

Buddha Purnima! Buddham, Sangham and Dharmam Saranam Gachchaami.

May Day! Happy Workers! Happy Press!

Red Cross! Peacekeepers! Nurses!

Families! Mothers! Fathers! Children!

Happy Diversity! Happy Environment!

Ravindra Kumara Sharma, 65, Guruji and Kalaashramavaasi-the art and craft man of India: soul became one with ashram now, Rest in peace!

Opinions: Karnataka going tug-of-war; hung is a possibility.

India is readying for Next Elections. South is trying to assert.

TN, Telangana are adding new parties.

Livelihoods are a means to living. Any time of the day. Our heart beats 24x7. Livelihoods go on 24x7. While the early livelihoods were dependent on the nature and ecosystems then, now we seem to have transcended limitations of sun light. Livelihood activities go on all the time from earlier situation of a few 'dark' activities in the night. Substantial number of people are working in the night. Many of them work in offices and locations outside their homes. From single shift, we moved on to three shifts. Sometimes we have four shifts. We also have shift stretches lasting 24 hours. There are livelihoods supporting these shifts outside the general shifts. Near 3-shift industries. Near night shopping malls. Near ATMs. Near the BPOs and IT Offices servicing the world of the day in the night here. Near the hospitals. Near the hospitality centres. Near the entertainment locations. In this context, 'livelihoods' has explored "Night Shift Livelihoods".

DD Kosambi's 'Science, Society and Peace' is a classic to be read.

Supplements: Kshetram discusses Khandesh and Sukshetram discusses Traditional Healers.

Special Supplement: Livelihoods Update (of the month), being introduced as a regular supplement that updates the livelihoods news in India and outside, as an aggregation of daily and weekly updates over a month.

Video - How to Form and Run Village Level Federation?

Usual e-links include:

VCA - Jasmine Flowers;

Subsector – Karbi Anglong's Pig subsector;

e-book: The One-Straw Revolution;

v-book: The Test of Poverty

With the faith and hope that you find this and evolving issues of 'livelihoods' useful, we remain.



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'livelihoods' team

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Supplements

How to (?)	How to Form and Run Village Level Federation https://youtu.be/PB1JJTVKhtc
Kshetram	Khandesh http://livelihoods.net.in/sites/default/files/pdf/kshetram_supplement_may_18.pdf
Sukshetram	Traditional Healers http://livelihoods.net.in/sites/default/files/pdf/sukshetram_supplement_may_18_2.pdf
Special Supplement	Livelihoods Update http://livelihoods.net.in/sites/default/files/pdf/special_supplement_monthly_livelihoods_update_may_18.pdf

e-links

VCA	VCA_Jasmine Flower http://www.livelihoods.net.in/pdf/jasmine-vca-may-2018-b-14-nird-pgdrdm-students
Sub-sector	Karbi Anglong's pig sub-sector: current status, constraints and opportunities https://cgspace.cgjar.org/handle/10568/1777
e-Book	The One-Straw Revolution http://www.appropedia.org/images/d/d3/Onestraw.pdf
v-Book	The Test of Poverty (18 Minute Full Length Edition) https://www.youtube.com/watch?v=Mfd9Pp2Zpgg

NAAM Foundation

NAAM foundation was established in September 2015 by Nana Patekar and Makarand Anaspure. It was formed to lessen the agony of drought affected farmers in Maharashtra. NAAM foundation is a manifestation of human spirit in response to the outbreak of lamented turmoil happening around. It is a movement with honest intentions to facilitate development of disadvantaged villages and improve lives of people.

NAAM foundation's mission is to build a sustainable and progressive society by facilitating development in rural areas by working on different issues like infrastructure, education, employment, food etc.

NAAM has taken complete responsibility to change the face of the villages by adopting them and making them model villages. Villagers are also working closely with NAAM to bring changes in their lives and make it a life changing experience.

Basic Help for Widows: This project has already been successful, where cash of Rs. 15000/- each was given to widows of farmers family who committed suicide as per the new list of 700 provided by government data.

Group Farming: This is another concept which NAAM is planning to introduce in villages of Dhondalgao, Zari, Jakhangao,

Akoladev, Amla, Loladgaon, Koudar, Kutubkheda, Dadegaon. NAAM is motivating farmers to shift to such practices to reduce the risks and the cost of farming.

Sewing Cluster: In this, a cluster of women in various villages would stitch products which would be then sold under the name of NAAM. Machines have been distributed in Andhari, Palshi Pirola, Hatti, Beed, Zari, Watwada, Bansarola places.

River Rejuvenation (Nadi Punarjivan): This particular project will be carried out at Maharashtra. Those are Virbhadra River – Davarwadi in Paithan Taluka, Aurangabad district and River Bindusara in Beed district.

Constructions of Houses: This programme is for building houses for families of farmers who have committed suicides. NAAM plans to construct houses for listed 100 families in the first phase. The work on this project has already started.

NAAM works around the belief that India would go on to be a superpower in coming years only if its villages become self-sufficient and developed. In this regard, hope this movement will keep bringing colour to the lives of people in a massive way. ❖

[Source: <http://naammh.org/>]

Individual Enterprise

Beauty Parlour

Chintamani's beauty parlour is situated in Sarona Town, Kanker District, Chhattisgarh. She has studied upto 12th standard and is 39 years old. Before marriage, she successfully completed six months of beautician training at a cost of Rs. 10,000 in her hometown Jagdalpur. She got married to Manoj in 1995. Manoj assisted his father on the farm and agriculture was their main source of income; however, it was not sufficient to meet the needs of the family.

It wasn't until June 2000, when against the wishes of her husband, Chintamani used her savings of Rs. 30,000 to finally start her own beauty parlour, 'Maai' - which aptly means 'mother'. She ran it from her home, where she could also see to her children. Initially, she only earned a monthly income of around Rs. 2,000 from all the regular services such as waxing, threading, facials and colouring. After 15 years of marriage, Chintamani separated from her husband.

With time, patience and much effort on her part, her business grew. In 2014, she joined her local SHG, *Santoshi*, and was elected as its president. In May 2015, she borrowed Rs. 50,000 from her SHG and Rs. 30,000 from bank to assist with the expansion of her beauty parlour. She then built a beauty parlour in a more central location which would make her services better accessible to customers.

In September 2017, she received a loan amount of Rs. 50,000 from the Community Enterprise Fund in Start-up Village



Entrepreneurship Programme (SVEP). Chintamani had been struggling with inventory management and had to frequently travel to the city to buy beauty products. Following the loan, she was able to purchase all the beauty products such as face packs, mehendi packs, beauty creams and hair serums at a wholesale rate from Raipur to stock and maintain the inventory at her parlour. She also received basic business orientation training from the staff and is now able to keep her parlour neat and tidy and interact more with her customers. Prior to SVEP's intervention, she made between Rs. 15,000 - Rs. 18,000 per month, with her earnings increasing to Rs. 25,000 during festival and wedding seasons, when she hired a temporary assistant. Now, she charges between Rs. 5,000 - Rs. 10,000 just for bridal makeup and also knows how to apply bridal mehendi. In recent times, her earnings have gone up to Rs. 45,000 per month during festival and wedding seasons. Chintamani even entertains clients from Kanker city, who come to Sarona village to avail her services.

Her journey with entrepreneurship has provided her with a sustainable livelihood and she is able to send her daughters for higher education in Durg and Raipur. After nearly 20 years of experience as a beautician-cum-entrepreneur, Chintamani feels like she is ready to spread her wings further and is looking to replicate her 'Maai' beauty parlour in a nearby town. In future, she hopes to establish a chain of beauty parlours under her name. ❖

Shree Rajiv Lochan Agro Invention Farmers' Producer Company/ Organization (FPO) is located at Medha Village, Magarlod Tehsil, Kundel Block, Dhamtary District, Chhattisgarh. It was registered under Companies Act, 2013 on 26.02.2016. It has 597 members in total. Out of these 597 share holders, 250 farmers are selling mushroom produce to the company. Mr. Ghanshyam Sahu is the Chief Executive Officer (CEO) of the FPO.

One of the unique initiatives of this FPO is to bring back and promote the traditionally healthy and nutritional food practices of local people. Kundel & Magarlod Blocks of Dhamtary district in Chhattisgarh are known for paddy production. Earlier, the straw left after paddy harvesting was collected and was used for natural production of mushrooms in each household during rainy season. This practice slowly declined in the community as the people were unable to collect enough straw from the land as was required for the production of mushroom. The need to form a FPO originated after looking at the present business and market trends. In recent years, a number of private companies had started approaching individual farmers to buy the produce (mushroom) from them for their business initiatives. Hence, Shree Rajiv Lochan Agro Invention Farmers' Producer Company realized the importance of mushroom production and initiated to bring back the practice of mushroom cultivation among the farmers.

Initially, NABARD provided facilitation and leadership support to the FPO and has played a crucial role in the registration process of the FPO. The Company started with a fixed cost is Rs. 10.5 Lakhs

Major challenges of the FPO: The FPO faced many challenges since its formation. The major challenge was of maintaining the quality of the mushroom i.e. if there are any mistakes or negligence in production of mushroom by the farmers, it impacts the production and also the profit. Another hindrance is that villagers are not aware of the nutritious aspects of mushroom, therefore, they do not give much of importance and making them aware is becoming a challenging task for the FPO. The changing market trends are also a big factor which makes them prone to risk as Mushroom is a very delicate item and if it does not reach the market in time it gets spoil, so maintaining the accurate supply chain is important for the FPO.

The FPO has also identified that due to lack of funds and branding of products the company is unable to scale up its sales in big cities, metros and capital city.

At the administration point of view, due to lack of unity among the Board of Directors and sometimes difference in their opinion regarding few decisions, the production of mushrooms get affected

Impact and Achievements: The farmers in the company were hesitant initially as they were lagging behind in supply & marketing. But due to formation of FPO, farmers could learn the advantages of available domestic market to enhance their marketing opportunity to earn marginal profit. The FPO finds it difficult to sell mushroom in the village because of lack of

awareness among the villagers, but it has become easier for them to sell in the city because people there know the benefit of mushroom. The company sells in market like Dhamtary, Kurud, Rajim, Nawapara, Raipur etc.

The Company is very much involved with other mushroom related activities like; production of mushroom spawn and mushroom byproducts such as; mushroom achar, Papad, Badi, Soup powder, mushroom powder, mushroom dry, mushroom namkeen (seo), sewai (Noddles) and mushroom pakoda. Additionally the company is also involved in producing organic rice which is famously known as Jawaphool rice, vegetable and also promotes the practice of vermi-compost, vermi wash, organic dairy, conservation of 136 types of traditional paddy seed which are vanishing day by day.

Shree Rajiv Lochan Agro Invention Farmers' Producer Company has streamlined 22 women SHGs and has been marketing of mushroom as per the demand of domestic markets. The company has been recognized by the State Government's Horticulture and Agriculture Department for their tireless efforts to establish their mushroom business in the state and NABARD has graded the company with second position for their collective business. After one year of successful mushroom cultivation, the company has successfully established a mushroom spawn unit. This made the availability of spawn an easy process to the women SHGs and resulted in good profit for the company.

The impact of forming the FPO is immense. Due to the formation of FPO, farmers have realized that best prices can be reaped only through collectivization. The residue after mushroom production is recycled for vermi-compost; which is distributed to 30 farmers for organic production of paddy. In this way, around 20 to 25 quintal of organic paddy is being produced from each of these 30 farmers. Establishment of spawn unit in the company has given better recognition to the FPO. The officials from other state and government departments and many FPOs have come here for an exposure visit to learn and acquire knowledge regarding the collective effort of Shree Rajiv Lochan Agro Invention Farmers' Producer Company/ Organization.

Present Status: The peak season to cultivate mushroom is from September to February for the farmers during which the company purchases an average of 100kg mushroom from each farmer in a month. The purchasing price of Mushroom from the members by the FPO is Rs.100 per Kg and selling price is Rs.150 to Rs. 200. The payment mode to farmers is through cash on monthly basis. However, the practice of giving payments through check is slowly being implemented. The earning of the FPO last year (2016-17) net profit was Rs. 1.5 Lakhs. The farmers receives 50% benefit out of this and the rest is kept with the FPO for the maintenance and other activities. The farmers have also plans to sell organic turmeric powder, chilly powder, organic wheat and mustard seed in the market in near future through FPO. So far there is no other services like insurance to the farmers and insurance for the products. The company is still in the process of completing government procedures for the same. ❖

Night Shift Livelihoods

Urban economies are characterized by greater degree of commercialization; thus, poor families need higher cash incomes, unlike their rural counterparts, who rely on subsistence agriculture or payment in kind, and are also more likely to have access to free or Common Property Resources (CPR). Given the above scenario, urban areas provide much greater opportunity and fewer social restrictions on the livelihood possibilities open to the poor when compared to rural areas. In this context, we explore “night shift livelihoods”!



Globalization has played an important role in the employment scenario in India. Since 1990s, economic liberalization policies brought about significant improvement in employment sector. There was significant rise in customer base which slowly gave rise to consumer markets, the demand-supply chains. The supply brought in direct employment. Increased supply led to more production, leading to increase in employment. As a result, a number of segments in various sectors of industry grew, to cite a few they are- agro products, personal and beauty care, health care, information technology and so on.

On the parallel front, demand for quality workforce too grew and many young people joined various segments/ industry sectors. With growth centers in cities, there has been an influx of new migrants from rural areas such as villages/ towns to cities in search of new employment opportunities. The period witnessed increase in unorganized sector as well, which saw improved rate of employment in both unorganized and allied sectors, with increased pay packages.

Today, we are urbanizing on a rapid scale; the global urban population in 2014 was almost 3.9 billion. By 2050, it is expected to reach 6.3 billion. In India, the population will be making the move to urban centers in search of jobs and better lives. The migrated population, in search of better lives, end up living in slums. The conditions of urban poor have been going from bad to worse. Nowadays in India, one in six urban citizens live Below Poverty Line (BPL).

As Rural-Urban migration continues, populations face multi-faceted nature of poverty as they live in informal settlements. New migrants or poor develop diverse and changing livelihood portfolios within the context of pervasive vulnerability. Populations vulnerability begins from little or no access to basic services; water, sanitation, power, lack of houses and waste management.

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The sector activities provide poor men and women with low cash incomes and they continue their livelihoods in insecure conditions.

The nature of work of every occupation has its own entity. Livelihoods carried out during night hours are largely a result from policies of liberalization and structural adjustments that



have affected employment in a few areas and losses of formal manufacturing jobs in a few sectors and down-sizing in the public sector, which resulted in a large number of men and women looking for jobs in other areas, such as employment in part-time services sector or the informal sector.

As a result, it has increased vulnerability of many poor men and women, who through loss of secure employment and its replacement with irregular or informal sources of income carry out livelihoods during night hours; they are working as watchmen, bus conductors, bus drivers, construction equipment operators, mining machine operators, crane operators, tower operators, cab drivers, tea sellers/ hotel workers at Bus & Railway junctions, medical shop workers, self-employed businessmen, factory workers, workers in organized sector, cinema mall ticket collectors, bartenders, lift operators, doctors, nurses, waiters, waitresses, dancers, choreographers, mid-wives.

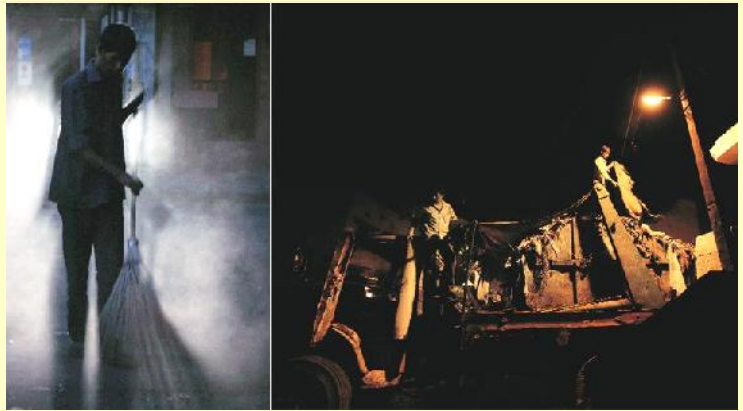
To work in “graveyard shift” is not a pleasure, but due to vulnerable conditions that they live in they continue to do it. In order to improve their lives, many of these poor populations are left with no choice but to take to livelihoods that are carried out during night hours with day to day challenges that they encounter. Different types of livelihoods that are carried out during graveyard shift timings have their own unique challenges and issues.

Today, an increasing number of workers do shift and night work as part of their work contract, which include economies of continuous production, business needs, provision of 24 hours commercial or emergency services. There are many different types of works at night, with variation in shift duration depending on many factors which include business needs and type of works being undertaken.

Let’s begin with the case of factory workers who are poor and vulnerable as they are not formally employed. Thus, they fall in the category of unorganized sector. Factory workers, as and when their employer wants them, have to work hard but earn

very small income for their work. For instance, sewers in garment factories and labourers are used to lift heavy packages. These people are hired and paid on an hourly basis and which is not enough for them to subsist.

In production sector, we have a large number of workers working in night shifts in chemical, manufacturing and pharmaceuticals sector. The workers in graveyard shift are at high risk of being victims of work-related accidents and illnesses. The workers need constant vigilance in this sector as they deal with highly complex chemicals to be safe from occupational health hazards.



The workers working in this sector, especially in the night, are constantly exposed to several concomitant exposures, such as chemicals, noise and vibrations. Adding to the above, the workers in the night, who are to be awake, might be under the influence of alcohol ingestion, cigarette smoking and coexistent diseases that might influence the workers susceptibility to occupational exposures.

Globalization has led to a rapid pace of urbanization, leading to increase in leisure and entertainment activities, which include bars, restaurants, concerts and discos. It is when almost closing time at night that the entire town comes to the bars, discos, concerts and restaurants. Populations working in leisure and entertainment sectors are challenged in dealing with customers who frequent these places.

Many a times, customers do not understand as to what closing time means, and the workers work throughout the graveyard shift and end up facing with annoying few customers. The workers in the entertainment industry who are at the mercy of owners are vulnerable to abuses, both verbally and physically. This industry has its own issues involving law and enforcement issues, and workers are constantly under the vigil of law makers.

Artistes working in entertainment industry! The industry employs a large number of daily wage workers who work as spot boys, light boys, make-up artistes and other works in the industry. The workers are at the mercy of their bosses and their work involves graveyard shift timings based on time of shooting, place of shooting, story scripts.

In product delivery sector, we have night workers who work to ensure early next day products delivery and they include bakery and newspaper segments. This sector too employs a large number of workers from poor and vulnerable families. In case of food industry, we have been witnessing rapid changes happening with choice of breads and use of baked food, with fast changing lifestyle of an average Indian. The growing demand for varieties of bakery products has revolutionized the baking industry.

In this sector, which falls under product delivery, we have workers working in this industry, who constantly have to meet the challenges with development of modern retailers and also follow the “Food Safety Regulations” to survive in the industry and also to satisfy the palate of every customer. Being on contract, the workers in the industry have to diversify and are constantly under pressure to up-grade the technology to survive and be able to remain competitive and relevant in the industry and also to assist the industry to deliver quality bakery foods.

Print media is another product delivery sector. The working time arrangement is a key issue as it is linked to human capacities with production means as the basic condition. The print, especially the newspaper segment, deals with publications with no error. The printing segment has production vis-à-vis reproduction of written material/images in multiple copies. The workers have to be on vigil with relief printing, lithography, screen process printing, intaglio and constantly printing using flexible rubber plates and rapid-drying inks. Workers in night shift have to be constantly on vigil and cannot take to chances of error in printing.

Utility services provider 24/7!! Utilities i.e., water, electricity, gas are essential services that play a vital role in social and economic development. The utilities and their quality are a pre-requisite for effective poverty eradication. We have a large number of workers who work in this sector and who need to be available round the clock. In recent years, there is increased competition in this sector, which has brought about changes in ownership structure of enterprises and also business diversification.

These changes have impacted the job security of workers and also the working conditions. The workers have to constantly undergo training in use of new technologies for ensuring efficiency and safety in the workplace. Majority of workers in this sector are on contract basis and graveyard shifts make them vulnerable to safety concerns.

Transportation sector involves bus drivers, bus conductors, cab

drivers, private drivers and all. The challenges faced by the workers who are either self-employed or on contract are unique. In case of bus conductors, their job requires more of physical and interactive skills. They also require being multi-lingual and to have tactical communication skills because they have to continuously interact with commuters of varied nature. In case of women conductors, they reach home during very late hours and this leads of physical, mental stress and family related problems.

Drivers in transportation sector have different challenges, as they have to concentrate on driving for safety of passengers to the destination, more so ever, when they have to drive in the night on long distance journeys. The drivers, either self-employed or on contract, have to deal with commuters of varied nature, and many a times are vulnerable/susceptible to verbal and physical abuses. The vigilance, tact, alertness are prerequisites for the drivers, especially while driving during graveyard shifts.

In medical field, doctors and nurses are highly stressed and they are “on call round the clock.” They don’t earn hourly wages unlike the laborers and enjoy several benefits, but put their health at stake. Nurses working in hospitals are constantly challenged as they need to be alert, constantly monitor patient’s health, need to be on vigil and attend to all emergencies. Many of the nurses working in private hospitals and in government hospitals are on contract rolls, thus making them highly susceptible to job loss, poor income and exploitation. The workers are at the mercy of hospital management authorities with minimal to no choice at all.

Emergency services and Helpline services require round-the-clock workers, the drivers and paramedics working also fall under unorganized sector, and they, at very short notices, reach out to save critical patients’ lives and mostly during “night” hours. These workers’ challenges include being available 24/7 and high presence of mind to deal with patients who are in critical conditions.

In rural areas, we have ANMs, popularly known as “multi-purpose workers”, who provide multi-faceted services i.e., family planning, immunization, sanitation, infectious disease prevention/care and ante-natal and post-natal care and they face different challenges. As we are aware, the rate of institutional delivery is low among rural and marginalized populations due to poor or no infrastructure; thus, it is not possible that all normal births are attended by doctors. Therefore, ANMs, on very short notices, conduct deliveries at



village level which are far and remotely inaccessible areas. These multi-purpose health workers are vulnerable and have to be available and provide services as and when required till wee hours to ensure safe deliveries.

We have night workers to ensure early next day service delivery and they are post, couriers and transport. This sector employs a good sizable number of workers on contract depending on speed of the delivery (courier service) and the type of consignments the workers have to deliver. The sector has different type of courier services; parcels to be delivered on same day, overnight services and so on. The workers in this sector have to follow the delivery times which are strictly defined, leaving no choice for the workers.

Night shifts are taxing, as logistics are clear, working on process of managing the flow of operations between the point of collection to point of delivery. So we have workers working in warehouses i.e., cargo and freight transport. By water, in dockyards a numbers of workers do contract work who handle processes i.e., inventory, shipping, packaging, warehousing and security functions for shipments. Deadlines being strict, and with the means of transportation being largely by road, the drivers in graveyard shift timing are hard pressed on deadlines to reach the destination to deliver the parcel or consignment.

Construction workers! Our country’s economy needs huge infrastructure development to sustain its growth and we have a huge chunk of labour employed in this industry i.e., Special Economic Zones (SEZ), power plants, airports, metro railways, highways and bridges. The industry is one of the India’s largest employers; they are migrants from the decimated agricultural sector, escaping from poverty and diseases at home.

With growing construction boom, the labour work 24/7 in

unsafe working environments and inhuman living conditions with little access to basic amenities and almost complete social exclusion, due to which they are at high risk. During graveyard shift timings, they handle construction equipments, work as operators and move from project to project, extremely vulnerable to occupational hazards.



We have scavengers and sweepers who are contract workers and carry out work during night hours. These workers are at very high risk due to lack of any safety measures put in place by the institutions which hire them. For instance, during night hours, sweepers sweep roads while vehicles are plying and pose threat to their lives due to accidents. Lack of safety equipments for scavengers makes them highly vulnerable to occupational hazards during graveyard shift timings.

With rapid urbanization happening and workers working 24/7, we also have poor families who are self-employed at these work sites and run small tea shops, snacks corner and other items during night hours to supplement their income as well as sell small items to night workers. Individuals involved in self-employment during night hours face many risks and challenges with the degrees of them varying on day to day basis.

Workers working across different international time zones! Call Centers!! Night shifts are crucial to work across different international time zones, but the workers doing these shifts face challenges with families, safety, and traditional values. Women in this sector are at high risk due to transport security and also conflict with patriarchal family values, increased family problems, gender discrimination at work (eve teasing, sexual harassment), unequal pay / wages and poor promoting practices.

Watchmen, night livelihoods! Almost every apartment and a few independent houses have watchmen. Their timings are “graveyard shift” timings. Many of the watchmen are migrants from Nepal who for generations have been working here. Due to lack of employment opportunities and indebtedness, they are forced to work here. These migrants are marginalized and work under vulnerable circumstances. They have no formal contract for their job and employee to employer relation. They only carry a whistle and bamboo stick in the name of security equipment. Migrants of Nepal working as watchmen face many problems which are unique to them, such as language; owning to nationality, health

hazards, difficulties regarding administrative rules and regulations, lack of help during the time of crisis etc. In general, watchmen are exploited as they are unregulated by laws and workers toil completely at the whims and fancies of their masters.

Poor families engaged in night livelihoods for seeking a better life are at the mercy of owners. One of the key issues is that of labour legislation for the workers in unorganized sector. In unorganized sector, labour is vulnerable to exploitation due to illiteracy and do not have effective bargaining power. For example, different wages are fixed for the same work in different sectors, a watchman in the shop or commercial establishment may get higher or lower wages than a watchman in the plastic industry, in construction, maintenance of roads, or building operations.

Night livelihoods have acquired growing importance in recent decades in relation to the development of new technologies and extension of basic services to general populations that require continuous human assistance and control over the work processes during the 24 hour day. The 24 hour society involves both consumers and producers and availability of goods and services, making consumption and production possible at any time of the day and night; this has increased intensively and resulted in extensive exploitation of productive systems.

Livelihoods in the night carried out by various sections of population increase the risk of development of many disorders.

Emergency Services	Ambulance, Fire, Hospital, Police, Prisons, Engineers.
Security Services	Watchmen
Utility Services	Electricity, Gas, Water
Production	Chemicals, Pharmaceuticals, Manufacturing
Leisure & Entertainment Activities	Bars, Hotels, Concerts, Discos
Next Day (early) Service Delivery	Post, Couriers, Transport
Product Delivery	Bakery, Newspaper
Work across different International Time Zones	Call Centres

They are as follows:

- Disruption of internal body clock (circadian rhythms).
- Sleeping difficulties
- Fatigue
- Health effects
- Social and family factors
- Errors and accidents.

Livelihoods carried out during graveyard timings give rise to various ailments in the long run i.e., sleep disorder; circadian rhythm sleep disorder, characterized by insomnia or excessive sleepiness or both. In men, risk of diabetes mellitus type 2 is increased, and women whose work involves night shifts have a 48% increased risk of developing breast cancer. Night livelihoods also increase the risk of other types of cancer. The other health problems increase the risk of developing cluster headaches, heart attacks, fatigues, stress, sexual dysfunction, depression, dementia, obesity, metabolic disorders, gastrointestinal disorders, musculoskeletal disorders and reproductive disorders.

The poor and vulnerable families, who continue to strive for a better living, work under harshest conditions and pressure by engaging in livelihoods even during night hours by putting their health at risk and stake. Chronic fatigue from night and shift work has its severe implications on gastrointestinal illnesses (abdominal pain, chronic gastritis, peptic ulcers and cardiovascular illnesses i.e., hypertension, coronary heart disease. For female workers who work in the night hours have implications on reproductive system. Graveyard shift timings are also known to exacerbate pre-existing illnesses for night and shift workers, which include asthma, diabetes, epilepsy and psychiatric illnesses.

The continuous struggle to come out of poverty also drives individuals who take to night livelihoods to adapt, cope and change their behaviors, and mostly they are impacted negatively (alcohol consumption, irregular diet and poor fitness levels). The social and family factors too have a big impact on their mental health, as they do not have sufficient time to interact with their families and friends, and many a times, they feel deprived and isolated, leading to negativity and moodiness, impacting their relationships both at work as well as at home.

Graveyard shift timings have high risk of errors and accidents due to rise in increase in shift length over an 8 hour threshold, increase over successive shifts (especially night shifts) and lack of sufficient breaks for workers. Due to the above factors, errors and accidents can result which can be a mixture of minor



© Chandradeep Kumar

and major incidents.

As the nature of employment is in contract, casual and bonded labour, these workers by and large face various types of problems in their regular life. Very low wages is the main problem for unorganized workers, with extended long hours of working, maximum workers do not have any perfect living areas near to their work place, poor or no knowledge about work hazardous and occupational safety, lack of quality employment due to fraudulent acting of contractors, workers are thrown out in most deplorable conditions, high level of job insecurity etc are common in unorganized sector. In case of women, it is more difficult, women are more vulnerable and draw very low wages, face harassment issues at work place and are also susceptible to diseases.

The continuous challenges and issues the urban poor face push them to look out for livelihoods irrespective of whether it is a day or night job. As these poor cannot afford decent living, they live in poor environments, insanitary conditions and in location lacking access to livelihood generating assets. The desperation for graveyard shift livelihoods is threatening poor men's and women's health and security. The poor urban environments directly affect their ability to undertake and continue with livelihoods activities. Reducing poverty in urban areas has become a growing task for key stakeholders!

Note: Fire, Police, prisons, engineers and other emergency services, railway employees (rail mail) who are government employees, have secured livelihood with all government benefits are not covered in this article. As we are focusing only on contract, poor, vulnerable individuals, who have no choice but to carry out night livelihoods!

Secondly, government passed the order to keep the stores open 24/7, but except for medical / pharmacy shops, none of the shops are kept open 24/7. ❖

Community Worker

Make Model ZBNF

Can you introduce yourself and your family?

My name is Shivanai, a native of Kottalacheruvu village, Atmakur mandal, Kurnool district, Andhra Pradesh. I am 30 years old and pursuing degree in Ambedkar Open University in Kurnool. My family consists of my wife, my two sons, my mother, my brother and his family.



What are you doing at present?

Presently, I am working as a Cluster Activist in Kovel Foundation. It has been implementing Zero Budget Natural Farming (ZBNF) in my village since July 2017. We have identified 100 farmers and formed Farmers Self Help Groups (FSHGs) in our village. Under this project, 82 families are practicing ZBNF in 85 acres with various crops like Paddy, Groundnut, Red gram, Maize and Vegetables. Our village is located on the foothills of Nallamala Forest and is a habitation of Chenchu tribe who depend mostly upon the forest resources such as NTFP collection for survival. Till now, Kovel Foundation has provided 70 buffaloes to our villagers for facilitating natural farming in the village. Right now, every household in the village has livestock. Our organization is promoting organic cultivation in the fields and kitchen gardens, and is in convergence with government schemes for the local people. By these activities, the tribe has improved their living standard and is also able to provide education to their children.

Where did you work before this project?

From 2009-12, I worked as a Village Activist in my village with Kovel Foundation. My role was to mobilize the tribes and form them into groups and help in collectivization of NTFP, marketing and in value addition.

From 2012-14, I worked as a Technical Assistant in Watershed Programme. My role was to facilitate in the increase of ground water level through building of Check dams, Farm ponds, NADEP compost, etc. From 2014-17, I worked as a Community Master Trainer at Kovel Foundation again.

Did you participate in any training programs?

Yes, my trainings include- 10 day training on Honey collection at Ooty in Tamil Nadu; one week training on Kovel Gumkariya at Vishakhapatnam; one week training on Watershed Management at Hyderabad; 10 days training on ZBNF with Subhash Palekar in Guntur.

Did you face any problems?

Yes, during ZBNF project, some of the farmers cultivated the SRI paddy type in ZBNF mode. At that time, the paddy yield was less. So they were against ZBNF project. After a lot of efforts, I managed to convince the farmers to convert to ZBNF mode.

Did you get any benefits from the government?

Yes, I availed aadhar card, election card, and white ration card.

What is your future goal?

I want to make my village a model ZBNF village in future. ❖

My Son Should Get Job

Vulnerable Person

Can you introduce yourself?

My name is Ankamma w/o. Bayyanna. I am 60 years old and an illiterate. I belong to the Chenchu ST community. My husband died 5 years back. So, I am living with my son and he is married. My native place is Kottalacheruvu village, Atmakur mandal, Kurnool district, Andhra Pradesh.



What are you doing?

I am doing daily wage labour work in my village such as sowing, weeding and harvesting works. I get Rs. 150 per day whenever work is available. In my village, as agriculture is rain-fed, daily wage work is irregular. Therefore, I go to forest and collect NTFPs like Nannari, Nelavemu, Vippapuvvu, Vippha kaya, Kunkudu kaya, etc. I sell the NTFP to the Girijan Cooperative Corporation (GCC) procurement center in the village and use that money for family needs. These days, I am unable to do heavy works due to old age. During offseason, I am doing Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) works such as digging trenches near the foothills of forest, building small ponds etc. This scheme is a boon for the local tribes in offseason. We get MGNREGS wages regularly through the Integrated Tribal Development Agency (ITDA). Earlier, I used to support my husband in agriculture & labour work. As we had 4 cattle and a pair of oxen, I maintained the cattle and took them to graze in the forest lands and brought them back in the evening. I have two and half acres of land where my son cultivates rice and rain-fed crops. We did not get sufficient rains this year, so we have less yield. I am unable to help him in the works due to health problems. My husband also worked as a forest guard of the forest department in my village and used to earn salary every month; after his sudden death a few years back, we are facing lots of problems. I have been the head of my family since then.

What are the problems you are facing?

I am facing age-related problems like arthritis.

Did you get any benefits from the Government?

Yes, I have been availing widow pension. I also have an aadhar and voter card.

What are your future plans?

I want to perform my son's marriage, and I want the forest department to provide my son with his late father's job of forest guard. ❖

Telangana Panchayat Raj Act - 2018

“My idea of village swaraj is that it is a complete republic, independent of its neighbours for its own vital wants and yet interdependent for many others in which dependence is necessity.” - Mahatma Gandhi

The Telangana Government has ushered in a new era in the State's grassroots level governance mechanisms, i.e., Panchayat Raj institutions and Municipalities, through the introduction of the new Telangana Panchayat Raj Act, 2018. It is being brought in place of the earlier Andhra Pradesh Panchayat Raj Act, 1994, which needed some major reforming to curb loopholes and provide clarity regarding rules and responsibilities.

How it came about: The Gram Panchayats, the most decentralised form of governance in India, which look after the backbones of India, our villages. After discussions with all stakeholders including villagers, Sarpanchs (President), officials from other states, present and former officials, and intellectuals for six months to come up with the Panchayat Raj Bill, 2018. Finally, the Telangana Panchayat Raj Act, 2018 was passed by the Telangana Assembly on March 29th, 2018.

Salient features: The government had thought of introducing many new rules such as indirect election of Sarpanchs, no confidence motion, minimum educational qualifications for Sarpanchs but didn't drastically change any rules; in fact, the Act shares quite a bit of similarities with its ancestor Act of 1994. However, there are quite a few major changes as well. The salient features of the Telangana Panchayat Raj Act, 2018 include-

- * *The setting aside of Rupees 1500 crores by the State Government for devolution among Gram Panchayats; the amount to be based on the population of the village, with even the smallest village getting direct funds of Rs. 300,000 per year from State government; which will be in addition to the allocations from centre, funds for schemes, taxes, etc..*
- * *Setting up of Gram Panchayat in the smallest hamlets and habitations through removing the minimum population limit clause in the Act. Through this move, the hamlets on outskirts of villages and tribal hamlets of Lambadis, Gonds, get Gram Panchayat status. Around 4380 new Gram Panchayats have been formed out of which close to 1300 Lambadi 'Thandas' get Gram Panchayat status. Bringing the total of Gram Panchayats from 8684 to 12,741.*
- * *Increase in municipalities, removal of Nagara Panchayats.*
- * *Gram Sabhas to be mandatorily conducted every two months instead of the earlier two Sabhas per year. At least two with a focus on women, senior citizens and disadvantaged sections.*
- * *Gram Panchayat meetings every month. Absence of Sarpanch continuously from meetings will result in his suspension.*
- * *3 Co-opted members in Gram Panchayats, one of whom must be the president of village organization, one senior citizen with interest in village development and one donor to the Panchayat. They can participate in the meeting but cannot vote.*
- * *Joint cheque power to Sarpanch and Upa-Sarpanch (Vice President), instead of Sarpanch and Panchayat Secretary as in the earlier Act.*
- * *Sarpanch can be ousted by District Collector in case of non-performance of duties and a tribunal to be set up for appeal.*
- * *The duties of Gram Panchayats chalked out, proper running of schemes, sanitation, street lights, maintaining roads, clearing of garbage, failing to do which will result in action against Gram Panchayats.*

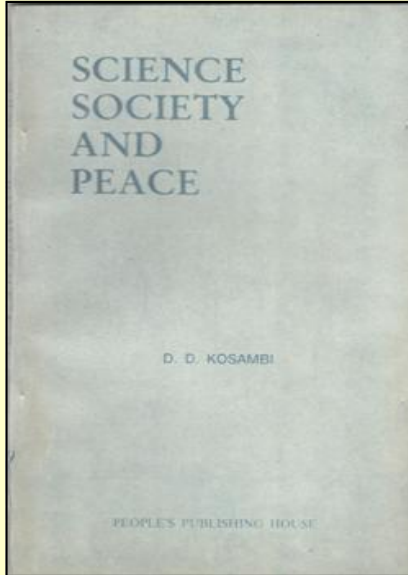
- * *Every Gram Panchayat must maintain nursery, failing which Sarpanch to be ousted.*
- * *Panchayat secretaries will be responsible for audit and for maintenance of village, collection of taxes, sanitation, nursery. In case of not having 85% survival rate of plants in nursery, secretary will be ousted.*
- * *Rotation period for reservation increased to 10 years instead of present 5 years. No rotation in 100% ST villages.*
- * *No NOC required from Gram Panchayats or Gram Sabhas for setting factories in villages.*
- * *Fines on a number of offences including littering, parking on roads, cutting of trees, etc..*

The main positive of the Panchayat Raj Act has been in setting up of Gram Panchayats in the smallest and remotest of villages, with even less than 300 people, including ST hamlets of many communities. This will help in establishing basic facilities for the poorest of poor and will let them administer their own villages. The setting aside of Rs. 1500 crores by state government for the first time for devolution among Gram Panchayats is a positive move as in some places Gram Panchayats are unable to carry out basic work due to lack of funds. Along with the Sarpanch the cheque signing power given to Upa-Sarpanch instead of Panchayat Secretary has opened a can of worms, as some observers feel this may lead to increase in misappropriation of funds as no government appointed person will be there to check it. Moreover, the auditing responsibility has been given to Panchayat Secretary, but many Secretaries across the state are a worried lot, as even though the cheque drawing powers are with elected representatives, the axe will fall on them for wrong figures. Coming to maintaining greenery, both Sarpanch and Panchayat Secretary will be responsible for maintaining nursery and the Act is rather strict about its proper implementation with suspension and sacking as punishment. The idea of Co-opted members, if implemented with good spirit, will definitely help Panchayats, as a women Village Organization president will be part of the Gram Panchayat and will be able to express her views in Panchayat discussions. But the removal of requirement for NOC from the villages for setting up factories in the villages is a move which will likely lead to gross injustice to villagers and is a major cause for concern. Mandatory conducting of six Gram Sabhas per year will boost the proper implementation of schemes and correct identification of beneficiaries. The success of the move to increase reservation rotation period from 5 to 10 years is something which only time will tell.

On the whole, the Telangana Panchayat Raj Act, 2018 is a mixed bag with quite a few hits and misses. It is a necessary Act to infuse new strength into the struggling Panchayat system, no doubt, but at the same time it cannot be called revolutionary by far! Many of its clauses were already present in the earlier Act, and it has not fiddled with most of it, but what it has done though is give some teeth to it through scope for punishment for not following these rules. ❖

Classic

Science, Society and Peace



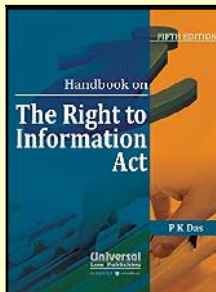
Science, Society & Peace is a collection 15 of essays by Professor D.D Kosambi, one of the best best-known Scientists of this land. His contributions to the field of Mathematics, Statics, Numismatics, Indology, History, inclusive of contemporary social issues, is worth noting. His tireless efforts towards the Peace movement & campaigns against nuclear weapons are impressive.

The Professor owns the book in every sense, setting themes which are relevant to current day issues. Of the wide range of prospects, the author mooted the fundamental concept of

science and its relation with progress, the direction of development & relevance with respect to under-developed countries, the importance of focusing on solar energy rather than atomic energy in Indian context. He throws a special emphasis on the dangers of nuclear energy & means to justify the greatness of scientists from the perspective of mankind's future, with historical citing as the base.

The correlations between science & social process taking into account the possibilities & certainties keeps one gripped to this "classic". The forecast between past, present & future makes it a convincing read. ❖

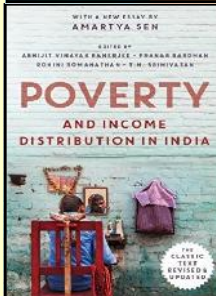
Latest



Book Name: The Right to Information Act

Author: P K Das

Publisher: Universal Law Publishing



Book Name: Poverty and Income Distribution in India

Author: Abhijit Vinayak Banerjee, Pranab Bardhan, Rohini Somanathan, T.N. Srinivasan

Publisher: Juggernaut

Story

Wealth Without A Value

A Miser had buried his gold in a secret place in his garden. Every day he went to the spot, dug up the treasure and counted it piece by piece to make sure it was all there. He made so many trips that a Thief, who had been observing him, guessed what it was the Miser had hidden, and one night quietly dug up the treasure and made off with it.

When the Miser discovered his loss, he was overcome with grief and despair. He groaned and cried and tore his hair. A passerby heard his cries and asked what had happened.

"My gold! O my gold!" cried the Miser, wildly, "someone has robbed me!"

"Your gold! There in that hole? Why did you put it there? Why did you not keep it in the house where you could easily get it when you had to buy things?"

"Buy!" screamed the Miser angrily. "Why, I never touched the gold. I couldn't think of spending any of it."

The stranger picked up a large stone and threw it into the hole. "If that is the case," he said, "cover up that stone. It is worth just as much to you as the treasure you lost!"

Moral: Saving, Spending wisely and appropriately is a good sign if you do it for a good purpose. Otherwise, a possession is worth no more than the use we make of it. ❖

[Source: <https://www.moralstories.org/wealth-without-value/>]



'Yoga'kshemam

*Buddha Purnima! May Day! Happy Workers! Happy Press!
Midwives! Red Cross! Peacekeepers! Nurses! Families! Mothers!*

*Press Freedom! Telecommunication and Information Society!
Development Dialogue! Cultural Diversity! Biological Diversity!
Migratory Birds!*

Hope Metrology helps!

Happy No Tobacco! No Asthma!

Happy Fair Trade!

Keep Laughing!

Parents! Fathers! Children! No Child Labour!

*No Elder Abuse! Autism is not bad! Sickle Cells! Blood Donors!
Refugees are part of us!*

*Milk! Bicycle! Environment! No Pests! Oceans! Wind! Stop
Desertification and Drought!*

New Art! Music! Yoga! Whistle Blowers! Cooperatives!

*Ravindra Kumara Sharma, 65, Guruji and Kalaashramavaasi:
soul became one with ashram now.*

*April has seen us listening and talking to more than 400 state
level trainers of community resource persons and internal
community resource persons, on Leadership and
Communication. The gist includes -*

*Leader has followers who are people and
born leaders themselves. As the born leader
grows up, her/his potential reduces with
time, as s/he is tempered by family, school(s), friends, society
and various other elements of the socio-ecosystem in which s/
he lives. While leadership is innate, it remains dormant and at
times remains invisible and never comes out clearly. NASA
longitudinal experiment articulates that creativity index of an
individual falls to an abysmal 5% as one reaches adulthood.
Therefore it becomes important to catch people young and
nurture and polish the leadership potential of the people.*

*Leader's essential agenda, therefore, is to nurture leaders and
the great leaders do this with gusto and single-mindedly. Great
leaders cannot do anything else but nurturing leaders, leaders
greater than the self. Interestingly, all of us are capable of being
or becoming great leaders. We have the potential and it is up to
us to unlock this potential. Great leaders do have three
necessary traits – they are adaptive: they change the leadership
styles as required from time-to-time, as per the situation and
circumstances; they are transformation-focussed: they show the
inner courage to resist the status-quo and the vested interests
that benefit from the status-quo and they marshal change from
within to without; and they are servant leaders and lead
irrespective of whether they have been labelled as leaders are
not. They do not know anything else but leading wherever they
are.*

*Great leaders lead leaders, not followers; they lead to last, for
legacy, with an echoing concern of what after us; they lead
change with open arms, for the larger good of the poor and
vulnerable; they lead teams and teams, not just a few*

*individuals; they lead partners, by creating forums for
partnerships; and they lead themselves. Flowing in the
leadership, with leading self is their hall mark. The evidence of
their great leadership is in their effective communication, deep
accountability and raining love on the leaders around. Like the
mother to the child; and like the guru to the student. They give
what is needed without being asked. They give after earning, if
they do not have. This is not easy. This art is to be learnt. With
discipline, concentration and patience. For at least 10,000
hours. The way we learn music. Dance. Art. We can do it if we
want. Practice, Practice and Practice. Plan, Practice, Reflect,
Plan, Practice and so on.*

*If we do not do this, when opportunity knocks, which is quite
often, we will be inadequate. We live in Leadership-
Management-Action Continuum. We catapult ourselves into
leadership. Integrating. Being a role model. Being a boundary
manager. We need to respond. To respond, we need to have the
ability and we need to develop the ability. Let us plan and be
ready, every time.*

*Effective Communication meets the needs of the other party. It
communicates Hope (of better life), Faith (in the capacity or
potential), and Promise (of being with you till you become
better-off). It is communication between the equals (peers) in
multiple forms, through multiple media using multiple
technologies. The content is always friendly
without hurting the sentiments. Multiple
messages and multiple times with variations
in messages are required. Communication*

*should be short. Simple (in the local language and in the cultural
context). Coherent. With all five sense organs of the Body. With
the gut. With the Hands. With the entire Body. With Heart. With
Mind. With Soul. With all Indriyas. With Sarvendriyas. With
others around. Communication should be upwards, downwards,
sideways and inwards. With the self. It should be authentic. Do
what we say and say what we do. Walk the talk and talk the
walk.*

***We are leaders. We communicate. We are accountable. We
love. We give. We walk. We talk. We have within us to be
Useful Adaptive Servant Leaders for Transformation. Let us
plan and get going there.***

*The future of this universe is in we leading ourselves and leaders
around us with sarvendriyas towards simple meaningful
fulfilling life for all of us and the universe.*

*This is Sangrahayoga. This is leading leaders. This is flowing
together in ever expanding whole.*

This is sarvendriayyogam.

*Can we be there? **Yes, if we pursue Atma Yoga.** If we lead
ourselves into the flow! If we lead usefulness! If we flow
leading! If we nudge one another along in the flow! If we plan
and practice flowing and leading! If we love, learn, give and
flow! Krsna confirms that Krsna takes the flow to Krsna as long
as we flow.*

*Join us in the world of yoga – for life – towards
lokasangrahayogasiddhi. You will not regret it. ❖*

G Muralidhar

