gandhi Balika Vidhalaya.

7. **Bharat Nirman:** The objective of the Bharat Nirman Programme is to give top priority to rural infrastructure by setting time-bound goals under various schemes to develop rural housing, rural roads, irrigation, rural drinking water and rural electrification etc.

National and State Governments also give security for farmers, weavers, fishermen community, potters, taddy toppers, dairy farmers for their security by different schemes.



infant mortality rates are indirectly due to health schemes. Starvation also is decreasing by providing food security. Social security is the need for all people, particularly those who are in unorganized sector. Government provides social security for poor people by different schemes like health schemes, livelihoods schemes, public distribution system, pensions etc. People get benefits from these schemes for their development. The awareness of people on social security and people are facing a lot of problems from middle men to claim these benefits.

Women in the unorganized sector require social security which addresses issues of leave, wages, work conditions, pension, housing, childcare, health benefits, maternity benefits, safety and occupational health, and a complaints committee for sexual harassment. This can only be ensured by extending labour protection to these sectors in a manner that pays special attention to the needs of women workers. Government has to provide more social security for vulnerable people like disabled people, old people, widows, SC and ST, tribal, artisans etc. Social security is in need for farmers, artisans etc., in their vulnerable situations.

In the implementation of social security, there are problems such as accessibility, availability, quality. Most of the poor people, particularly are tribal people, who are most vulnerable are unable to access social security. There is sufficient monitoring mechanism to clear the problems in the implementation of social security. Corruption is one major issue in social security. The poor people are not getting the complete benefits from the social security.

The on-going New Economic Policy (NEP) and Liberalization Privatization and Globalization (LPG) policies have been implementing in the country for the last two decades. These policies are influencing social security at large scale. Particularly the privatization of health and education is preventing the poor people to access health and education services from the government. Due to NEP, governments are decreasing social security budget which may hamper the welfare of the people.

Government should design a proper monitoring system to provide social security to the poor people. It should develop a transparent system to prevent corruption in the implementation social security. It should ensure access to quality social security to the poor people. It should be the topmost agenda of the government. ❖



They get economical assistance to improve their livelihoods by loans and insurance by these schemes.

**Impact:**

Social security creates a good impact for the unorganized sector in rural and urban areas of India. Government implements various national and state schemes to provide social security for poor people. The people get their right to health, education, food, livelihood etc., by government and also get dignity and quality life through health security, food security, economic standard, education security schemes. But all poor people are not getting social security. Government provides security for artisans, women, disabled people, farmers, vulnerable people, old people etc. But this security is not sufficient for people.

People utilize state and central schemes like health schemes, food schemes, livelihoods schemes and etc. People get social security directly and indirectly by utilization of schemes. In India, Decreasing Mother Mortality rates,

## The Apprentices Amendment Act, 2014

The Apprentice Amendment Act, 2014 was passed in the Parliament on 26th November, 2014. The earlier Apprentice Act, 1961 was not functioning effectively in the field level. So that it was modified through many amendments. The present Act brought into force the Apprenticeship Policy with effect from March 2015, which would help impart skills to youth and make them employable.

The Act regulates the training of apprentices in the industry. The Statement of Objects and Reasons states that the amendments proposed in the Act are based on an Inter Ministerial Group's (IMG) recommendations, which aimed to make apprenticeship more responsive to youth and industry.

### Objectives:

- (i) Establishments operating in four or more states will be taken into the fold of Directorate General of Employment and Training;
- (ii) It prescribed the number of apprentices to be engaged at establishment level instead of trade wise;
- (iii) It provided for apprenticeship training to non-engineering graduates and diploma holders;
- (iv) It provided for employers to undertake new courses (optional trades), which are demand based;
- (v) It provided for employers to determine qualification, period of apprenticeship training, holding of tests, granting of certificates and other conditions relating to the apprentices in optional trade;
- (vi) It simplified the procedure for the registration of contract apprenticeship training;
- (vii) It provided for the exchange of information through a portal-site;
- (viii) It provided for allowing employers to engage apprentices from other states;
- (ix) It provided for employers to formulate their own policy for recruiting apprentices;
- (x) It provided for the regime for penalties to be in terms of fine only;
- (xi) It provided for ex post facto rule making powers to facilitate recognition of training of pending notification of new trades under the Act;
- (xii) It provided for sitting in the examination optional and certification from any competent agency.

The Act sets the minimum age for being engaged as an apprentice at 14 years. The Act adds that the minimum age for apprenticeship in designated trades related to hazardous industries shall be 18 years. The Act states that

the central government shall prescribe the number of apprentices to be engaged by an employer for designated trade and optional trade. The Act permits multiple employers to come together, either themselves or through an approved agency, to provide apprenticeship training to apprentices under them. The Act states that every employer shall make suitable arrangements in his workshop for imparting practical training to apprentices, as per the programme approved by the Adviser. The Act removes the requirement for Adviser's approval. The Act states that trade apprentices who have not received prior institutional training shall be imparted basic training before admission in the workshop for practical training. The Act specifies that such training can be provided in any institute with adequate facilities. The Act states that the syllabus and equipment for practical training shall be approved by the central government. The Act limits the provision for training in a designated trade only. The Act specifies that every trade apprentice should appear for a proficiency test conducted by the National Council for Vocational Training (NCVT), on completion of his training. On passing the test, NCVT shall grant him a certificate of proficiency.

The Act states that the weekly and daily hours of work and leave entitlements of an apprentice shall be as prescribed by Rules. The Act states that the hours of work and leave will be as per the discretion or policy of the employer. The Act specifies certain offences which are punishable with imprisonment up to six months or with a fine (quantum unspecified) or both. The Act specifies the amount/maximum amount of the fine and removes the provision for imprisonment for such offenses.

The Act permits the central government (after consulting with the CAC) to make Rules for implementing the Act. The Act states that these powers shall include the power to make Rules retrospectively with effect from a date on or after the President grants his assent to the Act. The Act seeking to remove imprisonment as punishment for violating the provisions of the Apprentices Act, 1961 and allowing employers to fix the hours of work and leave as per their discretion or policy was passed by the Rajya Sabha on November 26th, 2014.

One of the drawbacks of the Act is that the government leaves most of powers to deal with apprentices to the discretion of the employers. That is the major aspect of this Act. The Act has put forth certain definitions such as reservation of candidates, number of apprentices for a designated trade etc. The Act increases the minimum age for apprentices in hazardous industries, removes imprisonment as a punishment for violating the Act and allows employers to fix the hours of work and leave as per their discretion. ❖



## Social Welfare Development Society

The Social Welfare Development Society (SWDS) was formed in March 2012 and was registered as a society in June 2012, in Madurai District, Tamil Nadu. The CBO was promoted by the NGO Madurai district Aravanigal Tai Vizhuthugal Trust (MATVT – CBO trust) which was promoted and formed by Tamil Nadu AIDS initiative (TAI) project in 2007.

The goal of the CBO is to Improve the Economy and develop a relationship with the living standard of the Transgender society, in a nonviolent way in the context of classification. The society have their own objectives and they are following to their objectives for their members' and society development .

The CBO is being managed by the Managing Committee. The membership fee is Rs. 50/- per member per year. Currently, the CBO has 700 members, with a corpus fund of Rs.50,000/-.Currently, the CBO is working in the entire Madurai district, covering all the sexual minority population

such as Trans-genders and Hijras etc. The CBO is implementing two projects - One is the Targeted Intervention (TI) Project from Tamilnadu State AIDS Control Society (TNSACS) and the other is from the India HIV/AIDS Alliance called Pehchan Project. One more project is in the pipeline with SWASTI (From Avhana Program), which is planning for Thrift and Credit Activities. In addition to regular Health related programs with donor funds, the CBO is providing nutritious and healthy food to the poor and needy community at their office every day. The main target community of this program is PLHIV and poor Transgender and MSM Community. This activity is being executed in collaboration with a local search based organization.

One of the Transgenders -Ms. Kannamma, contested as an independent candidate from Madurai Lok Sabha constituency. She was one of the members of the NGO/ CBO and is the only transgender in the State of Tamilnadu to contest the Lok Sabha elections in 2014. ❖

### Support Organization

## Gram Vikas

Gram Vikas was started on 22 January, 1979 in Mohuda village, Ganjam district, Odisha. The vision of Gram Vikas is "To build an equitable and sustainable society where people live in peace with dignity" . Gram Vikas is currently working in seven states - Odisha, Jharkhand, Madhya Pradesh, Andhra Pradesh, Chattisgarh, West Bengal & Nagaland. It's major operations in India are in the state of Odisha, where their work is spread in 24 districts of the state. Scaling it's operations globally, Gram Vikas has started programs in African countries and is currently working in "The Gambia" and "Tanzania".

Gram Vikas' focus areas of work are Water & Sanitation, Livelihoods, Social Housing, Community Health, Education, Renewable Energy & Sport Development. Gram Vikas has transformed the established social order, making it mandatory that all households are included in the programme. The practice of 100 percent inclusion keeps villages clean and eliminates sources of water contamination as each and every member of the village is involved in establishing, maintaining and benefiting from the sanitation system. The policy of 100 percent inclusion is the first step in breaking down caste and gender barriers and allowing the marginalized to regard themselves as equals within the community.

Most recently, Gram Vikas has partnered with the Orissa State Disaster Management Agency (OSDMA) as their socio-technical partner to build disaster resilient houses for cyclone "Phailin" impacted beneficiaries. Over 22000 houses are being built in the worst impacted districts of Orissa over a two year period time, via the Owner Driven Construction of Houses (ODCH) methodology. In addition to promotion of schools in the villages, Gram Vikas operates four residential schools where tribal children live and learn together under the care & guidance of teachers in these schools. These residential schools provide free education. MANTRA (Movement and Action Network for Transformation of Rural Areas) is one of the most successful approaches of Gram Vikas.

The work of Gram Vikas has impacted over 400,000 individuals and 70,000 families through various programs and interventions. As of September 2014, Gram Vikas has been able to impact over 1200 villages in 26 districts in the state of Odisha and has started projects in five other states of Jharkhand, Madhya Pradesh, Nagaland, West Bengal and Andhra Pradesh. Additionally, Gram Vikas has trained other like-minded organizations across India to replicate the Gram Vikas model of development. ❖

### Training Organizations

1. National Skill Development Corporation

[www.nsdcindia.org](http://www.nsdcindia.org)

2. Kovel Foundation

[www.kovelfoundation.org](http://www.kovelfoundation.org)

3. National Food Service Management Institute

[www.nfsmi.org](http://www.nfsmi.org)

4. Organic Uttarakhand

[www.organicuttarakhand.org](http://www.organicuttarakhand.org)

## Sri Venkateshwara Village Organization

The Sri Venkateshwara Village Organization was established on 14 November, 2003 in the Maddikunta Village, Mustabad Mandal, Karimnagar District, Telangana State. This VO has 19 SHGs; with each group having 10-15 members making up the total members of the VO is to 214. The VO was registered in the MAC Societies Act in 2005.

The VO holds meetings on the 2nd, 12th and 17th of every month at the village. In these meetings, they discuss about general savings, streenidhi, bank linkages issues, review the past month's issues such as payment and repayment etc. The VO President attends the Mandal Samakhya meeting on the 25th of every month.

The saving amount for SHG women per month is Rs 100. This VO has a bank-linkage with the Mustabad branch of Andhra bank. Membership amount: Rs. 4300, Total loans amount is Rs.64 lakhs, Internal loans amount is Rs. 1,60,000, NDCC amount is Rs. 455, Watershed amount is Rs. 4,55,000. The VO takes the loan amount from the bank on an interest rate of Rs.50 paisa and gives the same amount as loan to SHGs on an interest of One rupee. The internal lending rate is Rs. 2. Most of the SHG members are utilizing the loans given by SHG by investing on agriculture, dairy etc.

### Scheme

### Abhaya Hastam

The Abhaya Hastam scheme provides insurance and pension to the women members of Self Help Groups. It is being successfully run in Maddikunta Village in Mustabad Mandal, Karimnagar District, Telangana, since 2009.

The scheme aims to give social security to all the women members of SHGs who applied for the scheme and also provide them dignity in their old age. The eligibility criteria for this scheme is that one should be a women member of Self Help Groups, belonging to the Below Poverty Line category (BPL), between 18-59 years of age.

Most of the people in this village are beedi workers, agri/daily wage labourers etc. The people who apply for this scheme have to pay Rs. 365 per annum or Rs. 30 per month, while the government also contributes Rs. 365 per annum towards it. The interest generated from the corpus for each member till the completion of 60 years of their age, is used for giving a monthly pension of anywhere between a minimum of Rs. 500 to a maximum of Rs. 2200, based on the age of the member. If any member dies, they get an insurance amount of Rs. 70,000 in case of accidental death and Rs. 30,000 in case of natural death.

About, 26 out of the 185 members have applied for this scheme. About, 35 of the SHG members' children get a stipend of Rs.1200 for their education (from 9<sup>th</sup> class to intermediate) per annum. Thus, the scheme is a boon to the women in the villages. ❖

The VO has seven committees and each committee has four representative members from the SHG groups leaders. The committees are as follows:

**1.Capacity Building Committee:** This committee works towards the capacity building of the SHGs and for the sustainable development of the poor.

**2.Bank linkage & insurance:** It is responsible for the bank -linkage activities of the SHGs for their sustainable running.

**3.Auditing Committee:** It is responsible for auditing the VO and the SHGs.

**4.Social Service Committee:** It spreads awareness about social service activities, besides taking up activities such as polio drops, taking care of pregnant woman and curbing the child labour system etc.

**5.Non-Pesticide Management Committee:** It provides the awareness on usage of NPM and it's uses and promotes vermi-compost for sustainable agriculture.

**6. Nutrition food committee:** It provides awareness on nutritious food to Aanganwadi children, pregnant and lactating women.

**7. MGNREGS committee:** It supervises the paying of the wages, through the smart card systems. ❖

### Facility

### Public Distribution System

The Public Distribution System is running successfully in Maddikunta village, Mustabad Mandal, Karimnagar District, Telangana, for the last 18 years. It facilitate for the entire village.

There are 487 card holders in the village, of these: White cards are: 450, Antyodaya cards are: 36, Annapurna cards are: 01.

The PDS centre provides the following groceries to the card holders on subsidized government rates: Rice (4kgs per head at Rs. 1/kg), Red gram (1kg at Rs. 50), Sugar (1kg at Rs. 6.75), Palm oil (1litre at Rs. 40), Kerosene (2 litres at Rs. 15/lit).

They issue the items from 5th-15th of every month. The timings are from morning 8am-12pm and evening 4:30pm-8pm. The ration cards are issued by the Mandal Tahasildar. They check the village nativity in voter card and adhaar card etc. before issuing the ration cards.

This centre provides ration items to the local villagers, and they must have BPL cards. It is boon for poorest of the poor families and poor families. ❖

# Nursery

Nurseries are a well-developing horticulture industry in India. They provide sustainable livelihoods to the local people. A Nursery is a supplier of garden plants. It is a place where plants are propagated and grown to a usable size. They include retail nurseries which sell to the general public; wholesale nurseries which sell only to businesses such as other nurseries and to commercial gardeners; and private nurseries which supply the needs of institutions or private estates.

This is a good opportunity for entrepreneurs and is also a labour intensive business. The plants are cultivated in an area with a good water facility, fertile soil and with non-pesticide management. The plants are taken care of and protected from diseases, pests and from other problems.

Nurseries can grow plants in open fields, on container fields and in tunnels or greenhouses. In open fields, nurseries grow ornamental trees, shrubs and herbaceous perennials, especially the plants meant for the wholesale trade or for amenity plantings. On a container field, nurseries grow small trees, shrubs and herbaceous plants, usually destined for sales in garden centers.

Nurseries also grow plants in greenhouses, a building of glass or in plastic tunnels, designed to protect young plants from harsh weather (especially frost), while allowing access to light and ventilation. Modern greenhouses allow automated control of temperature, ventilation and light and semi-automated watering and feeding. Some also have fold-back roofs to allow "hardening-off" of plants without the need for manual transfer to outdoor beds.

The range of nursery functions is far wider, and is of vital importance to many branches of agriculture, forestry and conservation of biology. Some nurseries specialize in one phase of the process: propagation, growing out, retail sale; plants types: e.g. ground covers, shade plants, or rock garden plants. Some produce

bulk stock, whether seedlings or grafted, of particular varieties for purposes such as fruit trees for orchards, or timber trees for forestry. Some produce stock seasonally,

ready in springtime for export to colder regions where propagation could not have been started so early, or to regions where seasonal pests prevent profitable growing early in the season. Nurseries cultivate flowers, vegetables, orchids, bamboos, bonsai plants, medicinal, aromatic, xerophytes, kitchen and balcony plants etc.

These plants lend an attractiveness to the surrounding areas and also help people in urban concrete jungles to get closer to the nature, where space is a constraint. The cost of the plants range from Rs.100-5000, depending upon the plants. It directly provides livelihoods to caretaking labours, whole sale vendors, retail vendors, seed shop owners, rentals owners, research & development people, water tank transporters, transport vehicles, market shop owners, middle men, small vendors etc., and many other livelihoods indirectly. Most nurseries remain highly labor-intensive. It remains highly unlikely that all plants treated in the same way at the same time will arrive at the same condition together, so plant care requires observation, judgment and manual dexterity; selection for sale requires comparison and judgment.

Business is highly seasonal, concentrated in spring and autumn. There is no guarantee that there will be demand for the product - as it will be affected by temperature, drought, cheaper foreign competition, fashion, among other things. ❖



## Individual Enterprise



Hotel

## Collective Enterprise



Carpentry Work



## The Slow Cooking Khichri

Mind is an ass, and at times it needs whipping. What is true of an ordinary human being will hold good even to great men. Emperor Akbar was no exception to this rule. Birbal was there to lash the mind of his master whenever it went awry. On a cold wintry evening, Akbar and Birbal were taking a walk along the lake. Birbal was thinking loudly:

"A man would do anything for money." Akbar put his hand in the lake, and immediately, withdrew it, because the water was biting cold. Akbar thought aloud too:

"I don't think anyone would spend an entire night in the cold water of this lake either for money or for no money."

Birbal accepted this as a challenge that he would prove his words --"A man would do anything for money." So he set out to locate a person who would spend an entire night in the royal pond for a thousand gold coins. At last, he found a poor man who was desperate enough to accept the challenge. The man entered the royal pond. Akbar had his guards posted there to make sure that the man really did as promised. The poor man was able to withstand the ordeal of spending an entire night in the cold water for money. Next morning he approached the emperor in royal court for his reward. But Akbar teased the poor man with a lot of verifications to ascertain whether he had really spent the entire night in the lake. He finally asked him how the man managed to spend the night in the lake. The poor man innocently replied, "There was a street lamp nearby, and I concentrated on the lamp. And so was I away from the cold."

By this reply he thought that the emperor would be all the

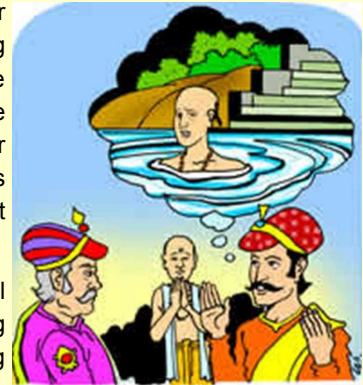
more pleased. But Akbar disappointed him, saying "No reward. You have taken the warmth from the street lamp". The poor man's confusion was confounded, and he left the court most frustrated.

Hearing this, Birbal wanted to do something to set right the wrong done to the poor man.

That evening Birbal invited Akbar for a tasty Kichiri in his humble abode. Akbar, though an emperor, kindly and secular as he was, accepted Birbal's invitation thereby, Akbar and a few of his trusted confidants arrived at Birbal's house. After a long bout of Shatranj (Chess), the emperor's party was ready for dinner. Now and then, Birbal went in to check if the Kichiri was ready in the kitchen. But the Kichiri was not getting cooked at all.

Akbar and the crew, waiting for dinner, were infuriated. All went to see what was happening in the kitchen: There they saw some burning twigs on the floor, and a bowl filled with Kichiri hanging five feet above the fire. Then emperor Akbar could not help but laugh: "How can the Kichiri be cooked, if it is so far away from the fire?"

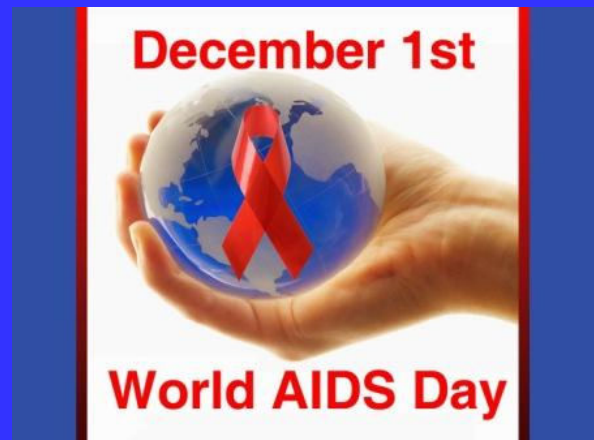
Birbal answered most thoughtfully. "In the same way as the poor man received heat from a street lamp." The king understood the meaning of Birbal's reply. Thereby, Emperor Akbar called for the poor man to the court to award the promised reward. ❖



### Social Enterprise

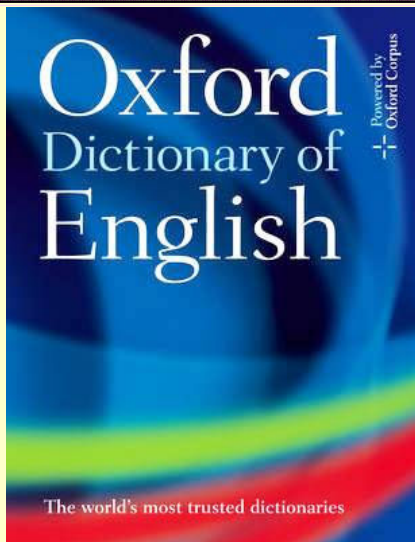


School on Wheel



01st December World AIDS Day

## Oxford English Dictionary



Published by : The Oxford University Press.

The Oxford English Dictionary is a dictionary of the English language, describing English usage in its many variations throughout the world and tracing the historical development of the language.

The title 'Oxford English Dictionary' (OED) was first used unofficially on the covers of the series in 1895 and in 1933 it fully replaced the former name in all occurrences.

The Dictionary gains its treasure of language from a language programme that is the largest in the world at present. This programme is inclusive of the Oxford English Corpus, which comprises of two billion words. The latest edition of this dictionary has many thousands of new words and senses, updated encyclopaedic information and also several new inclusions such as Word Trends. It provides a comprehensive resource to scholars and academic researchers and strives to represent as faithfully as possible the current usage of English words. ❖

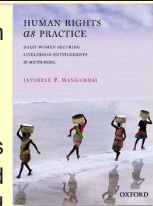
## Human Rights as Practice

Human Rights as Practice: Dalit Women Securing Livelihood Entitlements in South India

Author : Jayshree P. Mangubhai

The book 'Human Rights as Practice' presents the real practices of livelihood strategies and collective action in a society still deeply rooted in caste hierarchies.

It is based on rich ethnographic fieldwork across three villages in Tamil Nadu. It captures and examines the processes and struggles of Dalit women engaged to secure or protect livelihood entitlements such as housing, land, and work. The author emphasizes the need to factor issues of culture, status, identity, and unequal power relations into livelihood entitlement struggles. She highlights the importance of linking human rights and the praxis of grassroots social movements. This book is useful for students and teachers of sociology, development studies, Dalit studies, political sociology etc. ❖



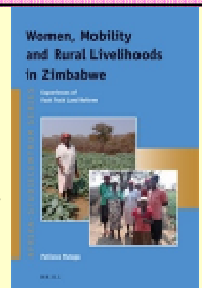
## Women, Mobility and Rural Livelihoods

Author : Patience Mutopo

This book, through detailed ethnographic methodology, investigates the role women play in a fast track land environment. It examines how the hidden access to land, enable the women to engage in agro based livelihoods and transitory mobility through social networks.

The author reveals how the dynamics generated by fast-track potentially offer new development opportunities – specifically for women. The findings challenge existing expert notions and opinions about women's rural land use, livelihoods, and rural development. The book examines how negotiations and bargaining by women with family, state, and traditional actors have proved useful in accessing land in Mwenezi district, Zimbabwe.

This book is useful for people interested in gender dynamics, land reforms and rural livelihoods. ❖



e-links

VCA : [http://www.aksharakriti.org/magazines/doc\\_download/388-vca-glory-lilly](http://www.aksharakriti.org/magazines/doc_download/388-vca-glory-lilly)

Sub-sector : [http://www.aksharakriti.org/magazines/doc\\_download/389-bananareportatdt](http://www.aksharakriti.org/magazines/doc_download/389-bananareportatdt)

e-book : <http://www.earlymoderntexts.com/pdfs/rousseau1762.pdf>

v-book : <https://www.youtube.com/watch?v=9mFnzIfpWrw&feature=share>

Supplements

Legendary Effort: [http://www.aksharakriti.org/magazines/doc\\_download/392-legendary-effort-khadi](http://www.aksharakriti.org/magazines/doc_download/392-legendary-effort-khadi)

Flagship Program: [http://www.aksharakriti.org/magazines/doc\\_download/391-flagship-program-icds](http://www.aksharakriti.org/magazines/doc_download/391-flagship-program-icds)

e-course

e-course; Capsule No - 12:

[http://www.aksharakriti.org/magazines/doc\\_download/390-capsule-12-livelihoods-support-december-2014](http://www.aksharakriti.org/magazines/doc_download/390-capsule-12-livelihoods-support-december-2014)

## ‘Yoga’kshemam

*Merry Christmas and Happy New Year!*

*I remember my friend SS Manoharan!*

Completed the Shraddh rites for the mother and went into deep reflective mode! Slowly, getting back, with the reconfirmation that we are only instruments of the Universe!

As the endorsement comes to what Sugunasri articulated ‘within manifests without’, the reflection has been trying to answer two existential questions

–

Where am I coming from?

Where am I going to?

In essence, this reflection has provided me the basis for this transition I am going through and embarked upon. This would have been more beautiful if the clear sky, pure flowing water, plain lands with flora and fauna, cleansing fire and gentle east pleasant wind are with me. I had only a jhalak of them during this period!

A family in Telangana that migrated at least once in every generation, with no land and wealth. No schooling till 7. A residential school admission made all the difference, but residential college gave a miss. Miracle happened so that I could be in residential college at Nagarjunasagar and lived on the banks of river Krishna.

Sunkenpally, Gundrampally, Sarvail, Sagar, Warangal, Guntur, Anand, Visakha, Hyderabad – a wonderful journey!

Engineer, Teacher, Community Coordinator, Officer-in-charge, Project Manager, Life Worker, Adviser, Mentor, Editor, Lead ... – an exciting evolution, with an array of mentors in a string of institutions of significance in our country and outside!

*Now, the transition in the horizon for a next long-*

*term agenda of flowing freely towards building, supporting and mentoring national development and livelihoods movement with leadership. This would include people, knowledge, communication, training, projects/programmes. Institutions/organizations.... This would include scale. This would include variety and diversity. This hopes ‘within’ manifests without builds, supports, mentors and lets me flow, individually and together.*

Borrowing the words of Bill George in True North, transition is into third phase of giving back (being useful to the universe the way it wants to our fullest potential) after the second phase (leading) and the first phase (preparing to lead). Therefore, the way forward would include persisting (‘any way’) with clear direction (of the flow) and seeking help from support structures (that will not let us lose the direction).

### G Muralidhar

The timing of all this is what our hearts take a call. Let us allow our hearts to take charge. This is hridayaraagayogam. Flowing with the melody of the inner flute.

Can we be there? **Yes, if we pursue Atma Yoga.** If we use the tools of the mind to make the heart into a flute to be played! If we allow our hearts to be touched by the inner self to play on our hearts! If the heart gets to live with the clear skies, natural lands, serene waters, cleansing flames and gentle breezes! If we let our thoughts, words and deeds be in sync with the heart governed by the universe! If we let without manifest within so that within manifests without! If we truly let ourselves be the flute! Krsna confirms a ready flute articulating its readiness would be played and the song would be the song of the universe.

Join us in the world of yoga –

for being in sync –towards krsnaraagayogasiddhi. You will not regret it. ❖





**livelihoods**  
Today and Tomorrow