

# Understanding Livelihoods on Ground



Volume II

Livelihoods Team

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[alpl.hr07@gmail.com](mailto:alpl.hr07@gmail.com)  
[www.aksharakriti.org](http://www.aksharakriti.org)  
[www.livelihoods.net.in](http://www.livelihoods.net.in)  
[www.7lcx.com](http://www.7lcx.com)

*Dedicated to coexisting  
ourselves, all the beings  
flowing together*

-Akshara & Team

## Walked / Walking

1. G Muralidhar
2. T. Venkateshwarlu
3. V. Aravind Kumar
4. M Bhavya
5. K. Chayadevi
6. S. Laxman
7. S. Mahidhar Reddy
8. K. Ramesh
9. G. Swathi
10. T. Vina
11. V. Ankith
12. T Aparna Gayathri
13. K. Bharathi
14. G. Bhargava
15. Bhima Shankar
16. Chandranshu Gupta
17. Dharmendhar
18. Glen Shewcheck
19. S. Himabindu
20. S. Janaki
21. K. Krishna Chaithanya
22. P. Kishore
23. A. Uma
24. Krishnamurari
25. M. Lavanya
26. B. Madhusudhan
27. P. Madhusudhan
28. G Madhu Vamsi
29. Mansi Koushik
30. P Mahesh
31. D Narasimha Reddy
32. Naval Shaini
33. G. Pulakeshi
34. T Nirmala
35. LB Prakash
36. M. Raja Srinivas
37. S. Rekha
38. B. Ramya
39. B. Sai Srinivas
40. M. Siddhardha
41. K. Sridevi
42. Soumya
43. R. Swati
44. M. Vijaybhaskar
45. K. Visweswara rao
46. Gaargi Pachal
47. Mahesh Patil
48. N. Sruthi
49. R. Anvitha
50. K. Pravallika
51. N. Vijaya

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The three volumes of “Understanding Livelihoods on Ground” contain articles, participatory tools, supplements and special supplements. We are grateful to all the grassroots people for providing their valuable time and energy for the articles. We thank all the anonymous contributors. We express our deepest gratitude to the readers who have been motivating us by sharing their valuable feedback.

Finally, we are grateful to the universe for letting us be useful in our humble way.

**G Muralidhar  
Chief Mentor  
Akshara Livelihoods**

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# Preface

Livelihoods Team has been involved in knowledge dissemination in and around livelihoods. The 'Livelihoods' Magazine has been a major part of this effort with space for various articles, participatory tools' introduction, supplements and special supplements that are thought provoking. The following compilation of our best content over the years named "Understanding Livelihoods on Ground" is a way for us to present our meaningful work to a wider audience. It is in three volumes due to the sheer number of articles we thought would be cherished by our brethren.

The volumes are classified based on content categorization. The volumes classifications are:

Volume I: Legends & Life workers, Organizations & Interventions and Context / Policies / Acts

Volume II: Sukshetra, Legendary & Other Efforts, 7L & How to do Supplements.

Volume III: Livelihoods Enhancement Action Plans (LEAPs), Sub-sectors, Value Chain Analysis (VCAs)

We hope you would find this book as useful and enjoyable as we found it.



# **I. Sukshetra, Legendary and Other Efforts**



## **1. SDG India Index Baseline Report'18**

Sustainable Development Goals is the resolution of the world leaders to attain universal well-being of the societies across social, economic & environmental spheres - leaving none behind. With the perspective of development agenda significantly being re-oriented, the nations across the world are working even harder to define & measure the success against the 17 SDGs, 169 targets & 306 National indicators.

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India, home to a humungous 1.3 billion aspiring people & 8% of world's biodiversity, is one of the fastest growing economies in the world. In this prospect, the progress of India holds a great significance for not only its role in formulation of SDGs, but also for the advancement of the world towards the global development aspirations. Realizing the immense potential & need for transfer of best practices & success stories to achieve the non-negotiable SDG-Vision 2030 besides the mission to localizing SDGs through participatory approach, more than 20 National & Regional Consultations on SDGs have been spearheaded by National Institute for Transforming India (NITI Aayog). Constant review & monitoring of the progress in respect to 62 National Indicators across all States & Union Territories to set a benchmark & track the improvement against the targets is endorsed the reason behind the making of "The SDG India Index: Baseline Report'18"; whereas the core ideal lies in promotion of the spirit of cooperative & competitive Federalism at sub national levels. The collaborative efforts of Central Ministries, State & Local Governments, Civil Society Organizations, Think Tanks, Academia, United Nations India is the output of this report published by NITI Aayog in December'18. The report supplements the information on how the SDGs will be measured in India while the indicators are still viable for exploration & refinement.

### **Perspective on SDGs**

The Sustainable Development Goals, which aimed to transform the development orientation of societies, came into effect on 1st January 2016 and was adopted by 193 Nation states at the historic United Nations General Assembly Summit, September 2015. Across 17 verticals, the targets range from poverty eradication, human health, sanitation to urban settlements, safe guarding global eco-systems, governance, urbanization & partnerships.

SDGs are an outcome of a number of global conferences which emphasized the necessity to act & propagate environmental sustainability as an invariable in development. The agendas of Rio Declaration on Environment & Development, United Nations Conference on Sustainable Development, Paris Declaration on Climate Change and Sendai Declaration for Disaster Risk reduction 2015-2030 went into the designing of this more detailed Universal Framework. It succeeds the Millennium Development Goals set by Millennium Summit of the United Nations in 2000 and which ended in 2015 and outlined 8 International Development Goals & 18 quantifiable Targets. Evaluation & Accountability through establishment of High Level Political Forum to follow up & review progress at the global level is the cornerstone in SDG unlike the MDG.

## Insights on INDIA & the SDGs

The commitment of the nation towards SDG Agenda 2030 was reiterated by the Government of India (GOI) in the Sustainable Development Summit in New York & later, the G-20 summit. Owing to the fact that India is the 2nd populous country in the world, the success or failure of SDGs in the country carries greater weightage in the global attainment of the Agenda, making the nation draw due criticality. As part of the strategy, briefing sessions on SDGs were presided by the speaker of the Lok Sabha for the Members of Parliament. NITI Aayog, mandated with the task for coordination work on SDGs, has facilitated 22 National & Regional consultations. Ministry of Statistics & Programme Implementation (MoSPI) has drafted the National Indicator Framework (NIF) in consultation with Ministries & States/UTs also leading discussions at the global levels on the indicators. A number of states & UTs have oriented the state & centrally sponsored schemes in line with the SDGs; underlying visioning, strategy development & action plan exercises.

### SDG India Index'18

To gather a holistic view on the Social, Economic & Environmental Status of the country, States/UTs are the main intent behind the SDG India Index. In this regard, 62 Priority Indicators are tracked inclusive of 13 SDGs leaving Goals 12, 13, 14 & 17 by measuring the outcomes of the schemes & interventions led by the GOI. Overall, it is a Performance measure to captivate the progress of the country, States/UTs towards Agenda 2030. The Priority indicators are drafted on consultation with 38 Ministries/Departments & States/UTs and are designed based on non-negotiable criterion mentioned below:

States/UT	SD G 1	SD G 2	SD G 3	SD G 4	SD G 5	SD G 6	SD G 7	SD G 8	SD G 9	SD G 10	SD G 11	SD G 15	SD G 16	Composite SDG
Andhra Pradesh	67	50	68	77	44	59	76	81	31	75	26	87	90	64
Arunachal Pradesh	52	56	36	44	32	64	44	72	16	47	44	73	77	51
Assam	53	53	30	54	36	42	18	61	35	75	32	100	53	49
Bihar	45	39	40	38	24	31	67	58	38	82	43	60	60	48
Chhattisgarh	50	46	42	53	49	98	36	56	30	73	54	100	65	58
Goa	62	80	65	71	35	65	81	90	0	50	71	100	65	64
Gujarat	48	49	52	67	31	100	67	80	65	79	52	71	73	64
Haryana	60	63	67	65	31	80	60	72	50	55	30	43	78	58
Himachal Pradesh	60	58	62	82	42	95	62	71	43	98	41	93	91	69
Jammu & Kashmir	61	60	53	51	39	52	58	43	35	71	23	74	69	53
Jharkhand	37	35	40	58	32	51	20	52	47	72	52	90	64	50
Karnataka	52	54	69	78	43	62	77	72	57	68	38	88	74	64

Kerala	68	72	92	87	50	62	60	61	68	72	46	75	82	69
Madhya Pradesh	44	41	38	49	33	63	58	57	27	75	39	91	59	52
Maharashtra	47	47	60	74	43	81	69	74	53	76	34	86	82	64
Manipur	44	74	67	65	25	44	39	33	72	98	31	100	70	59
Meghalaya	68	43	52	38	36	40	11	62	42	100	39	94	53	52
Mizoram	71	69	53	54	43	67	78	65	0	100	32	69	71	59
Nagaland	59	69	34	45	42	58	45	40	0	80	32	75	87	51
Odisha	59	46	54	48	43	46	23	53	32	78	34	100	53	51
Punjab	58	71	71	63	43	60	61	57	48	62	38	67	84	60
Rajasthan	59	45	49	73	37	43	63	57	62	79	45	68	81	59
Sikkim	64	67	62	47	50	78	47	57	1	67	56	98	60	58
Tamil Nadu	76	61	77	75	38	68	89	71	46	85	33	74	61	66
Telangana	52	53	73	68	43	55	63	75	16	100	44	83	66	61
Tripura	71	58	53	58	38	38	32	52	38	89	38	86	71	56
Uttar Pradesh	48	43	25	53	27	55	23	55	29	38	37	53	61	42
Uttarakhand	65	53	38	68	41	78	55	67	33	62	41	100	80	60
West Bengal	57	50	68	51	40	54	40	63	45	78	25	88	72	56
A & Islands	57	38	60	69	58	71	56	60	0	69	64	84	72	58
Chandigarh	39	70	23	65	61	100	98	82	76	52	40	83	90	68
D&N Haveli	21	40	32	77	41	100	73	84	0	100	6	100	63	57
Daman & Diu	58	42	47	48	38	99	84	91	0	100	49	84	79	63
Delhi	30	72	47	58	37	62	51	86	100	80	39	77	68	62
Lakshwadeep	43	47	64	62	35	100	60	60	0	100	Null	100	74	62
Puducherry	61	71	66	69	27	45	61	85	100	94	27	50	92	65
India	54.0	48	52	58	38	63	51	65	44	71	39	90	71	57
Target	100	100	100	100	100	100	100	100	100	100	100	100	100	100

#### Relevance to SDG Targets

- Guided by National Indicator Framework (NIF)
- Availability of data at national levels for States/UTs from official statistical systems
- Consent from respective Ministries/Departments
- Ownership of data by the Data Sources Ministries
- Sufficient data coverage, such that data for at least 50% of the states/UTs is available

### **Methodology**

SDG India Index Compilation can be identified by the three stages:

The stage 1 comprised of mapping 17 SDGs & 169 targets which laid the foundation to the India Index. Identifying the national level Priority Indicators, namely 69 & mapping them to 169 Targets comprised the stage 2 wherein, the draft list was circulated to Ministries, States/UTs for approval. Computing the Index was stage 3, wherein further steps involved were Raw Data being compiled based on 69 Priority Indicators for the country, states/UTs, Marking the missing data as null, Obtaining a Quantifiable National Target Value for 2030 earmarked for each target, Normalizing the score from the values ranging from 0-100 indicative of 0 being the lowest performer & 100 meaning the target is achieved, SDG Index Score calculation and classification as per score as the -

- Achievers (SDG Index Score=100)
- Front Runner (65<=SDG Index Score<100)
- Performer (50<=SDG Index Score<65)
- Aspirant (SDG Index Score<50)
- And Preparation of Composite SDG India Index Score to quantify the overall score of the country.

### **Advantages of SGD India Index**

- Realizing the limitation & gaps in the report, The SDG India Index report besides enabling a medium to measure the progress of the country, States/UTs with respect to the Global targets, facilitates by:
- Supporting the States/UTs in benchmarking the progress
- Supporting the States/UTs in identifying the priority areas
- Highlighting the Data Gaps related across SDGs

### **Composite SDG India Index'18**

The scores range from 0 to 100 based on the best & least performance as an aggregate. The SDG Index Score for Sustainable Development Goals 2030 for the states ranged between 42 & 69 and 57 & 68 for the UTs. Among the states, Kerala & Himachal Pradesh stand as the Front Runners with an SDG Index Score of 69. Among UTs, Chandigarh stands a Front Runner with a score of 68. The Composite SDG India Index of the country scores 57.

**The SDG Indices' score of each States/UTs is quoted below:**

	Goal 1	Goal 2	Goal 3	Goal 4	Goal 5	Goal 6	Goal 7	Goal 8	Goal 9	Goal 10	Goal 11	Goal 15	Goal 16
<b>SDG Goals</b>	<i>No Poverty</i>	<i>Zero Hunger</i>	<i>Good Health &amp; Well being</i>	<i>Quality Education</i>	<i>Gender Equality</i>	<i>Clean water &amp; Sanitation</i>	<i>Affordable &amp; Clean Energy</i>	<i>Decent Work &amp; Economic Growth</i>	<i>Industry, Innovation &amp; Infrastructure</i>	<i>Reduced Inequality</i>	<i>Sustainable Cities &amp; Communities</i>	<i>Life On Land</i>	<i>Peace, Justice &amp; Strong Institutions</i>
<b>Leading States/UTs</b>	Tamil Nadu	Goa	Kerala	Kerala	Kerala	Gujarat	Tamil Nadu	Goa	Manipur	Meghalaya	Goa	Assam	Himachal Pradesh
	Puducherry	Delhi	Puducherry	Chandigarh	Sikkim	Chandigarh	Chandigarh	Daman & Diu	Delhi	Mizoram	A&N Islands	Chattisgarh	Puducherry
					A&N Islands	D&N Haveli			Puducherry	Telangana		Goa	
						Lakshwadeep				D&N Haveli		Manipur	
										Daman & Diu		Odisha	
										Lakshwadeep		Uttarakand	
												D&N Haveli	

**The leading States/UTs of India as per each of the 13 SDGs are mapped below:**

**Summarizing the SDG India Index Report**

The report also provides an in-depth analysis of the states' performance against each SDG Global Targets. Further, substantiated with information on- Centrally Sponsored & State Sponsored Schemes and their performance, Ministries' responsible and other SDG goals linked in order to achieve the concerned Goal is collated. Highlights on facts and facet of the nation are also quoted. Limitations & Gaps being a matter of fact, the SDG India Index'18 helps in drawing a fairer idea on where we stand & where we need to reach, substituting a fair idea on the gaps also suggesting a series of opportunities around for progress, to achieve Agenda 2030.

\*7L - II Supplement - February 2019

# 1. Strategy for New India @ 75 - NITI Aayog

The NITI Aayog the policy think tank of Government of India has very recently launched the “Strategy for New India @ 75” document. As India is marching ahead to celebrate its 75th Independence Day on 15 August 2022, the strategy document will act as a light house This strategy document has been prepared keeping in view the 75th Independence Day. This month’s livelihood magazine tries to understand the Strategy Document, various components of the documents and key policy strategies and approaches designed for the states and the country as a whole.

The NITI Aayog the policy think tank of Government of India has very recently launched the “Strategy for New India @ 75” document. As India is marching ahead to celebrate its 75<sup>th</sup> Independence Day on 15 August 2022, the strategy document will act as a light house This strategy document has been prepared keeping in view the 75<sup>th</sup> Independence Day. This month’s livelihood magazine tries to understand the Strategy Document, various components of the documents and key policy strategies and approaches designed for the states and the country as a whole.

On 19 December 2018, the NITI Aayog think tank of the Government of India has launched the “**Strategy for New India @75**”. The document has been prepared on the belief that economic transformation cannot happen without people’s participation. The Prime Minister has pitched in for three key things; 1. Development must become a **Jan Andolan** 2. Economic growth should ensure balanced development across all regions and states and across sectors. 3. The development strategy when implemented shall pave to bridge the gap between public and private sector.

The strategy document has defined clear objectives to be achieved by the financial year 2022-23. The document encompasses four sections; Drivers, Infrastructure, Inclusion and Governance. The four sections are further segregated in 41 areas. The document tried to recognise the progress that has been made in each area, the challenges that continue to prevail, identifying the binding constraints in each

Drivers	Infrastrucutre	Inclusion	Governance
<ul style="list-style-type: none"> <li>•Growth</li> <li>•Employment and Labour Reforms</li> <li>•Technology and Innovation</li> <li>•Industry</li> <li>•Doubling Farmer's Income (I): Moderinizing Agriculture</li> <li>•Doubling Farmer's Income (II): Policy and Governance</li> <li>•Doubling Farmer's Income (III): Value Chain &amp; Rural Infrastructure.</li> <li>•Financial Inclusion</li> <li>•Housing for All</li> <li>•Travel, Tourism and Hospitality</li> <li>•Minerals</li> </ul>	<ul style="list-style-type: none"> <li>•Energy</li> <li>•Surface Transport</li> <li>•Railways</li> <li>•Civil aviation</li> <li>•Ports, Shipping and Inland Waterways</li> <li>•Logistics</li> <li>•Digital Connectivity</li> <li>•Smart Cities for Urban Transformation</li> <li>•Swachh Bharat Mission</li> <li>•Water Resources</li> <li>•Sustainable Environment</li> </ul>	<ul style="list-style-type: none"> <li>•School Education</li> <li>•Higher Education</li> <li>•Teacher Education and Training</li> <li>•Skill Development</li> <li>•Public Health Management and Action</li> <li>•Comphrehensive Primary Health Care</li> <li>•Human Resources for Health</li> <li>•Universal Health Coverage</li> <li>•Nutrition</li> <li>•Gender</li> <li>•Senior Citizens, Persons with Disability and Transgender Persons</li> <li>•Scheduled Castes (SCs), Scheduled Tribes (STs), Other Backward Classes (OBCs), Other Tribal Groups and Minorities</li> </ul>	<ul style="list-style-type: none"> <li>•Balanced Regional Development: Transforming Aspirational Districts</li> <li>•The North-East Region</li> <li>•Legal, Judicail and Police Reforms</li> <li>•Civil Services Reforms</li> <li>•Modernizing City Governance for Urban Transformation</li> <li>•Optimizing the Use of Land Resources</li> <li>•Data Led Governance and Policy Making</li> </ul>



sector and suggested way forward for achieving the state objectives. The detailed list of four sections and 41 areas are mentioned in the table below:

One of the key goals of the government is India should be \$4 trillion economy by the year 2022-23. All the four categories in detail mentioned various ways of economic transformation, how do we use the benefits of this transformation for the benefit of all communities across the geography of the country and in depth and also various mechanisms to monitor and ensure that this strategy works. The category wise key recommendations are enlisted below:

**Drivers:** This category focuses on growth and employment. The document pitches for an annual growth rate of 9% by 2022-23 for generating sufficient jobs and achieving prosperity for all. Key steps to assure this are:

- Increasing the investments i.e. Gross fixed capital formation to 36 percent of Gross Domestic Product (GDP) by 2022 from the current 29 percent. It is also important that more than half of this investment should come from public investment. It also focuses on increasing the exports of goods and services.
- Agriculture, the focus should move to converting farmers as “agripreneurs” by expanding the e-National Agriculture Markets (e-NAMs) and replacing the current Agricultural Produce Marketing Committee (APMC) Act with the Agriculture Produce and Livestock Marketing (APLC) act. The document also pushes for creation of a unified national market and abolition of essential commodities act.
- Thrust to implementation of Zero Budget Natural Farming (ZBNF) practices that reduce costs, improve the quality of land, enhance resilience to climate change, and improve the incomes of farmers. These practices shall also help in putting back carbon in to the land and strengthen the efforts in reduction of carbon foot print.
- Codification of labour laws must be completed and mammoth efforts should be made to scale up apprenticeships. Increasing female labour force participation.
- Moving up the ladder on Global Innovation Index, spending at least 2 percent of GDP on Research & Development (R&D) with equal contributions from both the public and private sector.
- Focus on strengthening of financial inclusion by banking the unbanked, securing the unsecured and also providing access to credit at reasonable cost

**Infrastructure:** This section focuses on the physical infrastructure and it is important to promote competitiveness among the industry and also provide the citizens with quality of life.

- Establishment of Railway Development Authority (RDA). Increasing the investments into railways by monetising the railway assets.
- Doubling the share of freight transported by coastal shipping and inland waterways. Providing a viability gap funding until the infrastructure is fully developed.
- Completion of the Bharat Net programme by 2019, covering all the 2.5 lakh Gram Panchayats. It is also intended to cover all the villages. Completion of this will help in delivering all the government services to the nook and corner of the country.

- Making 24\*7 power availability to all by 2019. On one hand, reducing the imports of oil and gas by 10 percent by 2022-23 and on the other increasing the renewable energy generation capacity to 175 GW by 2022.
- Increasing the rural road connectivity by reaching last mile through *Pradhan Mantri Gram Sadak Yojana* and also expanding the road networks through Bharatmala project and integrating with coastal road network.
- Enhancing the affordability of flying, to enable an increase in domestic sales, double the air cargo capacity, and expand airport capacity and enhancing availability and affordability of regional air connectivity.

**Inclusion: This section deals with various basic amenities like health, education aimed at improving the capacities of the people. It also focuses on how we include various marginalised communities.**

**The key recommendations are:**

- Strengthening school education by universal access to education and achieving zero dropouts until class X.
- Under Higher Education, increasing the Gross Enrolment Ratio, making higher education more inclusive for the vulnerable groups, improving the employability of students. At the same time focussing on the availability of quality teachers both at school and higher education level.
- Continuing the focus on harnessing the demographic dividend by skilling/re-skilling/up skilling.
- Implementation of Ayushman Bharat Programme including the establishment of 150000 health and wellness centres and rolling out of *Pradhan Mantri Jan Arogya Abhiyaan*.
- Establishment of 10000 Atal Tinkering Labs aimed to upgrade the quality of school education system and skills.
- Ensuring better living conditions for workers in the urban areas by constructing of affordable houses. This should be done on the lines of saturated rural housing.
- Reducing the regional imbalances and improving regional equity by focussing on North-East region and successfully rolling out the Aspirational Districts Programme in 115 districts.
- Ensuring a life of dignity, social security and safety for senior citizens and transgender persons and enable them to actively participate in the economic development. At the same time providing opportunities and platforms for Persons with Disabilities (PwDs) to realize their full potential.
- Emphasis on the socio-economic development of STs, SCs, OBCs, *Safai Karmacharis* , De-Notified Tribes (DNTs), Nomadic Tribes (NTs) and Semi-Nomadic Tribes (SNTs) and also acting upon improving the human development indicators of these communities on par with the rest of the population.

**Governance:** The last section focuses on various institutional platforms/mechanisms available and how do we ensure the accountability of these institutions. It also focuses on how we leverage the benefits of big data for ensuring smooth governance. Emphasis is also on shifting towards performance based evaluation. The key recommendations under this section are:

- Implementing the recommendations of Second Administrative Reforms Commission.
- Establishing a new autonomous body viz., the Arbitration Council of India
- Expanding the scope of Swachh Bharat Mission to cover initiatives for landfills, plastic waste, and municipal waste and generating wealth from waste.
- Setting up a National Data Analytics Portal which shall be integrated with state specific platform in local language. At the state level each sector shall have a separate data led governance platform.

Since the inception of NITI Aayog which replaced the erstwhile Planning Commission, the government has been mooted the idea of Team India and Cooperative Federalism. But the sense of atmosphere in the states to this idea has been low and certain states visibly saying that the words and actions are entirely different. The document tried to articulate and embrace various strategies and policies through words and acronyms though at times rhetoric. But the success of the strategy document highly depends on how well the states and centre recognise and complement the best work done by each one of them, willing to generate and replicate the best practices with suitable local adjustments, allocate continuous budgets for the same, implementing them through people's institutions and participation. Most importantly, stressing on the need to balance gender and ensuring sustainability in each of the policies designed and to be implemented.

\*7L - I Supplement - Livelihoods February 2019

## **1. Global Environment Outlook – 6**

The Global Environment Outlook (GEO) is a series of reports on environmental matters which is published in a periodical method by the United Nation Environment Programme (UNEP). The GEO project was initiated in response to the environmental reporting requirements of UN Agenda 21 and due to a UNEP Governing Council decision of May 1995, which requested the production of a new comprehensive global state of the environment report. The First report was published in 1997 and ever since, 6 reports have been published by the UNEP.

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The GEO report elucidates on how to build scientific knowledge to provide governments, local authorities, businesses, individual citizens with information essential to guide societies towards a truly sustainable world by 2050. It describes how the environment changes day to day due to the external factors, and explains the present situation of the environment, possible future environment trends and analyses the effectiveness of policies. It also discusses the changes in environment and how the government takes actions for a sustainable future. Its emphasis lies on what type of action is needed to maintain at all levels to achieve & sustain a healthy planet with healthy people.

The report is built with the help of policy makers, scientists, NGOs, along with scholars' inputs & suggestions, included in the report to understand the possible future environment trends.

The report talks about how the decision makers need to take immediate actions and address environmental issues to achieve sustainable goals as well as international environmental goals an outcome of Paris Agreement. One of the key messages in the report titled – Healthy Planet and Healthy People; which shows the intent of the policy makers', who designed the report based on valuable suggestions for the sustainable future of the people as per the United Nations Agenda 2030 is a special focus.

The report builds on the previous report and provides an analysis of the global environment policies like global, regional, and national policy for the future of the world. This report is a reiteration of the commitment towards SDG and provides a sneak-peek into possible achievement of the goals.

The report reveals the four major findings - In earlier days, all the living organisms maintained the balance in the eco-system. But from the last 25 years or so, unprecedented changes have happened in the environment due to various drivers (Factors) like Population, Economic Growth, Urbanization, Technology, and Climate Change. These drivers are having a great impact on the ecosystem and creating an imbalance in the system. However, the speed of extinction of numerous species due to environmental changes is causing disturbances in our ecosystem. For e.g.:- If we lose an important species of insects, the birds' numbers that feed on them decline in the environment. So, there is much threat to human health and prosperity.

Another finding which has had a great impact on the human health is the problem of air pollution. Today, across the nations people are facing this problem. Especially in cities, towns, and urban areas, the impact of air pollution is unbreathable. Air pollution causes respiratory diseases. Every year, 6 -7 million preventable deaths happen due to air pollution. So, it is emerging as the biggest challenge in the current situation. The third major problem is that of Water pollution, which has worsened due to chemical wastages. Water pollution is causing Eutrophication which affects the entire living organisms using the contaminated water. As can be observed, most of the diseases these days are caused by water. What is more frightening is that so many nations are not monitoring the water quality. Adding to the woes is lack of data. Unfortunately, these things are not limited to the developing countries but are happening in developed countries as well. Even fresh water and ocean organisms are facing these kind of problems. Apart from water pollution, the fresh and marine water's acidification, ocean pollution is another key threat highlighted. There are many causes of water pollution including food, transportation, recreation, etc., everyday things that humans do are attracting horrible change on the environment. Due to greenhouse gas emissions, the global temperatures are increasing, and destroying many natural wonders such as the marine coral reef etc. due to the ill effect of climate change.

Oceans play an important role in the global economy. Fisheries & aquaculture currently generate USD 52 million per annum. Small Scale fisheries support the livelihoods of around 58-120 million people. Moreover, marine litter, including plastic and micro plastic is found in all oceans; endangering the lives of marine species and the whole marine ecology. In this order, there was a proposed need for conducting waste management on a large-scale resonated including recycling and end life management. Thus, identified with urgency to reduce the litters we discard in the to save the future.

There is a need for policy design to control the drivers and track them to control water pollution. Poor environmental conditions caused approximately 25% of global diseases and mortality. In 2015, 9 million people's deaths were caused by environment pollution like air and water, an alarming situation that requires immediate action.

Land and Soil Pollution, in developing nations, the solid wastage and micro plastic and polythene bags and other non-degradable wastage is causing pollution in the soil worsening the scenario is the fact that they can take 20-30 years for degradation. Imposing an urgent need to raise awareness among people to reduce or prohibit plastic.

Biodiversity, human activities are causing the extinction of the major species on Earth. Presently, 42% of terrestrial invertebrates and 25% of marine invertebrates are considered at risk of extinction. The genetic diversity is decreasing, threatening food security and resilience of the ecosystem.

Following are the six key messages of the report:

1. A healthy planet supports healthy people: It emphasizes how the healthy planet supports the health of all people and supports all living organisms. It directly supports the lives and livelihoods of people. Around 70 percent of the Earth's population is living in poverty and provides the basis to produce the goods and services that are necessary for the global formal economy, which had a global GDP value of \$US 75 trillion in 2017. Overall, the biosphere is essential for human survival and civilization and its value to humans is therefore effectively infinite.

2. Unhealthy planet leads to unhealthy people: It describes how the planet is becoming increasingly unhealthy through the negative factors on biodiversity like climate change, pollutions like air, water, land, biodiversity. All the negative things are affecting living organisms on Earth. It must be noted that all these problems are inter-connected to each other.

For example: In 2016, 24.2 million people were internally displaced in 118 countries as a result of sudden onset of disasters. Such disasters affected not just the poor countries, but also rich countries like the USA and Japan. Between 1995 and 2015, around 700,000 people have reportedly died and 1.7 billion people were affected of extreme weather events.

3. Negative Factors pressure the unhealthy planet: The negative factors have a great and adverse impact on a healthy environment. It causes the failure of economic growth. However, technological innovations and massive chemicals and wastages polluted the climate; leaving their effects on generations to come.

For example, the monthly emissions per capita in rich countries are mostly higher than the yearly emissions per capita in poorer countries. The wealthiest countries were reported to consume 10 times the materials per person compared to the poorest countries.

4. More detailed knowledge required for refined and preemptive policy: The report states that the existing knowledge is sufficient to mobilize action now. However, new knowledge including disaggregated data from earth observation, in-situ data, citizen science, ground truthing and indigenous and local knowledge is necessary for national policy and accounting more broadly.

There are major benefits in accounting systems that register the details about who causes damage to the environment, how and why; what is the extent of nature's contributions to humans, the loss of ecosystem goods and services; and who is affected.

The statistics and accounting systems also need to recognize the realities of the predominantly poor people in the informal economy, who are often particularly dependent on nature's contributions to people and hence more vulnerable to environmental degradation.

5. Environmental policy is necessary but inadequate by itself: The report reveals that the current national policies are not on track to address the key environmental challenges effectively and equitably, in line with the aspirations of the SDGs.

It states that environmental considerations need to be integrated into all policy areas, such that the potential and actual implications for natural resources and the environment are robustly included in policies for economic growth, technological development, and urban design so that there is effective long-term decoupling between economic growth, resource use and environmental degradation.

It further states that climate mitigation needs to be accompanied by the policy for the equitable adaptation to committed climate change. Policies will only be effective if they are well designed, involving clear goals and flexible mixes of policy, including monitoring, instruments aimed at achieving them.

6. Healthy people, a healthy planet and a healthy economy can be mutually supportive: The report states that healthy diets and lifestyles, healthy cities with good waste management and the use of green infrastructure in built-up areas and healthy mobility can increase labor productivity, reduce the need of land for agriculture and reduce the costs associated with urban congestion and transport-related

pollution.

It states that the technological and social innovation that supports environmentally sound economic development provides a viable and attractive alternative to the 'grow now, clean up later' practices of the past. In addition, a healthy people approach requires the implementation of the rights of access to clean water and food, tenure rights, and gender equality. The report recommends that securing tenure rights for poor and indigenous people would enhance their ability to protect biodiversity and the different ecosystems that sustain them.

The report further states that if gender equality is promoted, including the right to inherit and own land, then food security and many health issues in relative especially to women and children could be better addressed, as emphasized in the report.

### Conclusion

The sixth Global Environmental Outlook (GEO-6) has set out many of the challenges and opportunities faced by the world today, moving forward from today to 2030 and beyond that to 2050.

Earlier, the ecosystem and species were interlinked and provided support to environment and balance to everything. But from the last few years onwards, research shows how the species are dying and changes are happening rapidly in the ecosystem. It is yet to be seen how it impacts on the living organisms in the long run. The Global Environment Outlook report -6 covers the four thematic areas like air, water, and land and biodiversity. These themes are getting affected by the five drivers of environmental changes like Population, Urbanization, Economic growth, Technology, and Climate Change.

Day by day, the environment is facing many problems. So, there is a need to take urgent action to integrate the environmental, economic and social activities to achieve sustainable development goals.

The GEO-6 report reveals how the earth is facing many problems like air, fresh water, oceans, land, and Biodiversity pollution. After industrialization, human beings call themselves as "civilized", at the same time, urbanization's impact on human beings has brought about and precipitated multiple problems for planet Earth through various factors like pollution, urbanization, population explosion, human need and greed. Moreover, the impact of the negative factors on the ecosystem and on the extinction of flora and fauna species is gigantic.

Therefore, there is a need to focus on strengthening the governance systems and improving policy frameworks through research, active implementation, encouraging partnership measures that have the potential to address & achieve sustainable goals.

Otherwise, our failure to save the planet Earth as we know it will make us a hard-to-digest lesson in future generation textbooks!

\*7L - II Supplement - July 2019

## 1. Devadasi System

Dedication of girls to a God or Goddess is commonly prevalent in parts of India, who are infamously known as Devadasis (Sanskrit: Servants of Deva (god) or Devi (goddess)). The dedication of a young virgin girl to the worship and service of a deity or a temple for the rest of her life is widespread in a few of the Indian states. Having a murky history of complex sexual identities, organized crime against lower castes, social stigmatization, exploitative ideas of servitude, misplaced sense of family, etc., the Devadasis continue to struggle even in this era. In changing times, they have been pushed to the peripheral zone in our society, and shrouded in darkness. The girls of goddess have a long history from a mighty rise in status to a fall to the very bottom of the social ladder.”

The Devadasis have a long ancient and medieval history filled with cultural relevance. The first reference to dancing girls in temples is found in “Meghadhoot” of Kalidasa. It is believed that dancing girls were present at the time of worship in the Mahakal Temple of Ujjain. This practice was quite common in the 6th century Common Era (CE), and by the end of 10th century, the total number of Devadasis rose, as it was in direct proportion to the wealth and prestige of a temple. During the medieval period, the Devadasis were regarded as part of a normal establishment in the temples. In case of Tanjore and Travancore alone, there were 400 Devadasis. With such huge numbers in temples, there was emergence of a new category of dancers called “Rajadasis”. These were the invited temple dancers to dance in the local kings ‘courts. Thus, there were modifications done to the technique and themes of the recitals in that era, and gradually, from offering to god, the Devadasis became means of “entertainment” in the medieval period. By 10th and 11th Century CE, the popularity reached its pinnacle; both the rise and fall in the status of Devadasis was witnessed in Hindu temples. With invasions from West Asia, destruction of temples by invaders started and led to loss of patron kings; thus, Devadasis were forced into a life of poverty, misery and prostitution.

All across India, Devadasi system was practiced during the Chola Empire, who encouraged this system. Both male and female Devadasis were dedicated to the service of a temple, and these people are credited with developing the system of music and dance in Tamil Nadu. Devadasis are called by different names in different parts places, such as Joginis in Warangal, Mahabubnagar & Medak districts; Mathamma or Matangi in Nellore districts; Balavi in Ongole, Kurnool, Anantapur and Chittoor districts; Paravathulu and Shiva Parvati in Karimnagar districts; Thyamma in Vizianagaram districts; Ambabai in Rangareddy district; and Devadasis in coastal districts. In Karnataka the Devadasis are called as “Natavalollu”; this community is also found in Andhra Pradesh and known by different names such as Nattuvaru, Bogam, Bhogam, Bogam Balija or Kalavanthulu and Natavollu. In Krishna district, the Jakkula community had the customary right to give up one girl for prostitution. In Godavari District, Adapapas were the female attendants who lead a life of prostitution, whose sons called themselves a Balijas or otherwise known as Khasa or Khasavandlu class. In the state of Odisha, this practice had been rampant too. Famously known as “Mahari” of the Jagannath temple complex, they never engaged in prostitution, but they did have



relationships and children. As early as in the 20th century, the Mahari took to other professions, such as nursing, due to the stigma attached to being Devadasis. The famous temple dance, which had been a ritualistic dance, had stopped being performed. The cult of Yellamma in Karnataka was the main base of Devadasi system, which had been followed for over 10 centuries.

From celebrated dancing girls in temples to Rajadasis to Devadasis, from being respected and being a sign of wealth, to go into prostitution, the times changed and challenges emerged. It was during the colonial era, towards the end of 19th century that various social movements in India emerged. There were reformists, abolitionists and revivalists. It was in 1882, that the first anti-nautch and anti-dedication movement was launched. This called for abolition of all ceremonies and procedures. The anti-nautch movement paved the way for anti-dedication movement. These social reform movements were spearheaded by Ram Mohan Roy, Periyar, Muthulakshmi Reddy, C.P. Ramaswamiyer, and Ishwar Chandra Vidyasagar. These social reformers questioned the practice of the system and pleaded for its abolition. On the other hand, we had Revivalists, who called for Hindu revival movement and gained strong support from the Theosophical Society of India. The goal was to restore India's ancient glory in art, science and philosophy. This revival group brought Bharatnatyam (sadir) to the upper caste performance milieu. So the reforming of Devadasis remained a challenge. In spite of the challenges, various legislative initiatives were undertaken. The first dates back to the 1934 Bombay Devadasi Protection Act which pertained to the Bombay province where this practice was considered illegal and punitive action was taken against any person who was involved in dedications. The act was provided rules for protection of interests of Devadasis. After Independence, the Madras Devadasi (Prevention of Dedication) Act was put into place, and finally by 1988, it was outlawed in all of India. The Legislative measures are given below:

1. The Bombay Devadasis Protection Act, 1934.
2. Adapted & Modified by the Adaptation of Laws order 1950.
3. Adapted and Modified by the Bombay Adaptation of Laws (State & Concurrent subjects) order 1956.
4. Amendment by Bombay 34 of 1958.
5. Adapted and Modified by the Maharashtra Adaptation of Laws (State & Concurrent subjects) order, 1960.
6. The Madras Devadasis (Prevention of Dedication) Act, enacted on October 1947. This gave the Devadasis the legal right to marry and made it illegal to dedicate girls to Hindu temples.
7. The Karnataka (Prohibition and Dedication) Act, 1982.
8. The Andhra Pradesh Devadasis (Prohibition of Dedicated) Act, 1988.

All these legislative initiatives largely worked to the disadvantage of Devadasis, as it criminalized the actions of Devadasis but not the action of patrons. The police department, many a times, remained as mere spectators due to the powerful lobbying/ feudalism which is deeply ingrained at the village, mandal level. In the above context, livelihoods of Devadasis have undergone changes and these initiatives pushed them into abject poverty & drudgery. Thus, these people who were temple dancers traditionally, became entertainers by the 10th century in local kings' palaces, and after independence were left with no

livelihoods but with stigma associated with their mere existence. Furthermore, in the revival era, the Theosophical Society in India along with some traditional Hindu revival groups, made Devadasis teach the nuances of dances such as Bharatanatyam to the upper caste young girls; dancing and singing were then brought under the aegis of upper caste groups, while the Devadasis were left behind with a stigma of “prostitution”. As time passed by, they became victims of a lifetime of sexual exploitation and poverty. Devadasis, who were into pursuers of art, such as dancing and music, were not absorbed into the system, and were considered crude and obscene. So they had to maintain sexual relations for a minimum a livelihood security. Today, many are still in this system against their wishes, and are left to face many hurdles in the society. The various lives of Devadasis are centered on social, economic, health related and psychological related. On the social and economic front, Devadasis are nowadays employed as coolie workers, and are constantly migrating from small villages to towns in search of work. They work as domestic workers, labourers on call, recording dancers during various festivals, MGNREGA workers, while some have managed to set up small enterprises too. Children of Devadasis work as agricultural labours or as construction site workers. With huge social and economic pressures, they are forced to have multiple relationships and end up in the commercial sex business. It is sad to see a community who were traditionally into arts and religion, who enjoyed a good social status and were regarded as auspicious in various ceremonies, with time were pushed into social stigma and ended up in the sex business. Today, their main livelihood largely centers on recording dances & sex work!

Devadasis are facing poor livelihood opportunities, coupled with problems of social stigma, economic insecurity, health problems etc. The health problems are severe, as young girls are inducted into this cultural sanction and their ailments include poor health, malnutrition, weak bones, teenage pregnancies, natural miscarriages, forced abortions, high infant mortality rate, etc. However, the largest health problem is that of sexual health, as they lack awareness on Sexually Transmitted Diseases (STD). The other health aspect of concern is the psychological health, as the community faces a low position in the society, psychological alienation, feeling of loneliness and abandonment, depression, suicides, etc., are frequent. Apart from health, other major problems include lack of support from partners, lack of wage employment, low wages, and lack of education facilities for children, lack of PDS facilities, poor housing conditions and lack of health facilities, people from other castes taking advantage of them. By far the biggest challenge of the age old tradition is that, though it was outlawed in 1988, the system still persists forcing women into a lifetime of sexual exploitation, and even those who are not into the sex business are either seen with pity, disgust or lust. The Devadasis still continue the painful struggle for survival and dignity. With the complex history of ambiguity of sexual identities, organized crime against lower castes, social stigmatization, exploitative ideas of servitude, misplaced sense of family, they continue to face challenges. This system had always differed in form and context across India, moving from temple dancers to palaces and to HIV clinics and into abject poverty, these people still live with the stigma. Some Devadasis continue to embrace the practice due to economic compulsions. If we look at the impact of government welfare schemes, it has been too lax, as there is no clear definition of “Devadasis” and as a result, the various welfare schemes do not reach them. As they lead their lives largely as sex workers, and few of them

through begging and doing other petty business; therefore, they are not able to avail benefits designed to promote their welfare. For instance, in Karnataka, they receive a paltry sum of Rs. 400 per month as monthly pension for Devadasis above the age of 45, and this insufficient pension amount does not even reach the larger part of the community. The Devadasis have been making compelling pleas to the government to tighten the enforcement of the laws and are asking for rehabilitation.

The role of various CSOs became a major game changer, and governments too roped began roping in CSOs to eradicate the ancient cultural sanction by taking to rehabilitation and training them in new skills to lead their life with dignity. MYRADA was one among them; through it Devadasis were organized into women's groups, with thrift and credit activity, and were imparted training in the area of income generation, awareness, counseling, employing ex-devadasis as spies to put on a check on young girls trafficking. Various CSOs are also working on the prevention of AIDS, facilitate Devadasis to access pensions and various other government schemes, encouraging them to take up small farming, run micro-business, rear local breeds of domestic animals, and during lean months encouraging them to work as agricultural labourers. The CSOs also encourage the young Devadasis to remarry and avail different government schemes. In Andhra Pradesh, Hemalatha Lavanam is the most renowned worker, who through her CSO "Samskar" worked on upliftment and eradication of Joginis system in Nizamabad district. Her work paved the way for enacting the legislation in 1988 to eradicate the Jogini system.

The way forward is to bring in more data from social and economic dimensions of their lives, and the need for a focused intervention in the areas of health, education, gainful employment and trafficking. There are Article 34 and 35 of the Convention of Rights of the Child, which calls for the state to protect children from all forms of sexual exploitation and the crime against the lower caste children seems to continue with some amount of religious sanction. Our National Policy for Children, recognizes child survival, health, nutrition, education, protection, development as rights of every child. Until and unless we have a long term, integrated and inclusive approach towards protecting the children, the "Children of God" will continue to have the negative connotation of "Devadasi!" A paradox!! ❖

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## 1. Denotified Tribes

From Independent India, our country adopted its Constitution on the 26th of January, 1950 and all Indians became equal before the law, with equal rights and freedoms, in principle. A newly liberated India “denotified” its criminal tribes through an act of Parliament in 1952, and it was in 1959 Indian government passed a “Habitual Offenders Act”. Thus, putting them under the category of being in a “precarious position,” the VimuktaJati also known as Denotified Tribes (DNT) are the tribes who were originally listed under the Criminal Tribes Act of 1871. The Nomads are the group of communities who travelled from one place to another place for their livelihood, and had different livelihoods such as salt traders, fortune-tellers, conjurers, ayurvedic healers, jugglers, acrobats, story tellers, snake charmers, animal doctors, tattooists, grindstone makers, basket makers. From a wandering community, they came under the classification of criminal tribe due to their livelihoods, which were wanderer based. It was during colonial times that the wandering nomads were notified as criminal tribes, and the colonial government called for all its members to register with the local magistrate, prior and after (in and out of village). Failing to do the above, they were charged with a crime under the Indian Penal Code (IPC). This harshness from colonial rulers disrupted their wandering livelihood activity and paved way to discrimination of this social group in India. The DNTs suffered from the broader implications of a system that had marginalized the tribes.

In post-Independent India, it was the Habitual Offenders Act (HOA) of 1952, which had repealed the notification that had asked the police to investigate a suspect of criminal tendencies just because their occupation wasn't conducive to a settled way of life; thus, DNTs were reclassified as HOA in 1959. This was also followed by various commissions that were set by the Independent India i.e., National Commission of De-notified, Nomadic and Semi-Nomadic tribes and they came to a conclusion that Hereditary Crimes were not clearly documented if “any” of the tribes were habitually engaged in crimes. According to Anthropologists, there were about 500 nomadic groups in India, numbering somewhere around 80 million, that is around 7 percent of the country’s billion-plus population. The nomadic communities in India, are divided into three groups i.e., hunter-gatherers, pastoralists and the peripatetic or the non-food producing groups. It was the peripatetic nomads who were the most neglected and discriminated social group, and continue to till date, as they lost their livelihood niche due to drastic changes that were brought in since colonial times. The UN Committee on the Elimination of Racial Discrimination (CERD) had asked India to repeal the Habitual Offenders Act (1952) and effectively rehabilitate the denotified and nomadic tribes.

Traditionally, the tribes wandered, and therefore could not settle and integrate into the plainsmen society. The nomads, due to the wandering traditions over thousands of years, survived without any ostensible means of livelihoods. They were culturally rich, with special cultural identity and diversity. The wandering livelihoods centered around the industries, transportation, entertainment and distribution. The salt trader nomad community, traded salt with plainsmen through barter-exchange, similarly fortune tellers worked, while the story tellers entertained different caste groups and plains people by unfolding the narratives of Epics like Ramayana and Mahabharata. The other groups were acrobats and snake charmers, who also belonged to the group of entertainers and they would travel from one part to another,

returning to their home camps periodically; these group of nomads too were involved in barter-exchange activities. There were other groups of nomads, who had additional skills and specialized in making of items such as broomsticks, iron tools, needles, grinder motor stone, basket making, hunters, some were into the livelihood of “religious begging”, as they would sing songs and wear special make-up, while begging in the name of a specific deity. A few group of nomads, were into the art of tattooing.

All their skills and products were bartered with different plainsmen, and they changed their occupations and activities adapting to a changing society’s needs, as they depended on people in that society for their livelihood. The colonial rules and various Acts brought this group of nomads under the eye of suspicion and it grew over the decades. The culturally rich nomads, having their own identity, diversity, lifestyle, livelihoods progressively came under strain, and were gradually pushed and forced to live under sub-human conditions. In the areas of industries, production, transport, entertainment and distribution systems, the nomads were excluded and deprived, resulting into pushing them into the vicious cycle of poverty and loss of livelihoods. The nomads, as communities were stigmatized or branded on the colonial model even in Independent India, whenever a crime took place, police ended up rounding the male members of the community in the vicinity. Even till date nomads are discriminated as communities with no address. The nomads are still not facilitated with any constitutional safeguards and concern, until early 2005 that Golhad set up a commission “The National Commission for De-notified, Nomadic and Semi Nomadic Tribes (NCDNT)” to study various developmental aspects of these Tribes. As the constitution of India identifies only SCs & STs and backward castes. It does not make any special provision for DNTs as such. Some of the DNTs and nomadic tribes got status of SCs in some states while others got status of STs. But many of them are neither SCs nor STs.

From a wandering community, to settled groups, the communities are unable to cope up with the settlement pattern. This is primarily due to their basic orientation of adapting to a changing society’s needs, as they depended on plainspeople in that society for their livelihood. The barter exchange method was replaced with market economy. Having lived in a unique manner with diversity of nature and people, they today constitute the core of the poor, poverty, illiteracy, poor health and sanitation, and they are around 7-10 % of the population. The problems off late, include loss of traditional occupations, illiteracy, homelessness, ignorance from outside world, extreme poverty, unemployment, lack of unity, lack of political leadership, alcoholism, harassment by the law enforcement agencies, unable to mainstream, due to stigmatization. For instance, in case of snake charmers, there were more than 2.5 lakh in population in Gujarat state alone, but due to strict implementation of Wildlife Protection Act, their livelihood was hit hard, and they had to resort to begging. Thus, DNTs “Lost livelihoods with Changing times”, with no education nor any other skills, and worsened with time and many are leading lives in deplorable conditions. The other aspect is that, condition of women among DNTs is very poor, as the nomadic communities have an extremely patriarchal society and there is hardly any protection for women. Thus, the laws preserving the property interests and dignity of women have no relevance to women in these communities. With nomadic lifestyle, the women are extremely vulnerable, as they reside in temporary dwellings/shelters, having no permanent addresses.

In changing scenarios, DNTs continue to struggle with changing livelihoods landscape. Many of the nomads today work in construction sector as daily wage labourers, hotel workers, and cleaners in small motor vehicle sheds, beggars, sex works, and cheap agriculture labourers. A few of the communities are engaged in petty trade, and some due to vulnerability do small time thefts and robbery to eke out a living. The non-availability of welfare measures, schemes, lack of basic facilities, continued nomadic lifestyle, etc., resulting in unavailability of birth certificates compounding in difficulties with schooling, citizenship, health issues, dealing with old age, sanitation, hygiene and malnutrition. Therefore, making it increasingly difficult to meet their basic requirements of shelter and livelihood security. However, the core and underlying issue with DNTs is that of not “gaining of acceptance by the larger society”, though they have chosen to settle down!

Technology and industrialization have contributed towards erosion of their livelihoods, and a total collapse of the demand for services from nomads; threatening the survival of their culture and traditions. Along with the GoI, many CSOs have come forward and are working with DNTs. The most neglected, vulnerable groups are unable to apply for government benefits due to their nomad lifestyle, so various CSOs are helping DNT communities to seek and pursue alternative livelihoods, to overcome poverty, prejudice and discrimination, as these three problems has made their lives even harder.

As close to 8 to 10 percent in India comprise of DNTs, one of the CSOs in Gujarat i.e., Vicharata Samuday Samarthan Manch (VSSM), (This organization has also set up a special board for DNTs to look into their welfare activities) has brought the DNTs on a common platform; it works for the upliftment of 28 nomadic and 12 DNTs. These communities have successfully availed voter cards, and some contested elections and won as Sarpanchs. The nomads did not officially exist in government files as they were all the time on move to provide services and entertainment. The advocacy campaigns taken up by different CSOs has enabled the policy makers to change and start integrating the nomads/DNTs into mainstream through facilitation of ration cards, voter ID cards and bringing them under the umbrella of “Rights & Entitlements”. Different interventions are being carried out by way of establishing informal schools in settlements, helping their children get access to education, assisting adults to get voter registrations, welfare access, imparting professional skills training, pushing for advocacy to empower the DNT groups in the political agenda sphere. Illiteracy and lack of awareness have kept them away from the political arena. On the Human Rights front, these communities were frequently violated and they remained the most marginalized, neglected, scattered and excluded majorly from the society. Lack of identity and residential proofs do not allow them to come under the purview of various poverty alleviation programmes of the government.

What is that DNTs are still searching for? They are still living in precarious conditions, and are still facing maltreatment and abuse by the larger society. They are demanding their basic rights to food and shelter from the government. Even after 69 years of Independence, a large section of the country DNTs continue to remain out of census list, as the last community-wise census of these tribes was done during the colonial rule in 1931! In Independent India, it is all about projections that have been regularly used to arrive at an estimate and some of the communities, could foray and were classified as STs, SCs and OBCs,

but many of the other DNTs are yet to find mention in any of the above categories. The DNTs remain banished, as they are faced with continuing stigma of criminality attached to them, making them all the more vulnerable in Independent era coupled with police harassment, based on the suspicion ground, thus demanding for a dignified life, like any other mainstream citizen in our country! On the livelihoods front, the communities have lost all their traditional livelihoods under the plethora of new laws i.e., Forest Acts, Wildlife Protection Acts, Cruelty to Animals, Prevention of Beggary and many other laws which came from time to time. Loss of livelihoods and competing with sedentary communities for accessing the natural resources, they have fallen in the trap of exploitation i.e., child labour and trafficking (Dombara communities of erstwhile of Andhra Pradesh). With growing large-scale infrastructural development and growth happening, a shift from agrarian to an industrial economy, the DNTs are struggling with no choices left, and we can find them begging on roads in urban cities (Traffic Signals). The communities are living a life of uncertainty, and it is of a great shame that there is no marked improvement in their lives, livelihoods and acceptance by the larger society. The DNTs are continuing the fight from resistance to regeneration, who till date are subjected to oppressive laws and deeply alienated from the mainstream society. They continue to pose a challenge to Indian state, as to how would they be treated by the State, whether it would be equal and free society as envisaged by the Constitution. Will it become a reality or will it remain a dream? As a larger society, we all have a stake in their future. A harsh reality is: labeling to de-labeling of DNTs with a stroke of pen, has not changed our prejudices against them!! ❖

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## 2. Mahadalits

As Dalits are dependent for their survival on other caste groups' occupations; for instance they work on land, but cannot claim it, and perform services essential to maintenance of social order, but are ranked lowest in social hierarchy. Even among the SCs, there are various sub-castes, and this sub-categorization based on their occupation, has left them socially, economically & politically backward and these groups are collectively called as "Mahadalits".

Dalits comprises of historically disadvantaged section of society of India. Caste identities are deeply embedded and influence much of every region's social, economic and political life. Among all these states, Bihar tends to be the most unfortunate repository of the brutalities of caste system in India. Dalits have been the worst sufferers in exploitative social order there. Sadly, there is no sphere of life where equality is accorded to them in interaction with superiors in caste hierarchy. As Dalits are dependent for their survival on other caste groups' occupations; for instance they work on land, but cannot claim it, and perform services essential to maintenance of social order, but are ranked lowest in social hierarchy. They are tagged with segregation and exploitation much before their birth and they have to accept it as their fate. Society has largely remained exploitative, unfair and unjust towards them.

Looking at their genesis, the word "Dalit" in Sanskrit is derived from the root word "dal", which means to split, break, and crack and so on. Dalits were earlier known as "untouchables" and "outcastes" for centuries, and those degrading terms were replaced by British administration to be called as "Depressed Classes" in 1919, and later Gandhiji called them as Harijans. In 1935, British government redefined them as SCs, and during 1970s, the Dalit Panther Movement, Maharashtra popularized the term Dalit. Today, the term is used for Dalit people of various religions and protest movements. Dalits occupied the lowest position in caste hierarchy, which were based on ritual purity and occupation, and were considered outside the Varna system, which had given them the traditional name Panchumas. Throughout the recorded history of India, they have been oppressed and relegated to doing various tasks, which were menial jobs/works; agricultural tasks, polluting occupations like disposing dead bodies, working with leather, cleaning toilets and sewage etc. Even among the SCs, there are various sub-castes and this sub-categorization based on their occupation, has left them socially, economically & politically backward and these groups are collectively called as "Mahadalits". Mahadalits have been stripped of their dignity and denied basic human rights. The most awful thing is that they continue to be looked down upon within the caste that they belong to.

Dalits historically were engaged in (menial works) agriculture works, all primary workers in leather industry come from SCs, fishermen belonging to SCs are mostly found in the eastern region of our country and there is a large concentration of weavers belonging to SCs in western India. The unorganized sector in urban areas comprises of SCs; with scavengers and sweepers constituting one of the most vulnerable sections among SCs. Mahadalits form a high proportion of poverty groups and are still entangled in bonded labour. Referring to reports of the *National Commission on SCs & STs* reminds one of a grim reminder that the vast majority of Dalits continue to remain poor, illiterate, having unequal access to productive resources deeply tied to land and traditional occupations restricting their upward mobility.



After the dawn of Independence, the Constitution of India provided many securities and protections for Dalits. Right from the Preamble and across the Directive Principles of State Policy as well as the Fundamental Duties special treatment had to be given to those downtrodden, marginalized groups who are lagging behind in the process of development. In the Preamble, it has been provided that people of India would secure to all Justice, Liberty and Equality together with Fraternity. Reservations along with other measures of protection and upliftment of weaker sections are an important instrument in the larger social policy. Dalits succeeded in acquiring the right to vote and other political rights, but society was not willing to provide them with social equality. In this process, a few sub-caste groups under Dalits progressed benefitting from educational facilities, joining government sector & private sector too and there was significant upward mobility but Mahadalits still remained as outcasts.

The question arises as to why it was so, in spite of the ideals enshrined in the Constitution of India. In this context, it holds significance that many of SC sub-caste groups, remain landless, or hold a bare minimum guntas of land. Also, they are dependent for survival on higher caste communities for their main occupations. As per 2011 census, the literacy levels of SCs stands at 66 percent against the overall literacy rate of 74 percent. Moreover, they are highly vulnerable and convert to other religions i.e., Dalit Muslims & Dalit Christians. Thus, Mahadalits, a political construction, along with Dalits are a socialized formation of SCs. Bihar is the first state in India which took to the idea of sub-categorizing SCs as Mahadalits for targeted affirmative action. While other states did not take to categorization of SCs. Based on the above indicators, there are Mahadalits across India in various states. Mahadalits are the most vulnerable and downtrodden people in India continue to face more hardships. Historically a few of these communities, to avoid Mughal oppression sought to hiding in jungles, became wanderers of jungle for survival and took to hunting; thus, making it their traditional occupation. With time, they took to agriculture, as agriculture labourers.

Mahadalits till date depend on forests, extract roots and other NTFP & sell them in nearby villages. Other groups in Mahadalits were engaged in tanning of skins, made drums & sold them. Some have been confined to only three types of work i.e., cleaning toilets, sweeping and scavenging including handling of dead persons. Manual scavenging is still a practice in many parts of India, though legally it is banned. For eg. For the Mahadalits of Bihar, "Bhangis", manual scavenging is still a practice as a livelihood, which is dehumanizing. A good sizable number of Mahadalits are discriminated & are described as "outcasts even amongst outcasts". A few of Mahadalit groups exhibit the archetypical characteristic of indigenous hunting-gathering tribe, who gradually were incorporated into caste system. While others eke out their living by making ropes, cots and collect parched rice for living.

During the Mughal era, a few sub-groups among SCs converted themselves to Islam and they came to be known as Mahadalits; for instance, the **Nat community** from northern parts of India, a Muslim community, is a semi-nomadic community and their traditional livelihoods were rope dancing, juggling, fortune telling and begging. It is believed that this group of Mahadalits immigrated from Middle East & Central Asia. Unlike Nat community, the **Halalkhors** too are another group of Mahadalits, predominantly a Shia sect, traditionally engaged in menial jobs of sweeping & scavenging. **Rellis**, based in Andhra Pradesh, Karnataka

& Orissa, are another group of Mahadalits. Relli refers to kind of a grass in Telugu and their traditional livelihood was by means of cutting & selling relli grass. **Kanjars, Bedias, Dom, Holiyas, Rajwar** communities are spread across Madhya Pradesh, West Bengal, Bihar, UP and Orissa and they were primarily engaged in agricultural and allied activities, predominantly menial works. The **Paan-Swaasi** community's traditional livelihood has been weaving, the **Bauri's** were engaged in earth works, palanquin bearing and as cultivators. The **Musahars** of Bihar are also known as **Banbasi** and their traditional livelihood was to catch rats & rodents. The socio-economic conditions of Mahadalits are very deplorable as they continue to live on mercy of the landowning and powerful group of people.

Mahadalits with time are giving up on their traditional livelihoods but lack of skills leave them exploited. The various livelihoods they are engaged in are agriculture labour, daily wage labour, working as sweepers and scavengers in private enterprises, working in small scale industries i.e., textile factories, handloom mills, mining, quarrying, earthen works, forestry, rearing livestock, stone quarry workers, rag pickers, sale of charcoal, working as watchman and cremating the dead in burial grounds. In spite of their gradual shift to new livelihoods, all these livelihoods are menial in nature and continued to be treated as outcasts amongst outcasts, exploited and remain in bondage (slavery).

Our country is the most stratified of all known societies in human history; the peculiar form of caste system and religious sanctions made it possible for a renewal of legitimacy of Indian caste system and continues to challenge change throughout the course of history. Scheduled Caste groups who number more than 220 million are continue to challenge the Varna system. Mahadalits are socially, economically and politically living in exploitative conditions, with myriad variations of subordination with different degrees of rigidity. Given the challenge of poverty, landlessness, exploitation, poor literacy levels, their sole dependency of survival on landowning powerful groups for main occupation, menial job works, poor female to male ratio and discrimination in other religious converts among Mahadalits is a concern. This group is socially and educationally more backwards than others in spite of having reservations in various government departments their representation is very thin.

The need of the hour is the special focus / inclusion of Mahadalits by giving them top priority. They should enhance leadership, collaboration & collectivization, formation of co-operatives for leveraging incentives, initiate alternative income source mechanisms, encourage livestock rearing & homestead farming for the landless groups. Respective state governments should push for prioritizing equal access to all resources for Mahadalits. The larger questions however, still remain unanswered, which is can our values be centered around increased empathy with the poor, marginalized & vulnerable groups? Can we develop mutual respect, promote equity & social justice? Mahadalits can improve their conditions & become capable, efficient and economically sustainable based on the values the society holds! ❖

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### **3. Persons Living with Unhygienic Occupations**

The official definition of a manual scavenger in Indian law from 1993 is as follows: “Manual scavenger” means a person engaged or employed, at the commencement of this Act or at any time thereafter, by an individual or a local authority or an agency or a contractor, for manually cleaning, carrying, disposing of, or otherwise handling in any manner, human excreta in an insanitary latrine or in an open drain or pit into which the human excreta from the insanitary latrines is disposed of, or railway track or in such other spaces or premises, as the Central Government or a State Government may notify, before the excreta fully decomposes in such manner as may be prescribed, and the expression “manual scavenging” shall be construed accordingly.

Living in 21st century; it is a shame that we have to be mute witnesses to the practice of manual scavenging! Removal of untreated human excreta from bucket toilets or pit latrines is called manual scavenging. It refers to the manual removal of unsafe and raw (fresh and untreated) human excreta from buckets or other containers, used as toilets or from pits of simple pit latrines. Manual scavenging involves removal of excreta, using brooms and tin plates into baskets, which workers carry to the disposal location, at times several kilometers away. The reality is that workers rarely have any personal protective equipment. It was back in 1993, that employment of manual scavengers to empty “dry toilets” was prohibited and the law was extended and clarified to include insanitary latrines, ditches and pits in 2013.

Scavengers are people living in unhygienic conditions; cleaning dry pits, manholes, drainage pipelines and largely people living in unhygienic conditions belong to Scheduled Caste (SC) community; with various sub-caste groups engaged in this inhuman activity.

From a historical point of view, evidence shows that existence of toilets with a water seal existed in Harappa and Mohenjo-Daro civilizations. The cities had toilets, connected to an underground drainage system lined with burnt clay bricks. Later on, caste-based occupation emerged and manual scavenging emerged, with vast majority of workers involved being women. The inhuman practice of manual scavenging dates back to ancient times. According to contents of sacred scriptures and other literature, scavenging by some specific castes of India has existed since the beginning of civilization. In Naradiya Samhita, one of the fifteen duties of slaves enumerate was of manual scavenging. It continued during Buddhist and Maurya period and during the Mughal era.

From the year 1870 onwards, the British organized municipalities in India, and according to Municipal records, during colonial era, they built roads, parks, public toilets, etc. The British administrators organized systems for removing the fecal sludge and employed bhangis. The community who are involved in manual scavenging is that of bhangis (Chuhra). As many of them have Rajputs as clan names, it is proposed that bhangis are descendants of those captured in wars. The legends mention about the origin of bhangis, who have traditionally served as manual scavengers. One of them, associated with Lal Begibhangis, who describe the origin of bhangis from Mehtar.

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which the human excreta from the insanitary latrines is disposed of, or railway track or in such other spaces or premises, as the Central Government or a State Government may notify, before the excreta fully decomposes in such manner as may be prescribed, and the expression “manual scavenging” shall be construed accordingly. It is not all forms of dry toilets; involve “manual scavenging” to empty them, but only those that require unsafe handling of raw excreta. If on the other hand the excreta is already treated or pre-treated in the dry toilet itself, as is the case for composting toilets and urine-diverting dry toilets. And then emptying these types of toilets is not classified as “manual scavenging.”

Emptying the pits of twin-pit pour-flush toilets is not classified as manual scavenging in India, as the excreta is already partly treated and degraded in those pits. The International Labour Organization (ILO) describes three forms of manual scavenging in India: a) Removal of human excrement from public streets and “dry latrines” (meaning simple pit latrines without a water seal, but not dry toilets in general); b) Cleaning septic tanks; c) Cleaning gutters and sewers. Manual cleaning of railway lines of excreta dropped from toilets of trains is another form of manual scavenging in India.

The most inhuman practice of manual scavenging was banned in late 1950s by freedom fighter G.S. Lakshmanlyer, when he was the chairman of Gobichettipalayam Municipality. It was the first local body to ban it officially. According to Indian Constitution, sanitation is a State subject as per entry 6 of the Constitution. Later on in 2013 February, Delhi announced ban on manual scavenging, making them the first state in India to do so. The government of state of Maharashtra has planned to abolish the menace of manual scavenging completely from the state soon. The District magistrates are responsible for ensuring that there are no manual scavengers working in their districts and within 3 years’ time municipalities, railways and cantonments must make sufficient sanitary latrines available.

A provision exists, that by using Article 252 of the Constitution, which empowers Parliament to legislate for two or more States by consent and adoption of such legislation by any other state, the Gol, has enacted various laws. The continuance of such discriminatory practice is violation of ILOs Convention 111 (Discrimination in Employment and Occupation). It was after six states passed resolutions requesting the Central Government to frame a law, The Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993, drafted by the Ministry of Urban Development under the Narasimha Rao Government was passed by Parliament in 1993. This Act of 1993 punishes the employment of scavengers or the construction of dry (non-flush) latrines with imprisonment for up to one year and or a fine of Rs. 2,000. No convictions were obtained under the law during the 20 years, it was in force. The above was followed by The Prohibition of Employment as Manual Scavengers and their Rehabilitation Act 2013 or M.S. Act 2013. The above new legislation was passed by Government in September 2013 and issued Government notification for the same. In December, 2013 Government has also formulated Rules 2013 called as “The Prohibition of Employment as Manual Scavengers and their Rehabilitation Rules 2013 or “M.S. Rules 2013.” The further hearing on 27 March 2014 (petition number 583 of 2003), Supreme Court had issued final orders and case was disposed of with various directions to the Government. The broad objective was to eliminate unsanitary latrines, prohibit the employment of manual scavengers and the hazardous manual cleaning of sewer and septic tanks and to maintain a survey of manual scavengers and their rehabilitation.

In spite of various laws being enacted, the practice of manual scavenging is not eliminated. Though it is banned, and various legislations are in place, due to poor implementation and activism taken up, total ban on manual scavenging remains a challenge! Way back in 1970s, Dr. Bindeshwar Pathak, introduced his “Sulabh” concept for building and managing public toilets in India. He had introduced a hygienic and well-managed public toilet system. Looking at the plight of Safai Karmacharis, activist Bezwada Wilson, had founded a group way back in 1994, Safai Karmachari Andolan, to campaign for the demolition of then newly illegal “dry latrines (pit latrines) and the abolition of manual scavenging.

Despite the efforts of Wilson and other activists, the practice persists still two decades later. According to the Socio Economic Caste Census 2011, a total of 1,80,657 households are engaged in manual scavenging for a livelihood. Across India, in 2011, Census of India found 7,94,000 cases of manual scavenging across India, with State of Maharashtra topping the list, followed by the states of Madhya Pradesh, Uttar Pradesh, Tripura and Karnataka. In the current context, this inhuman practice survives in many parts of India, without proper sewage systems or safe fecal sludge management practices. It is most prevalent in states of Gujarat, Madhya Pradesh, Uttar Pradesh and Rajasthan and sadly, in few municipalities in India, public toilets run using simple pit latrines.

How does one end the inhuman practice of manual scavenging? Indeed, it is a huge challenge for the government; however, it is shocking to see that Indian Railways is the biggest violator of this law, where many train carriages have toilets dropping the excreta from trains on tracks and employs scavengers to clean the tracks manually. Why it is that manual scavenging is a traditional role only for Scheduled Caste groups, usually from the Balmiki or Valmiki or Hela sub-caste? Government has its official figures disputed, on the exact number of manual scavengers.

In March 2014, the Supreme Court of India declared that there were 96 lakhs (9.6 million) dry latrines being manually emptied. The official figures put were less than 700,000. This mismatch of data from government sources, throws up a challenge to the government itself and society at large to end this inhuman practice. Telangana, for instance, reported 1, 57, 321 dry latrines as of December 31, 2015, having zero manual scavengers. In Himachal Pradesh, the survey results submitted showed 854 dry latrines, but nil manual scavengers. Chhattisgarh reported 4,391 dry latrines but only three workers. Similarly, Karnataka reported 24,468 dry latrines but only 302 manual scavengers, and Madhya Pradesh’s numbers were 39,362 and 36. Bihar reported only 11 manual scavengers, while Haryana reported “nil” for both dry latrines and manual scavengers. Denial of manual scavengers by the government is a serious anomaly. The above data points to the failure of State governments to identify manual scavengers who doubtless exist as per the latest Socio-Economic Caste Census data released in 2015, which states that India still has 1,80,657 households who make a living from manual scavenging.

How do we address the issue of manual scavenging? De-reserving of the posts of safaikarmachari to other caste groups, acceptance by the government that a manual scavenger exists, efforts towards rehabilitation of them, bringing in affordable technologies replacing the manual scavengers, adopting new methods towards promotion of green manure, promoting green bio-toilets in Indian Railways are key measures that can be taken. However, the most critical area of intervention for putting an end to this inhuman practice is to show alternative avenues of livelihoods to these marginalized groups. ❖

\* Supplement\_ Sukshetram\_ Livelihoods May 2017

## 4. Migrant Workers

Beautiful skyscrapers! Blood stained migrant workers! The dark underbelly of oil-rich nations is never far away. For anyone wandering through the resplendent hallways, there are sorry tales of migrant workers, mostly from South-East Asian countries. The tourists and expats are lapped up in luxury and sunshine, while workers from South Asia, move as dots on the facades of the building under construction throughout the cities. The glamour and glitz attracts the wealthy and poor as well! The situation of migrant workers can be seen as a form of “Modern Slavery.”

Over the past few decades, United Arab Emirates (UAE) is one among the world’s pre-eminent oil-rich nations. Located in the Gulf Cooperation Council (GCC), the region has become a popular destination for temporary labour migrants seeking employment opportunities and higher standards of living. In UAE, Indians constitute the largest part of migrant population of the country. There are over 2.6 million migrants who are estimated to be living in the UAE alone, and form over 30% of the total population. In 2013, UAE had the fifth largest international migrant stock in the world i.e., 7.8 million migrants (out of a total population of 9.2 million) according to United Nations (UN) estimates.

Our country’s contact with Emirates dates back to several centuries which is the result of trade and commerce between UAE and India. Dubai had traditionally served as an entrepot for trade between Middle East and the Indian subcontinent. It was dominated by Hindu merchants. Influx of workers from India began in 1960s; with discovery of oil! Indians’ migration to the UAE increased in 1970s and 1980s with expansion of oil industry and with growth of free trade in Dubai. The annual migration of Indians to the UAE stood at 4,600 in 1975, 125,000 by 1985 and 200,000 in 1999. The country stands as a dream destination for many poor people hailing from South-East Asian nations, who strive to support their families back home. It is a battle between rhetoric and reality.

Immigrants are mainly or particularly from India, Bangladesh and Pakistan. These three nations comprise over 90 percent of the country’s private workforce. The oil rich nation attracts both low and high skilled immigrants due to the economic opportunities, relative political stability and modern infrastructure. Though, in recent years, the region has been hit hard because of drop in oil prices and international banking crisis in 2008. Demographics of the country clearly show that Indian community forms the majority. Approximately 50% of Indians in UAE (883,313: 2011 Census) are from South Indian states of Kerala, followed by Tamil Nadu, Telangana and other states. Majority of Indian migrants are on employment based visas, others on trade or business visas, few on spouse visas. About one-third of migrants live in collective labour accommodations; infamously known as labour camps in Mussafah or Sonapur.

The ugly side of this oil-rich nation’s cities, renowned for their glamour and glitz, is the “migrant workers and their miserable plights.” They are not small in number, but they form an army of migrant workers. These workers, who are largely from South East Asia, are paid well below the prices charged in any one of their city’s expensive boutiques and glamorous hotels. In spite of sorry tales of migrant workers, what draws people to immigrate to gulf as migrant workers? Remittance! Yes it has the potential to alleviate poverty back home, than any other factor! Thus, sizeable numbers of Indians migrate to these oil rich nations as low skilled workers!

The low skilled workers, who hail from poor and vulnerable socio-economic backgrounds, are trapped in a vicious cycle; as the modus operandi involves, agents approaching these people and their families, in their villages and offering good pay packages. However, in reality, they are paid half and with agents taking around \$ 4000 cut in the process. Foreign labour in UAE has its roots in the “guest worker program” infamously known as “Kafala Sponsorship System” (KSS). Oil rich nations are heavily reliant on foreign labour to sustain economic growth and high standards of living in their countries. It was in 1971, that KSS had been introduced and under this system, UAE allows national, expatriates and companies to hire migrant workers. The system in itself, had posed a number of challenges for UAE policy makers both at home and in the eyes of international onlookers!

Under KSS, migrant workers are tied to their employers, who act as their sponsors; thus, leaving workers at greater risk of exploitation, as employers can revoke sponsorship at will which makes them liable for deportation. Among GCC, UAE is one of the ten richest countries in the world. The GDP is more than \$ 430 billion a year. According to Human Rights Watch (HRW) group, part of that wealth was funded by contract workers from world’s poorest countries, which include Indonesia, India, Philippines, Bangladesh, Sri Lanka and Nepal. Famed for its reputation as a playground for the rich! It is synonymous with luxury. Close to 90% of private workforce are Asian migrant laborers.

Conditions of migrant workers in oil rich nations are distressing. The main problems faced by them are given below:

**Wage:** Problems regarding payment of wage among the migrant workers is the most pervasive ones. Frequent breaches of contract, as paid wages are lower than promised. Migrant workers work in indentured servitude and modern-day slavery. Companies do not pay their salaries or they pay less. In case of women migrants who work as domestic workers, non-payment of agreed wages is one of the major complaints.

**Non-Payment of Benefits:** Migrant workers do not get paid for overtime and no other monetary benefits. Even if they get paid for overtime, their payments are irregular. Conditions of women migrant workers is worse, as they too do not get paid and overtime payments can at times go up to nearly 50% of the total monthly earnings.

**Working Hours:** With debt back home and too poor to return home, many of them work 12 hours shifts, six days a week. In case of women, heavy work load ranges from 15 to 20 hours a day. During Ramzan holy months, it is beyond 100 hours per week. The migrant workers have overstretched working hours.

**Food and Accommodation:** Migrant workers are housed in filthy conditions; they are the hidden slaves of a rich city. The workers though are allowed to establish small shanty towns, next to work sites. Once job is completed, they are not allowed to stay in shanty towns. They live in unhygienic conditions, in single room apartments, each unit housing around 30 members, with single toilet, un-cleaned for weeks, and consume spoiled food. Migrant labours suffer from various skin infections. In case of women, domestic workers have to eat and live with the employers, and they are given poor quality of food or at times are denied food as a form of punishment.

**Workplace Conditions:** Migrant workers go through many abusive labour practices, which are at alarming rates/ levels. Abuse of domestic workers is very high. Workers cannot appeal against forced labour, and

if they do so, they are deported back to their home countries immediately. There are no sufficient sanitation facilities and lack of access to clean drinking water in migrant labour workplaces! Migrant workers are forced to work even if the temperature exceeds 48 degree Celsius.

**Abuses:** The rate of abuse is very high and majority of migrant workers frequently face it. It is difficult to measure the extent of “harassment.” Physical abuse is the most common abuse faced by women migrant workers. Lack of financial means to file a complaint leaves them in lurch. Also, they do not have access to legal proceedings in a language they understand.

**Healthcare and Social Protection:** For migrant workers, labour laws of the Middle Eastern countries in general require the employers to provide health and safety insurance. Sadly, this is grossly violated for low skilled migrant workers. Despite their access, health care is not ensured. Migrant workers pay for their own healthcare. On the social protection front, migrant workers do not have neither any protection against discrimination at work, nor any right for protection against sexual, racial and ethnic harassment. They do not have any legal access to housing, social benefits or medical care. They do not have adequate prevention of occupational accidents or diseases. They have inadequate access to legal support, ineffective enforcement of law.

**Exploitation; Vicious Cycle:** Labour migrants are promised good jobs, accommodation facilities and handsome salaries by travel agents. By the time, they reach oil-rich nations, they are offered poor salaries, with poor accommodation facilities in labour camps. They are taken on one job contract, but are put on different jobs on reaching the destination country. There is lack of upward mobility in jobs.

According to HRW, foreigners make up to 88.5% of UAE citizens, with low-paid migrant workers being subjected to abuses that amount to “forced labour.” Forced labour population is around three million. In case of domestic workers, women are highly vulnerable. In World Report 2016, HRW stated that domestic workers were particularly vulnerable to abuse, as they don’t have the minimal protection afforded by the UAE labour law.

The migrants, before arriving in GCC countries, pay significant sums of money for working visas or work contracts. Upon arrival in Gulf nations, the promises are mostly never kept. Often, deeply indebted migrant workers have no other option than to leave the company or work for local sponsors, under highly exploitative conditions. The migrant labourers’ contractually promised jobs differ upon arrival. For instance, if they are promised jobs as supervisors, they find themselves working as supervised “tea boys” and drivers are sent to work on construction sites. Unfortunately, however, returning home will not mean any better working conditions for the Indians.

In recent decades, Gulf Nations, once “land of opportunities”, no longer stand as that, with oil prices plunging. Many of the migrant workers have lost jobs and are packing up to return home. For many migrant workers, the Gulf is all about money. Blue collar workers migrate temporarily to lift their families out of poverty back home and now the future of migrant workers is under shadow. Oil prices have been steadily dropping since 2014, leading to a slowdown in the Gulf countries. Accelerated by conflicts in parts of the region are unsettling too. About 89% of the UAE population of 10 million is expats, and Indians account for roughly 2.6 million of them. Thousands of families in India depend on remittances from these expat workers. Recent and steady slide in oil prices, since 2014 has taken the sheen off the region’s

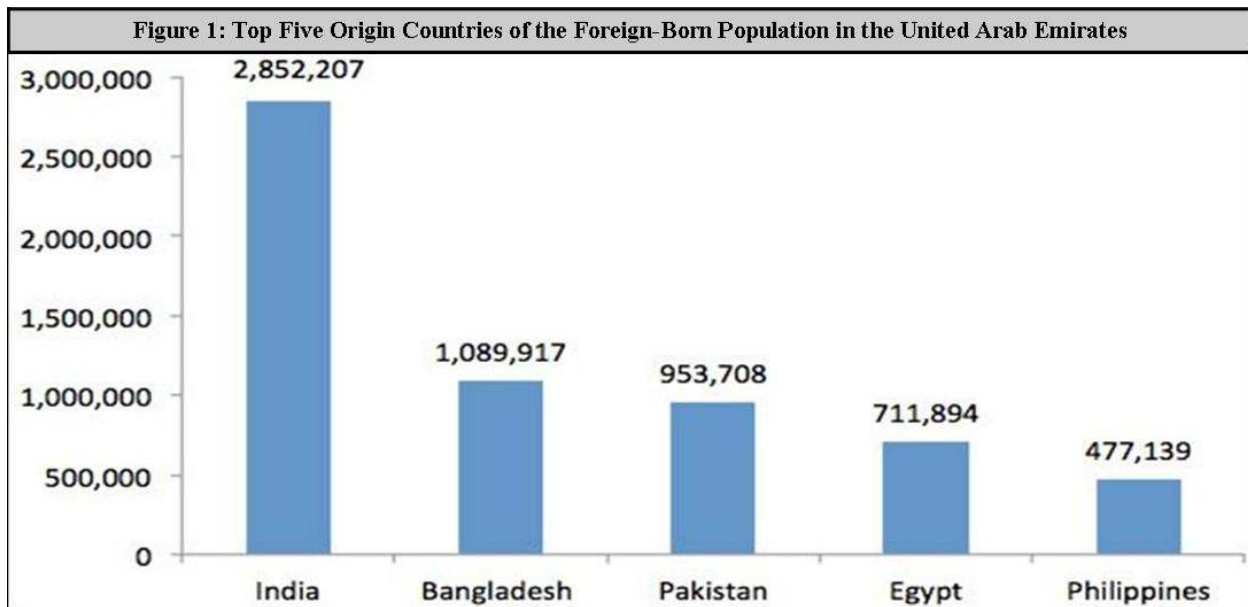


economy. According to World Bank Report, in 2016, remittances nearly dropped by 9%, a trend not seen in three decades. It is mainly attributed to decline in oil prices and fiscal tightening by the nations. Indians (migrant population) accounting for highest chunk of remittances.

The **kafala sponsorship system** (also spelled "kefala system", Arabic: نظام الكفالة *nizām al-kafāla*, meaning "sponsorship system") is a system used to monitor [migrant laborers](#), working primarily in the construction and domestic sectors, in [Lebanon](#), [Bahrain](#), [Iraq](#), [Jordan](#), [Kuwait](#), [Oman](#), [Qatar](#), [Saudi Arabia](#), and the [UAE](#). The system requires all unskilled laborers to have an in-country sponsor, usually their employer, who is responsible for their visa and legal status. This practice has been criticised by [human rights](#) organizations for creating easy opportunities for the [exploitation of workers](#), as many employers take away passports and abuse their workers with little chance of legal repercussions.

Source: Wikipedia

It is estimated that around 150,000 migrant female workers are employed under the Kafala Sponsorship System in UAE.



*Source:* United Nations. 2013. Total Migrant Stock at Mid-Year by Origin and Destination. United Nations Department of Economic and Social Affairs, Population Division. [Available online](#)

*Note:* Estimates do not include unauthorized migrants.

Estimates cited in local media sometimes differ greatly: 2.2 million Indian migrants; 1.2 million Pakistani migrants; 700,000 Bangladeshi migrants; 680,000 Filipino migrants; and 400,000 Iranian migrants. Local media estimates for Egyptian migrants (300,000) do not place Egypt in the top five countries.

See Kader, Binsal Abdul. 2013. Indian Worker Pensions in UAE Soon. Gulf News, May 26, 2013. ; Emirates 24/7. 2013. UAE Has 2.2m Indians: 40% from Kerala. May 13, 2013. ; Kader, Binsal Abdul. 2013.

Bangladeshis Lead UAE Amnesty Beneficiaries. February 3, 2013. ; UAE Interact. 2013. Emirates' Second Philippines Gateway Helps Link Millions of Filipinos Globally. July 17, 2013. ;

Gulf News. 2012. Iranian Expats in the UAE See Polls as a Pointless Exercise. March 1, 2012. ; and Salama, Samir. 2012. Upbeat Egyptian Expatriates Vote in First Free Presidential Elections. Gulf News. May 12, 2012. [Available online](#).

It is estimated that around 2.6 million migrant workers are employed in UAE. Sadly, Indian government is proud of the people it lends out to foreign lands. The government does not evaluate as to how our migrant

labourers are being exploited, as the condition domestically is the same. At home or abroad, Indian migrant laborers suffer from unhygienic work conditions, overcrowded living situations and failure of wage payment. For migrant workers, recently some measures have been taken, ranging from outlawing employer confiscation of worker's passports to allowing workers to transfer employer sponsorship and introduction of wage protection measures. In spite of the above, there is poor enforcement of measures. The labour law in oil rich nations should be amended. Public reporting of violations against migrant construction workers should be done. The government should publicly report the number of labour disputes and how they are resolved, collect and publicly disclose the information.❖

\* Supplement\_ Sukshetram\_ Livelihoods July 2017

## 5. Third Gender

In a society like ours, gender of a person is assigned to him/ her at birth, it is extremely difficult for small set of people or individuals, who incorporate traits of both male and female physiology find themselves to get acceptance from society. People with a gender identity or gender expression, which is different from the sex assigned at birth, are known as “Transgender”. These individuals are also called as transsexuals, if they desire to undergo sex operations to change from one sex to another. Transgender is also an umbrella term; in addition to including people, whose gender identity is opposite of their assigned sex (Trans men and Trans women).

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Transgender is a term defined very broadly to include cross-dressers, regardless of their gender identity. Being transgender is independent of sexual orientation and they may identify themselves as heterosexual, homosexual, bisexual, asexual etc., or may consider conventional sexual orientation labels inadequate or inapplicable. The term transgender can also be distinguished from intersex that describes people born with physical sex characteristics. It is also about individuals, where-in the degree to which individuals feel genuine, authentic and comfortable within their external appearance and accept their genuine identity has been called as transgender congruence. The term Trans man, refers to a man, who has transitioned from female to male, while Trans woman refers to a woman, who has transitioned from male to female.

Transgender, who are “supposedly” against the nature’s norms, face a lot of legal and social implications. In historical context, transgender are not a recent phenomenon! Transgender have been mentioned in various historical texts, and have also been documented in literature! It was way back in 1910 that German sexologist, Magnus Hirschfeld, coined the term Transvestite and in 1949, the word Transsexual was coined, and later, around 1971, the word “Transgender” was coined. In South Asia, particularly in India, Transgender are commonly referred to as Hijra. Transgender played a major role during Islamic ruler’s time and held important positions, such as political advisors, administrators, closest to kings and queens in Mughal era, and they were also guardians of Mecca & Medina. During colonial times, the British criminalized transgender’s community and denied them all civil rights. The above was axed with Criminal Tribes Act (CTA), 1871. However, Transgender were provided with land, right to food and other basic provision. The Act was repealed in 1952, (Independent India) by then, the Act had already found a strong foothold in many local laws.

In few societies, till date, Transgender community is still revered by society at large and they are, celebrated in religious and spiritual ceremonies. A landmark law case was witnessed in 2009, when the

Delhi High Court had struck down Section 377, of IPC, which criminalized homosexuality. However, the stand on Section 377 was reversed in a Public Interest Litigation (PIL) heard by the division bench of Supreme Court; National Legal Services Authority (NALSA) vs. Union of India & Ors, wherein Section 377 was upheld as being Constitutional. The basic fundamental rights and relevant laws are: a) the Universal Declaration of Human Right, 1948; b) the International Covenant on Economic, Social and Cultural Rights 1966; c) the International Covenant on Civil and Political Rights, 1966; d) the Yogyakarta principles. The court decision was clear, the court held that Transgender were treated with respect earlier

Official count of Third Gender is 4.90 lakh. Of the total number of Transgender identified by the census, almost 5 thousand are in the 0-6 population. 66 percent of Third Gender live in rural areas. Literacy rate in 46 percent. Highest proposition of Third Gender is in Uttar Pradesh (28%), Andhra Pradesh (9%), Maharashtra (8%), Bihar (8%), Madhya Pradesh (6%), West Bengal (4%) and Panjab (2%). Only 38 % of Transgender are employed.

in India. During colonial time, Transgender were ostracized after the passing CTA, 1871 by the British.

The Act was repealed, the status of Transgender was only marginally improved and as on date too, they do not have any civil rights and have been victims of economic and social boycott. Thus, the court decided that Transgender are also citizens of this country and have full right to achieve their potential as human beings. Transgender issues, were a matter of human rights; thus, they were recognized as a third gender. Further, it highlighted the role of society in removing, the stigma attached to Transgender and their sexuality. The court passed several directions to the Central and State Governments with respect to recognizing, Transgender as a "Third Gender." The Court further directed governments to pass social welfare schemes for Transgender' education, sexual health issues such as HIV, removing social stigma attached to them, public awareness and attempts to reinstate the respect and position that Transgender had in our society.

Supreme Court of India recognized the third gender in a remarkable judgment on April 2014. Inspire of this, the transgender community still faces prejudice in the Indian society.

Continuing with the efforts, Government of India (GoI) had drafted Rights of *Transgender Persons Bill, 2016*. The bill laid down clearly that atrocities against Transgender, such as forcing them to leave their residence/village, forcing them to beg, forcibly parading them naked, removing their clothes, force them into labor or atrocities against them etc. shall be punished as criminal offence, with an imprisonment of two years and fine. Transgender will be declared as Backward Class (BC) and will be provided reservation. On July 20, 2016, the bill was approved by the Union Cabinet under the chairmanship of Prime Minister. However, this was criticized by activists and team of experts, as they stated that the changes/deletions made from the 2015 Draft Bill was highly regressive and dangerous.

Inspire of the landmark judgment, most transgender people face discrimination at and in accessing work, public accommodations, and healthcare. They are not legally protected from discrimination in many places. It has been observed that people have limited understanding about gender identity that is incongruent to their biological sex. Sadly, Transgender are often the victims of abuse and discrimination. The community lives in small groups, and inducts new members, especially young boys, who are either victims of sexual abuse or have run away from home because of shame. Issues concerning the community

are often a battle of self-worth, dignity of who they are and other issues associated with the above. The community often lives in seclusion and follows its own customs. Transgender are not being able to actively participate in political, social, economic and financial sectors. Therefore, they are left with limited options to earn a livelihood. They earn their living by performing on streets, at ceremonies, begging and even involved in sex trade.

Transgender community lives on periphery of our society, as one of the marginalized communities. They face crisis of gender identity recognition. Due to continuous discrimination, they face legal issues in terms of same sex marriages, sex change, inheritance, child adoption etc., Transgender are devoid of any skills or education, and do not get any job opportunities. Adding to their woes, many government forms recognize only two genders; Male & Female. Thereby, preventing them from benefitting from many schemes, which are otherwise available to other marginalized communities. Transgender are ridiculed by society for being different and are victims of violence and abuse. There is lack of protection from the police and they become easy targets for money extortions and sex work. As a sexual minority, many medical practitioners have no adequate knowledge about health issues of Transgender. Thus, they face barriers while accessing public healthcare. In many hospital settings, they are admitted in male wards, where they face verbal harassment, denial of medical treatment. Over the years, Transgender have been humiliated and ostracized. A large number of them are homeless, victims of heinous crimes such as acid attacks, injured due to being thrown out of trains while begging. The third gender lives a life of discrimination, which is often complicated by lack of much-needed governmental support. They do not have identity proofs with them, which results in them not having any social recognition. The various challenges faced by Transgender are as follows:

- ✚ Transgender experience job discrimination and have high rates of unemployment and poverty.
- ✚ They are frequently evicted or denied homes, because they are Transgender, and this often results in homelessness.
- ✚ Transgender have no health insurance, which makes a medical transition difficult or impossible.

Change in attitude towards the third gender remains a challenge in our society. In recent years, there has been a huge leap for transgender people in India. It was in 2015, when Manobi Bandopadhyay became the first person from the community to head an educational institution in West Bengal. But it was not an easy journey for her! Recently in Kochi Metro Rail Limited, 23 Transgender were hired in various jobs from ticketing to maintenance. This dream too became short-lived due to social costs (no housing facility was provided by the local residence); the deep rooted prejudice that exists!! The discrimination continues, as National Aids Control Organisation (NACO) has refused blood donation from The Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) community as they fall under “high-risk” category. Several big hospitals disqualify homosexuals from donating blood.

It is time that we as a society collectively accept the transgender community and slowly stop the discrimination against them. There are different ways to help transgender people & few are given below:

1. Hiring Trans people.
2. Organizations and companies should be more trans inclusive.
3. Pressing for laws protecting gender identity.

#### 4. Supporting transgender organizations, who are fighting for trans rights.

In present scenario in India, transgender is possibly the most well-known and popular third type of sex in the modern world. The third gender in India, have emerged as a strong faction in the LGBT rights. The various social welfare departments provide a variety of social welfare schemes for socially and economically disadvantaged groups. For transgender community, the stringent and cumbersome procedures and requirement of address proof, identity proof, and income certificate hinders even the deserving people from making use of available schemes. We need various reform measures to improve their situation. Legal measures; they should have the right to freely express their gender identity. Special legal protection against the discrimination they face. Civil rights under law; right to passport, ration card, inherit property, adopt children. Police Reforms; investigate reports of gross abuse by the police against the Transgender's. Ensuring safety and protection of Transgender's. Various other measures should be initiated, by way of establishing vocational training centres etc. We, as a society, have to move beyond our deep rooted prejudices towards inclusive thoughts and actions too! ❖

\* Supplement\_ Sukshetram\_ Livelihoods August 2017

## 6. People Living with HIV/AIDS

Stigma and discrimination against people living with HIV/AIDS (PLWHA) is very high and those considered to be at high risk remain entrenched. Stigma and denial undermine the efforts of people to increase the coverage of effective interventions among key populations. The main factors which have contributed to India's large HIV-infected population was due to extensive labour migration, low literacy levels in certain rural pockets resulting in lack of awareness, and also gender disparity.

Stigma and discrimination against people living with HIV/AIDS (PLWHA) is very high and those considered to be at high risk remain entrenched. Stigma and denial undermine the efforts of people to increase the coverage of effective interventions among key populations. The main factors which have contributed to India's large HIV-infected population was due to extensive labour migration, low literacy levels in certain rural pockets resulting in lack of awareness, and also gender disparity. Various measures were initiated by the government such as awareness generation, scaling up on innovative measures/ methods for reduction in stigma and piloting by the communities at risk, which resulted in an overall reduction of 57 percent in estimated annual new HIV infections in India among adult population from 0.274 million in 2000 to 0.116 million in 2011. The estimated number of people living with HIV was 2.08 million in 2011. The last decade has seen a 50% decline in the number of new HIV infections.

Prevalence of AIDS was 0.41 million in 2002. In 2013, it was reduced to 0.27 million. According to National AIDS Control Organization (NACO), in 2008-09, it was estimated that 2.39 million people lived with HIV/AIDS. In British Medical Journal's (2010) Million Death Study, collaborators estimated that the population is between 1.4-1.6 million people. Despite being home to the world's third-largest population suffering from HIV/AIDS (with South Africa and Nigeria having more), AIDS prevalence rate in India is lower than in many other countries and AIDS prevalence rate stood at approximately 0.26%; the 90th highest in the world (2014). A whiplash of contempt and discrimination is faced by an individual the moment he/she is HIV positive or has AIDS in our country. We have 2.1 million people living with HIV/AIDS. The hatred and attitudes in socially conservative smaller towns and rural areas is mainly due to ignorance and superstition.

The stigma and discrimination also makes individuals more vulnerable to HIV and most at risk to HIV. The key affected populations continue to face stigma and discrimination based on their actual or perceived health status, socio-economic status, age, sex, sexual orientation, race, gender identity or on other grounds. People living with HIV and other key affected populations are shunned. Discrimination and stigma manifests itself in many ways. There are various settings, where in discrimination and other human rights violations occur, including health care settings, barring people from accessing health services or enjoying quality health care. The discrimination and stigma that these individuals go through are in the form of prejudices, negative attitudes and abuses directed at people living with HIV and AIDS. In 35% of countries, available data shows that over 50% of the people report having discriminatory attitudes towards people living with HIV.

Individuals who are HIV positive are stigmatized and discriminated by family, peers and by the wider community. In working place too, employers sometimes learn of HIV positive people's health conditions, when medical tests are carried out for insurance. Tenants, who constantly buy medicines and are ailing,

are watched by their house owners or landlords. Poor treatment is faced by individuals in educational and work settings, which is violation of their rights and leads to psychological damage. In such conditions, it becomes a challenge for these individuals to get access to HIV testing, treatment and avail other HIV services. These individuals are harassed by police. Ostracized by their families and also the community drives the epidemic underground and decreases the reach and effectiveness of prevention efforts. Children who are HIV positive are thrown out of schools; adults have been sacked, refused homes and denied hospital treatment by doctors. Though, HIV and AIDS Prevention and Control Bill make all such discriminations illegal.

In spite of legislation in place, the fear surrounding HIV till date continues. Emergence of HIV epidemic in 1980s largely persists even today, and fear is coupled with many other reasons and false set of fears and prejudices; a few are mentioned here: a) HIV and AIDS are always associated with death; b) HIV is associated with behaviours that some people disapprove of (homosexuality, drug use, sex work or infidelity); c) HIV is only transmitted through sex, which is a taboo subject in some cultures; d) HIV infection is the result of personal irresponsibility or moral fault (such as infidelity) that deserves to be punished; e) Inaccurate information about how HIV is transmitted, etc., which creates irrational behaviors and misperceptions of personal risk. To overcome fears, Government had actively conducted outreach programs.

As we are aware HIV-related stigma and discrimination exists worldwide, and its manifestation itself is different across in various countries, communities, religious groups and individuals. The possible consequences of HIV-related stigma are a) loss of income and livelihoods; b) loss of marriage and child bearing options; c) poor care within the health sector; d) withdrawal of care giving in the home; e) loss of hope and feelings of worthlessness and loss of reputation. The various forms of HIV stigma and discrimination includes self-stigma/ or internalizing stigma. It has a very damaging effect on the mental wellbeing of people living with HIV. As this fear of discrimination breaks down the confidence of affected people to seek help and medical care. The negative self-judgment results in shame, worthlessness and blame, which represents an important but neglected aspect of living with HIV. This form of stigma and discrimination, directly affects a person’s ability to live positively, limits meaningful self-agency, quality of life, adherence to treatment and access to health services.

<b>CARING AGENCIES</b>	
<p>A) Informal Agencies</p> <ul style="list-style-type: none"> <li>a) Home Based Care</li> <li>b) Self Help Groups</li> <li>c) Religious Groups</li> </ul>	<p>B) Formal Agencies</p> <ul style="list-style-type: none"> <li>a) Health Sector</li> <li>b) Hospice Care</li> <li>c) Government and NGOs Support</li> </ul>

Secondly, governmental stigma is another important factor; for instance - country’s discriminatory laws, rules and policies regarding HIV can alienate and exclude people living with HIV, reinforcing the stigma surrounding HIV and AIDS. For example in 2014, 64% of countries reporting to The Joint United Nations Programme on HIV/AIDS (UNAIDS) had some form of legislation in place to protect people living with HIV from discrimination. Also that criminalization of key affected populations remain widespread with 60% of countries reporting laws, regulations and policies, that present obstacles to providing effective HIV



prevention, treatment, care and support. People living with HIV/AIDS also have restrictions on entry, travel and stay. As of September 2015, there were 35 countries having laws that restrict the entry, stay and residence of people living with HIV. It is also difficult that deportation of people living with HIV has potentially life-threatening consequences, if they have been taking HIV treatment and are deported to a country that has limited treatment provision. Alternatively, people living with HIV may face deportation to a country where they would be subject to even further discrimination; a practice that could contravene international human rights law.

Healthcare stigma is severe and it remains a huge issue and is prevalent in some countries. Healthcare professionals can medically assist someone infected or affected by HIV and they can also provide life-saving information on how to prevent it. However, it can take many forms, including mandatory HIV testing without consent or appropriate counseling. Health providers may minimize contact with, or care of, patients living with HIV, delay or deny treatment, demand additional payment for services and isolate PLWHA from other patients. In case of women living with HIV, denial of sexual and reproductive health and rights services can be devastating. The healthcare workers may violate a patient's privacy and confidentiality, including disclosure of a person's HIV status to family members or hospital employees without authorization.

Various studies by World Health Organization (WHO) in India, Indonesia, the Philippines and Thailand found that 34% of respondents reported breaches of confidentiality by health workers. In healthcare settings, key affected populations face additional discrimination. Discriminatory attitudes held by health providers may also lead them to make judgments about person's HIV status, behaviors, sexual orientation or gender identity, leading individuals to be treated without respect or dignity. There is also employment stigma in workplace, people living with HIV, suffer from stigma from their co-workers and employers. These kind of social isolation and ridicules and discriminatory practices (termination or refusal of employment) are very painful.

The other kinds of stigmas and discriminations include those at community and household level, in which people are forced to leave their homes and change their daily activities. From women and girls' point of view, they often fear stigma and rejection from their families, as they live in the fear to lose their social place of belonging, but also that they could lose their shelter, their children and their ability to survive. The isolation that social rejection brings can lead to low self-esteem, depression and even thoughts or acts of suicide. In India, HIV-positive women aged between 15-19 years found that 88% of respondents experienced stigma and discrimination from their family and community. Women belonging to lower economic status, were significantly more likely to experience stigma and discrimination from their husband's family and as well from their friends and neighbors.

How are these people being helped by the government? Our country is increasing the coverage of targeted interventions for the populations most at risk. It is critical to sustain these efforts and vis-à-vis expand them more rapidly in the areas and also among those population groups who are lagging behind and are hard to reach. Various comprehensive harm reduction programs are being promoted among injecting drug users and also among safe sex among men having sex with men. There are also various informal groups, caring for people living with HIV/AIDS in India. There are various caring agencies for the PLWHA in the community.

National Aids Control Organization (NACO) had initiated world's largest mass mobilization drive "Red Ribbon Express (RRE)", which was specially designed to generate a national movement against the HIV epidemic. It was a multi-sector project which aimed at spreading awareness on HIV, promoting safe behavioral practices and fighting stigma and discrimination against PLWHA. This express campaign has been designed to include on-platform and off-site communication activities for maximum outreach and impact. The various gamut of activities including publicity to mobilize people were carried out through radio. This programme had over 30,000 local cultural performances, reaching out to more than 30 million people across 24 states in nine languages.

Indian Parliament passed a new law that makes it illegal to discriminate against those with HIV/AIDS in jobs, housing and education or in public life. The law was hailed by the UNAIDS, as it would provide strong legal protection, not just against discrimination in the workplace, schools and homes, but also unfair treatment in access to shops, restaurants, hotels and public facilities. The legislation begins to remove barriers, and Government should ensure monitoring and enforcement mechanism to guarantee HIV/AIDS related human rights including those of PLWHA, their families and communities. They should take to promotion of creative education, training and media programmed explicitly designed to change attitudes of discrimination and stigmatization associated with HIV/AIDS to understand and accept, empowers people to challenge violations of their human rights.

*India's AIDS Control Programme is globally acclaimed as a success story. The **National AIDS Control Programme (NACP)**, launched in 1992, is being implemented as a comprehensive programme for prevention and control of HIV/AIDS in India. Over time, the focus has shifted from raising awareness to behavior change, from a national response to a more decentralized response and to increasing involvement of NGOs and networks of PLHIV.*

*In 1992, the Government launched the first National AIDS Control Programme (NACP I) with an IDA Credit of USD84 million and demonstrated its commitment to combat the disease. NACP I was implemented with an objective of slowing down the spread of HIV infections so as to reduce morbidity, mortality and impact of AIDS in the country. National AIDS Control Board (NACB) was constituted and an autonomous National AIDS Control Organization (NACO) was set up to implement the project. The first phase focused on awareness generation, setting up surveillance system for monitoring HIV epidemic, measures to ensure access to safe blood and preventive services for high risk group populations.*

*In November 1999, the second National AIDS Control Project (NACP II) was launched with World Bank credit support of USD 191 million. The policy and strategic shift was reflected in the two key objectives of NACP II: (i) to reduce the spread of HIV infection in India, and (ii) to increase India's capacity to respond to HIV/AIDS on a long-term basis. Key policy initiatives taken during NACP II included: adoption of National AIDS Prevention and Control Policy (2002); Scale up of Targeted Interventions for High risk groups in high prevalence states; Adoption of National Blood Policy; a strategy for Greater Involvement of People with HIV/AIDS (GIPA); launch of National Adolescent Education Programme (NAEP); introduction of counseling, testing and PPTCT programmes; Launch of National Anti-Retroviral Treatment (ART) programme; formation of an inter-ministerial group for mainstreaming; and setting up of the National Council on AIDS, chaired by the Prime Minister; and setting up of State AIDS Control Societies in all states.*

*In response to the evolving epidemic, the third phase of the national programme (NACPIII) was launched in July 2007 with the goal of Halting and Reversing the Epidemic by the end of project period. NACP was a*

*scientifically well-evolved programme, grounded on a strong structure of policies, programmes, schemes, operational guidelines, rules and norms. NACP-III aimed at halting and reversing the HIV epidemic in India over its five-year period by scaling up prevention efforts among High Risk Groups (HRG) and General Population and integrating them with Care, Support & Treatment services. Thus, Prevention and Care, Support & Treatment (CST) form the two key pillars of all the AIDS control efforts in India. Strategic Information Management and Institutional Strengthening activities provide the required technical, managerial and administrative support for implementing the core activities under NACP-III at national, state and district levels.*

*Source: <http://naco.gov.in/nacp>*

The government should educate PLWHA about their rights, provide free legal service to enforce those rights, develop expertise on HIV/AIDS related to legal issues and utilizing means of protection in addition to the court, such as Human Rights Commission. The government should collaborate with NGOs, promote a supportive and enabling environment for women, children and other vulnerable groups by addressing underline prejudices, inequalities through community dialogue, especially designed social and health services and support to community groups.

The lives of PLWHA can be greatly improved if they can achieve open access to health care services with low cost. The government should ensure that suffering from HIV/AIDS should not become a tool for an employer to throw PLWHA out of the job. Government should ensure employment security for workers living with HIV/AIDS until they are no longer able to work, including reasonable alternative working arrangement. The States and NGOs should encourage educational institutions like primary and secondary schools, colleges, universities, adult and all the other learning centers as well as trade unions and work places to increase compassion and indiscrimination towards PLWHA.

Government in collaboration with NGOs should promote vocational courses and training programmes, easy loans for self-employment for PLWHA and their family members. They should provide financial assistance to PLWHA on priority basis. There is a need to continue to work with both the research-based and generic pharmaceutical industries to dramatically lower the prices of all relevant drugs and diagnostics. There is also an urgent attention required to the needs of all children who are made most vulnerable by the epidemic. A greater need is required for community mobilization efforts to address the needs of affected children. To actively develop policies to ensure resources to enable all affected children to have full access to education, health and other essential services. In order to reduce the vulnerability of PLWHA and enforce their rights and duties as human beings, there is a need to challenge discriminatory attitudes and enact laws and policies. The participation of PLWHA should be encouraged in development of services and programmes for themselves. Prevention, care, rehabilitation and impact mitigation initiatives must all be scaled up and integrated. ❖

\* Supplement\_ Sukshetram\_ Livelihoods September 2017

## 7. Beedi Workers

Poor man's smoke; BEEDI! Beedi is a forest product. An agro-forest based cottage industry dependent on Tendu leaves collection and Tobacco. It is one of the highly labour intensive industries as the manufacturing process is done manually requiring special skills. Indian tobacco cultivation began in the late 17th century and beedies were first made when the tobacco workers took the leftover tobacco and rolled it in leaves. During 1930s, commercial Indian beedi industry saw rapid growth and also was driven by an expansion of tobacco cultivation at that time.

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A standard beedi contains about 0.2 grams of rolled tobacco flakes. Beedi making falls both under organized and unorganized sector. In our country, plucking of tendu leaves, their collection, storage and distribution amongst the beedi manufactures are handled by the State Department of Forests. A large number of workers in the unorganized sector are engaged in beedi rolling, sorting, checking, baking, labeling, wrapping and packing, which are covered under the Beedi and Cigar Workers (Conditions of Employment) Act, 1966.

Beedi industry falls under both organized and as well unorganized sector. Under organized sector, the beedi manufacturers are subject to Central Excise at the rate of Rs. 9/- per 1000 beedis. Whereas, the small beedi manufacturers in the unorganized sector, manufacturing up to 20 lakh beedis per annum are exempted from excise duty. Core of the beedi industry is marked by the Brand Establishments or Trade Mark Establishments. The above undertake functions of distribution of raw material, sorting, checking, baking, labeling, packing and marketing of beedis.

Rolling of beedis is the most labour intensive operation and is entrusted to home workers; mainly females. The main reason for the above is that by middle of 20th century beedi manufacture had grown into a highly competitive industry, with increase in beedi's popularity. During 1940s-60s, there was increased regulation in beedi making; thus, it became a cottage industry, with home-based women workforce predominantly employed only in beedi rolling, and males employed in other aspects of beedi production.

The females are directly handled by the Trade Mark Establishments or hired through Contractors. Raw material is supplied directly to the female workers and beedis are rolled through a network of collection centres; infamously known as Beedi rollers. The contractors are paid commission by the Brand Establishment. The beedi rollers thus engaged constitute a majority of the employees in this industry. The type of establishments covered under the Minimum Wages Act, 1948, include the establishments licensed under the Beedi and Cigar Workers Act, 1966.

There are also other large numbers of those factories functioning without the requisite licenses within the excise exemption limit of 20 lakh beedis per annum, which are also covered under the Minimum Wage Act, 1948. The Beedi establishments can be grouped under the following categories.

- ✓ Trade Mark Establishments or Brand Establishments Braches of the Brand Establishments;
- ✓ Distribution Collection Centres;
- ✓ Contractors Sattedars.
- ✓ Un-branded Beedi Establishments.

This industry has different types of employees engaged. As per the Beedi and Cigar Workers (Conditions of Employment) Act, 1966, home workers, as well those working with the permission of or under agreement with employers or the contractors are employees. Any person engaged or employed in any premises by or through a contractor with or without the permission of the employer is contract labour. Conditions of beedi workers are very exploitative, and this industry was once a dominant one, after agriculture. Beedi workers are one of the most exploited sections. With increasing population, unemployment, poverty and illiteracy, beedi industry appeared and continues to appear an easy way of earning a wage irrespective of age and sex. Men, women and children work in the beedi informal industry. It is one of the easiest ways to earn a livelihood; over 50% of the beedi workers are women, because beedi rolling is an art most suited for deft fingers or females.

This industry provides livelihoods to lakhs of families, but yet the economic condition of workers is far from satisfactory. The main reason for this is their exploitation by the employers and unsatisfactory policies of the government, and middlemen or/sattedars playing an important role. As the sattedars facilitate contact between the principle employers and the workers. In Ahmedabad, the women workforce in this industry is 80% and it is a home based industry. The informal industry provides economic security, which is, however, coupled with exploitation and innumerable health hazards. On the production side, four key steps are involved in beedi making and they are: a) rewinding the thread; b) cutting the beedi leaves; c) rolling the beedis; d) folding the beedi head. There are various laws that directly deal with beedi workers and they are:

i) The Beedi and Cigar Workers

(Conditions of Employment) Act 1966

(ii) The Beedi Workers Welfare Cess Act, 1976

(iii) The Beedi Workers Welfare Fund Act 1976

One of the problems in this sector is to locate and estimate the number of beedi rollers engaged by these small beedi manufactures. As a result the workers are deprived of the benefits of the various labour laws and escape the notice of enforcement officers. This activity is one of the popular livelihoods especially in drought hit areas and backward regions in some parts of the country, and women constitute a very high percent of labour force. The sedentary position throughout working, unhygienic working conditions and constant inhaling of tobacco are the health hazards faced by women. Workers also suffer from high incidence of other diseases such as T.B., mycosis, cancer, skin problems, eye problems etc. In this industry, while women work at home, they attend to their children and do household chores too. Women's deft fingers are more suited to work for beedi rolling.

One question that can be answered is as to – “why is it that this industry is run from homes and employing women?” The simple answer is a factory system would mean regularization of conditions of work and payment of minimum wages and other benefits as per the law, which would also involve substantial

expenditure on premises for the work. Thus, it is manageable to run from home. Working conditions under which the beedi rollers work are unsatisfactory. The beedi workers though are covered under various labour laws and legislations, which cover welfare of beedi workers. On the contrary, conditions continue to be far from satisfactory. The following details give us a brief picture of beedi workers' conditions:

- Labour laws are evaded by the traders by resorting to various tactics.
- There is no employer and employee relation.
- Conditions under which the women beedi rollers work is very poor and unhygienic.
- Children at workers' homes are exposed to all the hazards of tobacco.
- Quantity and quality of raw material supplied is inadequate and low respectively.
- Women go to forests themselves to pluck the tendu leaves; as the work is tough and is a time consuming job.
- Poor implementation of Minimum Wages Act, 1948, Industrial Employment (Standing Orders) Act 1946 and the Maternity Benefits Act, 1961.

Over the past few years, there is a recession in the industry, which can be attributed to various factors such as chewing of gutka by the people instead of smoking beedi; the policy of prohibition on smoking in public places; there is 15% to 20% decrease in growth of tobacco, and it has been replaced by bananas and potatoes; there is increase in cigarette smoking by 10%; status symbol associated with cigarettes; new technology coming into picture which can produce 6,000 cigarettes per minute etc.

Problems faced by beedi workers need to be resolved by a multipronged approach, adequate raw material should be provided to the workers, quality of the material should be good to reduce the chances of rejection. Workers should be given proper training to enhance the quality of product, registration of workers should be done, provision of identity cards so that workers can avail benefits. Awareness of laws and facilities available to them under the law should be given. Arrangements for free education of children should be made and provision of various social welfare facilities and increase of maternity benefit to beedi workers should be taken up. In changing times, this industry is dying and alternative livelihoods or funds should be formed for the beedi workers, who are on the verge of losing their work due to anti-tobacco campaign. ❖

\* Supplement\_ Sukshetram\_ Livelihoods December 2017

## 8. Refugees

The image of drowned Syrian toddler, Aylan Kurdi, hasn't sunk in our minds yet! Guests of Destiny: Refugees! Sympathy is always spontaneous for refugees, but in face of extreme human suffering it is a tough job for host countries to provide shelter, food, livelihoods, education and healthcare; not an easy task at all! India as a country has always offered shelter to refugees at different points. We have seen a large influx of refugee populations throughout history. India had refugees from Greater Iran, Zoroastrians, who migrated from Iran to what is now the Indian state of Gujarat to maintain their Zoroastrian religious tradition.

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During Partition of 1947, when two new Nations were being formed; one of the biggest migrations occurred following partition, around 14.5 million people crossed borders. We also are home to Tibetan refugees. In a span of 50 years, more than 1, 50,000 Tibetan refugees have fled into India. The Tibetan diaspora maintains government in exile in Himachal Pradesh, which coordinates political activities for Tibetans in India. We also have East Bengali refugee who arrived in India during Bangladesh Liberation War, due to genocide by the Pakistan Army's Special Service Group (SSG) units. The state governments of India such as West Bengal, Assam, Meghalaya and Tripura established refugee camps along the border.

During Soviet-Afghan war, more than 60,000 Afghan refugees came into India, and we have more than 1, 00, 000 Sri Lankan Tamils in India, most of whom migrated during the rise of militancy.

Surge in refugees arriving is a crisis that is ongoing!! Who is a refugee? A person becomes a refugee due to circumstances beyond the person's control, often poignant. The individual is left with no other option but to flee from human rights violation, socio-economic and political insecurity, violence, ethnic strife, civil war, all these leading to fear of persecution.

In United Nations (UN) 1951 Convention, relating to the Status of Refugees, Article 1 Para 2 defines the term 'refugee' as a "person who owing to well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality and is unable or, owing to such fear, unwilling to avail himself of the protection of that country."

According to UNHCR, 2013, around 32,200 individuals are forced to flee their homes every day globally. Most of them never returned. A whopping number of 98,400 refugees were resettled in 21 countries including India in 2013 year alone!! In 2014, we had global refugees standing at 16.7 million, 1.2 million Asylum seekers, 33.3 million internally displaced. It is for the first time since 2nd World War, the global figure for refugee has passed the number of 52 million by end of 2013. A Human Catastrophe yet to be swiftly tackled by all the Nations.

With rise in numbers of refugees, it is important to delve into causative factors. War is a major causative factor; wars within and outside the nations are resulting in human relocation and sadly, none of the nations are coming forward to share the burden. Secondly, nations in west interfere with third world nations and also western nations have legal framework that discourage Asylum seekers and leave them with no choice but to turn them to developing countries. In a country like India, the situation is grim, as there are millions of people who are seeking refuge in India. Most of these refugees are forced to escape from violence in their native place. In Delhi alone, a city with an approximate population of 21.75 million, about twenty five thousand people from various countries live as refugees.

Over 11,000 refugees in Delhi are from Afghanistan, 14,000 from Myanmar and 700 from Somalia. The above is in addition to settlers from Iraq, Syria, Palestine and countless legal and illegal migrants from neighboring countries. Our country is not a signatory to the UN convention of 1951 and the protocol of 1967, despite this, India is among the top 20 countries of the world that host the largest number of refugees. According to an estimate, India is professionally hosting refugees from almost 70 Nations. Refugees lack life of dignity, as they strive to get education, livelihood and a decent place to live. Refugees are divided by language, culture & circumstances.

Refugees' livelihoods in urban areas are economically, politically and culturally tied to larger urban communities. Therefore, their livelihoods are inextricably interdependent on local relationships and processes. Urban settings for refugees present specific opportunities and constraints too on parallel front to those who seek to improve their livelihoods. Refugees face similar challenges as urban poor in slums and face severe discrimination and problems with legal status. Various formal and informal sectors of urban economy offer a wide variety of employment opportunities. Refugees take to these opportunities as livelihoods. On margins of urban societies, different livelihoods are pursued by refugees. However, it is coupled with high risk of exploitation & protection problems. On gender front, women are more susceptible to dangers of working without protection against, rape, sexual abuse, exploitation, theft and also unhealthy physical environs. State of homeless women and girls is extremely vulnerable as they end up as victims of sexual violence. Refugees struggle to fulfill their basic needs and it is an unending battle. Refugees' miseries remain same all over the world.

Refugees registered with UNHCR are given a card that protects them from forced deportation or detention. The card also gives refugees access to education in government schools and free medical care at government hospitals. Refugees work on daily wages, women earn a living by selling items in the market; they work in domestic sector, in restaurants and hotels. Few refugees work as language interpreters too with UNHCR partner organizations. Refugees engage in petty trading, such as buying and selling goods i.e., firewood, vegetables, preparation of food, sweets, sale of charcoal etc., or provide services in salons, mechanics, construction sector, food preparation, telephone booths, money transfers etc. They work below market rates and in highly exploitative conditions.

Refugees do not have any network or access to labour market; having these constraints, it is difficult to earn a living, so they rely on good information network for earning a stable and regular living. They cannot hope to take a job that pays more, as employers want residence proof for police verification. Thus, most of the refugees work in informal sector or are jobless. Rebuilding refugees' lives is through building their skills and capacities to earn. As many refugees come from traditional skills background, it becomes easy



to teach skills of embroidery, sewing and weaving, making paper plates, paper bags, cushion covers and artificial jewellery. By gaining these skills and experience, it can be easier for them to find jobs in the open market. The children of refugees are also trained and vis-à-vis are enrolled in National Open School. UNHCR runs a livelihood programme and around 300 refugees have benefitted out of this programme. The programme is spread over four production centers which are run in West and South Delhi.

India is among the top countries of the world that host largest number of refugees. The GOI has allowed refugees to apply for long term visas, which would help refugees to have a proper status here. India has always maintained a liberal approach toward the plight of asylum seekers and refugees. The country does not have any specific law dealing with refugees. The Ad hoc nature of refugee policy in India and absence of a robust domestic legal framework have led to uncertainty and arbitrariness in treatment of asylum seekers and refugees. There is a difference in the way refugees from different countries are treated. For instance, Tibet and Sri Lankans are linked to India by peculiar historical connections and circumstances, as they enjoy better position.

India hosts a huge chunk of total global refugees, and the country lacks both resources and legal framework for their sustenance. It is relied upon Foreigners Act 1946 to govern the stay, entry and exit of foreigners in India. Though amended, it fails to meet needs of the day. The masses are differentiated on two grounds; either India nationals or foreigners. The Act doesn't recognize the rights of refugees. The Act fails to differentiate between illegal migrants and asylum seekers or refugees or people willingly visiting India.

Asylum Legislation & RSD: India, with the help of government, NGOs and other stakeholders, needs to try to assist and find durable solutions for refugees. There is a considerable increase in number of people seeking asylum in India. India does not have national asylum legislation; UNHCR conducts registration of refugees and also gives Refugee Status Determination (RSD).

In India, laws dealing with foreigners include-

- The Registration of Foreigners Act, 1939.
- The Foreigners Act, 1946.
- The Foreigners Order, 1948.

Asylum Seekers Limitation: These legislations generally governed the foreigners within the territory of India. Article 2 of the Registration of Foreigners Act, 1939 defines the foreigner as "A person who is not a citizen of India." The other two legislations also used the same definition of foreigners. Both the Act and the order grant the Indian government to do following things.

- Power to restrict the movement of foreigners.
- Compulsory medical examinations.
- Limit employment opportunities.
- Control the ability to refuse and "return" refugees.

The refugee convention however bars all these actions.

Refugee Rights & Privileges: Indian government provides certain rights and privileges to the refugees, but these are only conferred to certain groups.

Tamil Refugees: Like in the case of the assassination of Rajiv Gandhi in 1991, Tamil refugees were encouraged to enter India even the Sri Lankan Tamil refugees are taken as refugees depending upon which party is in power in Tamil Nadu.

Tibetan Refugees: The Tibetan refugee community was granted land to set up an educational institution and other socially useful programmes, apart from the permission to set up a government in exile.

In India, the government needs to rethink about the refugees in India, problems and needs. We need to have a legal system to handle the situation of refugees. UNHCR card is the only identity for refugees and India has no separate law to govern refugees. With rising number of refugees, it has become a global problem, and for a country like India it has become a perennial problem. Most of the nations do not have resources to provide basic needs for these victims. So the refugees are turned back to their homes or left to face their distress alone and there is a huge burden on the exchequer. In present scenario, human repositioning due to conflicts is a CATASTROPHE!! ❖

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## 9. Mining Workers

.....they toil deep in the bowels of earth! Indian mining industry provides job opportunities to around 700,000 individuals. Mining is considered one of the most dangerous professions in India after ship-breaking profession. The industry contributes significantly to the economy of India, as it is a major economic activity. The industry is also infamous for Human Rights violations and environmental pollution!!

.....*they toil deep in the bowels of earth!* Indian mining industry provides job opportunities to around 700,000 individuals. Mining is considered one of the most dangerous professions in India after ship-breaking profession. The industry contributes significantly to the economy of India, as it is a major economic activity. The industry is also infamous for Human Rights violations and environmental pollution!! It was in 1993, that the industry witnessed growth due to economic reforms. Mining in our country depends on over 3,100 mines; of them, fuel mines are 550, 560 mines are for metal extraction and over 1970 mines are for extraction of non-metals (D.R. Khullar). Distribution of minerals in our country is uneven. The mineral density varies from region to region.

There are five mineral belts in the country namely the North Eastern Peninsular Belt, Central Belt, Southern Belt, South Western Belt and the North Western Belt. Government of India (GoI) regulates the manner in which mineral resources are used. As the industry is one of the most dangerous professions in India, accidents in mining sector, especially in coal mines, are very common. In 2015, seven lives were lost on an average. In 2017, at least 63% of the documented accidents in coal mines, responsibility was of management and supervisory staff. Between, 2009 to 2013 there have been 752 documented fatalities.

Death is a weekly affair, and mine workers are the most vulnerable group of people, who escape death every minute! Coal mining technique in India is old and outdated. Most of the work is done through manual labour. Mine workers work in very dusty arid mine areas. Most of the mine workers are migrant workers and the conditions under which they work are inhospitable, making their life hell! The vulnerability of mine workers is very acute. In many mining areas, companies promote use of Ammonium Nitrate Fuel Oil (ANFO) explosives illegally instead of gelatin. As these explosives are more powerful than the conventionally used gelatin, they shatter huge boulders into small pieces; thus, making it more dangerous and putting mining workers' lives at risk.

Mine workers are saddled with day-to-day problems of pollution, which affects the health of workers. Coal dust in mines and near the pit-head creates environmental pollution, adversely affecting miners and their families. Mine workers suffer from numerous ailments that are mainly due to the failure of protocols to be followed by the contractors. Mining industry is faced with reckless lawlessness that is hard to ignore. Illegality in mining causes high losses to the state governments and lead to unpredictable shutting down or closing down of mining operations. Ultimately, it is the workers who are most affected, as they are paid low wages and have unstable jobs.

Due to failure of key regulatory mechanisms to ensure legal mine operators to comply with the law and respect towards human rights, mine workers are often deprived of miners' rights, as well as basic human rights. In our country, mining is a multi-billion rupee industry, having different levels of miner classes. Workers are engaged in mining in both permanent and temporary mines, and conditions under which

they work are terrible. Mine workers suffer from various health problems; tuberculosis is predominant among them, however they have no choice but to work even while ill, as they have families to support. At coal field sites, proper medical facilities aren't available in the makeshift hospitals. Moreover, hospitals lack even basic equipment and medicines, preventing proper treatment. Acute health problems faced by mine workers are asthma and other respiratory problems. Added to the above problems is the environment in which they live, which exacerbates the existing health conditions. Mine workers also suffer from serious eye problems, due to their continuous exposure to coal dust.

The unsafe working conditions in mines lead to high number of accidents. Health care is a serious issue for mine workers. As they are often from poor economic backgrounds, the disease burden is very high on them. As a result of this, they can't afford expensive medical treatment. Added to this are isolated locations and poverty which deny them access to health care. Often the diseases that they suffer from prove to be fatal. The miners live in highly deplorable conditions. Not only the mine workers, but also children of migrant mine workers suffer due to heavy dusty conditions that they live in. Children of mine workers do not have any schools in such areas. Mine workers are often cheated of their legitimate dues. Slaughter mining, lack of conservation and unscientific mining methods are characteristics of large areas of the industry.

Mine workers who are on contract basis are often illiterate, poor and ignorant, all these qualities are a qualification for employers to exploit them. The workers are migrant and bonded labours belonging to deprived class of people. The wages given are very low, with no benefits, as adult male worker receives only Rs.70-120 per day depending upon his skills, after 8-10 hours of work. These workers don't get any holidays, no weekly days off, or any maternity leave. The wages earned are not sufficient to enable them to meet the cost of a basic needs basket. Mine workers are faced with non-payment of overtime, job insecurities, gender disparities, occupational injuries, diseases, fatalities, long hours of work, women issues & their health and safety.

The violations of mine safety laws are widespread in the industry. The mine workers many a times work under forced labour, there is non-payment of full wages, extended hours of shifts without payment, lack of safety measures and welfare measures too. Rampant unscientific mining is widely practiced, and as a result of this, extensive fires and collapses occur. In many mine sites, ventilation is poor, the support is inadequate and safety equipment is conspicuously absent due to rampant corruption in the industry; thereby, posing risks to the lives of mine workers. With reference to women in mining industry, they are the most exploited sects of people in the mining sector. Women are paid less than men, a meager Rs. 100/-, which is not even half of the official minimum wage for unskilled labour. Women in quarries have to do different tasks from men like handpicking, loading and crushing stones.

Though women require many skills, they are still regarded as unskilled labour, because there is no formal upgrading of skills and no recognition of these tasks. Fewer wages, coupled with sexual harassment by mine owners and contractors, force women workers to face and go through daily abuse. Tribal women and women belonging to Scheduled Caste (SC) communities are the most exploited sects in the sector. Not only women, but the industry is also plagued by child labour in remote mining areas. Reports show that many children work in mining sector, aided by the remoteness of quarries and mines and above all the informal character of the sector by and large. Contractors encourage child labour, as children are

willing to work cheaply, due to poverty and hardships faced by the child workers' families. Children working in mines, do not get proper food to eat due to which majority of children are chronically malnourished.

Mining operations often cause immense destruction and proper measures are not exercised for miners' safety. The Mines Act of 1952 contains all the provisions related to health, safety and welfare of the workers working in coal, oil and metalliferous mines. The Act defines mine as "any excavation where any operation for the purpose of searching for or obtaining minerals has been or is being carried on and includes all borings, bore holes, oil wells and accessory crude conditioning plants, shafts, opencast workings, conveyors or aerial ropeways, planes, machinery works, railways, tramways, sliding, workshops, power stations, etc. or any premises connected with mining operations and near or in the mining area."

The Act clearly specifies that it is the duty of the owner to manage mines and the mining operations, health and safety of workers in the mines. It also prescribes the number of working hours in the mines, what should be the minimum wage rate and other related matters. The Act is administered by the Ministry of Labour and Employment, through the Directorate General of Mines Safety (DGMS). It is the Government regulatory agency for safety in mines and oil fields. The work of DGMS is to reduce the risk of occupational diseases and injuries to persons employed in mines and to improve safety and health standards. In case of contract workers, apart from being paid very less than the regular workers, problems include lack of safety measures and standards, and labour reforms being slow. As the sector is highly labour intensive, most of the companies usually refrain from hiring permanent workers for project-based requirements, as termination requires issuing a notice, payment of compensation and intimation to the government.

There are various laws that protect the rights of mine labourers. In 1895, a committee was appointed by the Government of India (GOI) to frame suitable rules and regulations for protection of workers working in mines, where they have reasonable claim on state of protection. In 1896, the committee had submitted the report, which led to the enactment of first Mine Act in India, coming into effect from 22 March 1901. At the time, provisions of the Act had minimum age of employment at 12 years, penalties were prescribed for various contraventions; Inspector was allowed to enter into the mines and inspect and make enquiries. This was enacted in 1910 and 1914. Then a new Indian Mines Act was enacted in 1923, later amended in 1925, 1927, 1928, 1931, 1935, 1937, 1940 and 1946. In 1935, amended act made new changes in the age of employment. The age of children was raised to 15 years. Mining Boards were required to be set up by the provincial governments. In 1940, with amendments made, it had stipulated that salaries and wages of manager, supervisory staff should be paid by the owner of mine and not by the raising contractor.

Our country's temporary workforce is governed by the Contract Labour (Regulation and Abolition) Act, 1970. There are various provisions mentioned for contract workers, yet many companies fail to protect the contract workers. In mining sector, during 2015-16, around 55 percent of the 537 million tonnes of coal mined by public sector behemoth Coal India was done by 65,000 contractual workers, and the ratio is poised to increase to at least 58 percent in the current financial year. The multi-billion rupee industry is plagued with unsafe working conditions in mines, leading to high number of accidents. Health care of mine workers is always a serious issue among the mineworkers. Lack of safety equipment, coupled with hard physical labour and presence of health hazards in mines lead to widespread health problems. Mine

workers are poor, and therefore cannot afford expensive medical treatment and they are moreover located in remote, inaccessible areas in poverty stricken conditions. Denial to health care during illness often proves fatal.

The migrant workers, bonded labours belonging mainly to the marginalized groups are victims in the industry. As large scale mining projects are operated in tribal and adivasi areas, which are pristine native habitats of these communities. The exploitation of these groups has had a long history. Samatha, a NGO associated with ten CBOs spread across in 300 villages, took to High Court in 1993 against the State government's move to lease tribal land to mining companies. It had won a historic judgment, which declared null and void the transfer of land in the Scheduled Areas for private mining and upheld the Forest Protection Act of 1980, prohibiting mining in reserved areas.

The tribes' won the battle for Niyamgiri hills, worshipped by the Dongria Kondh and other adivasi communities, against Vedanta and Odisha Mining Corporation (OMC). These two historical judgments clearly reflect the lessons these communities teach the world about sustainable living and living in harmony with nature. Vulnerabilities of these poor mine workers should be looked into by the Government, through measures such as not permitting mining operations in ecologically sensitive, rich areas and in environmentally and biologically fragile areas. The government should have a well-formulated and effectively implemented mine closure policy. The closed mines should be rehabilitated and put to productive use.

Need of the hour in the mining sector is to timely revise the negotiated wages, promote the use of collective bargaining as a tool for better living conditions and give utmost importance to placing the issue of occupational health and safety at the centre of collective bargaining agenda in the mining sector. ❖

\* Supplement\_ Sukshetram\_ Livelihoods February 2018

## 10. Poor, Vulnerable and Marginalized Groups

In India, our society is structured based on two criteria; economically and socially. Our society is highly stratified. On the economic front, it is “who owns what” whereas, the social structure decides “who is what”. We have large number of disadvantaged groups, from socio-economic perspective. They are Poor, Marginalized and Vulnerable.

***“Overcoming Poverty is not a gesture of Charity. It is an act of Justice. It is Protection of a fundamental human right, the right to dignity and a decent life!” – Nelson Mandela***

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All three groups are deprived of basic

necessities such as food, clothing, shelter, rights and entitlements. They are mostly the underprivileged sections of the society. Poor were earlier classified based on income level and food intake capability. The poor are now people who lack access to proper healthcare, education, nutrition and other services. The Vulnerable groups in a population are one, who have some specific characteristics that make them at higher risk of falling and into poverty than others. They are usually prone to risk and uncertainties. The term marginalization describes the actions or tendencies of the human societies, where people who they perceive to undesirable or without function are excluded. These people who are marginalized are from a Group or a community for their protection or integration are known as Marginalized Groups. This discrimination in the society limits opportunities or means of survival for these sections of the society.

Poverty accentuates vulnerability and leads to marginalization, when coupled with social discrimination. Marginalization leads to social isolation and severe erosion of identity. Communities, groups of people and individuals, who are marginalized and socially isolated lose their identity. They are prevented from full social integration and participation. The social structure and hierarchies also discriminate them. The caste, gender and patriarchy are the major factors, which lead to social discrimination. The vulnerable groups are classified on the basis of facing structured discrimination (Women, Scheduled Caste, Scheduled Tribes, minorities, orphans and children, elderly, migrants), people suffering with HIV/AIDS, sexual minorities-third gender (vulnerabilities due to stigma and discrimination).

The common thread that binds the poor, marginalized and vulnerable sections of the society is to have

### Vulnerable/ Marginalized Groups in India

- Women
- Scheduled Caste (SC)
- Scheduled Tribe (ST)
- Particularly Vulnerable Tribal Groups (PVTGs)
- Women headed families
- Orphans and Children
- Internally Displaced Persons
- Elderly persons
- Persons with Disabilities (PwDs),
- Religious/ethnic/linguistic minority groups
- People living in extremist and disaster affected areas
- People living in inaccessible remote and hill terrains
- Survivors of human trafficking
- Erstwhile manual scavengers
- Liberated bonded laborers
- Families with one or more persons suffering from chronic illness etc.

sustainable livelihoods and basic standard of living. They depend on agriculture and natural resources primarily for their livelihoods. Lack of sustainable livelihoods is something which forces them to migrate from one place to another. These sections of the society are involved in multiple livelihoods. Poverty persist because of limited and inequitable access to productive resources such as land, water, improved inputs, assets and technologies and microfinance, as well as vulnerability to drought and other natural disasters. Low levels of literacy and skills conspire to keep people in the poverty trap, preventing them from claiming their basic rights or from embarking on new activities to income or

**Alarming Facts!**

- 276.6 million people are poor in the country (2011 Census). Around 30% of its population living BPL at 224 million.
- Total Households in the Country are 24.47 Crore. Among them rural households are 17.96 crore. Excluded households are nearly 07.96 crore i.e. 39.37% of total rural households. According SECC 2011, data 00.16 crore households (0.92% of rural HH).
- In India, Population under Multidimensional Poverty is 55.3%. (Source: Human Development Index)
- India ranks 131<sup>st</sup> out of 188 countries on Human Development Index.
- According to Global Hunger Index (GHI) 2017, India has been ranked at 100 out of 119 countries, which falls under serious range categories under GHI severity scale.
- India has highest number of people living below poverty line with 30% of its population under the \$1.90 a day poverty measure.
- 77% of India's workforce to fall in Vulnerable Employment Category by 2019 (ILO).

build assets. Market dominated systems treat human beings as human resources to be developed and exploited to their fullest potential. This new approach created new sets of excluded groups.

- Those who are not educated, skilled, oriented to market economy. Examples- rural laborers, tribals and PVTGs.
- Those who don't produce commodities for market. Examples- subsistence farmers.
- Those who are not involved in paid labor. Examples- the domestic labor of women is unpaid labor.
- Those who can't adapt to ever changing economic conditions shaped by the volatile markets Examples - Artisans.
- Those who are unable to work. Examples- Disabled, Terminally ill, mentally ill, Elderly.

India has 49.7 %of people practicing agriculture as their livelihood. The labour force participation rate in India is 53.7% and unemployment rate is 3.5%. At present, 80.8% of total workforce is categorized as vulnerable employment. Vulnerability has two sides:

- (1) The external side of exposure to shocks, stress and risk; and
- (2) The internal side of defencelessness, or a lack of means to cope without damaging loss

**Category-wise Assessment and Challenges of Poor, Marginalized and Vulnerable:**

The power asymmetry, status asymmetry, wealth asymmetry and knowledge/skill asymmetry causes major impact on such categories of the society. Most poor people, vulnerable and marginalized groups in the society can be described as below:

**Small and Marginal Farmers**

India has over 85% of the farmers who belong to small and marginal category who own less than 2 hectare of land, out of which marginal farmers who own less than 1 hectare of land constitute 2/3rd of total farmers (According to agricultural census 2010-11). Only 45% of agricultural land is owned by these 85%



farmers. This small size of landholding deprives them of economies of scale. They used to practice subsistence farming, cultivation of pulses, millets, oilseeds, rainfed agriculture and multicropping system. With continuous interventions by the government in the form of green revolution, economic reforms, cropping pattern of these farmers has undergone forced change towards monocropping systems and cash crops like cotton, chillies, Sugarcane etc. This has eroded the food security available during subsistence farming. At the same time, owing to monocropping, the production of rice and wheat increased. This led to glut in the market and price fluctuations. Despite Minimum support Price, small and marginal farmers do not avail it as they have less marketable surplus. This forces them to distress sale of their produce at the farm-gate itself. This is aggravated by loans from money lenders and formal institutions which is causing debt trap over a period of time. In the cultivation of cash crops the small and marginal farmers incur heavy cost as they require intense use of costly seeds, depleting water, pesticides and fertilizers. This unabated increase in cost of production coupled with plateauing of yields and reduction in global agricultural prices, the small and marginal farmers are at the losing end. Reduced incomes from agriculture and increased costs in production, increased social, educational and health spending is forcing suicides especially in the arid and semi- arid belt of India. On the other hand, their low produce is not viable for value addition at individual farm level. The poor presence of collectives of small and marginal farmers makes them vulnerable to middle men, market shocks, seed monopolies etc. Though there are cooperatives present in some crops like sugarcane, they are mainly utilised by medium and large farmers. Apart from lack of institutional support, they are highly vulnerable to uncertain increased droughts and cyclones due to global climate change. They are gradually becoming environmental refugees. To improve present status, they have inadequate capacities to improve fertility of soil, long term development of their fields, technological usage, cropping patterns and value addition. The dismal economic condition of small and marginal farmers is forcing them to sell their land and/or migrate to cities. This is visible in the increase in casual labour, increase in demand for MGNREGS work and feminisation of agriculture in villages. Overall their agriculture and lives have become environmentally unsustainable, financially unviable and socially a concern for all of us. Reducing cost of production, improving access to credit, inputs, timely disbursal of information, insurance and ensuring price realization of agriculture produce are some steps which are required urgently.

### **Elderly**

Ageing is an inevitable. In India, the population of the elderly is growing rapidly and is emerging as a serious area of concern for the government and the policy planners. The elderly population is close to 100 million above the age of 60 years which is expected to grow to 173 million by 2026. The elderly form 8% of India's population. Approximately 70% of the elderly live in villages; 50% are poor. The large segment of the elderly, those living alone or with spouse only, and the widowed who are illiterate, poor and particularly those from the SC and ST families. The vulnerability among the elderly is not only due to an increased incidence of illness and disability, but also due to their economic dependency upon their spouses, children and other younger family members. For older Indians, this translates into a life experience characterised by poverty, food insecurity, restricted access to health, financial and social services, and limited options for livelihoods security. The elderly are involved in activities such as Agriculture labourer, traditional healers (ethno medical practitioners), watchmen, self employed by

having micro enterprises (temple livelihoods, flower/vegetable vendors, small hotels in rural areas, providing support in rearing of livestock, value addition processing of the produce, MGNREGs, *coolie/hamali* at railway stations. Over 70% not literate, with manual labour being the only source of livelihood for many. Apart from food they wish to have a sustainable livelihoods to meet obligations for festivals, rituals, weddings, and for shelter repair and improvement. Additional needs included: agricultural and livestock investment, education for grandchildren, clothes, business investment. The elders have the right to age with dignity with adequate financial, health and social support.

### **People living in Urban scenarios**

People living in slums who strive for their sustainable living in the urban environment and cities are also exposed to the harsh realities of vulnerability and being marginalized. The urban poor lives in slum and are deprived of many resources. The existence of the slums in every major city of India is due to the imbalance in the urban economy. According to 2011 census projection of slum population was 93 million and there were about 1.3 crore urban slum households. It has surged up to 104 million in 2017. They represent the poorest of the urban poor. The major challenges faced by urban poor are Minuscule living areas, poor house planning, natural disasters, social conflicts, social exclusion, lack of safe drinking water, diseases, latrines shared amongst hundreds, a non-existent sewerage systems, defecation on the streets, child marriages and gross negligence of hygiene. Their children are usually malnourished and women are the victims of domestic violence. Their socio economical, environment breeds criminal tendencies among them. They are exploited in illegal activities.

They usually take up jobs in the informal sectors to serve their financial needs. They are largely involved in multiple occupations as coolie/daily wage labours (head load bearer labour in markets (*hamalis*), at railway stations), rickshaw pullers, construction workers, manual scavengers, rag pickers, auto drivers, domestic workers, skilled labours (electricians, plumbers, auto/two wheeler repairing, painters, steel metal work, welding, cable, carpentry, tiles fitting), self-employed (vegetable vendor, flower vendor, tea shops owner, leather jackets sellers, Tibetan migrants who sell sweaters), sweepers, maintenance, peons/office assistants in private offices, watchmen/security guards in apartments, building and retail shops. They survive on daily earnings and constantly strive to make their lives better for their family. They are vulnerable as they may lose jobs if the trust is not built with their owners or customers.

### **Persons with Disabilities:**

Persons with Disabilities (PwDs) are the vulnerable communities that get marginalized in the competition for access to assets and markets, having a huge negative impact on their social, emotional and economic well-being. These individual persons are affected by several disabilities such as seeing, hearing, speech, movement, mental retardation, mental illness, multiple disability and any other disabilities. The types of disabilities have been increased from existing seven to twenty one. As per Census 2011 the PwDs are 2.68 crore and are 2.21% of the total population of the Country. In this competitive race, PwDs are the majority group on the peripheries with no access to human, social and financial capital and having limited or negligible control and access to physical and political capital. PwDs are mostly considered burden. They lack access to basic services such as education, health care, vocational training and employment. They have to battle against centuries of biased assumptions, harmful stereotypes, and irrational fears. The

negative fallout of the same hampers their enjoyment and opportunity of economic livelihood.

PwDs face serious barriers in getting job opportunities .The livelihood options in urban areas are employment in the formal sector such as the government sector, private sector, and small-scale industries. Nowadays, MGNREGS also have opportunities for PwDs. There are also opportunities for employment in the informal sector such as with contractors, shops and establishments, and in households. They are usually involved in livelihoods such as BPOs, Xerox shops, petty shops etc. The concept of sheltered employment is a viable option particularly for multiple and severely disabled persons. In addition, there are other available alternatives in enhancing livelihood skills and options for the PwDs. To promote rural livelihoods there is possibility of exploring farm-based employment as farmers, agricultural laborers, cultivators, horticulturists etc. There is also the untapped sector of pisciculture and animal husbandry. There are other opportunities for employment in the non-farm sector such as cottage industry, trading etc. They are engaged in outsourcing of work on a preferential basis as well as skill development could be tied up to enhance employment opportunities for this category. Credit linkages (through microfinance in rural areas) there are various ways of promoting economic development activities and self-employment ventures for the benefit of PwDs. The PwDs face various types of barriers while seeking access to health and health services. The employers also often reluctant to provide accessibility and supportive facilities. Among those who are differently abled women, children and aged are more vulnerable and need attention. They need to be able to learn about and obtain jobs, which they can physically access and work at despite their disability. Bringing about changes to existing infrastructure is a key need to improving access for the physically disabled.

### **Women**

Women are marginalized and disempowered in all societies (barring some tribal societies). According to Census 2011, there are 950 females per 1000 males. Women in our country are subject to patriarchal customs, religious laws, discrimination in inheritance rights suffer abuse and exploitation in the family, society and other institutions. Girl child and women from the marginalized groups are more vulnerable to violence. Women are given importance for their reproductive role in the society. Burden on women has increased due to the vulnerable conditions they live in due to socially, politically, culturally and economically conditions. They have less assets, opportunities, freedom of speech and social positioning in the society than their counterparts. Gender based violence and domestic violence is high among women in general, in spite of this, they are engaged in various livelihoods. Women have consistently and for long proved that they can engage themselves in all livelihoods on par with/better than men. They have more physical stamina and mental endurance than men. In fact women are exclusively sought after in some fields like teaching, tailoring, , counselling, nursing, hospitality, front desk jobs, beauty parlours, textile industry , home based industry, cottage industries, midwives, agriculture labourer, manual scavenging, small enterprises, beedi making, food processing, handicrafts and handlooms, private and government sectors. At the grassroots level women have increasingly come together and proved to be harbingers of positive change and development. The household chores do not come into any reckoning and is not accountable in the GDP of our nation.

Women also tend to attain widowhood at a certain phase in their life. The widows are usually due to patriarchal society are victims of abuses, discrimination and are dependent on their family members. An

urgent need is required to create livelihood opportunities for these women. All categories of women in every sector are victims of less wages as compared to their counterparts, have no legal provisions, they are also exploited by engaging in long working hours, sexual abuses and harassment and usually do not have workplace safety be it in rural or urban scenarios.

- Women make up 43% of the agricultural labour force in developing countries.
- Approximately 1.3 million SC women are involved in Manual Scavenging.
- Less than 20% of the world's landholders are women.
- Women make up more than two-thirds of the world's 796 million illiterate people.
- Approximately 66% of elderly women are fully dependent on others; 32% do not own any assets of their own.
- Source: UN Women, International Dalit Solidarity Network

### **Children**

Children are the most vulnerable to the situations created by natural disasters, displacements and migration. They are also affected by caste based situations. There are 444 million children under the age of 18 years. This constitutes 37% of the total population in the country according to the 2011 census. Child mortality and Morbidity among children are caused and compounded by poverty, their sex and caste position in society. Early marriage, trafficking, forced prostitutions add to the woes of young girls. Poverty in families, make children vulnerable that it has serious consequences on their nutrition intake, access to healthcare, environment and education. Children are particularly vulnerable to forced and bonded labour. They have been identified as bonded child labour in a number of occupations including agriculture, brick kilns, stone quarries, carpet weaving, bidi (cigarette) rolling, rearing of silk cocoons, production of silk sarees, production of silver jewellery, gem cutting, diamond cutting, fireworks, mechanic works, in mining of Mica, in hotels, small grocery shops, manufacture of leather products, in circuses, fisheries, shops and tailoring establishments, and domestic work. These children report of working nearly 12 hours a day. As a result of poor and hazardous working conditions the children suffer health problems and diseases as well as verbal and physical abuse from their employers. In urban areas, the practice of engaging girl children in domestic work has been increasing for the last three to four decades in the country many children are involved in selling tea, snacks, and vegetables etc. in shops, near bus stops, railway stations, busy centres, begging and moving from one place to another, it is particularly more prevalent in urban areas. They never receive the agreed wages, instead often getting just a small portion of the amount agreed upon.

### **Scheduled Caste (SC) Community**

Scheduled Caste (SC) are more than 200 million in India which is about 16.2 %of the population who are helpless and poor (Census 2011). They have very less purchasing power, low literacy rates, poor housing conditions, and low access to resources and entitlements. Social exclusion and structural discrimination against these groups takes place in the form of physical, psychological, emotional and culturally. Physical segregation of their settlements is common in the village forcing them to live in most unhygienic and inhabitable conditions. This affects their health and also impacts the quality of life. For centuries they have been denied social hierarchal system deprived this community of their rights to ownership of assets,

education and opportunities related to job and participation in the economy. However, it has reduced gradually with time. They are discriminated in schools, have denial and restrictions of access to public and private services, and are victims of caste based slavery, untouchability, prostitution even today.

Scheduled Castes are forced to live on the peripheries of the villages but are depended on them for their livelihood - like clearing carcasses. The SCs are usually involved in the caste based livelihoods such as skilled tannery, manual scavenging, drum beating, for customary rights, small and marginal farmers in agriculture, bonded labourer, salt pan workers, wage labourers etc. They are mainly landless with little control over resources such as land, forest and water. This is one of the reasons for their poverty which has resulted in low levels of education, poor health and reduced access to healthcare services. Conditions for bonded agricultural labourers are among the harshest. Manual scavenging, a caste based and hereditary occupation form of slavery reserved exclusively for SCs. They are paid less than minimum wages and are often forced to borrow money from upper-caste neighbours in order to meet their basic necessities. These livelihood options not only impact their health both physically and mentally but also impacts their dignity. Though with government efforts the education and employment the status of SCs has improved because of social resistance they are still marginalized.

### **Scheduled Tribes**

The Scheduled Tribe communities live in various ecological and geo-climatic conditions ranging from plains and forests to hills. The essential traits of these communities are geographical isolation, distinct culture, shy of contact with the community at a large and economically backward. There are over 700 STs spread over different States and Union Territories of the country. STs in India continue to lag behind not because they are poor but they are vulnerable to socio-cultural and political alienation. The issues of involuntary displacement and dissatisfactory resettlement have emerged in the tribal areas. Mega development projects like multipurpose river dams like irrigation dams, under-ground coal mines, mineral based industries in various parts of the country generate benefits for the few relatively better off sections of population while marginalizing and excluding the poorer tribal people. Nearly 60 per cent of these large dams are located in central and western India where most of inhabitants are tribal communities. Lack of sound policy to support consumption credit to tribals has made them dependent on usurious money-lenders resulting in debt-bondage. They have been affected not only in terms of their economic condition but their socio-cultural conditions also early marriage, trafficking and other forms of exploitation are also reportedly high among them. They lack low levels of education, poor health and reduced access to healthcare services.

The STs are majorly dependent on natural resources and practice forest based livelihoods for their survival. Forest and land is very important component for tribal development. It occupies their source of livelihood. They are involved in collection of Non-Timber Forest Produce (NTFP), practice shifting cultivation, practice traditional healing methods (ethno medicine healers/traditional healers), they provide services as faith healers (astrologers), exchange forest produce for battering items, provide value addition services to the forest produce. The acquisition of land for large industries, mines or special economic zones has given rise to the livelihood insecurity of the poor and less privileged people. Alienation and displacement from their land plays a critical role due to which the they tend to loose opportunities of selling in the market. Due to displacement and alienation they get involved in stone

cutting, MGNREGS, construction workers, migrant workers, few private jobs. Although they live in isolation in forest areas, they are having harmonious relationship with forests and species. But the development of wildlife sanctuaries and eco-parks devastate their habitat and displace their living. They are forced onto the ever-expanding low paid, insecure, transient and destitute labour market. The capital intensive projects have overpowered the tribal communities' wages.

### **Particularly Vulnerable Tribal Groups (PVTGs)**

While some tribal communities have adopted a mainstream way of life, at the other end of the spectrum, there are certain Scheduled Tribes, 75 in number known as Particularly Vulnerable Tribal Groups (earlier termed as Primitive Tribal Groups), who are characterised by foraging, hunting, gathering activities; a stagnant or declining population; extremely low literacy; and a subsistence level of economy. The socio-economic conditions of PVTGs are vulnerable due to factors anthropological, genetic, isolation and remoteness of their habitats, lack of accessibility to services and displacement by external interventions such as mining projects and infrastructural development projects etc. PVTGs sometimes suffer from starvation and death due to starvation. Malnutrition is also very high in PVTGs. The health status of PVTGs is in an awful condition because of multiple factors like poverty, illiteracy, lack of safe drinking water, bad sanitary conditions, difficult terrain, malnutrition, poor maternal and child health services, unavailability of health and nutritional services, superstition and deforestation. The diseases like anemia, upper respiratory problem, malaria; gastro-intestinal disorders like acute diarrhea, Intestinal protozoan; micronutrient deficiency and skin infection are common among PVTGs due to external forced development interventions. The condition of women in PVTGs is more vulnerable even though by and large they have a better standing in their family and society compared with non-tribal communities. At the same time they take a lot of workload by participating both in making a livelihood and household chores. Their health and educational status is very poor compared to their men. They face a high rate of sexual harassment.

PVTGs depend on various livelihoods involving foraging, small game hunting, food gathering, collection of Non-Timber Forest Produce (NTFP), backyard poultry, livestock rearing, shifting cultivation and artisan works (clay, bamboo, weaving). Most of their livelihoods depend on the forest. They collect various NTFP items such as honey, gum, amla, bamboo, shrubs, fuel wood, dry leaves, nuts, sprouts, wax, medical plants, roots and tubers. Most of the NTFP items they gather are for consumption and they sell the remaining to middle men. But due to the shrinking forests, environmental changes and new forest conservation policies, their NTFP collection is getting hampered. Because of the lack of awareness about the value of NTFP produce, PVTGs have been exploited by the middle men. These livelihoods sources have been taken away by industrialization interventions, forest conservation policies and wildlife protection Acts. Now, they are being displaced from their habitats and are prevented by the forest officials to practice shifting cultivation, NTFP collection and animal hunting. Their previous livelihoods have become unviable to survive. Due to the displacement they have been involved into agriculture wage labour, forestry labour work, mining etc.

## **Minorities**

The Minorities/Minority communities constitute of Muslims, Christian, Buddhist, Sikhs, Parsi and Jains. As per the religious census data 2011, Muslims constituted 17.22 crore (14.2%) of the Indian Population. The other religions such as Christians were 2.78 crore(2.3%), Sikh 2.08 crore(1.7 %), Buddhist 0.84 crore (0.7 %), Jains 0.45 crore (0.4%). They constantly face issues related to occupational and financial horizons scattered pockets geographically. However due to development interventions and schemes by the government they have been involved into the mainstream economy.

Minorities in India are engaged in every kind of livelihood as the rest of the population. While majority of the minorities live in urban areas, those living in rural areas range from owners of land and livestock, agricultural labourers, weavers etc. In the urban centers minorities are engaged in manufacturing, trading and predominantly in service sector like restaurants, travel agencies, priesthood, hospitals and educational institutions. Earlier, they earned their livelihoods by land farming and farming related works. The largest minority community, Muslims due to limited land ownership, mostly are engaged in non-agricultural occupations. Being self-employed and often in the unorganised sector, they lack any kind of social security. Further, Muslims are traditionally engaged in skilled occupations like weaving, mechanic works, drivers, spinning, artisanship and tailoring. Many are also street vendors (fruit and vegetables). However, some livelihoods are exclusive to certain groups for religious reasons. For instance, halal (permissible animal slaughter in a ritual way called Zibah in Islam) can be taken up by only those practicing Islam faith. Similarly exchange of services between religions traditionally have provided for some livelihoods. In parts of Maharashtra and Rajasthan the Marwadi community traditionally procure new books of accounts from the Muslim communities on Diwal day. The Buddhist are usually involved in religious activities as monks and equally participate in other sectors as well. The Parsi are usually entrepreneurs and are also equally contribute in service, arts, manufacturing' sectors. Religion-based occupation have made an interesting impact in the sphere of livelihoods.

## **Internally Displaced Persons (IDPs)**

United Nations define IDPs as "Internally Displaced Persons are people or groups of people who have been forced or obliged to flee or to leave their homes or places of habitual residence, in particular as a result of or in order to avoid the effects of armed conflict, situations of generalized violence, violations of human rights or natural or human-made disasters, and who have not crossed an internationally recognized State border." Internally Displaced Persons (IDPs) are among the world most vulnerable people and they are homeless at home and yet cannot cross borders and seek "outside" help. Given the number of IDPs in our country is problematic, coupled with lack of central monitoring co-coordinating authority, at the same time the political sensitivities at the state level prevent release of the data on the exact and nature of displacement. There is huge variation in estimates of the number of IDPs in India. Jammu and Kashmir is the most affected state in the country. The majority of cases in which people have been forced to flee their homes are consequence of government pursuit and political goals and development objectives. Development induced displacement has overwhelmingly dominated the IDP scenario in India. Many IDPs have

been forced to settle in the slums surrounding New Delhi, Kolkata and other metro cities. The IDPs are involved in livelihood activities such as daily wage workers as domestic workers, hotels, cleaners, construction workers. They are also involved in brick kiln industries, mining industries, stone cutting quarries, non-farm activities, unskilled labourers, livestock' rearing. They get less wages due to which they are impacted on socio-economic conditions.

However, these sections of the society have limited resources for survival and living is about survival of the fittest. Hence, these individuals also tend to have interchangeable and cross sectional livelihoods. There is also a significant shift in them migrating to other places due to factors like natural disasters, calamities or due to lack of opportunities. As a consequence of this they may even shift their traditional livelihoods and completely adopt to other livelihoods or jobs. In recent times, the youth from these sections of the society are finding opportunities in the private and government sectors. The significant shift from farm work to non-farm sources of income accelerated the decline in poverty in India. However, the traditional livelihoods are being lost in the process. The unorganized sector, transgenders, widows and other vulnerable groups are still struggling to voice their opinions and have sustainable livelihoods for their survival. There are several government initiatives and schemes which have been launched to provide benefits to these groups. There are many Non-Government Organizations (NGOs), Civil Society Organizations (CSOs) and social enterprises been involved in empowering and providing advocacy support for rights and entitlements to poor, marginalized and vulnerable groups. ❖

\* Supplement\_ Sukshetram\_ Livelihoods April 2018



## 11. Traditional Healers

The world needs more healing hands, but our very own roots of revival are on the verge of losing the craft to the definite, unable to shellac the shell in the contexts of changing scenario. Folk wisdom is a collective and accumulated knowledge base of a society which is rooted in experience and practical considerations. In India, the folk wisdom manifested in the traditional healing practices is, indeed, based on complex and cohesive systems of thoughts and beliefs, derived from philosophical texts and scriptures. Livelihoods 'Sukshetram Supplement' explores the traditional healers, their practices and plight!

The world needs more healing hands, but our very own roots of revival are on the verge of losing the craft to the definite, unable to shellac the shell in the contexts of changing scenario. Folk wisdom is a collective and accumulated knowledge base of a society which is rooted in experience and practical considerations. In India, the folk wisdom manifested in the traditional healing practices is, indeed, based on complex and cohesive systems of thoughts and beliefs, derived from philosophical texts and scriptures.

Since time immemorial, mankind has used extracts from different plants to cure many diseases and thereby relieving them of physical agony. Many countries have their own traditional or indigenous forms of healing. Traditional healing is holistic, and aims to achieve overall well-being of the person. India is blessed with a rich and diverse heritage of cultural traditions. These traditions are also associated with use of wild plants as medicinal herbs. The use of medicinal herbs is still a tradition adopted by indigenous communities living in undulating hills and at the foothills of dense forests. Indian medical knowledge comes in two forms: traditional or indigenous system and the allopathic or cosmopolitan system. The [World Health Organization \(WHO\)](#) defines traditional medicine as "the sum total of the knowledge, skills, and practices based on the theories, beliefs, and experiences indigenous to different cultures, whether explicable or not, used in the maintenance of health as well as in the prevention, diagnosis, improvement or treatment of physical and mental illness". Across the world, traditional medicine is either the mainstay of healthcare or serves as a component to it. Traditional medicine, traditional treatments, and traditional practices are widely used in India. In rural areas where 70% of the Indian population lives, the traditional methods become the main & sometimes the only, source of health care. Thus, traditional medicine is, by default, the first choice.

Indian practitioners began evolving the art of healing thousands of years ago. These practitioners or individuals have been healing the communities through nature and are generally called by varied names such as medicine men or women, traditional healers, holy men or women, ethno-medical practitioners, indigenous healers or folk healers. The traditional medical practitioner or healer can be defined as "someone who is recognized by the community in which he lives as competent to provide health care by using vegetable, animal and mineral substances and certain other methods based on the social, cultural and religious backgrounds as well as the prevailing knowledge, attitudes and beliefs regarding physical, mental and social well-being and the causation of disease and disability in the community". They are scattered across the country and are a very heterogeneous group of people. They often belong to the same clan and subscribe to the same belief system. The power to heal comes unsought to many healers. They are not formally educated to practice their art but learn it through apprenticeship and by assisting

India is a country inhabited by a large number of people belonging to diverse ethnic groups. . There are over 700 different tribes & other ethnic groups residing mostly in rural areas in India. Most of them are still living in the remote forest areas, and depend to a great extent on the indigenous systems of medicine. The knowledge of traditional medicine has been transmitted orally from generation to generation since time immemorial... The traditional medicine in the tribal areas usually has some or the other relevance with the plants that are found to be in these areas. The Central India comprises states of Madhya Pradesh, Chhattisgarh, Maharashtra, Orissa and Jharkhand. The ethnic people of this region are Baiga, Bhariya, Bhil, Gond, and Hill korwa, Birhor, Khairwar, Rawat and Sahariyas. They use a wide range of wild plants for their healthcare.

Known as “Folk Healers” in the Ministry of AYUSH, and called by region specific names such as “Nati Vaidya” in Karnataka, “Vaidyan” in Kerala, “Cittarakal” practitioners of Siddha Medicine in Tamil Nadu, the “Hakims” who practice Unani, Maibas and Maibis of Manipur and so on. In fact, it is likely that every State in India has its own unique traditional healing system, which uses plant species and methods that are native to its region. The extent of combined knowledge of these systems is vast. A count of the plants used for medicinal purposes shows that the Ayurvedic texts cite some 400, while the documentation of folk practice and ethno-botany reveals about 6000 species in use across the country! (Source: The Status and role of Ayush and local health traditions in public health. IIAS Journal, 2012)

1. Thottianaickans of Tamil Nadu
2. Nagas of Nagaland
3. Meitei community in Manipur
4. Nishi tribes of Arunachal Pradesh
5. Monpas of Arunachal Pradesh
6. Khonds of Andhra Pradesh
7. Bhil tribe in Madhya Pradesh
8. Apatani tribe of Arunachal Pradesh
9. Miris of Assam
10. Mizo tribes of Mizoram

Their gurus. They rely on the wealth of forests and the knowledge that has travelled down through the generations. Most of the healers belong to an oral tradition, but family manuscripts also play a part in the transmission of knowledge. They have extensive knowledge on the use of plants and herbs for medicinal and nutritional purposes. The traditional healers are involved in healing their patients through various traditional medicines available in their vicinity. They have separate spiritual and herbal healing practices. In rural areas, biomedical facilities are often not to be found within a reasonable distance and if available, are often of bad quality or not affordable. Traditional medical practitioners treat all age groups and all problems, using and administering medicines that are readily available and affordable. Their treatment is comprehensive and has curative, protective and preventive elements, and can be either natural or ritual or both, depending on the cause of the disease. The therapies provided by traditional healers contain many medicines for one ailment. Several plants are identified and used against one disease and are used according to their availability in the region. Out of the various medicines, one medicine is selected by these healers against a particular disease according to the symptoms and secondary effects. Most of the traditional healers are specialized as snake bite healers, bone setters, jaundice healers, midwives, etc., as

well as those who treat a spectrum of common and chronic ailments such as paralysis, joint pains and knee pains, itching, cough, fever, wounds including burns and asthma. They perform the healing treatments for physical ailments by using plants and herbs, steam bathing and a sauna-like treatment for detoxification. Apart from being a first line of resort for the treatment of common diseases and a few chronic ailments, the folk healers have offered alternatives for certain diseases for which the biomedicine has no cure. Folk healers also offer alternatives for biomedical treatments that patients cannot afford. Their services are generally affordable for people with limited finances. Along with providing treatment to diseases, elderly women of the villages as midwives perform deliveries and provide herbal medicine to menstruation related diseases for the girls and women. The healers are also involved in providing treatment to cure diseases and wounds of animals. Presently, people in rural areas still prefer traditional healing systems as a better alternative to allopathic medical system because traditional healthcare systems are affordable and accessible to them. The healers are also exploring the possibilities of healing the mental disorders and are emphasizing on putting continuous efforts for the betterment of the community.

In most of the folk practices, healers are also mediators between the physical and the metaphysical. One

#### ***Quacks***

Genuine traditional healers will not defend or support quacks, especially if you stress that quacks damage the reputation of all good healers and of traditional medicine. Decide with them what can be done to oblige the quacks to stop their bad and dangerous practices. The good healers may not know what to do but at least they will understand that you want to protect them and their medicine by opposing the quacks. They do not want to turn the quacks into their enemies. They are afraid that the quacks will seek revenge and make them become sick or even die. Sometimes a treatment that is widely practised by healers, and not only by quacks, may be controversial or dangerous. Discuss such treatments with senior health workers or camp administrators if possible. Examples of treatments that could be dangerous include burning or cutting the skin, and wrapping babies with a high fever in warm blankets and extra clothes.

Another thing to remember about traditional healing is its cost. People who go to healers may be desperate for help, either for themselves or for a member of their family. They may be prepared to pay almost anything for help. Some healers, and especially quacks, may take advantage of this and demand large amounts of money for their services. Before you agree to work with a traditional healer, get some idea of how much they charge their clients.

can frequently find healers who are known for their ability to host a deity or spirit and under whose spell they acquire supernatural powers to control the minds of their visitors and heal them. It includes among others, ritual sacrifice to appease the ancestors, ritual and magical strengthening of people and possessions, steaming, purification (e.g. ritual washing, or the use of emetics and purgatives), sniffing of substances, cuts, wearing charms and piercing. The healer becomes the medium through which others can communicate to deities and spirits. They get visions and can dispense away favours at will. As diviners, they are presumed to be in direct communication with the supernatural and derive their healing powers through divine grace. They are both feared and revered by the local communities. Of course, they become diviners only when possessed by some spirit. Otherwise, they are like any other ordinary person. The

traditional healers often know intuitively about the close symbiotic relationship between the mind and the body. No matter what the backgrounds of the healers are, they need long years of internal preparation to acquire a purity of body and mind.

**Challenges faced by the traditional healers:** Modern medicine and traditional medicine make unique contributions to health, but both also have their limits and shortcomings. The ethno-medical practitioners have been healing through nature since many centuries in our country and are the first line of resort for the treatment of diseases in rural areas. There are many pros and cons of being a traditional healer. The first and foremost hindrance is that they are limited to their vicinity and do not have access to knowledge. Secondly, they lack the identity and are not recognized in the outside world as they are scattered across in tribal as well as non-tribal areas. The data or statistics related to them is very limited. The details of their existence in various tribes is also very little. A complementary challenge has been the loss of native forests due to which the availability and collection of sufficient quantity of medicinal plants, which is critical for the healing activities, is being reduced. The reason for the declining of the medicinal plants is due to commercial logging, fire accidents and also leaves are drying due to high temperatures. Biodiversity has been further diminished by the replanting of a restricted number of species exclusively for lumber and paper-pulp uses, resulting in the loss of medicinal plants.

Age also is a major constraint or factor for these traditional healers, as most healers are older than sixty and many are above seventy and even eighty. There are also indications that young people are turning away from folk medicine and are not showing interest in traditional healing systems, or are migrating to cities in search of other livelihoods. In a few instances in the past, the traditional healers were mistrusted. Sometimes, they were also accused of 'branding children' as both tribals and non-tribals have believed that a baby who is branded with hot bangle or nail is assured of good health. But it was illegal and made healers vulnerable to the punishable offence. Moreover, traditional healers are often confused with 'quacks'. Quacks are those unqualified people, who previously worked in hospitals or private clinics, and after having gained confidence, set up their own practice as 'Doctors'. Their inferior knowledge of modern medicine displays a false confidence. They are a bane to the communities they exist in. On the other hand, the traditional healers are a blessing to their communities which are generations and miles away from any remote semblance to a modern civilization. But the wrong portrayal of traditional healers as quacks continues to bring healers a bad name.

Regarding the treatment provided by them to their patients, i.e. the local people, the traditional healers face issues of explaining people to follow the prescriptions and proper diet in order to get cured completely. They are also sometimes blamed for the use of poor quality, adulterated or counterfeit products; and misdiagnosis, delayed diagnosis, or failure to use effective conventional treatments; and exposure to misleading or unreliable information which result in direct adverse events, side effects or unwanted treatment interactions. Unlike Ayurveda, Unani and other alternative system of medicine, the treatment procedures used by these traditional healers are not documented. It is implicit in all folk therapies that the illness is held as a social problem and not a private affair. Social customs, traditions, moral strictures, mode of interaction and role expectations give rise to pathologies which vary from culture to culture. This also creates a hindrance for the healers as they have to keep the patients' information as confidential as possible. Most healers are not supposed to charge for their services. In fact,

it is widely believed that if healers charge for their services their healing powers will go away. Hence, they treat the community without charging anything or offer their services at very minimum rate in order to sustain themselves. They also provide services to people with limited finances or who are very poor, free of cost and are happy with whatever people give them in terms of cash or eatables like rice or vegetables.

Though the community and patients are expected to compensate for their work, most of the healers also have some other sources of livelihood. They farm, rear cattle, have small businesses or shops, teach in schools. Moreover, lack of support from the government for preservation of medicinal plants, regeneration and development are also impacting their livelihood and so they tend to get involved in other livelihoods.

They also offer a wide range of services, and are consulted on family and community matters. They are fortune-tellers, medicine men, clairvoyants and key informers about the communities they serve. However, there seems to be a clear social hierarchy which determines their status, power and mode of therapeutic relationship.

They lack legal status and also there are a few regulatory regimes that are becoming a constraint for the traditional healers and project indigenous medicines in a bad repute. In some context, the healers are also accused of bio-piracy.

**Working for and with Traditional Healers:**

- Kovel Foundation, Andhra Pradesh.
- Mythri Speaks- Project Mythri (have an initiative named Healing Tree Network).
- Foundation for Revitalisation of Local Health Traditions (FRLHT), Bangalore (established grassroots network of folk healers across 9 states in 1998).
- Gunis for Health is an initiative of Jagran Jan Vikas Samiti (JJVS), Udaipur, Rajasthan. It helps in supporting and extending the work of Traditional Healers in India.
- North Eastern Institute of Folk Medicine.
- Ministry of AYUSH, Govt. of India.
- The Traditional Healer Association, Chhattisgarh at Bilaspur (THAC) was initiated to address these challenges and to create an organized body for traditional healers to legitimize their practice and to reach remote populations in the greatest need of medical services.
- The Equator Initiative by UNDP.

Traditional healers have an uphill battle to gain formal recognition from government authorities as legitimate providers of healthcare. This has limited the ability of traditional healers to advertise their services, to expand their outreach, or publicize their practices, meaning that patients have, for the most part, been referred by word of mouth. With the advancement in technology and interventions by the government in the form of Primary Healthcare Centres, the local people are slowly migrating or shifting towards allopathy and biomedicine. The concept of vaidyas prescribing and formulating medicines according to the need of an individual has been replaced by University-educated doctors prescribing OTC medicines. The healers also, do not have certifications in order to cure certain diseases. They also do not have intellectual property rights on their practices. They are vulnerable to both humankind and the natural environment.

Experts opine that folk healers have three challenges before them - retaining autonomy, revitalising the oral system of transmission of education, and generating evidence in a manner that does not interfere with their holistic nature. Though empirical research is needed, factors such as biomedicine's social prestige, the aggressive marketing of biomedical drugs, the semi-legal status of folk practitioners, the absence of substantial financial investments, and lack of studies on the practice and effectiveness of Indian medicine, are probably responsible for the fact that folk medicine in India is under pressure.

Traditional Folk Healers in India		
S. No	Traditional Folk Healers Medicine -man	Art of healing
1	House wife and village healers	Home remedies
2	Traditional birth attendant ( (Mid wife)	Normal Delivery
3	Herbal healers	Common ailments
4	Ojhas & Amchis	Common ailments
5	Bone settlers	Orthopaedics and bone fracture
6	Hakims & Vaidas	Common ailments
7	Vish Vaidya ( snake bite, scorpion - sting, dog bite, & fish poison )	
8	Special healers _ Vaidyas	Eye, Skin, Dental, Arthritis , Liver, Wounds,Piles, Kidney, Bowel

**Initiatives for the Traditional Healers:** Traditional Knowledge Digital Library (TKDL) is a pioneer initiative of India to prevent misappropriation of country's traditional medicinal knowledge at International Patent Offices, on which healthcare needs of more than 70% population and livelihood of millions of people in India are dependent. TKDL is an initiative by India to digitize and document knowledge available in public domain to facilitate systematic arrangement, dissemination and retrieval of information. While granting patents, authorities check invention to prior art in public domain. Documentation of knowledge helps trace invention in public domain and to know whether it is eligible for patents, preventing misappropriation of Traditional knowledge. Documentation helps in tracing the indigenous community with whom commercialization benefits are to be shared. This documentation process has to start at community level in the form of 'People Biodiversity Register' or 'Community Biodiversity Register.

TKDL is proving to be an effective deterrent against bio-piracy and is being recognized as a global leader in the area of traditional knowledge protection. In 2011, an International Conference was organized by World Intellectual Property Organization (WIPO) in collaboration with CSIR on 'Utilization of Traditional Knowledge Digital Library as a Model for Protection of Traditional Knowledge', at New Delhi.

In bid to preserve and document the knowledge, Central government had sanctioned Rs. 50 crore during the 11th five year plan for assessment, documentation and promotion of local health practitioners. In 2011, Indira Gandhi National Open University decided to honour healers with 'gram Vaidya' awards to encourage traditional healers. The project is aimed at helping the department of Ayurveda, Yoga & Naturopathy, Unani, Siddha and Homoeopathy (AYUSH) under the Union Health Ministry, document the traditional systems being practised for years in villages and to acknowledge traditional medical practitioners with over 25 years of experience. However, the certifications and awards did not give the practitioners any licence. It was only meant to document the traditional practices in the village and encourage people who have the knowledge.

The WHO Traditional Medicine Strategy 2014–2023, was developed and launched in response to the

World Health Assembly's resolution on traditional medicine to mainstream traditional medicine alongside allopathic (modern, western) care, with an emphasis on improving safety and expanding access. The report aims to set up traditional medicine for contemporary health needs, diseases and standards. The strategy aims to support Member States in developing proactive policies and implementing action plans that will strengthen the role traditional medicine plays in keeping populations healthy.

**Mainstreaming Traditional Healers-Roadblocks and Potential:** The traditional lineage and healing touch of vaidyas is being lost. As civilization progresses rapidly, more and more areas of our country are being invaded by mobile phone towers and creation of special economic zones (SEZs). The natural order of the communities is crumbling, forcing mass exodus of rural folk to urban areas, with one of the results being decreased patronage of Traditional Healers, leading to the phenomenon of amalgamation of traditional medicine and modern medicine. This, unfortunately, is an unhealthy trend. It is a serious concern and there is an urgent need to revive the systems along the lines of prevalent traditions and promote the usage of herbal medicines. It is unfair to simply take medicinal knowledge from the folk healers and integrate it into the formal systems, with little or no recognition to the practitioners. This is a Catch 22 situation for traditional healers who often work at the margins of legitimacy. They are not seen as their practices are not studied because they are ignored.

The challenge of keeping themselves updated regarding the knowledge of various diseases and its treatments is becoming out of scope for traditional healers. On one hand, there are practitioners of Indian medicine with an officially sanctioned degree, and on the other, we have approximately one to two million local herbal healers who have a semi legal status. Though their expertise and services are in demand, these healthcare providers are under pressure due to their semi-legal status, the aggressive marketing of biomedical drugs, and biomedicine's social prestige. Because folk healers belong to the same village community as the patients, their accountability might be higher than that of doctors who have been assigned to a public health facility. However, the holistic and individualistic approach, one of the cornerstones of the systems, remains now critically antiquated.

There is a need to legalize traditional healers. The demand of trainings, certifications and establishments of proper traditional healing systems, protection of medicinal plants and good infrastructure has always been prevailing among the traditional healers. The local government should also support these healers for research and development, and preservation of important medicinal plants which are on the verge of extinction. The requirement of preserving data and statistics related to the healers is also very crucial. Traditional Folk Remedies from India go beyond Ayurveda, but for that traditional philosophy of medicine alone the country's healing tradition should be revered. It is important to protect this traditional medicinal wealth by providing them with training and institutionalizing them in an association.

To bring about some awareness, there should be a nationwide survey of the traditional healers, and a register should be maintained. Indeed, knowledge possessed by them should be studied in a scientific and organized manner and not just written off without due consideration. Beneficial aspects of such traditional practices should be integrated with mainstream medical system without much ado. Then, we would only stand to gain; after all, it is these people who have served the health needs of the communities for generations. This is also one area where there is a vast scope for research.

We need to protect the traditional healers who are healing us and are spreading happiness among the people. If they are given proper training and certification they would safeguard and keep this tradition alive. The urge to promote traditional healers in the right way is crucial. ❖

\* Supplement\_ Sukshetram\_ Livelihoods May 2018



## 12. Tenant Farmers

Tenant farmer is someone who takes a piece of land to cultivate, on rent. There have been large protests in recent past demanding land rights, especially the huge farmer protest in Maharashtra. Over 70% of the farmer suicides across the country have been that of tenant farmers. These suggest something is extremely wrong with tenant farming in the country.

Do Bigha Zameen, Lagaan, Ankur and many such movies gave cinematic representation to the reality of land relations, ownership and exploitation in India. Land is limited. Land is an emotional issue for Indian farmers. It is “Dharti Maa”. It is “Anna Daata”. But it is not with everyone. Some own it much more than others. Some own a little. Some own nothing. But still, over 60 % are dependent on land for their livelihood. What do they do when they don’t own any land? They need some land- owned, borrowed, rented, shared-to make a living. Tenant farming becomes a way of life for landless and a means of improving livelihood for small and marginal farmers.

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### **What ails Tenant farming?**

The problem of tenancy is it is informal, insecure, and exploitative, deepens caste conflicts and has been a hindrance in addressing the problems agricultural productivity and rural poverty. Tenancy is embedded in socio economic power relations of our villages. The major issues are:

- There is no form of formal agreements between the land owner and tenant. This makes both insecure
- The insecurity of tenure does harm to the land as there is no incentive to invest in the development of land
- Land undeveloped for long period loses its fertility and the agricultural productivity remains stagnant. For example, India which has improved greatly the yields of wheat and Rice still ranks low in their productivity when compared globally. It ranks 38 in wheat and 50 in rice productivity. India, which is the largest producer and consumer of pulses ranks 138 in its productivity.
- Fragmentation of land holdings is doing no good for tenancy as the rented lands are also of small in size thus affecting the economies of scale
- Tenant farmers lack access to
  - Credit facilities
  - Insurance
  - Subsidies
  - Loan waivers
  - Better prices
- They are disadvantaged section when it comes to benefitting from public investment. Out of total investment in agriculture, nearly, 3/4<sup>th</sup> of the investment goes into subsidies, which benefits medium large farmers mainly and small and marginal farmers occasionally. This in no way benefits tenant farmers
- More than 50% do not own any land in rural India; 60% are dependent on agriculture; agriculture has a share of 12-15% in GDP. While the share of employment in agriculture is not shrinking significantly, the share of their income is declining rapidly. This impacts the tenant farmers badly as they have to not only

face increased costs of production, reduced returns from agriculture but also pay rent in addition to other farmers. In larger context, it is not only the lives of tenant farmers that are vulnerable but also the issue of poverty reduction at stake.

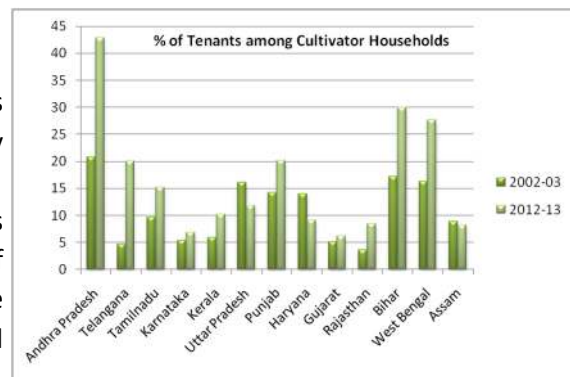
- Tenant farmers do not receive any benefit in the event of land acquisition and are not stakeholders in the rehabilitation package
- Feminisation of Agriculture is a reality. Most women do not have any land rights. Troubles of tenancy along with gender inequality in our villages impacts our women tenant farmers adversely.
- The land relations and skewed land ownership is deepening caste equations and the socio economic inequality. Mismanaged agrarian relations, alienation from land have been the prime reasons for left wing extremism in the country.
- On the top of all these, Land being a state subject makes the whole issue complex

Has there been any improvement in the recent past? Various surveys point otherwise.

### **What does statistics speak about Tenancy and Tenant Farmers in India?**

At the outset, there are huge spatial and temporal variations in the incidence of tenancy and in the country along with differences in the nature of tenancy. NSSOs Surveys of Land and Livestock Holdings (NSSO SLLH), Findings of National Family Health Survey on assets Agricultural census 2010-11 and Socio Economic Caste Census 2011 have been useful in understanding the land relations, ownership and tenancy in the country. At the outset, the major observations are:

- There has been significant increase in the incidence of tenancy between 2002-03 and 2012-13. It rose from 6.7% of operational landholding to 11.1%. This is in contrast to the earlier 3 decades.
- Most of the eastern coast from West Bengal to Andhra Pradesh has high prevalence of tenancy. This trend is exceptional and is alarming as there are no proper safeguards to tenant farmers in these states.
- Regional Variations in Incidence of Tenancy:



- High incidence of tenancy in some states imply that regulations governing tenancy are flexible or ambiguous in such states
- Steep rise in tenancy in certain regions mean, there is increased alienation of land along with decreased average size of land holding which is the national trend
- In certain states, tenant farmers are decreasing. This implies either many are moving away from agriculture or land consolidation happened along with it.
- In certain states, the overall tenancy is low because of implementation of tenancy reforms
- From the vast variations across states, it becomes clear that no single approach or policy or law can address the issues related to tenancy.
- When ownership of land is analysed across social groups, it is found that resource poor, landless households especially Scheduled Castes and Muslims are increasingly marginalised in the tenancy market. Not only historical land alienation a problem to these communities, even the access to land in

the tenancy market is a problem to Scheduled Castes, Scheduled Tribes and Muslims in the country. When the distribution of all rural households, operated area and ownership landholdings are compared, the caste and social disparities are clearly visible.

• Social Group	• % of Rural Households	• % of Operated area	• % of Ownership Holdings
• Scheduled Castes	• 20.2	• 10.3	• 9.3
• Scheduled Tribes	• 11.9	• 12.3	• 12.7
• Muslims	• 10.8	• 5.7	• 5.6
• Others	• 57.1	• 71.7	• 72.4
• Total	• 100	• 100	• 100

- Increase in incidence of fixed rent tenancy is another concern. Today over 55% of leased in land is under fixed rent tenancy. Fixed rent in the form of money accounted for 40% of total leased in land. Major implications from this trend are:
  - The associated reduction in the share of share cropping form of tenancy means tenant farmers are becoming more vulnerable to fluctuations in the farm produce as they are bound to pay fixed rent irrespective of crop failure or any reduction in the prices
  - Also, fixed money rent tenancy is extremely favourable to the rich farmers as they can pay the advances easily. Cash constrained poor landless households will be forced to accept high fixed rents and other forms of exploitative contracts.

These numbers and trends are not a manifestation of recent past. They are realities of deep social inequalities fostered by unjust policies for hundreds of years.

#### **Roots of Land Alienation and Exploitation of Tenant Farmers:**

Land has been the common resource of community, village in India. This changed gradually and private ownership of land became a reality. But, with the entry of British and their poor understanding of India's traditional land relations, land relations have undergone sea change

Firstly, it begins with Zamindari or Permanent settlement system, where a Zamindar was responsible for collection of tax from the peasants, who remained owners as long as they paid the taxes. The zaminadr retained his right as long as he paid the share of state. But, over a period of time when zamindar failed to pay or when peasant failed to pay, money lenders entered the picture. This led to chain of intermediaries and absentee landlordism. Zamindari system was introduced in eastern India which covered approximately 19% of the area

Secondly, Ryotwari system introduced in Madras and Bombay province covering 51% of the area got rid of zamindar by establishing direct link between peasant and state. But once again, when farmer failed to pay the rent or tax, they had to depend on money lenders by mortgaging land at exorbitant interest rates.

Thirdly, Mahalwari system, which was implemented in western and northern part of British India, made village, Panchayat responsible for tax collection.

In all these, farmers were at the receiving end because:

- Farmers were treated as mere tenants instead of owners
- High rates of taxation in all the systems
- Disruptions of land relations permanently
- Entry of moneylenders into the agrarian system of India making less landed and landless vulnerable
- Increase in the number of landless labourers as farmers were evicted on non-payment of taxes or as a result of debt trap

This clearly shows that the colonial policies systematically pushed farmers out of their lands and it takes generations of efforts to correct and make land relations equitable. Post independent India took up some measures to correct inequitable land relations and their results have been mixed.

### **Land Reforms in Independent India-Impact on Tenant Farmers:**

1. Abolition of Intermediaries: This got rid of all the intermediaries and benefitted over 25 to 30 million occupancy tenants. It has been fairly successful because of public sentiment in the wake of independence struggle and strong political will. It has not benefitted subtenants, landless labourers who occupied highest share

2. Tenancy reforms: It included conferring of ownership rights to occupancy tenants, dealt with security of tenure for subtenants, share croppers and regulation of rent. Around 11 million benefitted from it as only 7 states implemented it well. Kerala and West Bengal implemented really well because of the socialist ideology of political establishment. Maharashtra, Gujarat, Himachal Pradesh, Assam and Karnataka implemented fairly well. Major roadblock in implementation was identification of share croppers. West Bengal took up "Operation Burga" and identified share croppers successfully

3. Ceiling on Land Holding: There were maximum limits put on the amount of land a family can own and these limits varied from state to state, land to land and even w.r.t. crop cultivated on the land. This was not successful because:

- a. Political will fizzled out by then
- b. Strong nexus between landlords and village land officials encouraged fraud land transactions
- c. Emergence of nuclear family to make land division possible and thus circumvent land ceiling
- d. Surrendering of inferior land. This was of no use as poor landless farmers have inadequate capacities to improve the land.

"Bhooaan Movement" which encouraged voluntary ceiling and redistribution of land was successful in pockets and could not meet its goal of redistributing 20 million hectares.

4. Consolidation of Land Holding: This was successful only in Punjab and Haryana as it was vital to the input intensive green revolution. It was fairly successful in Uttar Pradesh, Himachal Pradesh, Gujarat, Jammu and Kashmir and Karnataka. But, the success rate was very poor. Emotional attachment to each piece of scattered land was and is a major roadblock in consolidation of land holdings. If consolidation is done, then tenant farmers will have access to larger pieces of land thus making it financially viable.

5. Cooperative Farming: This aimed to pool the land and make it economical without altering the

ownership. The collective efforts failed to take off as conflicts on productivity of different farms arose.

6. Market led Reforms: Post liberalisation, market played important role in land ownership. This has worsened the condition of tenants as they had no recognition in land acquisition for public purpose or for Special Economic Zones or for development projects. Tribals in the resource rich regions began losing their land rights as market led development took priority over recognition of land rights. This is another watershed event after colonial policies which suddenly increased land alienation and victimised land tenants

7. Modernisation of Land Records: This aimed at recording and purifying the land records. This along with digitisation brought confidence and security of ownership to the land holders. Over, 2/3rds of civil cases are land disputes. In long-term, it would facilitate land leasing as the owner is no longer apprehensive about losing land.

8. Facilitating of Land Leasing: It is in the pipeline and would be of great benefit to the tenants and increase their access to land.

Despite the multiple reforms, the relation between land, land owner and rights of tenants is not equitable. Law stands as major roadblock. Efforts are made to improve the legal ecosystem governing land relations in the country.

#### **Laws of the Land Vs Tenants of Land:**

As land is a state subject, states came up with laws on tenancy in 1960s and 70s, which made land leasing prohibitive and is still affecting the plight of tenant farmers.

<b>Restrictive Nature of tenancy Laws in Various States</b>	
<b>Category of States</b>	<b>Nature of Restrictions in tenancy Laws</b>
Kerala and Jammu & Kashmir	Leasing out of agricultural land is legally prohibited without any exception
Telangana, Bihar, Jharkhand, Karnataka, Madhya Pradesh, Chhattisgarh, Uttar Pradesh, Uttar khand and Odisha	Leasing out of agricultural land is allowed only by certain categories of landowners such as disabled, minors, widows, defence personnel...etc
Punjab, Haryana, Gujarat, Maharashtra and Assam	Leasing out of agricultural land is not specifically banned, but the tenant acquires the right to purchase the tenanted land after a specific period of creation of tenancy, except if land owner is disabled
Andhra Pradesh, Rajasthan, Tamil Nadu and West Bengal	There are no restrictions on land leasing, although in West Bengal, only share cropping leases are legally permitted
In Scheduled Tribe areas of Andhra Pradesh, Bihar, Odisha, Madhya Pradesh and Maharashtra	Transfer of land from tribal to non-tribal even on lease basis can be permitted only by a competent authority. The idea is to prevent alienation of land from tribal to non-tribal

Source: Department of Land Resources, MoRD

Because of these complex and multiples laws across the country, tenancy faces legal hurdles and even is underreported. Owing to the complex laws, tenancy agreements remained informal leaving them insecure and reducing the operational mobility of landowners.

To bring in flexibility in land relations, improve agricultural efficiency, encourage occupational diversification and bring in equity, a special cell of NITI Aayog, headed by Tajamul Haque came up with Model Agricultural land Leasing Act.

**Key Features of Model Leasing Act:**

- Legalise land leasing to promote agricultural efficiency, equity and poverty reduction
- Legalise land leasing to ensure complete security of land ownership right for land owners and security of tenure for tenants
- Remove the clause of adverse possession of land in the land laws of various states
- Allow automatic resumption of land after the agreed lease period
- Allow the terms and conditions of lease to be determined mutually by the land owner and the tenant without any fear on the part of the landowner as well as tenant
- Facilitate all the tenants to access crop insurance and bank credit
- Incentivise tenants to make investment in land improvement

**Potential benefits from the model leasing act are:**

- Improve the access to land for a land less farmer. It will also help small and marginal farmers to increase the size of their land holdings. Presently over 101.4 million or 56.4% of rural households do not have access to any land.
- Bring over 25 million hectares of fallow land under cultivation, which is presently not leased out due to fear of losing by land owners
- The tenant and land owner can come to an agreement (say in the presence of village sarpanch) without going to the revenue department thus reducing the state intrusion
- Formally signed agreement can be used to access all the financial services
- Improve overall agricultural growth and could result in rapid rural transformation

**Shortcomings of the Model Act and its implementation:**

- It is being implemented by states in a piecemeal approach, such as Uttar Pradesh just removing the clause on losing of land ownership after some period of tenancy.
- It could encourage diversion of land from agriculture to commercial use as the act allows land leasing for allied activities, agro processing...etc. This can be harmful as the returned land post tenancy period many not be suitable for cultivation. This hampers the food security of the country
- The tenure of tenancy is not clearly defined and if it too short (some states prescribed it as 3 Years), it would not be suitable for horticultural crops which are vital in dry land farming
- Without any involvement of government in the agreement, the tenant may never get a real identity.
- There is still no ceiling on land, which could increase reverse tenancy where big farmers will accumulate more land and push the small and marginal into landless group.

These short comings have to be rectified. States like Telangana have started giving recognition cards to tenant farmers but the implementation falls flat. The Farmer Investment Support Scheme was not given to tenant farmers who are real investors in farming. In summation, what is being done is inadequate and farmers-everyone-particularly tenant farmers need much more.

**What do Tenant Farmers need urgently?**

- Identity-Formally Recognising them as farmers, tenant holders
- Removal of all restrictions prohibiting tenancy across all the states
- Strong political will to implement them
- Access to subsidies, loans, insurance and every other benefit that is given to every other farmer

- Special support as they are much more vulnerable than the farmers who own land
- Implementation of land ceiling, consolidation, redistribution
- Helping landless in improving fallow, waste land

The inequity and the exploitation of tenant farmers gave rise to the slogan of “Land to the tiller”. We as a society and political system failed in achieving that.

**Let us try something feasible for the moment.**

**“Land to the Tiller” is a far gone by demand,**

**“Rights to the Tiller” is the only way ahead. ❖**

\* Supplement\_ Sukshetram\_ Livelihoods September 2018

## 13. Pollution

Pollution is releasing harmful contaminants into the environment causing instability and harm to the ecosystem. It is defined as “An unwanted change in the environment which involves the physical, biological and chemical changes involving air, water and land which affects the human life in one way or the other”. Pollutants occur naturally as well as due to human activity. There are various types of pollutions, but in this article we will be discussing about the four major types which are very harmful to our environment and adversely affect our health and wealth, namely Water, Air, Soil and Sound Pollution in India.

Environmental Pollution is one of the greatest problems plaguing India as well as the rest of the world, which is increasing with every passing year and causing critical and irreparable damage to the earth. It has become a serious issue after II World War in developing countries due to rapid industrialization and lack of regulations. Pollution is the root cause of many diseases that kill and disable living organisms. It has a great impact on human health, environment and long-term livelihoods. However, pollution prevention has become a major global concern today. As per a WHO (World Health Organization) report, India had half of the world's 20 most polluted cities, with Delhi being in 11 place. Pollution is releasing harmful contaminants into the environment causing instability and harm to the ecosystem. It is defined as “An unwanted change in the environment which involves the physical, biological and chemical changes involving air, water and land which affects the human life in one way or the other”. Pollutants occur naturally as well as due to human activity. There are various types of pollutions, but in this article we will be discussing about the four major types which are very harmful to our environment and adversely affect our health and wealth, namely Water, Air, Soil and Sound Pollution in India.

**Air Pollution:** Air pollution refers to the contamination of air, irrespective of indoors or outside. A physical, biological or chemical alteration to the air in the atmosphere can be termed as pollution. Air Pollution occurs when any harmful gases, dust, smoke enters the atmosphere.

**Causes of Air pollution:** Air pollution is caused due to several reasons. A few major causes of air pollution are mentioned below.

- Fuel wood, Agricultural waste and Biomass, which are the largest consumption materials in used for energy purposes all over the world, are releasing high levels of smoke, PM10 particulate matter, NO<sub>x</sub>, SO<sub>x</sub>, PAHs, polyaromatics, formaldehyde, carbon monoxide and other air pollutants.
- Sulfur dioxide emitted from the combustion of fossil fuels like coal, petroleum and other factory combustibles is one of the major cause of air pollution. Pollution emitting from vehicles including trucks, jeeps, cars, trains, airplanes cause immense amount of pollution.
- Ammonia is a very common by-product from agriculture related activities and is one of the most hazardous gases in the atmosphere. Use of insecticides, pesticides and fertilizers in agricultural activities emit harmful chemicals into the air.
- Manufacturing industries and Petroleum refineries release large amounts of carbon monoxide, hydrocarbons, organic compounds, and chemicals into the air, thereby, depleting the quality of air.
- Use of large equipment in the Mining operations cause dust and chemicals to be released in the air



causing massive air pollution.

- Suspended particulate matter is also polluting the air, which is caused by fine dust, soot emitted by industrial units, combustion, etc...

Effects of Air Pollution: Air Pollution makes it difficult for plants, animals and humans to survive as the air becomes dirty. Some effects of Air Pollution are mentioned below.

- The effects of Air pollution include several respiratory and heart conditions along with the dreaded Cancer, among other threats to the body. Millions of people are known to have died due to direct or indirect effects of Air pollution. Children in areas exposed to air pollutants are said to commonly suffer from pneumonia and asthma.

- Another direct effect is the immediate alterations that the world is witnessing due to Global warming. With increased temperatures worldwide, increase in sea levels and melting of ice from colder regions and icebergs displacement and loss of habitat have already signaled an impending disaster.

- As harmful gases like nitrogen oxides and Sulfur oxides are released into the atmosphere during the burning of fossil fuels, and when it rains, the water droplets combine with these air pollutants and become acidic. It falls on the ground in the form of acid rain, which can cause great damage to humans, animals and crops.

- It is a condition where high amount of nitrogen present in some pollutants developed on seas surface, turns itself into algae, and adversely affect fish, plants and animal species.

- Animals also face some devastating effects of air pollution. Toxic chemicals present in the air can force wildlife species to move to new place and change their habitat. These pollutants get deposited over the surface of the water and can affect sea animals.

- Ozone exists in earth's stratosphere and is responsible for protecting humans from harmful ultraviolet (UV) rays. Earth's ozone layer is depleting due to the presence of chlorofluorocarbons, hydro chlorofluorocarbons in the atmosphere. As ozone layer will go thin, it will emit harmful rays back on earth and can cause skin and eye related problems. UV rays also have the capability to affect crops.

- The air pollution is also the main cause of the Asian brown cloud, which is delaying the start of the monsoon.

- The World Health Organization claims that 300,000 to 400,000 people die of indoor air pollution and carbon monoxide poisoning in India because of biomass burning and use of chullahs.

Prevention or control of Air Pollution: We all should become aware of the growing air pollution in our environment, and the need to take steps to make it free from pollution is our responsibility. Some of the measures to reduce and control air pollution are as follows:

- The forest cover should be protected. Adequate forest cover is essential for maintaining the quality of air. Trees absorb carbon-dioxide (CO<sub>2</sub>) and release oxygen (O<sub>2</sub>).

- Green belts should be created. Such areas should be developed around densely populated cities. There should be strict restriction for establishment of large buildings and industries along the Green belt areas.

- Automobile engines should be redesigned in such a way that their emissions cause minimum pollution. Old automobile engines should be replaced by new ones. People should be encouraged to share the vehicle, and to avoid vehicles for short distances.
- Use of railway steam engine should be stopped. The burning of combustible materials such as coal produces poisonous gases that are released into the air. Electric engines should be used instead of steam or diesel engines.
- Industrial areas should be located at a safe distance from the residential areas.
- Newly designed smoke free furnaces should be used.
- Forest fires should be checked. Adequate preventive measures should be adopted to protect the forests.
- In industries, there should be the arrangements for pollution control.
- Cheap devices for controlling air pollution should be developed.

Air pollution can be checked only through the joint efforts of the government, non-government organizations and the general public.

**Water Pollution:** Water pollution is one of the biggest issues faced by India right now. Almost 80% of the water bodies in India are highly polluted, while Ganga and Yamuna rivers are the most polluted rivers in India.

Water pollution is the contamination of water bodies (e.g. lakes, rivers, oceans, aquifers and groundwater). This form of environmental degradation occurs when pollutants are directly or indirectly discharged into water bodies without adequate treatment to remove harmful compounds. It affects the entire biosphere – plants and organisms living in these bodies of water.

**Causes of Water Pollution:** Water pollution is caused due to several reasons. Here are a few major causes of water pollution.

- Sewage, garbage and liquid waste of households, agricultural lands and factories are discharged into lakes and rivers. These wastes contain harmful chemicals and toxins which make the water poisonous for aquatic animals and plants.
- Dumping of solid wastes and litters in water bodies causes huge problems. Litters include glass, plastic, aluminium, Styrofoam, etc. Different things take different amount of time to degrade in water.
- Industrial waste contains pollutants like asbestos, lead, mercury and petrochemicals which are extremely harmful to both people and environment. Industrial waste is discharged into lakes and rivers making the water contaminated.
- Seawater gets polluted due to oil spilled from ships and tankers while traveling. The spilled oil does not dissolve in water and forms a thick sludge polluting the water.
- Social and religious practices like dumping dead bodies in water, bathing, throwing waste in water.
- Acid rain is pollution of water caused by air pollution. When the acidic particles caused by air pollution in the atmosphere mix with water vapour, it results in acid rain.

- Due to global warming, there is an increase in water temperature. This increase in temperature results in death of aquatic plants and animals. This also results in bleaching of coral reefs in water.

- Eutrophication is an increased level of nutrients in water bodies. This results in bloom of algae in water. It also depletes the oxygen in water, which negatively affects fish and other aquatic animal population.

Effects of Water Pollution: Water pollution adversely affects not only aquatic plants and animals but it also affects human beings and ecosystems. There are various effects of water pollution, some of which are mentioned below:

- Drinking polluted water can cause cholera or typhoid infections, along with diarrhea.

- The consumption of highly contaminated water can cause injury to the heart and kidneys.

- Toxins within water can harm aquatic organisms, thus breaking a link in the food chain.

- Urea, animal manure and vegetable peelings are food for algae. Algae grow according to how much waste is in a water source. Bacteria feed off the algae, decreasing the amount of oxygen in the water. The decreased oxygen causes harm to other organisms living in the water.

- The erosion of soil into waterways causes flooding, especially with heavy rainfall.

- Birds that get into oil-contaminated water die from exposure to cold water and air due to feather damage. Other animals are affected when they eat dead fish in contaminated streams.

Prevention or control of Water pollution: Water pollution may disrupt human life to a great extent. It is highly important to take steps forward to prevent water pollution. There are several steps that can be taken to help prevent water pollution from getting worse.

- The household water should be treated properly so that they become environmentally safe. Adequate care should be taken to ensure that effective sewage treatment process is in place and that contaminated water does not get mixed with the environment. In order to prevent water pollution, human and animal excreta should be prevented from mixing with its sources. Construction of pit toilet and proper sewage treatments can offer some solution to this problem.

- The flowing water of the river cannot be cleaned easily by natural process. Since a large number of external substances are discharged into the water, the river water becomes polluted. This may cause diseases to the people using river water. Thus, every effort should be made to prevent the river water from getting contaminated. People should not be allowed to throw waste into the river water.

- Factories are expected to treat its effluent wastes prior to discharge. Toxic materials must be treated chemically and converted into harmless materials. If possible, factories should try to recycle the treated water.

- Laws and legislation relating to pollution should be strictly followed by all. People should be made aware that adherence to water laws are in their own interest.

- In cities, a huge amount of water is put into drains every day. The water that flows through the city drainage system should be properly treated. Harmful pollutants should be removed, before they are introduced into reservoirs. If this water is allowed to go into water reservoirs without treatment, it will

pollute them.

- Big cities and towns usually have effluent treatment plants. These plants filter out undissolved materials. Chemical treatment is also given to separate unwanted dissolved chemicals. The treated water is either allowed to go into the water reservoirs or reused in houses. Occasionally, the treated water is used for farming if the fields to be irrigated lie in the vicinity of the water treatment plants.

- Washing, bathing of cattle in the pond that is used by human should not be done. Washing of dirty clothes and bathing of cattle make the pond water dirty and unsuitable for human use. If these ponds are continually misused, then it may lead of severe consequences.

- Never pour household insecticides, medicines, etc. down the sink, drain or toilet. At homes, people often throw wastes and old medicines into the bathroom toilet. This practice is discouraged for the reason that the chemical compounds of medicines, insecticides, etc., when mixed with other chemicals, may result in formation of harmful substances.

- Sanitation system must be improved. The benefits of cleanliness on human health needs to be understood. Human contact with hazardous materials should be prevented. After using the toilet, one should always use the flush and wash their hands with soap and water.

- Common public should be made aware about the effect of water pollution. Voluntary Organizations should go door-to-door to educate the people about environmental problems. They should perform street plays for creating awareness about the environment. They should run environmental education centers. Students can impart health education to enable people to prevent water pollution.

Soil/Land Pollution: Soil pollution can be defined “as the introduction of substances, biological organisms, or energy into the soil that will lead to a change in the quality of soil so that plant growth and animal health is adversely affected”.

Causes of Soil Pollution: Some of the causes of soil pollution can be as follows.

- Industrial effluents like harmful gases and chemicals.

- Use of chemicals in agriculture like pesticides, fertilizers and insecticides.

- Improper or ineffective soil management system.

- Unfavourable irrigation practices.

- Improper management and maintenance of septic system.

- Sanitary waste leakage.

- Toxic fumes from industries mix with rains causing acid rains.

- Leakages of fuel from automobiles are washed off due to rains and are deposited in the nearby soil.

- Unhealthy waste management techniques release sewage into dumping grounds and nearby water bodies.

- Use of pesticides in agriculture retains chemicals in the environment for a long time. These chemicals also effect beneficial organisms like earthworms in the soil and lead to poor soil quality.

- Absence of proper garbage disposal system leads to scattered garbage in the soil. These contaminants can block passage of water into the soil and affects its water holding capacity.
- Unscientific disposal of nuclear waste contaminate soil and can cause mutations.
- Soil contamination due to improper sanitary system in villages can cause harmful diseases.

Effects of Soil Pollution: The harmful effects of soil pollution are briefly described below.

- Reduction in the fertility of soil.
- Obstruction in the public passage (road, railway lanes etc.) by solid waste.
- Contamination of underground and surface drinking water.
- Fluorosis occurs as a result of consumption of fluoride containing maize, jawar crops. The fluoride is absorbed by the crops from the fluoride contaminated soil.
- Emission of toxic gases (from dumped solid wastes on land) is detrimental to health.
- The unpleasant smell and spread of insects cause inconvenience to people.
- Poisoning of the ecosystem takes place by soil pollution.
- Soil erosion occurs due to shifting cultivation.

Control of Soil Pollution: Soil pollution can be controlled by following methods.

- Planned afforestation helps in preventing soil erosion.
- Use of bio-fertilizers and natural pesticides help in minimizing usage of chemical fertilizers and pesticides.
- The principles of three Rs, namely, Recycle, Reuse and Reduce help in minimizing generation of solid waste.
- Formulation and effective implementation of stringent pollution control legislation also helps in controlling soil pollution.
- Proper disposal methods must be employed. For example, composting of biodegradable solids and incineration of non-biodegradable solids should be done.
- Proper treatment of liquid wastes from industries and mines must be done.
- Faulty sanitation practices must be improved.
- Polluted soil can be treated by bioremediation. It uses microorganisms (yeast, fungi or bacteria) to breakdown, or degrades hazardous substances into less toxic or nontoxic substances (such as CO<sub>2</sub> and H<sub>2</sub>O).

Sound or Noise Pollution: Sound pollution today, has become a major problem in India that has led to serious health threats like hearing loss or impaired-ness, increasing stress levels, behavioural and mental problems, insomnia, heart ailments, hypertension and many more. Once the safe levels are crossed, the noise becomes a serious health hazard, unfortunately these safe levels are not taken into consideration in India.

Sound pollution refers to the excessive and troublesome sound that is injurious to health. Sound pollution refers to the presence of such levels of noise or sound in the environment that are disturbing, irritating and annoying to living beings. It causes discomfort and harm to living beings' mental and physical health. It is one of the major causes for deafness and other health hazards. Even animals suffer from excessive environmental noise.

Causes of Sound pollution: There are many causes of noise pollution, some of which are:

- Fire crackers are exploded to make huge sounds during celebrations and festive occasions. It is a common sight to witness the firing of crackers at live concerts.
- Noise pollution is severest in the cities. The different modes of transportation (land, air and water), such as motor-cars, buses, trains, trams, airplanes, etc., produce sounds that disturbs human mind.
- The unrestricted use of microphones during social and political events.
- During social events and other festive occasions, people use loud speakers in an unjustified manner.
- In large cities, there are a large number of factories, mills and industries. These industrial sites produce immense environmental noise to disturb the habitats of nearby residential areas.
- Even at homes, people use large number of domestic appliances such as grinders, mixers, juicers, etc.
- Playing music in high volume.
- Television also causes sound pollution, and watching television for long hours is just as harmful for ears as they are for eyes.
- Building and construction activity near residential areas involves use of sound producing equipment such as cement-mixers, road-rollers, cranes, etc...

Effects of Noise Pollution: Noise pollution affects the human mind and body negatively. The ill-effects of noise pollution are many. It is the major cause for several ailments. The quality of human life gets disrupted. The lives of the children, the aged or the ailing people become miserable.

- Noise above the tolerable threshold is the leading cause for loss of hearing and deafness.
- Noise increases the risk of cardiac disturbance including coronary artery disease or ischemic heart disease (IHD).
- Noise may make people restless. It may keep people away from sound sleep.
- Human mind can tolerate sound only to a limited extent. Excess noise causes headache.
- Constant exposure to irritating sound may cause stress and tension. The behavior of people often becomes aggressive.
- For good health, it is very important to maintain normal pressure in the arteries both during the heartbeat and between the heartbeat. Noise may contribute to fluctuations in the levels of blood pressure.
- Mental illness is among the worst negative effects of noise pollution. People may find it difficult to cope

with their normal routine life. Human mind cannot accept sound beyond a certain level. Excess sound may lead to mental imbalance and nervous disability.

- It may also cause psychological imbalance.
- Due to excessive noise, it becomes very difficult to talk on roads or inside malls.

Prevention of Noise Pollution: Some effective measures should be taken to solve the problem. The following measures can be taken to prevent noise pollution:

- To prevent and control noise pollution it is necessary to create public awareness. Only law is not sufficient. People must be made aware of the harmful consequences of noise pollution.
- People should be made aware that excessive noise beyond certain limits may cause deafness.
- They should know that injuries caused by sound pollution are often irreversible.
- There should be a minimum use of sound producing instruments. There should be proper regulations for the use of loudspeakers and other devices that produce noise that are beyond the toleration limits of human-beings.
- The Pollution Control Board and the High Court have already taken effective measures to bring sound pollution under control. Adequate measures should be taken to ensure that noise related restrictions are not violated.
- Anti-pollution laws should be enacted and enforced.
- Ban of fire crackers should be imposed and electric horns should be replaced by bulb horns.
- The use of microphones should be controlled and regulated.

Varies Pollution Control Regulations: Basically, there are seven Pollution regulations, which are mentioned below:

- The Water (Prevention & Control of Pollution) Act, 1974, and its amendments;
- The Water (Prevention & Control of Pollution) Cess Act, 1974 and its amendments;
- The Air (Prevention & Control of Pollution) Act, 1981 and its amendments;
- The Environment (Prevention) Act, 1986 and its amendments, (a) National Environmental Tribunal Act of 1995 and (b) National Environmental Appellate Authority Act of 1997;
- Hazardous Waste (Management and Handling) Rules, July 1989 and
- The Public Liability Insurance Act, 1991.
- The Public Liability Insurance Act 1991 has been included as the sixth environmental regulation because it is the first regulation which gives some teeth to the other five pollution regulations listed above.

That environmental regulators are forced to overcome persistent deficits of information and authority in order to enforce these laws. The challenges of enforcing pollution control standards for factories and power plants, which together are responsible for one of the largest shares of air pollution emissions in India, illustrate how these deficits result in an implementation gap.

Government agencies that enforce India's Air and Water acts have only 200-300 technical staff to monitor at least 50,000 plants in some of the largest and most industrialized states. While plants are required to install pollution control equipment before beginning operation, regulators only have the capacity to inspect most plants one or two times per year. As a result, many plants can get away with bypassing their pollution control equipment, which saves on electricity, chemicals and maintenance costs.

When these agencies manage to uncover violations, enforcement authorities have severe limitations that prevent them from punishing all but the most egregious violators. As violations of pollution standards are considered criminal offenses in India, regulators cannot issue fines or penalties. Instead, they are supposed to file criminal charges, which generally require spending months or years navigating India's notoriously backlogged court system.

Convincing plants to turn on their pollution control equipment may be one of the quickest and cheapest ways to reduce pollution across India. Closing this implementation gap depends primarily on regulators having better information on plants' pollution levels and proper authority to match punishments to the severity of violations.

**The Central Pollution Control Board (CPCB):** The Central Pollution Control Board (CPCB) of India is a statutory organisation under the Ministry of Environment, Forest and Climate Change (MoEF&CC). It was established in 1974 under the Water (Prevention and Control of pollution) Act, 1974. CPCB is also entrusted with the powers and functions under the Air (Prevention and Control of Pollution) Act, 1981. It serves as a field formation and also provides technical services to the Ministry of Environment and Forests under the provisions of the Environment (Protection) Act, 1986. It Co-ordinates the activities of the State Pollution Control Boards by providing technical assistance and guidance and also resolves disputes among them. It is the apex organization in the country in the field of pollution control, as a technical wing of MoEF. The board conducts environmental assessments and research. It is responsible for maintaining national standards under a variety of environmental laws, in consultation with zonal offices, tribal, and local governments. It has responsibilities to conduct monitoring of water and air quality, and maintain monitoring data. The agency also works with industries and all levels of government in a wide variety of voluntary pollution prevention programs and energy conservation efforts. It advises the central government to prevent and control water and air pollution. It also advises the Governments of Union Territories on industrial and other sources of water and air pollution. CPCB along with its counterparts the State Pollution Control Boards (SPCBs) are responsible for implementation of legislation relating to prevention and control of environmental pollution.

The Ministry of Environment and Forests (MoEF) is the nodal agency in the administrative structure of the Central Government, for planning, promoting, coordinating and overseeing the implementation of environmental and forestry programmes in the country. The main activities undertaken by the ministry include conservation and survey of the flora and fauna of India, forests and other wilderness areas; prevention and control of pollution; afforestation and reducing land degradation.

The following pollution control programmes are being implemented under CPCB: National Air Quality Monitoring Programme (NAMP), Global Environment Monitoring System (GEMS), Monitoring of Indian National Aquatic Resources System (MINARS), Yamuna Action Plan (YAP), Eco City Program, and Centre for Spatial Environmental Planning, Environmental Management Capacity Building Project, GTZ-CPCB



Project, and Indian Board for Wildlife (IBWL), etc. NGOs working for Pollution Prevention and Control: NGOs are playing a formidable role in the current Indian scenario. Environmental NGOs have emerged as one of the strongest external pressure groups in bring about the changes in environmental laws and regulations as well as in the enforcement of environment rules and regulation. NGOs are playing a crucial role in environmental protection, conservation and development.

Following are some of the NGOs that are working to save the environment:

**Worldwide Fund for Nature (WWF) India:** WWF is an international organization; WWF-India is committed to protecting and saving the already degraded and threatened natural bounties in the country. The organization today is dedicated to the conservation of natural habitats and ecosystems in India.

**Greenpeace:** Greenpeace is an environment-friendly international organization, which aims at promoting environmental awareness. It is an independent, campaigning organization, addressing the environmental abuse through direct, non-violent confrontations with governments and companies. It exposes the global environmental problems and provides solutions for a healthy environment.

**Awaaz Foundation:** Awaaz Foundation is a charitable trust and non-governmental organization in Mumbai, India, which builds awareness, carries out advocacy and is involved in educational projects to protect the environment and prevent environmental pollution. Working in the areas of Air Pollution, toxic, heavy metal, protection of tress, noise pollution, compelled policy change in state of Maharashtra, regarding sand mining.

The Bombay Natural History Society (BNHS),

Development Alternatives Group,

The Energy Research Institute (TERI).

**Role of NGOs in Protection for the Environment in India:** NGOs conduct campaigns across the country to create awareness among people about the depleting natural resources. NGOs for environment in India have helped reduce deforestation, soil erosion and educate the people on the significance of segregating waste material into biodegradable waste. The NGOs take the following steps to educate people and make them aware of the perishing environment:

1. Creating awareness among the public on current environmental issues and solutions.
2. Facilitating the participation of various categories of stakeholders in the discussion on environmental issues.
3. Conducting participatory rural appraisal.
4. Being involved in the protection of human rights to have a clean environment.
5. Protecting the natural resources and entrusting the equitable use of resources.
6. Data generation on natural resources, timeline history of villages.
7. Analysis and monitoring of environmental quality.
8. Transferring information through newsletters, brochures, articles, audiovisuals, etc.

9. Organizing seminars, lectures and group discussions for promotion of environmental awareness.

10. Helping the villages' administrative officials in preparation, application and execution of projects on environmental protection.

Recent severe cause of Air Pollution at Delhi: The WHO (World Health Organization) has classified that Delhi is among the ten most polluted cities in the world. As per the urban air database released by WHO in 2011, Delhi has exceeded the maximum PM10 limit by almost 10-times at 198  $\mu\text{g}/\text{m}^3$ . Vehicular pollution is the major factor of concern which irresponsible for many health problems. However, the city has taken several steps to reduce the level of air pollution in the city during the last 10 years; a lot more needs to be done to further reduction the levels of air pollution. Recently, the air pollution status in Delhi has undergone many changes in terms of the levels of pollutants and the control measures taken to reduce them. Now Delhi is getting special attention because of its high pollution level. The air quality has been "severe" as pollution levels touched a new high. Levels of particulate matter finer than 2.5 micrometers (PM2.5) crossed the 900 mark in some areas, recording almost 15 times the safety limit. The city was facing an emergency situation in mid of the week of November, 2016 due to heavy smog and Air Pollution.

Causes:

- Vehicular traffic.
- Smoke from firecrackers.
- Burning of post-harvest paddy stalks in neighbouring states.

The AAP government has introduced a set of measures that include closing down schools for 3 days and shutting down the Badarpur power plant for 10 days.

Effects:

- Thick smog left bitter taste in the mouth and eyes watering.
- A rise in cases of respiratory distress, with elderly and children being the worst hit.
- A large number of people with cough and breathlessness, without previous history of respiratory illness.

Precautions:

- Wear masks.
- Install air purifiers.
- shutting all schools (private and public) for four days.

Methods for Prevention or control:

- Another round of odd-even initiative.
- Shutting down Badarpur coal plant for 10 days.
- Five day ban on all construction and demolition in the city.
- Water sprinkling of roads.

- Five-day ban on diesel generators, except at places such as hospitals and cell phone towers.
- The Delhi government has also asked the Centre to consider cloud seeding, a process that induces artificial rain that can help settle pollutants and clear the smog.

Even though Governments and Non-Governmental Organizations (National and International), Environment Societies and Trusts are striving for the prevention and control of different pollutions, the rate of pollution is increasing instead of reducing. The main reasons for such increased pollution growth are Industrialization, Fuel wood and Biomass and Deforestation. Air pollution is one of the top 10 killers in the world, and is the fifth leading cause of death in India. It results in premature deaths often caused by stroke, chronic obstructive pulmonary disease, ischemic heart disease, lower respiratory infections and trachea, bronchus and lung cancer, among others. The adverse effect of pollution is directly impacting the poor communities due to their economical vulnerability, and meager living conditions. Majority of the poor in India live either in industrial areas or highly dense living condition areas. Poor and marginal communities are not in a position to use preventive measures to protect themselves from deceases due to pollution; for eg: - When recently Delhi Air pollution became a health hazard, all rich communities could use preventive measures such as buying and using masks, air purifiers etc., but the poor and marginal income people were left to breathe the poisonous air. The World Health Organization has said that worldwide, around 3 million people a year die of causes linked to exposure to outdoor air pollution; about 37.7 million Indians are affected by water-borne diseases annually; about 1.5 million children die due to diarrhoea alone; and 73 million working days are lost due to water-borne illnesses each year. Moreover, nearly 90% of those deaths occur in low and middle-income countries. Health, as we all know, is an all-pervasive subject, lying not only within the domains of the health department but with all those involved in human development. Many great scholars from Charaka to Hippocrates have stressed the importance of environment in the health of the individual. Therefore, all those who play a role in modifying the environment in any way, for whatever reason, need to contribute to safeguard people's health by controlling all those factors which affect it.

Several attempts were being made worldwide on personal, industrial and governmental levels to curb the intensity at which Pollution is rising and regain a balance as far as the proportions of the foundation gases are concerned. This is a direct attempt at slacking Global warming. We are seeing a series of innovations and experiments aimed at alternate and unconventional options to reduce pollutants. Air Pollution is one of the larger mirrors of man's follies, and a challenge we need to overcome to see a tomorrow. We should therefore accept personal responsibility for the success of the environmental protection programs of our respective community by cooperating and actively participating in making the atmosphere pollution free. Although on an individual basis, we can help combat pollution in our own immediate environment, efficient control can be best institutionalized through legislation. Everyone is a stakeholder as we are all inhabitants of this one and only mother earth. Each person can contribute something to advance environmental pollution mitigation measures. Environmental protection means caring for our resources, and subsequently for ourselves and ensuring a sustainable future for generations to come will have a better environment.

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## 14. Human Animal Conflict

Human and animal conflict has been in news for last five decades in our country. According to data submitted in Rajya Sabha by Government of India (GoI) on 19 November 2016, 1360 people were killed by tigers and elephants between April 2013 and March 2016. The figures have almost doubled compared to previous three years (2010 – 2013). During 2012 – 15, a total of 189 elephants and 110 tigers were killed by humans. Along with this loss of human and animal lives, crops, livestock and property were also lost due to conflict.

Human and animal conflict has been in news for last five decades in our country. According to data submitted in Rajya Sabha by Government of India (GoI) on 19 November 2016, 1360 people were killed by tigers and elephants between April 2013 and March 2016. The figures have almost doubled compared to previous three years (2010 – 2013). During 2012 – 15, a total of 189 elephants and 110 tigers were killed by humans. There is no data about other wild animals. Along with this loss of human and animal lives, crops, livestock and property were also lost due to conflict. Nearly 25,344 livestock animals were killed by wild animals, during the past five year period. Mostly, poor and vulnerable people, such as those from tribal communities, farmers and livestock rearing people etc. who are living in peripheries of the forest areas and villages are becoming victims of conflict and many wild animals have been killed due to this conflict. This tragedy is largely, caused by human beings for various reasons including their survival, progress and greed. If this situation continues, in future human beings may face ecological problems. Though, central and state governments are implementing Acts, Policies and initiatives to address this conflict, the outcome are not at a desirable level. One needs to understand this problem in a comprehensive way to come up with solutions.

The rising conflict, between humans and animals is happening across the country. While in some states there is high death rate, due to these conflicts. In states like West Bengal, Assam, Odisha, Jharkhand, Tamil Nadu, Karnataka, Chhattisgarh and Uttar khand, human and animal conflicts have become a regular affair; with the highest number of people being killed in West Bengal (307), Assam (250) and Odisha (214) between April 2013 to March 2016. The conflicts with wild cats and elephants, mostly occurs in villages and small towns which are situated on the fringe of forest areas. However, leopards are frequently entering in big towns and cities, which are far away from forests. In 2016, leopards entered cities like Gurgaon, Mumbai, Nainital, Meerut and Bhopal. According to the Director of Centre for Wildlife – Bangalore, spread of leopards is five times higher than tigers. Human and animal conflict is not only confined to elephants, tigers and leopards, but it is occurring in various forms. Animals like monkeys, bears, antelopes (nilgais), deer, rhino and wild pigs are damaging crops in agriculture fields. Human, livestock animals and wildlife loss is the worst form of the human-animal conflict. An average of 330 sq. Km crop was damaged per year during 2007 -10.

Conflicts are frequent, in wildlife territorial region, as humans are expanding in the wildlife core zones, by expanding agriculture activities and livestock rearing. Thereby, reducing space for animals, nearly 650 wildlife zones are present in our country. Around 28,000 elephants are estimated to be in the country distributed in 1, 09,500 sq. Km. It is equal to 3% of our country's total geographical area. Out of 28,000 elephants, 14,000 elephants live near human habitations and remaining elephants live in Protected Areas (PAs). According to the Tiger Estimation Report (TER), 2016, there are 2500 tigers in the country and out

of these, 725 tigers are outside of PAs.

There are 661 PAs covering 4.8% of the Geographical areas. They are as follows...

The government is also planning to establish 27 Elephant Reserves (ERs) in the country in an area of 60,000 sq. Km.

There are many causes for human-animal conflict. Depleting forest areas and encroachment of those areas by human beings are the prime causes for this conflict. According, to the Forest Survey of India (FSI), around one-third of dense forest areas have been lost and half of the wildlife corridors have vanished. This situation has led to wild animals' unrest, sufferings and brought humans nearer to wildlife territories leading to dangerous situation. Actually, the fault is not of the animals, but of human beings. They are encroaching animals' natural habitats to fulfil their needs, for their survival, and also for their greed, which forces animals to enter into human settlements. Human and animal conflict has more specific causes, which are mentioned below.

1. Habitat fragmentation and shrinking habitat: Wild animals require large areas of forest land for searching food, water and shelter. Construction of roads, canals, mining projects and thermal projects are fragmenting wild animals' habitats and reducing the size of their habitats.
2. Encroachment of forest areas: Growing population and limited resources are forcing people, particularly local people, towards encroachment of forest areas for agriculture and settlement purposes.
3. Increasing disturbance: People are entering forest areas for fuel wood collection, fodder, water and Non Timber Forest Produces (NTFPs) and livestock rearing. Thus, creating disturbance animals in its natural habitats.
4. Cultivation around wildlife areas and changes in cropping pattern: Local people cultivate crops on fringes of forest areas. The rise in cultivation of commercial crops such as sugarcane, cotton, banana etc., provide opportunity for wild animals to feast on crops and also hide in fields. When the locals, visit their fields, they are attacked by wild animals.
5. Humans expansion into animal's natural habitats for firewood and NTFPs: Forest dwellers, continuous dependence on limited forest resources for various consumption purposes, is pressurizing on animal's natural habitats. As locals are unable to collect various forest based products in peripheral zones of forests, the continuous expansions in core areas is accelerating the conflict.
6. Scarcity of water in summer season and diverting of water natural drainage system in the forest areas: It has been observed and noted, that most of the human animal conflicts occur during summer season. The locals, who enter in core zones for collection of NTFPs, rearing of livestock close to water resources in summer, the attacks are found to be frequent. With the onset of development and its expansion and diversion of water, natural drainage systems are also forcing wild animals to come in search of water. This, is accentuating the conflicts between humans and animals.

Human and animal conflict is impacting people's lives, livelihoods, properties, crops, livestock animals and the life of wildlife. Tribal communities, vulnerable, marginalized and poor communities, who are forest dependent and living near and across borders on forest fringes for survival are the victims of conflict. The above communities or their activities are not the main cause for this conflict, large scale development

projects, mining industries, roads and canals construction etc., are the main causes for this conflict. This conflict's results are many, which are as follows...

1. Loss of wild animals' life
2. Loss of human life
3. Crop and other properties' damage
4. Injuries to humans
5. Injuries to animals
6. Loss of livestock animals' life

Government of India (GoI) is providing financial support to state governments and Union Territory (UT) governments under centrally sponsored schemes for "Project Tiger", "Project Elephant" and "Integrated Development of Wildlife Habitats". Ex-gratia for wild animals' victims is the responsibility of concerned state and UT governments. GoI has been initiating the following activities through state and UT governments to reduce human animal conflict...

- i. Providing support to state governments for improvement of wild animals' habitats by arranging food and water facilities in their natural habitats. It reduces wild animals' movements across their territories for food and water.
- ii. Encouraging governments to create PAs and wildlife corridors for conservation of wildlife.
- iii. Conducting awareness programs to sensitize people to reduce human-animal conflicts.
- iv. Conducting training programs to forest staff, police and Community Based Organizations (CBOs) members to address the problems of the human-animal conflict.
- v. Designing guidelines to state governments for management of human-animal conflict.
- vi. Providing technical and financial support to state governments for development of necessary infrastructure and other facilities to restrict the movements of problematic animals through tranquilization and shifting them into rescue centers and releasing them back into their natural habitats.
- vii. Providing needful support to state governments to construct boundary walls or solar fences around sensitive areas to prevent wild animals' attacks.
- viii. Supporting state governments in ex-gratia payments to the victims or the families of those injured or have lost their life in human-animal conflict.
- ix. Providing support to state governments for establishing eco-development activities in the villages around PAs and facilitation of community participation in PAs' management.
- x. Supporting research and academic institutions and Civil Society Organizations (CSOs) who are working on reducing human and animal conflict.

State Forest Departments (SFDs), Wildlife Institution of India (WII), National Tiger Conservation Authority (NTCA) and other research institutions are using devices like radio collars with very high frequency, Global

Positioning System (GPS) and satellite etc. Parliament passed Wildlife Protection Act, 1972 for protection of plants and animals in the country. The main objectives of the Act are as follows...

- Prohibition of hunting of specified wild animals, birds and plants.
- Setting up and management of national parks and wildlife sanctuaries.
- Control on trade and commerce in wildlife and wildlife products.

In 1982, GoI established Wildlife Institute of India (WII) under Ministry of Environment Forest and Climate Change (MoEFCC). It is run by Indian Council of Forestry Research and Education. It conducts trainings for managers who work on wildlife protection and management.

Addressing the human-animal conflict is a challenging task for governments, CBOs and other organizations. There are two strategies, such as short-term and long-term methods to address the conflict. Mostly, short-term methods are being applied (focus on symptoms or problems) rather than long-term methods (focus on causes). Communities practice traditional methods such as making noise by shouting, beating drums, burning bamboo, bursting fire crackers, putting high voltage lights at the entry point of the fields, making platforms on trees and guarding collectively in fields. Communities are constructing electrical fencing around the fields. West Bengal Forest Department installed a 70 km electric fence to prevent wild animals' entry in human habitations. However this is dangerous for wild animals. In some places, due to loss of human life, loss of livestock and crop damage, people are giving poison to wild animals and killing them. Forest department officials are practicing short-term solutions; for instance, whenever they catch wild animals in human habitations and nearby areas, they are leaving them in forest areas or wildlife sanctuaries after catching those animals. But these short-term methods, cannot ensure sufficient results in addressing human-animal conflict.

Forest department, alone cannot solve the human animal conflict. The issue needs comprehensive plans and collective efforts from all the key stakeholders which includes Civil Society Organizations (CSOs), agriculture department, revenue department, Integrated Tribal Development Agencies (ITDA), insurance companies and local communities. We can set some good practices in place for reducing human animal conflict in the country. For example, Department of Wildlife Protection, Jammu & Kashmir (DWP, J&K) designed and implemented a community managed method. Department officials identified 100 high conflict villages, 50 moderate villages in the state based on conflict records, and selected five youths from each village. They were trained on human animal conflict management. These trained community professionals take immediate measures in protecting human, animal lives, properties and inform, it to the DWP people. This initiative provides a space for villagers in decision making and implementation of measures to address the conflict.

The media sensational reports (Example - Newspaper headline: Elephant Invades City – 29 January 1985) are also increasing existing fears in people's minds about wild animals. Local populations have always had symbiotic relationship with their immediate environs surrounding them. Sensational reports are creating a picture as though wild animals are encroaching upon human territory, attacking and killing humans. This has forced local people to demand inappropriate and immediate actions (mostly killing the wild animals). Actually, wild animals are inherently fearful of humans and the attacks of wild animals on human are results of accident, due to sudden appearance of both humans and animals in difficult times. These kinds

of situations frighten animals and they react by attacking humans to escape from the place. Attacking a human with intent is a very rare phenomenon.

Human and animal conflict has deep rooted causes and cannot be solved immediately or with short-term methods. Directly or indirectly people prefer killing wild animals, which is wrong on many levels. On ethical grounds, every living creature has intrinsic right to live on the planet irrespective of their utility to humans. Particularly, large animals play a vital role in an ecosystem and food web. Disappearance of key animals may lead to disruption of eco-system. The protection of forest cover is a key aspect in reducing human animal conflict. Increasingly, forests are being cut down to make space for our growing population and its ever growing needs. What we need to understand is that, animals are not invading our spaces, but the truth is that humans have encroached into wild animals' natural habitats. It is the key cause behind the conflict. People's representatives, concerned department people, research professionals, CSO's and community have to understand human animal conflict properly and focus on long-term methods along with short-term methods and design wild animals human centred measures. We still do not have a comprehensive understanding about the problem. It requires tremendous political commitment and sensitization of people on wild animals' concerns.

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## 15.Poultry

The term 'poultry' applies to a wide variety of bird species such as chicken (domestic fowl), duck, turkey, geese, pigeon, guinea fowl, pheasants, quail and other game birds. In India, poultry is very often synonymous to chicken, as they are more commonly found in our country and are an important resource for meat and eggs. Chicken and up to certain extent, ducks are kept for commercial production of both eggs and meat. Turkey, guinea fowl, geese and others are maintained for meat.

Chicken accounts for more than 90% of the total poultry population of the country. Jungle fowls are believed to be the ancestors of the modern domestic breeds, which are still found in some parts of India. Paradoxically, almost all the domestic breeds have been developed elsewhere and not in their home tract.

### **What is Poultry?**

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### **Introduction of Poultry:**

Poultry occupies a unique position in the livestock economy of India. With a vibrant indigenous industry compared to other developing countries, it is the world's fastest growing poultry industry and one of the fast-growing agri-business activities in India.

India occupies the 2nd place in the world egg production and is among the top 20 producers in the world in broilers. Indian poultry industry provides direct and indirect employment to over 4 million people, particularly in rural areas and contributes about Rs. 40,000 crores to the national GDP.

Layers in India have registered annual compounded growth rate of 7-8% for the past three decades. There are a number of small poultry dressing plants in the country producing dressed chicken. In addition to these plants, there are five modern integrated poultry processing plants producing dressed chicken, chicken cut parts and other chicken products. These plants also manufacture egg powder and frozen egg-yolk for export.

The per capita availability in India has increased to about 42 eggs and 1.6 kg poultry meat. Considering the consumption level of 300 eggs and 11 kg of meat in many developed countries and the recommended per capita consumption of our Nutrition Board of 180 eggs and 9 kg meat, India with a population of 1.2 billion is considered by the world to be at the threshold of a move up in the World Poultry map and may occupy the No.1 position in the coming years.

### History of Poultry Development in India:

Poultry farming was mostly a backyard venture up to 1957. The first organized effort to develop poultry was made in that year, when the second Five Year Plan was launched. An amount of Rs. 2.8 crores was sanctioned by the government to develop poultry. An All India Poultry Development Project was initiated, wherein regional centers were set up in Bangalore, Bombay, Bhuvaneshwar, Delhi and Simla as they get a good quality of stock due to their respective agro climatic conditions. Their functions also included promoting poultry farming extensively and providing training facilities to the officers of the neighboring states. Day old chicks of White Leghorn and Rhode Island breeds from reputed breeding farms in USA were imported as a foundation stock.

Along with it, all the necessary equipment were also imported. Besides, 269 poultry extension cum development centers, each with a unit of 100 layers of improved breeds, were set up in different parts of the country. The period between the Second and the Fourth Five Year Plans was actually the turning point in the history of the poultry industry in the country. The Intensive Poultry Development Programme was introduced in the Third Five Year Plan to provide all the essential inputs and services to local farmers in the form of a package deal. Along with the poultry boom, the growing menace of poultry disease also had to be tackled in this period, leading to the inclusion of poultry science as a subject in the Agriculture Universities.

The middle and late seventies recorded a tremendous progress in the poultry industry. Central Avian Research Institute, Izatnagar, Near Bareilly (Uttar Pradesh) was established in 1979 to provide strong research support to the poultry industry, both in public as well as the private sector. Some of the factors which favored the growth and development of the poultry farming in the country were as follows....

- Small initial investment;
- Short generation interval of poultry as compared to other livestock;
- Availability of quality chicks;
- Quick, assured and better returns compared to other livestock;
- Availability of trained manpower;
- Better understanding and knowledge of the improved and scientific methods of feeding, management and health control;
- Easy loan facilities; and
- Poultry's nutritive value and economic feasibility.

### **Status of Poultry in India:**

Poultry enterprises in India can distinctly be grouped in to two categories i.e. developmental poultry farms and commercial poultry farms.

#### 1. Developmental poultry farms:

It refers to village/unorganized production, as this enterprise operates in a low scale, using less capital and traditional technology. The unit volume of production is low due to the above constraints. However,

the concept of developmental poultry is very relevant for India's rural areas to enhance cash earnings of rural poor population. Poultry farming was included in various Central and State Government sponsored programs, such as Integrated Rural Development Program (IRDP), Special Livestock Production Program (SLPP), Tribal Development Program (TDP), etc. to popularize poultry farming in rural areas. However, the growth of developmental poultry did not succeed at Desi fowl level.

## 2. Commercial poultry production:

Commercial/industrial poultry production refers to the large-scale enterprises where the number of birds per unit is large enough to reap maximum advantages of technological improvement. These enterprises present various economies of scale of operation and thus, this sector has remained highly significant over the years. However, it has been confined to some pockets of the country.

### **Introduction of Dr. B.V. Rao and his effort for Poultry:**

Few have the determination to cherish their dream, nurture it and translate it into reality. One such man was Dr. B.V.Rao. Through sheer hard work and conviction, he transformed poultry from being a simple cottage enterprise into a truly integrated industry – all in a period of 25 years, inspired and greatly supported by his wife Smt. Uttara Devi Rao who had started a small poultry business in Hyderabad in 1969.

The dream took shape in 1971 with the setting up of the Venkateshwara Hatcheries Ltd (VH) - The Flagship Company of the VH Group. Since then, there has been no looking back. Nurtured and developed under the genius of Dr. B.V.Rao, Venkateshwara Hatcheries Ltd., went on to become one of the largest and most integrated poultry groups in the world. It is for this reason that Dr. B.V. Rao is often referred to as the "Father of Modern Poultry in India". He was awarded India's highest civilian award – The 'Padmashree' in 1996.

### **Egg Marketing:**

While for any agriculture product, the producer gets only 30% to 35% of the consumer rupee; in poultry the entrepreneurs and farmers of eggs produced in India obtain 70% to 75% of the consumer rupees. This change came by the work of Dr. B.V. Rao the "Father of Modern Poultry in India". He put efforts for poultry development and egg price declaration by National Egg Coordination Committee (NECC).

### **National Egg Coordination Committee (NECC):**

NECC is an association of Poultry farmers and traders. It was established in 1982 by Dr. B.V. Rao and a group of farmers to enable farmers in declaring their own farm-gate price for eggs. It is a unique institution with no parallel in the world. Through it, irrespective of size or location of the farm, the entire production at every individual farm-gate, gets the official notified price as decided by elected farmer representatives of NECC every day, which is published in local leading dailies.

National Egg Coordination Committee is a charitable trust with 24 zones and 118 local committees. It has 25,000 farmers as its members spread out all over India in every production centre NECC is helping layer farmers obtain reasonable, remunerative, viable price for eggs, based on demand and supply for a production centre and its connected consumption centers. To ensure traders do not exploit farmers, NECC undertakes a Market Intervention Scheme as and where necessary by extension of subsidy or directly

procuring eggs for cold storage in the domestic market. To enforce the price declared, NECC also has its market arm, Agrocorpex India Limited (ACIL), a Public Limited Company, entirely owned and managed by poultry farmers. NECC has also been instrumental, at the instance of poultry farmers, in incorporating Bharat Egg Producer's Association, which encourages export of shell eggs, promotions of eggs, promotion of eggs in electronic and print median, sponsors sports and related activities to promote consumption of poultry products.

NECC is the only agency, well-recognized by policy makers in the State and the Centre as the representative body of poultry industry and has been effective to get its grievances addressed and remedial measures initiated.

India is the third highest producer of egg in the world but the per capita availability of eggs in India is only around 55 per person per year as against the National Institute of Nutrition recommendation of 180 eggs per capita per year.

The second Friday of October is celebrated as the World Egg Day by the International Egg Commission to help raise awareness about the nutritional benefits of eggs.

#### **Structure of Poultry Farming:**

Poultry farming involves breeding and rising for various purposes. Breeding farms hatch and raise poultry for sale to other farms. Broiler farms rear chickens for their meat, procuring day-old chicks and keeping them for around six weeks. Layer farms keep chickens to produce eggs. Another category of operators, which can loosely be termed "integrators", keep breeding stock and also operate hatcheries and commercial broiler farms. There are estimated to be roughly one lakh layer farmers and an equal number of broiler farmers. About 70% of these are small-scale (3,000-10,000 birds) and medium-scale (10,000-50,000 birds) farmers. Only 10% are the large-scale farmers with units varying from 50,000 to 4 lakh birds.

Large farms require a good level of automation. Automation has become necessary for a number of reasons, such as hygiene and sanitation, disease prevention and in the case of hatchery operations, to produce a greater number of chicks in single hatch and to ensure better quality chicks. The whole organized poultry sector uses hybrid varieties of poultry and has adopted cages. The small and marginal farmers generally operate on the deep litter system. In terms of technology, farmers have adopted new feeding and water systems and new management, health care and hygiene practices.

#### **Challenges and opportunities in Poultry industry:**

The challenges in Indian poultry industry are multiple. Raw material availability and prices are already an issue. Considering that about 1kg of corn is required to produce 1kg of broiler (based on FCR = 1.65 and 60% corn in feed), it means that, for broiler production only, depending on the different forecasts, an additional 1 to 3 million tonnes of corn will be needed in the next few years.

Another challenge or issue is the fact that production is not evenly distributed in the country. More than 60% of broiler is produced in 5 states (Andhra Pradesh is at the top with 20%, Karnataka, Maharashtra, Punjab and West Bengal) while more than 60% of eggs are produced in 5 states (Andhra Pradesh, Haryana, Maharashtra, Punjab and Tamil Nadu). This creates logistic and quality issues related to transport.

The third challenge that India needs to overcome, if it wants to continue expanding its poultry production,

is a lack in education and access to technology. For instance, most of the poultry farms use open buildings, which means no control of climate and high risks related to potential poor bio-security. On the positive side, this means production costs are reduced. Indian poultry producers also have to deal with a lack of genetic diversity. Two breeds, namely Vencobb and Babcock, represent respectively more than 70% of birds in broiler and 80% in layers. This means a potential rapid spread of diseases across the country. However, these breeds are well adapted to Indian conditions, but require optimum managers, veterinarians, nutritionists or researchers to ensure a top quality management in each operation.

Another challenge is Bird flu, which mainly affects the domestic poultry (chicken, duck etc.). The disease spreads from infected birds to other winged creatures through contact with nasal and respiratory secretions and also due to contamination of feed and water. When Bird flu attacked chicken in Maharashtra in 2006, loss of about Rs.9000 crore was incurred.

To allow expansion, efforts are needed to change the way poultry products are offered in India. Less than 5% of eggs are processed and about 90% of poultry meat in India is consumed in fresh form, as many consumers prefer to buy live poultry and get it dressed in their presence. This has several consequences as it is difficult to transport non-processed products from one region to another one, and high mortality and shrinking rates due to transport of live birds are observed. Also, prices are determined by daily local supply and demand, which encourages volatility.

More efforts are needed to improve supply and distribution of poultry meat in India. Indeed, poultry dressing facilities are usually manual and lack sanitary measures. This does not ensure a hygienic and scientific slaughter, and proper utilization of by-products. There is also a shortage of adequate and cost effective infrastructure, leading to poor distribution and risks on quality. Cold storage facilities are lacking, which is a serious issue because meat and egg demand varies a lot over the year, due to different religious rituals. Last but not least, adequate quality control standards need to be implemented. For instance, large eggs are sold at the same price as small ones, which do not encourage producers to deliver quality.

In summary, investments in infrastructure as well as quality certification systems are necessary to ensure growth of the Indian poultry industry. One should, however, keep in mind that same needs are required for imported products.

#### **Support from Government to Poultry Sector:**

The remarkable growth achieved in the Indian poultry sector is due to several factors such as initiation of pure line breeding within the country in both public and private sectors -leading to availability of best commercial layer and broiler chicks and parallel development of other inputs and sub-sectors like feed mill, hatchery and farm appliances, poultry biological, feed analytical and disease diagnostic labs., modern mechanized poultry and egg processing plants, vertical and horizontal integration in poultry farming, availability of soft credit and above all ever increasing demand of poultry products, etc. In addition, the Central Avian Research Institute, Izatnagar, Project Directorate on Poultry, Hyderabad and some State Agricultural or Veterinary Universities having sound Poultry Science education and research base, in conjunction with the Central Poultry Development Organization have played a key role in providing highly qualified manpower, training support to poultry farmers/entrepreneurs and R&D support to the growth of poultry sector.

### **Poultry Contribution to the Economy in India:**

The poultry sector has undergone a paradigm shift in structure and operation during the last two decades. It has transformed itself from a mere backyard activity into a major commercial activity with participation by big players' and successful implementation of contract poultry farming on a large scale.

India is emerging as the world's 2nd largest poultry market, with an annual growth of more than 14% production and 61 million tonnes or 3.6 percent of global egg production. The annual growth rate of egg production is 5-8%. Apart from this, India ranks 6th in broiler products (125 billion rupees) with an annual output of 2.39 million tonnes of broiler meat, as per the estimates of the Ministry of Agriculture, Govt. of India. The total poultry industry is valued at about 350 billion rupees. The per capita consumption per year is approx. 2.4 kg, which is much lower than the National Institute of Nutrition's recommendation of 11kg.

With the rise of middle class and increased urbanization, a major population prefers to go for non-vegetarian. Today about 3 million farmers and 15 million non-farmers are employed in the poultry industry that is growing poultry ingredients for feed and contributing about Rs. 26,000 crore to the national income.

It is estimated that the Indian Poultry Industry has been growing at a much faster pace, along with other industries such as BPO and Securities market. Over the years, the poultry industry in India has contributed approximately US\$299 million to the Gross National Product (GNP).

### **Employment opportunities:**

Three decades ago in India, when egg and broiler production was 10 billion and 30 billion, respectively, the total employment numbers in the poultry sector was not much encouraging. As income and employment in the crop sector started decreasing, the non-crop sector, which includes dairy and poultry, underwent a significant shift. Due to the demand for poultry increasing and production reaching 37 billion eggs and 1 billion broilers, the Poultry Industry today employs around 1.6 million people. At least 80% of employment in Indian Poultry Industry generates directly by the farmers, while 20% is engaged in feed, pharmaceuticals, equipment, drivers and other services accounting to the requirement. Additionally, there might be similar number of people roughly 1.6 million who are engaged in marketing and other channels servicing the poultry sector.

### **Top leading Companies**

Leading broiler integrators in India are as follows:

- Venkateswara Group, Pune
- Suguna Poultry Farms Ltd, Coimbatore
- Pioneer Poultry Group, Coimbatore
- Godrej Agrovvet Ltd, Mumbai
- Sky Lark group, North India

- Jafa com feed

**Conclusion:**

Poultry farming is a viable business activity and has got vast scope for growth in India. Just as the decade of seventies saw a record growth in egg production and that of 21st century in broiler production, the last 3 decades saw an unprecedented growth in egg production and broiler production and the emergence of modern poultry processing as an ancillary industry. In the rural sector too, poultry farming is gaining in popularity as it provides some of the cheapest sources of protein rich food as well as serves, as an avenue for enhancing the income of small and marginal rural farmers. The development of poultry through the application of modern science and technology will greatly contribute to improving the socio-economic conditions of the poor farmers by making poultry farming more productive and remunerative. The introduction of better stock and efficient husbandry practices with an efficiently organized marketing system would make poultry a successful enterprise for Indian farmers.

\* Supplement\_ Legendary Effort\_ Livelihoods November 2014

## 16. Khadi

In India, Khadi is not just a cloth, but a symbolic movement started by Gandhi. The Khadi movement was promoted as an ideology, an idea that Indians could be self-reliant on cotton and be free from the high-priced goods and clothes which the British were selling to them. The British would buy cotton from India at cheap prices and export them to Britain, where they were woven to make clothes. These clothes were then brought back to India to be sold at hefty prices. The Khadi movement aimed at boycotting foreign goods including cotton and promoting Indian goods, thereby improving India's economy.

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### **Introduction of Khadi:**

The cloth is primarily woven from hemp and may also include silk, or wool, which are all spun into yarn on a spinning wheel called a charkha. It is a versatile fabric, cool in summer and warm in winter. In order to improve the look, Khadi/khaddar is sometimes starched to give it a stiffer feel. It is widely accepted in fashion circles.

Khadi or Khaddar is the term conventionally used in North and Central India to refer to the varieties of coarse cotton cloth, hand woven using hand spun yarn. This was the cloth commonly worn by peasant and artisan groups in pre-industrial India. It was made from locally grown cotton which would be harvested by peasants and labourers, spun by local women and woven into cloth by men from various specialist weaving castes. The precise technology involved in the production of Khadi would vary from region to region, as would the techniques used for its decoration (dyeing, embroidery, printing etc.). Although, hand spun, hand woven cotton cloth of this kind was common throughout India, it was not until the early 20th century, when its production and use were in decline, that the term "Khadi" entered nationalist vocabulary and the cloth became a key visual symbol of India's struggle from colonial rule.

### **Khadi and Self-Sufficiency:**

Gandhiji thought unemployment to be a women's issue, and therefore symbolically as well as practically he introduced the 'charkha'(spinning wheel), as an instrument of the freedom movement. The propagation of Khadi was to protect the employment of the poorest women. Spinning was an important home industry during the nineteenth century. It was a source of livelihood for women of all castes, communities and even for the women of low income levels. Many widows supplemented their family income by spinning cotton yarn. Muslim women, who were not allowed to step out of their homes to earn livelihood, spent their time, spinning cotton thread. Thus, spinning wheels brought economic independence, especially for women. Towards the end of the nineteenth century, hand spinning dwindled rapidly, as it could not withstand the competition of cheap foreign as well as Indian machine made yarn. It had almost vanished by the time Gandhiji settled down in India in 1915.



The weaving of Khadi is preceded by the spinning of the thread on the charkha, after which it goes to the bobbin winder, warper, sizer and finally the weaver. While spinning is organized by the Khadi Board; Weaving is done by the weaver at his home in an individual capacity. Spinning is mostly done by the girls and women in the villages.

For Gandhiji, Khadi was not a cloth but a thought, a philosophy that aimed at a self-reliant economy, a link of concern between the haves and the have-nots. Around that time, Gandhiji used Khadi in the first Non-cooperation movement and the Gandhi cap had strong symbolic overtones of the Indo-British battle over the looms of Manchester and a bid for a modern Indian identity. In 1915, Gandhiji introduced a few handlooms in the Ashram and learnt the art of weaving. However, the yarn used was produced from Mills. Gandhiji was eager to start hand spinning in Ashram and was in search of spinners, who teach him and the inmates of Ashram to spin. But he would neither get a spinning wheel nor a spinner. The art of hand spinning was almost lost. His visit to Champaran in 1916 made him more aware of the pathetic condition and the extent of poverty of the people. Some women in Bhitwara were unable to change their clothes due to lack of availability of another pair.

At this critical juncture, Gandhiji met Smt. Gangaben Mujmuder, an enterprising middle aged widow from Vijapur near Baroda in October 1917, to whom he entrusted the important task of finding a spinning wheel.

In 1919, about one hundred and fifty women spinners worked at her centre. Soon, she started a weaving unit at the centre. It was the first production centre for Khadi manufacture. Gandhiji exhorted people and women in particular to follow her example and to start centres of Khadi production in villages. Soon Gangaben expanded her activities and her enterprise thrived and prospered under her able leadership. She showed immense organizing capacity and innovative skills. In 1921, she had 2000 spinning wheels at the centre. Thus, she restored the lost craft of hand spinning and weaving. Khadi became a new word in the vocabulary of India. Thus, plain and uneducated Gangaben Mujumdar became a pioneer in a new era. Through her, the Khadi industry was born. Gandhiji decided to bring the work of Gangaben to public notice and published the 'Pateri issue of Sani Vartaman that'. With Gandhiji's inspiration and Gangaben's hard work, the Khadi activity began. It awakened many women to pursue Khadi activity, across different parts of the country. Among these women were Maniben Nanavati, Mithooben, Maniben Patel, Harshaben and Ushaben Mehta. Maniben and three of her friends, Jayaben Desai, Shirin Havewala and Sunaben Rao started Khadi Mandir in 1934 at Vile Parle, as an effort by women towards the liberation of the Nation. Khadi Mandir was run by women, where everything from selling Khadi to maintaining records was done by them. All these women were those who had not studied beyond 7th standard.

Before 1947, the expansion of Khadi was associated with mainly the goal of political and economic independence. After independence, in the absence of Gandhiji there was almost a rapid change in the attitude of the leaders. Significance of Khadi changed from 'Livery of freedom' to saleable article. But unfortunately in India today, this spirit of Swadeshi or Self-reliance is not taken seriously and hence women's unemployment is neglected. Khadi, over the decades has moved from a freedom fighter's identity fabric to a fashion garment. At one time, it was secured as a fabric for the farmer and rural wearer. Today, there is such an increasing demand for Khadi, that despite the million (women) workers all over the country involved in spinning it, they are unable to meet the demand of the market.

### **Khadi – Pre-Independence:**

- “This is a sacred cloth...” said Mahatma Gandhi.
- Khadi is any cloth that is hand-spun and hand-woven. In 1918, Mahatma Gandhi started his movement for Khadi, when spinning and weaving were elevated to an ideology for self-reliance and self-governance.
- Masses spinning charkhas in 1920's
- Khadi symbolized the need and importance of indigenous manufactured goods,
- “Every village shall plant and harvest its own raw-materials for yarn, every woman and man shall engage in spinning and every village shall weave whatever is needed for its own use.”
- Gandhiji wrote “Swaraj (self-rule) without Swadeshi (country made goods) is a lifeless corpse and if Swadeshi is the soul of Swaraj, Khadi is the essence of Swadeshi”.
- Khadi became not only a symbol of revolution and resistance but the face of an Indian identity! Khadi marked the start of a democracy in the true sense.

### **Khadi post-Independence:**

Whilst, Khadi represented a powerful symbolic challenge to British imperialism, Gandhi’s dream, that it would become the everyday dress of Indians after Independence, was never realized. Even during the freedom struggle, many had worn it more for its political effectiveness than for the love of the cloth, just as many had spun their own yarn more out of self-sacrifice and national duty than out of belief in the economic and moral benefits of hand-spinning. However, having played such a significant role in nationalist politics and in India’s self-definition, Khadi could neither be abandoned nor forgotten.

In politics, it has retained its place as a national dress in spite of the fact that today the white Khadi worn by politicians is associated more with hypocrisy and corruption than sincerity or purity. The image of the Khadi-clad politician has long been a favourite with cartoonists for whom it functions as visual shorthand for greed and insincerity in the recognizable guise of honour and humility.

Interestingly when artists, academics and social activists choose to wear Khadi, their distance from the white-clad politician is generally marked by their choice of coloured and flecked weaves or by the particular combinations of clothes that they wear. Their Khadi wearing is not associated with hypocrisy, but rather with the live reality of an alternative life style, aesthetics and politics for example, among self-professed radicals in university politics.

The ambiguous status of Khadi in politics is echoed by its ambiguous economic position. In 1956, the Khadi and Village Industries Commission (hereafter KVIC) was established with a view to promoting and developing Khadi production and other village industries in rural areas. Despite high levels of Government assistance in the form of grants, rebates and subsidies, the Khadi industry has always struggled to sustain itself and had problems selling the goods it produced. The liberalization and globalization of the Indian economy in the 1990’s has further contributed to Khadi’s marginalization. The years 1997-2002 saw a steady decline in Khadi production, as well as the accumulation of large quantities of unsold stock. Attracting people into working in a labour intensive industry associated more with morality and crafts skills, than profit or exciting new technologies, remains a difficult challenge. In particular, hand spinning

is perceived as an unglamorous activity which offers appallingly low returns and is pursued principally by poor women from marginal groups in rural areas. None the less, the KVIC continues to pursue an expansionist policy and is optimistic that it may be able to provide increased employment in rural areas, thereby stemming the tide of unemployment and migration to cities.

It is worth mentioning that almost all Indian towns and cities have so-called 'Khadi Gramudyog Bhawans, including large and chic ones in Delhi that sell khaddar, along with other products of 'village industries'. Reviving the Khadi industry, whilst retaining its particular moral and nationalistic character remains a challenge that is currently being pursued in several directions. On the one hand, the National Institute of Fashion and Technology (NIFT) and National Institute of Design (NID) have been charged with the role of updating and introducing new and trendy designs to be taken up by the sector. This strategy of making more desirable by contemporary standards is to be matched by more aggressive marketing strategies, including the promotion of abroad in countries such as the United States, United Kingdom, Germany and South Africa. Techniques of global capitalism such as e-commerce, the registration of as a brand name and geographical indication have also been recommended. Meanwhile, fashion designers and private companies have for the last two decades flirted with the potential of in fashion. One astute Kolkata based clothing company has, for example, produced a successful range of brightly coloured garments under the brand name Khadder. Whilst labels such as bio- and organic hand-spun cotton, indicate 's entry into the elite global arena of eco-friendly capitalism, the development of something called polyester by the KVIC reminds us that popular consumers in India are often more concerned with practicality than purity.

A development more in tune with Gandhi's original aim to provide mass employment for the rural poor, is the Railway Minister's recent decision to replace all linen used on Indian trains with khadi and to consider introduction of khadi uniforms for railway staff. These proposals, though welcomed in some quarters, have been greeted with cynicism in others with complaints of khadi's lack of durability, its high maintenance costs and its stone age associations. What the history of khadi's revival in the 20th and 21st centuries reveals is an ongoing tension between capitalist development and a Gandhian-style modernity based on alternative economic and moral principles. Whilst khadi is never likely to become the popular every day wear that Gandhi hoped it would be, it is likely that it will retain its important symbolic role in providing an alternative vision of modernity and evoking the texture and uniqueness of India's Freedom Struggle.

In 1989, the first high fashion khadi show was presented in Mumbai by the Khadi and Village Industries Commission (KVIC). Where nearly 85 dazzling garments were created by Devika Bhojwani. In 1990, designer Ritu Kumar of Delhi 8 presented her first khadi collection at the crafts Museum. Her Tree of Life Show, an audio visual tableau spanning the history of textiles in India.

#### **Present Status of Khadi and Village Industries:**

Before bringing the desired change in the state of affairs of KVI, it is important to understand as to where we stand today. To decide the future direction of development of KVI, there should be an analytical view regarding the present status of KVI. KVI is considered to be the part of small industries. It covers a wide range of activates according to Khadi and Village Industries Commission "Village industry means any industry located in a rural area, population of which does not exceed ten thousand or such other figure which produces any goods or renders any service with or without use of power and in which the fixed

capital investment (in plant and machinery and land and building) per head of an artisan or a worker does not exceed fifteen thousand rupees.” These industries are highly diverse in nature and have their own instructional setup and working mechanisms.

### **Problems and Challenges:**

The problems and challenges faced are also diverse in nature. To be precise, while analyzing the status of KVI, the paper would focus on the Khadi and Village Industries Commission (KVIC) which is the prime institution of development of KVI.

It has a wide range of responsibilities, from the execution of development programmes to financial powers as well as research assistance for development of KVI. The irony is that KVIC is regulated by the central government, yet it is not able to achieve its objectives and the numbers of achievements are much lesser than the numbers of failures. In L C Jain’s words, “KVIC on its own cannot adopt such a strategy since the method of financing of KVIC itself by the government compels tedious procedures.” Thus the goals and objectives of KVIC are not well formulated and often face negligence at the implementation level. The very two-tier delivery mechanism of the commission is at bay.”

“At present, Khadi production is only 0.4% of the total textile production. It gives employment to some 12 lakh persons. To increase it even one percent requires tremendous organizational steps.” They are dependent on subsidies and rebates from the Khadi Commission or State Khadi Boards. “The KVIC, which was recently castigated by the Prime Minister for leaning more and more on government resources and subsidies, does not seem capable of carrying out this enormous task, and there is no alternative agency in existence which can undertake it with competence and vigor.” The very value of self-reliance, on which the foundation of Khadi once stood is eroding gradually. In order to bring back the true spirit of KVI and improve its present status, it is required to view their objectives and feasibility of its achievement in the backdrop of market challenges and formulate the future course of action. To analyze the present status of KVI, it is important to study the development in the backdrop of an important influence on contemporary world that is globalization. Present situation of Khadi:

Khadi, over the decades has moved from a freedom fighter’s identity to a fashion garment. Today’s Khadi has many faces, which are not just restricted to cotton. The precise technology involved in the production of Khadi varies from region to region, as do the techniques used for its decoration (dyeing, embroidery, printing etc). Today, there is such an increasing demand for Khadi that despite the millions of workers all over the country involved in spinning it, they are unable to meet the demand from the market. Yet it is this handmade quality of the fabric with its inherent defects that is the beauty of Khadi. And that exclusivity is what the Khadi connoisseur craves at all times. Khadi is not just a sound economic proposition but also a science and a romance.

### **Khadi in the Textile Industry:**

Khadi is a small-scale industry which merged into the textile sector to get a better view of its historical transit after Independence. The modern sector accounts for a lion’s share of output while the bulk of employment is offered by the traditional sector. In the modern sector, both output and employment shares have expanded while the opposite has happened with the traditional sector. It seems that the traditional sector is being pushed to a corner as far as its share in output is concerned; in 1996-97, it had

contend with a mere 8.36 percent share in output against as high as 60.36 percent share in employment. Over time, the traditional rural industries have steadily lost their ground to modern small-scale industries (like power loom), whether located in the rural or urban areas.

#### **Weaving Productivity:**

The simplest measure of loom productivity is the length of cloth produced per hour. With a fabric of particular construction and width, the productivity will depend on the quality of the yarn used for weaving, type and mechanical condition of the loom, operating skill of the weaver, atmospheric conditions etc. Generally in khadi 70 cm (28"), 90 cm (36"), 115 cm (45"), 130 cm (52") width fabric is woven. On an average, one metre of fabric can be produced per hour. It may vary from weaver to weaver.

Khadi cotton fabric:

Khadi can be cotton, silk or wool. The difference between Khadi and handloom is apparent in the texture. The small weaving errors give it the particular Khadi charm. Khadi blends with other fibres to make raw Silk Khadi, Tussar Silk, Matka Khadi, Poly Khadi, and many more. Khadi has the unique property of keeping the wearer warm in winter and cool in summer. The more you wash it, the better it looks and feels. Khadi is more than a fabric; it is a way of life, it stands for our independence and for going back to the basics.

#### **Varieties of designs and employment in the Khadi:**

Khadi has nearly 4500 garments in 150 styles in different colours, weaves and embellishments with prices ranging from Rs. 460 – 750. Today the younger generation may draw inspiration from the way film and MTV stars are dressing, but there was a time when fashion too was dictated by our political leaders, but more than the dresses it was what they signified and the fiery personalities behind them that caught the imagination of the masses and influenced them to unwaveringly follow the footsteps of their leaders, even in adapting the way they dressed. Many women contributed to Gandhiji's khadi activities.

#### **Employments in the Khadi Sector:**

According to one of the five year plan reports, even today women are mostly involved in the production of khadi. There are some interesting figures: about 2.75146 villagers including 19,645 Harijans and Muslims scattered in at least 13,451 villages earned Rs. 34, 85, 609 spinners, weavers etc. The spinners were largely women. Now, approximately 16 lakhs women are involved in different khadi related associations. If they spin the cotton for eight hours a day with the help of new techniques they get Rs. 60 to Rs. 80. The rediscovery of the charkha has brought in a new economic thinking for Indians. It has given a new life to the individual, making him more resourceful and self-dependent. Today, khadi is synonymous with the Indian freedom struggle and the empowerment of India's women. It is the contribution of women like Maniben Nanavati and other stalwarts that has made khadi the pride of India.

#### **Benefits of Khadi:**

Khadi and the spinning wheel are still practical and economically viable if only we give them a fair chance. Additionally, the long and medium staple cotton which the mills require to produce cloth, needs a more fertile land, irrigation and lots of chemicals. On the other hand, short-staple cotton needed for the charkha can be grown on a less fertile land, with lesser water and no chemicals. Thus, khadi can help us to recover several hundred thousand hectares of urgently needed fertile land to grow food rather than cotton, while

also making less fertile, uncultivated land to be utilized for growing short-staple cotton.

A country remains poor in wealth, both materially and intellectually, if it does not develop its handicrafts and its industries and lives a lazy parasitic life by importing all the manufactured articles from outside. There was a time when we manufactured almost all we wanted. The process is now reversed, and we are dependent upon the outside world for most manufactured goods. The past year has brought forth a remarkable awakening of the Swadeshi spirit. It has therefore become necessary to define Swadeshi goods. But in giving a definition, care had to be taken not to make the definition so narrow as to make manufacturing all but impossible or so wide as to become farcical and Swadeshi only in name. We do not want to follow the frog-in-the-well policy, nor in seeming to be international, lose our roots. We cannot be international, if we lose our individuality and nationality.

### **Marketing of Khadi Products:**

Marketing is one of the very crucial elements when it comes to products like Khadi. Further, it is observed that Khadi has a limited market, catering to a few consumers who either believe in Khadi ideology or in the good qualities of wearing cotton clothes. It is therefore interesting to look at the marketing strategies adopted by the KVIC (marketing wing) and Institutions in promoting Khadi. Institutions provide all the raw material to spinners and weavers and there are no intermediaries. The weaver supplies the finished clothe to the institution. In effect, the weaver is totally isolated from the market. Information on the changing tastes and market preferences never comes to him through the institutions. Thus, the weaver is essentially being paid only a wage for his work depending on his output. One of the most visible facts about the weaver's earnings is that the wage rates are extremely low.

One explanation that is offered for low wages is that the market for Khadi is limited and declining and consequently the wages are low. Further, the technology of weaving is still rudimentary i.e. most of the weaving is done on the pit-loom by home based weavers who are in majority; frame-loom are used, though to a limited extent in the shed-based weaving by some institutions and for specialized products like Kanchivaram or Patola jack-loom with traditional designs. Productivity is therefore low, and the only reason why these products are surviving is because of state support.

There are around 16 Departmental Bhavans, 15,441 Sales outlets, 11 Bhavans in hill and border areas, which do the entire marketing of Khadi products (Government of India, 2000). Most of these are situated in the major metro cities, small and medium towns. Thus, the linkages between the sales outlets, institutions and artisans are quite straight forward or linear. Further, there are no feed-backs from the market outlets to the institutions and artisans about the changing market patterns. Due to paucity of funds and bureaucratic tendencies, many of the institutions felt that the marketing assistance provided by the marketing wing of the Khadi sector is quite poor and insufficient. Thus, every linkage looks more like fulfilling a compartmentalized task, rather than any round about linkages enriching each other.

### **Conclusion:**

Khadi meant a spinning wheel to Gandhi, which in turn meant a symbol of reviving prosperity, self-confidence, common bond between religions, chastity of womanhood, dignity of labour, the companion for the widow, honour for the 'fallen women', comfort for the untouchable and the platform to launch mass civil disobedience. Thus, khadi's magic lay not in its name but in its virtues. Gandhi's sartorial call for

mobilization echoed through India. Just like the Pied Piper, he played the khadi notes and men, women and especially children marched to his tune. He effectively wove a nation into a patchwork of khadi producers, supporters, and distributors. The beauty lay in the technique which saw absolutely no knots but only one firm singular thread running across. Swadeshi for Gandhi was not merely the means but also the ends.

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## 17.White Revolution

Operation Flood (OF), one of the world largest development programme in India, popularly known as “White Revolution or Milk Revolution” is a rural development programme in India. White Revolution was started in year 1970 on July 01st by National Dairy Development Board (NDDB), by the then Dr. Varghese Kurien; General Manager of NDDB.

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Today, it covers over 10 million rural milk producing households across India. It was in year 1964, the then Prime Minister, Shri Lal Bahadur Shastri, visited Anand, Gujarat and was impressed with NDDB Model, asked Dr. V. Kurien to replicate the model throughout the country. As the country was importing milk and milk products. Thus, Operation Flood was initiated all across India.

Key objective of was to create nationwide milk grid. The programme aimed at helping dairy farmers, to direct their own development and place control of resources in their own hands. The programme made India as one of the largest producers of milk and milk products. Thereby, it helped in reduction of malpractices by milk traders and merchants, who were earlier involved in milk trading.

The genesis of White Revolution dates back to 1950s, when there was shortage in milk production. Increase in population, shortage in milk production and financial insecurities, prevented milk being imported from other countries. Thereby, it became essential for Indian Government to become self-sufficient in milk production.

Community used food aid as a source of investment funding, food aid was supplied in form of skimmed milk powder, butter oil and vegetable oil. The above supplies supplemented local production and sales by the cooperative organization, provided counterpart funds for investment in the programme. White Revolution resulted in India becoming largest producer of Milk and Milk Products in World. Hence, OF, infamously came to know as White Revolution. This revolution helped in alleviating poverty and famine levels in India.

The revolution had community coverage to 62% of the costs of operation, 25% World Bank and 13% from Indian Government, UN bodies, certain member states and Sweden. The community contribution in world prices came to 522 million ECU. The aid took the form of food aid i.e., milk powder, butter oil and vegetable oil. Operation Flood objectives were as follows...

- Increase in milk production.
- Augment rural income.
- Fair Prices for consumers.

The programme was implemented in three phases:

Phase I

Period was from 1970 to 1980, this phase was financed by the sale of skimmed milk powder and butter



oil, gifted by the European Union (EU) through World Food Programme (WFP). This phase which witnessed to India as an importer of dairy products saw NDDDB taking to planned programme and negotiated the details of EEC assistance. Phase I, linked 18 of India's premier milk sheds with consumers in India's metropolitan cities like Delhi, Mumbai, Kolkata and Chennai. Thus, establishing mother dairies in four metro cities. European Union (EU) financed Phase I of by sale of skimmed milk powder and butter oil donated through the WFP. EEC gave assistance for OF programme. Operation Flood known as "White Revolution" was a gigantic project propounded by Government of India (GoI), for developing dairy industry in country.

## Phase II

This period lasted from 1981 to 1985, NDDDB during this phase had increased milk sheds from 18 to 136. A total of 290 urban markets were expanded as outlets for milk delivery. By the end of year 1985, a self-sustaining system of 43,000 village cooperatives with 4.25 million milk producers were covered. The domestic milk powder production increased from 22,000 tons in the pre-project year to 1, 40,000 tons by 1989.

Production in milk increased from dairies, set up under OF. The EEC gifts and loan from World Bank helped in promotion of self-reliance and direct marketing of milk by producer's cooperatives. Milk production was increased by several million litres a day. EEC, World Bank and India's Dairy Development Board (IDDB) sponsored for Operation Flood Programme. UNDP provided technical assistance by sending foreign experts, consultants and equipment to India. World Bank and its affiliates supported agricultural extension, social forestry, agricultural credit, dairy development, horticulture, seed development, rain-fed fish farms, storage, marketing and irrigation. Second stage of Phase II aimed to reach and expand to towns with more than 10,000 inhabitants, covering 26 states and territories. The emphasis was placed on infrastructure development i.e., transport, storage systems, research and training. The phase was from 1985 to 1996, enabled dairy cooperatives to expand and strengthen the infrastructure required to procure and market, increasing volumes of milk production. This phase witnessed services provided in the areas of veterinary first aid, feed, and artificial insemination services for cooperative members along with intensified member education. Phase III consolidated India's Cooperative Movement and added 30,000 new dairy cooperatives to the existing 42,000 existing societies. Between years 1988-89, there was significant increase in number of women members and Women's Dairy Cooperative Societies (WDCS) i.e., 173. Increased emphasis was laid on research and development in animal health and animal nutrition. Innovations in vaccination i.e., Theileriosis, bypass protein feed and urea, molasses mineral blocks, cumulatively contributed to enhanced productivity of milch animals. The programme initiated organization of dairy cooperatives at the village levels, to create physical and institutional infrastructure for milk procurement, processing, marketing and production enhancement services at the Union Level. The phase III witnessed to establishment of dairies in India's major metropolitan centres.

## **Anand Model**

It is an Integrated Cooperative Structure Model (ICSM), procures, processes and market produce. The model involves and engages local people in their own development through cooperatives, thereby making professional accountable to leaders elected by producers. The institutional infrastructure encompasses village cooperative, dairy and cattle feed plants. The national marketing is owned and controlled by

farmers. This model cooperative has successfully progressively linked producers directly with consumers. The Anand Model is a three tier structure comprising of village society, district union and the state federation.

#### Village Society; Tier I

Tier one is formed by milk producers and producers become members of dairy cooperative society by buying a share and commit to sale of milk through society. Every DCS member has a milk collection centre and the milk brought by the member is tested for quality. At the end of year, DCS profits are shared by each member and a patronage bonus is given to the members based on the quantity of milk poured.

#### District Union; Tier II

The union is owned by dairy cooperative societies and union procures milk from village societies, processes it, markets fluid milk and its products. District Union staff are trained and provide consulting services to support DCS leaders and staff.

#### State Federation; Tier III

Cooperative Milk Producers (CMP) unions are formed as a State Federation (SF). It is responsible for marketing milk and its products of member unions. Federations manufacture feed and support other union activities.

### **Impact**

White Revolution brought major impact to dairy sector in India through production of milk in rural areas by small holder producer cooperatives and gradually moved towards industrial model of processed milk from small holder sources to urban demand centres. This paved way for establishment of linkages between rural producers and urban consumers.

Rural families, targeted under this programme were small resource based families having minimal animal and land holdings (two milch animals or less per family, 21% were landless poor, 66 % were small and marginal farmers owning less than four hectares of land).

Government drew up policies and facilitated rural credit to provide essential support services for promotion of milk production. The revolution played a significant role in reducing poverty and hunger. According to FAO estimates increase in milk production boosted incomes of 80 to 100 million families. Vast majority of producers are small and marginal farmers, whose plots are often too small to support their families and landless labourers, who depended on common grazing lands and forests for fodder.

The flood programme comprised of 70,000 dairy cooperative societies in 170 milk sheds encompassing 8.4 million milk-producer families. Average milk procurement by these cooperatives has now reached some 12.3 million kg per day, of which 8.2 million litres are marketed as liquid milk, while the remaining is converted into products, such as milk powder, butter, cheese, ghee and wide range of traditional milk products. Processing of milk reached to 15.6 million litres per day, chilling capacity to 6.5 million litres per day and milk powder production capacity of 726 tonnes per day have been established through the programme.

One of the challenging aspects of dairy development was supply of milk over long distance in rural areas.

Operation Flood made this possible through operation of 140 insulated rail milk tankers with carrying capacity of 40,000 litres, and supplemented it by extra 25 rail tankers of 21,000 litre capacity. Approximately, a total of 1000 insulated road milk tankers operated throughout the country, enabling the operation of national milk grid, balancing regional fluctuations in procurement of milk, reducing demand and supply gaps, which resulted from concentrated production of milk in selected milk sheds. Seasonal variations and imbalances in milk supply and demand caused during summer months, was reduced by increase in storage capacity as milk powder i.e., buffer stocking. Overall, investment and achievements in modernizing the Indian dairy industry had major impact on milk production.

Success of Operation Flood resolved problems related to development. The unique and innovative cooperative infrastructure that NDDDB operated made adoption of technologies and dissemination of knowledge relatively easy. Enabling Operation Flood was done to facilitate application of modern technologies towards enhancement of milk production, made India a self-sufficient in milk production through modernization of dairy industry. The model is a small-producer oriented programme, impacted positively on income, employment and nutrition status of milk producing households.

Revolution, brought changes in social construct, as India's dairy cooperative societies, were traditionally run by men. White revolution changed this perception and it brought about 18% of women as co-operative members and women cooperatives functioning in the country. More than 1000 women in Gujarat's alone Surendranagar district have proved that modern technologies can ameliorate worries of poor rural women. White Revolution (Operation Flood) created significant impact on bringing about changes in social relations, economic empowerment of poor, especially women and establishing linkages between rural and urban sector and proved as an exemplary example for development of rural sector.

\* Supplement\_ Legendary Effort\_ Livelihoods February 2015

## **18.Green Revolution**

Our country is one of the world's oldest and largest agricultural societies, falls in domain of South-East Asia Region. India is classified as one among the 12 mega diversity centres of the world, as it is the epicentre of bio-diversity to many significant species of crops, animals and livestock. Our country displays a wide variety or array of climatic, ecological and agro-ecological conditions, displaying the richness in bio-diversity. Farmers traditionally grew wide variety of crops with traits, which were resilient to new climatic and changing environment conditions. Migrating and trading between populations in the region also led to introduction of new species and varieties.

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### **Pre-Green Revolution (GR) Era**

Civilizations arose in major river deltas of the world. Humans who were nomadic in nature established their permanent settlements around these rich river deltas and turned from hunter-gatherers to farmers. India then the land of plenty; rulers had traditional knowledge and wisdom who had developed various mechanisms in place to combat drought induced stress and thereby they successfully avoided famines. The droughts did not lead to famine; there were structures and systems in place to measure food security for its population. It was only after advent of colonial rulers, 1750 onwards India witnessed to impoverishment, in synchronicity with the growing prosperity of Britain.

The colonial rulers destroyed the traditional existing water-management system, which were based on traditional knowledge systems. The various new colonial policies induced led to severe food shortages across the country and the gradual reduction in agricultural productivity over a period of time brought about methodical change in land use pattern and water supply, which were then and even till date have been highly detrimental to Indian agriculture. Overall, the mismanagement of food security by the imperialists had a disastrous effect on Indian agriculture.

### **Genesis of Green Revolution**

20th century witnessed to a major shift in global agriculture, which was in the phase of transition, due to advancements made in the field of sciences followed by substantial public investments and policy support. Key advances were made in areas of modern plant breeding, improved agronomy, development of inorganic fertilizers and modern pesticides. These advancements made in developed countries reached developing countries. As Developing countries by 1960s with growing number of population, witnessed to widespread hunger and malnutrition in the region.

## Implementation

In India, recurring droughts during mid-1960s highlighted the precarious nature of the situation. The country was on the brink of mass famine in year 1961, Government of India (GoI), Minister of Agriculture C. Subramanian then invited Dr. Norman Borlaug to India, to address the issue of food insecurity. In 1965 the GoI Mr. Indira Gandhi decided to take a major step on agriculture condition. Responding to nature of the situation, then Ford Foundation, Rockefeller and Indian Government collaborated to lead, establish an international agricultural research program. The program aimed to transfer and adapt scientific advancements, which already existed around the developing countries to the conditions existing then. Green Revolution was applied to the period from 1967-78 basically in parts of Haryana and Punjab. At this state the GR concern was only wheat and rice. Prof. M. S. Swaminathan from India led the GR as a project. The revolution steered a technology driven agenda in agriculture sector and brought about significant changes in key areas of agriculture. The various methods used in Green Revolution were: a) Double and multiple cropping systems; b) seeds with superior genetics; c) proper irrigation systems; d) HYV of seeds; e) use of pesticides and fertilizers; f) use of modern machinery; g) expansion of farming areas. The technologies centered on plant type concept, higher inputs and enhancement of crop productivity.

Government of India, imported wheat seed from the International Maize and Wheat Improvement Centre (CIMMYT) and Punjab state was selected by the Indian government to be the first site to try the new crops, due to its reliable water supply and a history of agricultural success. The calling for Green Revolution program began i.e., Plant Breeding, Irrigation Development and Financing of agrochemicals. Indian Government adopted IR8; a semi-dwarf rice variety, developed by International Rice Research Institute (IRRI), which could produce more grains of rice per plant, if grown with adequate inputs i.e., fertilizers and irrigation. The rice variety yielded about five tons per hectare; almost 10 tons per hectare under optimal conditions, 10 times the yield of traditional rice. This came as a success throughout Asia and it was called as "miracle rice". Thereby, IR8 was also developed into semi-dwarf IR36.

Basic elements in Green Revolution encompassed the following:

1. Continued expansion of farming areas, lead to quantitative expansion of farmlands.
2. Double cropping of existing farm land i.e., two crop seasons per year.
3. Using seeds with superior genetics and this was scientific aspect of GR to use HYV of seeds.

The High Yielding Varieties introduced had higher nitrogen-absorbing potential than other varieties. HYVs significantly outperformed traditional varieties in the presence of adequate irrigation, pesticides, and fertilizers. Cereal production more than doubled in developing nations, between 1961-1985. The yields of rice, maize and wheat increased steadily during the period. As the increase in production was directly related to irrigation, fertilizer and seed development (with special reference to Asian Rice variety).

- The technology spread rapidly across developing Asia and resulted in increased food production. As the world population had grown by about four billion since the beginning of the Green Revolution and many believe that, without the revolution, there would have been greater famine and malnutrition in India. India witnessed to annual wheat production rise from 10 million tons

in 1960s to 73 million in 2006. Green Revolution transformed agriculture around the globe, and world grain production increased by over 250%. This pulled out the region back from the edge of an abyss of famine. As it resulted in regional food surpluses within a span of 25 years and it fostered to avoid widespread famine and feeding billions of people. It had brought about significant decline in food insecurity for a large number of people. The various effects of Green Revolution:

- Increase in production
- Capitalistic farming
- Effect of rural employment.
- Reduction in imports of food grains.
- Development of industries.
- Effect on prices.
- Base for economic growth.
- Effect on consumers.
- Effect on planning.
- Increase in trade.
- Change in thinking of farmers.

### **Impacts**

- Green Revolution, brought about dramatic increase in yields, as this demand driven technology did make significant breakthrough in addressing food security issues vis-à-vis mitigated hunger and poverty at that point of time.
- Major contributions were made in areas of economic growth.
- Large areas of forests, wetlands and other fragile regions were saved from conversion to cropping.
- The revolution was highly successful in achieving the objectives of the time and secured a high rate of economic returns.
- It could draw support from National Agricultural Research System (NARS), policy planners, IARC, CIMMYT and IRRI.
- The revolution enabled India to feed its population.
- Imported more than 10 million tons of food grains under PL480.
- The revolution, originally described for development of rice and wheat, gradually expanded to other major food crops, became important to developing countries.
- Brought self-sufficiency and solved problems of food security in India, replacing native landraces with High Yielding Varieties (HYV).
- On socio-economic front, led to widespread establishment of rural credit institutions.
- Increased level of mechanization on larger farms made possible by GR removed a large source of employment from rural economy.
- Increase in food production led to a cheaper food for urban dwellers, and the increase in urban population increased the potential for industrialization.

### **Limitations of Green Revolution**

- Only Punjab and Haryana states showed best results of Green Revolution.
- The new farming techniques, has given birth to the serious pollution of drinking water causing cancer and other diseases.
- There has been a high rate of genetic damage among farmers, which was attributed to pesticide use.
- Fertilizers, pesticides and chemicals are ruining the soil even till date.
- Lead to unemployment, due to farm mechanization and increased the rural and urban divide.

### **Second Green Revolution- Non-Pesticide Management (NPM)**

Agriculture and environment are closely interlinked, problem of pests in agriculture are directly related and intrinsically connected to the type of agriculture practices, types of seeds used, manner in which crops are cultivated. Green Revolution was the era of HYV seeds, chemical fertilizers, and irrigation and so on.

Traditionally, our farmers used to care for the ecological balance between pests and predators, due to technological advancements, plants growing in natural conditions also lost on the natural resistance capacities for pests. Post Green Revolution, the country looked at alternatives implying towards a change of lifestyle, transition in its outlook, towards managing pests by way of using safer alternatives rather than spreading poison. The safest alternative born was “Non-Pesticide Management” (NPM) using farmers’ traditional knowledge system. Non-Pesticide Management has two fundamental aspects, key to pest management.

Firstly, it enhances soil fertility for building stronger and richer soil, a first antidote to the pest attack, secondly enhances the biodiversity in farms as first defence against insect pests. Across India, today we have farmers who have taken to NPM options, based on their own traditional knowledge systems and the various options are given below:

- Deep summer ploughing
- Use of pest tolerant variety
- Crop rotation
- Trap cropping with Marigold, Castor and Sunflower
- Bird perching
- Light traps
- Spraying of jaggery solution
- Broad casting of corned puffs and yellow rice.
- Pheromone traps for monitoring the pest
- Neem seed kernel extract
- Chilli + Garlic extract
- Cow dung + Urine extract

- Use of NPV virus
- Manual collection and destruction of larvae
- Shaking of plants in severe cases of pest infestation.

The results of the farmers, who have and continue to adopt these series of ecological options have been very encouraging and farmer to farmer learning from their own experiences of pest management has paved way for second green revolution.

The era of Green Revolution steered by Prof. M.S. Swaminathan brought about significant impact on socioeconomic, environment and on political front. It had increased the production, yield, improved farmers economic situation by getting them better yield, provided improved mechanizing working conditions. Significantly brought about better land use by employing two and three crop pattern and brought about increased scientific methods applied as per requirement of farms.

Nature has its capacity to regenerate; the GR was adopted based on the then socio-economic and political situations that the Nation was passing through. The phase was highly successful and had its own limitations, farmers after the GR era began to face with new farming issues and challenges and thus began in search of new and safer alternatives, waving for NPM revolution. Today we have 35 lakhs hectares brought under NPM revolution. The marriage between traditional knowledge systems and modern technologies can pave way for sustainable practices in agriculture and assure farming community.

“To make agriculture sustainable, the grower has got to be able to make a profit” SamFarr

\* Supplement\_ Legendary Effort\_ Livelihoods March 2015



## 19. Blue Revolution

Blue Revolution alludes to adoption of a programme to increase production of fish and marine products. The Blue Revolution in India started in 1970 during the Fifth Five-Year Plan, when Central Government sponsored Fish Farmers Development Agency (FFDA). Subsequently, the Brakish Water Fish Farms Development Agency was set up to develop aquaculture.

### **Introduction:**

Blue Revolution alludes to adoption of a programme to increase production of fish and marine products. The Blue Revolution in India started in 1970 during the Fifth Five-Year Plan when Central Government sponsored the Fish Farmers Development Agency (FFDA). Subsequently, the Brakish Water Fish Farms Development Agency was set up to develop aquaculture.

The term 'Blue Revolution' refers to remarkable emergence of aquaculture as an important and highly productive agricultural activity. Aquaculture refers to all forms of active culturing of aquatic animals and plants, occurring in marine and fresh waters. Many species of freshwater and marine organisms are being cultivated as highly productive and nutritious crops for consumption by humans. It is rapid expansion of intensive, commercial aquaculture.

Blue Revolution came a decade after Green Revolution (chemical – based agriculture), and increased global food production and reduced widespread hunger.

Blue Revolution has brought improvement in aquaculture by adopting new techniques of fish breeding, fish rearing, fish marketing and fish export. Under the Blue Revolution programme, there had been a tremendous increase in the production of shrimp.

India farms 1.6 million tonnes of freshwater fish per year compared to the estimated domestic demand of 4.5 million tonnes. Of the 2.2 million hectares of freshwater bodies, only 8, 00, 000 hectares are currently utilized. Even India's vast distance, hot climate and vegetarian tradition do not place insurmountable obstacles in the way of expansion.

The geographic base of Indian marine fisheries has 8118 km coastline, 2.02 million sq. km of Exclusive Economic Zone (EEZ) including 0.5 million sq. km of continental shelf, and 3937 fishing villages. There are traditional fish landing centres, 59 minor fishing harbours, which serve as bases for about 2,80,000 fishing craft consisting of 1,81,000 non-motorized traditional craft and 54,000 mechanized boats. Out of 180 deep sea fishing vessels, only 60 are in operation at present. About 50 percent of the country's total fish production comes from the inland fisheries including the freshwater fisheries like ponds, tanks, canals, rivers, reservoirs and fresh water lakes.

Marine fisheries contribute about 50 per cent of the total fish production of the country. Kerala is the leading producer followed by Maharashtra, Karnataka, Gujarat and Goa. Andhra Pradesh and Tamil Nadu have developed shrimp in a big way. The Nellore District of Andhra Pradesh is known as the 'Shrimp Capital of India'. There are more than 1800 species of fish found in the sea and inland waters of India, of which a very few are commercially important. The important sea fish include catfish, herring, mackerels, perches, mullets, Indian salmon, shell fish, eels, anchovies, and dorab. Similarly, the main fresh water fish included catfish, loaches, perches, eels, herrings, feather backs, mullets, carps, prawns, murrels, and anchovies.

The fishing season extends from September to March. The higher fish production in the Arabian Sea is due to the broader continental shelf. The important fish varieties include sardines, mackerel and prawn. The east coast contributes about 28 percent of the total production of marine fish in the country. The fishing activity along the east coast is mainly carried on from Rameshwaram in the south to Ganjam in the north, with fishing season from September to April along the Coromandal Coast.

The National Fisheries Development Board has been set up to realize the untapped potential of fishery sector with the application of modern tools of research and development including biotechnology.

**World status:**

Worldwide, aquaculture is a \$70 billion industry that contributes almost half the seafood people eat. Almost two-thirds of the seafood consumed in the U.S.A is imported and most of it is farmed. The U.S.A produces only about three percent of the seafood worldwide, leading to a seafood trade deficit of more than \$8 billion per year. As fisheries around the world have declined over the last several decades, aquaculture has increased nearly 10% year over year, and what has emerged is being called a “Blue Revolution”.

**Strength of Indian Fisheries:**

- Vast fisheries resource in India
- Second largest fish producer in the world
- Ranks second in aquaculture production
- 3.41% of marine and 9.42% of inland world fish production
- Source of livelihood for 14.48 million
- Contribution of nearly 0.8% of Gross Domestic Products (GDP) and 4.4% of Agriculture GDP
- Potential source of Food and nutritional security
- Tool for poverty alleviation and women empowerment
- About 11 fold increase in fish production (0.752 metric tons in 1951-51 to 8.67 metric tons 2011-12)
- Seafood exports reached a record high of Rs. 18,856 crore (USD 3.5 billion) in fiscal year 2012-13
- Contributing about 17% of national agriculture export

**Weakness:**

- Yield gap in fisheries resources particularly in reservoir fisheries. Average yields reduced to 1000 kg/ha whereas potential is 3-4 thousand kg/ha
- Fish stocks in India’s territorial deep-sea waters also remain untapped owing to the dearth of suitable fishing vessels
- Post-harvest losses are estimated to be worth over Rs. 15,000 crores (both Marine and Inland) which is about 25% of the total Indian marine and Inland Industry which is worth of over Rs. 61,000 crore
- Low value addition and fish processing. There are no organized and coherent efforts in the country

to formulate and implement policies for the processed fish/fishery products for domestic markets

**Challenges:**

- Shortage of quality and healthy fish seeds and other critical inputs
- Lack of resource-specific fishing vessels
- Inadequate awareness about nutritional and economic benefits of fish
- Inadequate extension staff for fisheries and training for fishers and fisheries personnel
- Low utilization and productivity of water bodies
- Impose of Anti-dumping by US in 2014
- Japan and EU imposed strict quality control standards of Indian Marine Products
- Indian Exports are single product (shrimp) and single market (USA and Japan) oriented Industry
- Diesel accounts for 75% of inputs cost, escalating diesel prices i.e. from Rs. 5/- in 1991 to Rs. 55/- percent is one of the major challenges to overcome

**Opportunities:**

- The potential yield of the Indian Exclusive Economic Zone (EEZ) has been revalidated as 4.41 million tonnes
- Fisheries and aqua-culture provide for diversification as well as value addition in farming practices. Due to value addition, fish farmers and fishermen across the country will receive remunerative price for their produce
- In case of aqua-culture, scope exists for bringing more fish species with a focus on food fish, ornamental species and those with potentials for sport and tourism
- Growing demand for domestic fresh water fish. About 35% of India population is fish eaters and the per capita consumption is 9.8 kg whereas the recommended intake is 13 kg
- Fish production can be enhanced in rain fed water bodies by 2 to 4 times
- Over 250 million economically strong potential consumers of food and the domestic demand for the fish and processed fish food is increasing very rapidly. The prices have more than doubled in a decade

**Threats:**

- The marine fish catch is stagnating due to uncontrolled fishing and over exploitation of coastal resources
- Climate change and other factors are leading to decrease in marine fish catches and the climate change is also having impact on inland fisheries
- The Indian retail departmental stores already have 'ready to eat' imported processed fishery products such as canned Tuna, Salmon etc. If India is not geared to meet the international competition there is increased threat from such products flooding the Indian markets
- Unsustainable inland fishery activities in the past led to habitat degradation, multiple use of inland water bodies with least priority to fishery wealth
- Non-compliance of FAO – CCRF principles
- Quality of the fish seed is the most important problem and there is no organized brook stock production

activity

- No indigenously commercial fish feed mills
- Lack of infrastructure and skilled man power in disease diagnostic labs in the states

There is a huge untapped potential in fisheries and aqua culture, which can contribute considerably to improve livelihoods and also help in women empowerment. The future development of aquaculture depends on adoption of new and innovative production technologies, management and utilization of less utilized water resources and proper market tie-ups. Reservoir fisheries offer a major opportunity to enhance fish production in the country. In the marine sector, while the coastal fisheries have been fully exploited, deep-sea fisheries resources are yet to be harnessed. Diversification and high value produce will add new dimension to this sector. Proper post-harvest handling, reduction of losses and hygienic primary processing are important to realize full potentials of the sector. Simultaneously, effective marketing arrangements are to be made to ensure adequate returns to the fishers and the farmers and also make available good quality fish at affordable prices to the consumers. With these in view, an end-to-end approach from ensuring proper input availability to efficient marketing is contemplated for a 'win-win' situation for both the fish producer and the consumer. Set in this background, the National Fisheries Development Board (NFDB) would seek to realize the full potentials of Indian fisheries through coordination of different agencies and public-private partnerships.

#### **Government policies and support for Blue Revolution (Aquaculture):**

The Union Agriculture Minister Radha Mohan Singh on June 23rd promised a new policy for fisheries and fisher people. He said the fishing sector has been under-exploited because of lack of planning and that the new policy will address it.

'Blue Revolution growth is important for food security in India and the government is going to develop a policy for aquaculture growth in the country,' the minister announced at the session of Asia Pacific Fisheries Commission.

The Minister said that the sector is confronted with serious inadequacies such as planning, funding and management despite being one of the most rapidly growing sectors. The policy, will also address challenges such as environmental threats, disease risks and trade barriers. The policy is going to help millions of people who depend on fisheries for their livelihood.

India stands second globally in fish production because of fish production from inland capture and aquaculture. The country is positioned seventh in marine capture production/fisheries. India's total fish production is 9.51 million tonnes.

The minister also stated that the marine capture fisheries should be exploited more in the country. He said the country has a wide array of natural resources for developing marine, brackish water and inland fisheries and that these resource could be used for ensuring food security and poverty alleviation. Aquaculture in India relies heavily on inland aquaculture of fish even though potential for marine culture production on fish remains largely untapped. And that they are now finalizing the guidelines for foraging into marine culture in cages along with cage culture in open water bodies such as reservoirs. The cage culture is aimed at effective and optimal tapping the potential for natural water resources of marine

and inland waters, the minister added.

According to Food and Agriculture Organization (FAO), at present 38 percent of all fish produced in the world is exported and in value terms, over two thirds of fishery exports by developing countries are directed to developed countries. The "Fish to 2030" report finds that a major and growing market for fish is coming from China which is projected to account for 38 percent of global consumption of food fish by 2030. China and many other nations are increasing their investments in aquaculture to help meet this growing demand.

Asia — including South Asia, South-East Asia, China and Japan — is projected to make up 70 percent of global fish consumption by 2030. Sub-Saharan Africa, on the other hand, is expected to see a per capita fish consumption decline of 1 percent per year from 2010 to 2030 but, due to rapid population growth of 2.3 percent in the same period, the region's total fish consumption will grow by 30 percent overall.

The FAO report predicts that 62 percent of food fish will come from aquaculture by 2030 with the fastest supply growth likely to come from tilapia, carp, and catfish. Global tilapia production is expected to almost double from 4.3 million tons to 7.3 million tons a year between 2010 and 2030.

**Recommendations:**

- The Associated Chambers of Commerce and Industry of India (Assocham) has said that the government's renewed focus on the fisheries sector through the Blue Revolution will further revitalize the industry.
- Assocham also recommends the following measures to be part of the Blue Revolution for sustainable development of the sector that included immediate impetus to address infrastructure bottlenecks such as upgrading and planning fishing harbors, integrated export-oriented processing clusters and country wide domestic fish marketing infrastructure, upgrading food safety protocols to meet global quality specifications, thereby mitigating export rejections and ensuring regular trade and livelihood for fishermen.
- The body also recommended skill development and training activities to be undertaken for ornamental fish culture, deep sea fishing and marine aquaculture activities, in an effort to create additional employment opportunities and overhauling the processing industry to export value added products, thereby increasing per-unit export value.
- With a fleet of 200,000 fishing vessels, exports from the fisheries sector reached an all-time high of \$5 billion in 2013-14. The sector contributes close to one per cent of India's GDP and around 4.6 per cent to the agricultural GDP and employs nearly 14 million people. Frozen shrimp contributes to more than 64 per cent of total Indian marine export earnings.
- More domestically-cultured species need to be introduced at regular intervals by the scientific community to benefit farmers and provide momentum to the aquaculture sector in India.

**Conclusion:**

Taking into consideration the multiple threats, from both endogenous and exogenous forces, to the fishery system, the idea of Blue Revolution should be a useful synthesis ushering in livelihood security and fish security to the local population. Like the other two, much revered revolutions, 'The Green Revolution'

and 'The White Revolution' which have been successful in safeguarding food and milk security of the people of the country, the Blue Revolution should also be moved in that angle. Priority for export sans local people's fish security is not sustainable. Priority for the Blue Revolution should start from fish enhancing techniques coupled with sustainable management practices in the fishing sector with fisher's participation. Any policy recommendation devoid of these will have far reaching impacts in the coastal areas of India in the years to come.

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## 20. SHG Movement in India

The concept of Self-Help Groups (SHGs) is now well-known in India, as it has been almost two decades since it was initiated here. It is reported that SHGs have a role in hastening the country's economic development. SHGs have now evolved into a movement. Mainly, the members of the SHGs are women. Consequently, participation of women in the country's economic development is increasing. Women are also playing an important role in elevating the economic status of their families. SHGs have provided a much-needed boost to the process of women's empowerment. The origin of the concept of SHGs was from Bangladesh.

### **Introduction:**

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### **Historical background:**

SHGs were started in the year 1975 in Bangladesh by Mohammed Yunus. In the eighties, a serious attempt was made by the Government of India to promote an apex bank to take care of the financial needs of the poor, informal sector and rural areas. The National Bank for Agriculture and Rural Development (NABARD) took steps during that period and initiated a search for alternative methods to fulfil the financial needs of the rural poor and informal sector. NABARD initiated SHGs in the year 1986-87, but the real change came after 1991-92 with the linkage of SHGs with the banks.

### **Indian Scenario:**

India has adopted the Bangladesh's model but in a modified form. To alleviate poverty and to empower women, micro-finance has emerged as a powerful instrument in the new economy. With availability of microfinance, self-help groups and credit management groups have also been started in India. And thus the movement of SHG has spread out in India.

In India, banks are the predominant agency for delivery of micro-credit. In 1970, Ela Bhat, founder member of Self Employed Women's Association (SEWA) in Ahmadabad, had developed the concept of 'women and microfinance'. The Annapurna Mahila Mandal' in Maharashtra and 'Working Women's Forum' in Tamil Nadu and NABARD – sponsored groups have followed the path laid down by 'SEWA'. 'SEWA' is a trade union of poor, self-employed women workers.

Since 1987, 'Mysore Resettlement and Development Agency' (MYRADA) has promoted Credit Management Groups (CMGs). CMGs are similar to self-help groups. The basic features of this concept promoted by MYRADA are: 1. Affinity, 2. Voluntarism, 3. Homogeneity and 4. Membership should be limited to 15-20 persons. Aim of the CMG is to bestow social empowerment to women.

In 1991-92, NABARD started promoting self-help groups on a large scale. And it was the real take-off point

for the 'SHG movement'. In 1993, the Reserve Bank of India also allowed SHGs to open saving accounts in banks. Facility of availing bank services was a major boost to the movement.

The movement of SHG was nourished in the states of Gujarat, Maharashtra, Andhra Pradesh, Rajasthan, Tamil Nadu and Kerala.

Now, nearly 560 banks like NABARD, Bank of Maharashtra, State Bank of India, Cooperative Banks, Regional rural banks; Govt. institutions like Maharashtra Arthik Vikas Mahamandal (MAVIM), District Rural Development Agency (DRDA), Municipal corporations and more than 3,024 NGOs are collectively and actively involved in the promotion of SHG movement.

#### Concept of SHG:

Generally, a Self-Help Group consists of 10 to 20 women. The women save some amount depending on their affordability. It is usually a small amount ranging from Rs. 10/- to 200/- per month. A monthly meeting is organized, where apart from disbursement and repayment of loan, formal and informal discussions are also held on many social issues. Women share their experiences in these groups. The minutes of these meetings are documented and the accounts are written. The President and Secretary or first leader and second leader are the two office bearers in any SHG. If the SHGs are connected with some NGOs, then they take part in other social activities of those NGOs.

#### Structure of SHG:

A SHG is a group of about 10 to 20 people, usually women, from a similar class and region, who come together to form a savings and credit organization. They pool their financial resources to give small interest bearing loans to their members. This process creates an ethnic that focuses on savings first. The setting of terms and conditions and accounting of the loans are done in the group by designated members.

#### Objectives of SHG:

- Basically, the SHGs are economic organizations. Small funds are raised for day today needs. The savings groups which were transformed into earning groups not only increase the productivity of women but their credibility also.
- Doors are wide open to women to understand and gain knowledge about Banking, Gram Panchayat, Zilla Parishad, Law and Judiciary etc.
- As economical solutions are available, the family structure is maintained.
- SHG is a good way to stop the exploitation of consumers.
- Broadening of view is a major gain. The ascending order of family, group, village, mandal (block), tahasil, zilla, zone, and state, national and world makes the vision global.
- Development of Self-confidence is achieved.
- A common platform is available for a dialogue and sharing of views.

#### Principles of SHG:

SHG is an organization with fundamental principles given below:



- Democratic approach and common decision-making
- Transparency
- Self-helping
- Repayment of loans and group development.
- The credibility of the group is dependent on the principles. Not only economic progress but also 'holistic development' is the aim and mutual trust among the members is the credo of SHG.

**Purposes behind promoting SHGs:**

- The fundamental aim of promoting SHGs is poverty alleviation and achievement of women empowerment.
- The recent trends show significant changes in the promotional strategies for the SHGs.
- Financial needs like banking, saving, insurance etc, getting subsidies, building organizations to gain political power etc, are the purposes behind some of the SHGs.
- Today like Bangladesh & India, SHG movement is spreading to other Asian Countries and Latin America, Africa etc. SHG movement has got importance in the social movement.

**SHG model in India:**

In India, three different models of linkage of SHGs to the financial institutions have emerged.

They are:

- Banks, themselves, form and finance the SHGs
- SHGs are formed by NGOs and other agencies but are financed by banks.
- Banks finance SHGs with NGOs and other agencies as financial intermediaries.

The second model is the most popular model in India. Almost three-fourths of all the SHGs come under this model. (Only 20% of the SHGs are covered under the first and 8% are covered under the third model respectively.) It creates a sustainable, replicable model of income enhancement through formation of SHGs.

**IFAD's role in promoting the SHG movement in India:**

The International Fund for Agricultural Development's (IFAD) first project in which the SHG strategy was promoted was in Tamil Nadu in 1990. When the project began in the Dharmapuri District of Tamil Nadu, where MYRADA was already involved in 200 villages, the SHG movement had not gained momentum. NGOs and banks were still being trained and many bankers were sceptical. The Dharmapuri project played a critical role at this time. IFAD invested in training and mentoring of SHGs, building their institutional capacity, which was a new dimension in project design. A sum of Rs. 800 – 10,000 was spent for each SHG.

NABARD's initiative to persuade banks to adopt this model drew several lessons from Dharmapuri, which provided a field experience with which to convince banks that this may not be just another 'Scheme'. In fact, the first training for bankers, organized and funded by NABARD, was held in the MYRADA training

centre in Dharmapuri. Thus, the IFAD project helped mainstream the SHG strategy in state-sponsored programmes.

**MYRADA's understanding of Self-help affinity groups:**

The history of the emergence of SHGs may shed some light on MYRADA's understanding of these groups. From 1983 to 1985 several of the cooperative societies started by MYRADA broke up owing to lack of confidence in the leadership and poor management. Members met MYRADA staff in small groups; they expressed their willingness to repay their loans to MYRADA, but not to the cooperative societies, which were large and heterogeneous groups of over 100 members dominated by one or two individuals. MYRADA informed them that they had not taken out the loans from the agency and thus the issue of repayment to MYRADA did not arise. They were asked, "Why not repay to the small group of people assembled here?" And the members agreed. The large cooperatives broke down into several small groups, and group members repaid their loans to whichever group they chose to join. Thus, the first set of self-help affinity groups was born.

**Reasons for the rapid spread of the SHG movement:**

There are thousands of promoting institutions involved – government, banks and NGOs – not just one or two institutions with ambitions to grow. Many of them promoted SHGs. Further, there were 4,323 NGOs and other agencies involved in training and mentoring of SHGs.

Training and exposure for bankers was provided. Formerly, they were accustomed to assessing proposals submitted by individuals under anti-poverty schemes such as the Integrated Rural Development Programme (which, incidentally, could claim to be the first micro-finance programme, as it was begun in 1980). This was relatively easy, because the unit costs and project profiles for each activity or asset were standardized. Now they had to be trained to assess SHGs as institutions – trainings that were supported extensively by NABARD.

It was the initiative of Indian NGOs, supported by NABARD and RBI that helped promote this Indian model. Many accepted the challenge of promoting the SHG model, especially among NGOs and banks, and they resisted the pressure to accept models and systems that would have been imposed on all SHGs, thus restricting their freedom and their potential to become instruments of change. This massive network of institutions supports the SHG movement, each entity in its own way.

**Impact of SHG in the process of empowerment of women:**

The year 1975 was declared as the 'year for women'. Also, the decade from 1975 to 1985 was declared as the 'decade for women'. During this period, the movement for empowerment of women received a fillip. The importance of the role of women, which consists 50% of the society, was highlighted in this span of period. It was emphasized that women should get the same opportunities as that of men.

The year 2001 was declared as the 'year of women empowerment'. Efforts were being made in the direction that women should have a role in all walks of life; and special provisions should be made in the budget for activities related to the development of women. Many schemes were planned and started to be executed, at government level, in respect of women education, laws regarding prevention of atrocities on women, their participation in economic and political spheres etc. At this juncture, SHG movement also

started and in a way journey towards women empowerment began.

**'Empowerment' is a multi-fold concept that includes economic, social & political empowerment:**

**Economic empowerment:** For economic empowerment it is necessary for women to have access to and control over productive resources and some degree of financial autonomy. The proportion of unpaid activities to the total activities is 51% for females as compared to only 33% for males. Over and above this unpaid work, they have the responsibilities of caring for the household which involves cooking, cleaning, fetching water and fuel, collecting fodder for the cattle, protecting the environment and providing voluntary assistance to vulnerable and disadvantaged individuals in the family. Participation of women in SHGs help them in saving some money out of their daily household expenses. Also, they can avail loans with lower interest rates. This has led to a sort of change in the society's view towards women, in general.

**Social Empowerment:** Constitutionally and legally, men and women are equal. In real practice, however, women still find themselves at a secondary place. Examples of inequalities are galore in respect to women men birth rate, education and participation in financial and political matters. Atrocities are perpetrated on women. They are viewed not as human beings but as delectable things. Efforts are being made to change this situation and bring about a stage where men and women would be viewed equally. Many schemes are being implemented for equal education and equal opportunities of employment, so that, women would have equal rights.

Consequently, there is seen to be some progress in this respect. As women now have increased presence in banks, Gram Panchayats, various Govt. committees etc., their social status is seen somewhat elevated. However, this process is slow. To give a boost to this process, the mind-set of the society as a whole should change. Social empowerment means that women should get an important place in their family and society, and should have a right to make use of available resources.

**Political empowerment:** The political element entails that women have the capability to analyze, organize and mobilize the surrounding situation for social transformation. Leadership qualities are also developing in women, because they now participate in the social activities, like trying to solve the problems of their 'basti'/ locality, village etc...

In 1991, the constitutional provision for 33 percent of seats reserved for women in Gram Panchayats came into being in our country. In the beginning, the process of participation of women was slow, but now the situation is fast changing. Due to advent of SHGs, women were able to see the outside world. They understood the processes involved in solving the local problems through political participation. By and by, their participation in political process started increasing. In SHGs, they found an opportunity to become a leader of a SHG. In some places, local SHGs acted as pressure groups for or against a particular political candidate in Panchayat elections. The SHGs played an important role to hone the leadership skills in women in the rural region.

**Federations for SHGs:**

The process of building federations starts at the village level, where all the poor women are formed into SHGs and 20-25 SHGs are federated into a Village Organization (VO). Most of the Village Organizations are registered as primary cooperatives under the AP Mutually Aided Cooperative Societies Act, 1995. These

VOs are further federated as Mandal Samakhya (MS) at mandal (block) level which are also registered as secondary federations of VOs under the same Act. Mandal Samakhya are further federated at district level as Zilla Samakhya (ZS) and at State level federations like (Stree Nidhi – Andhra Pradesh, Telangana) are registered as federations. Village Organizations are the front line self-managed institutions for the economic and social betterment of the community. These community institutions are promoted in a view to implement development activities in a bottom up approach. All the development activities are routed through these federations.

**CRP protocol (SHGs):**

CRP strategy is a community to community cross learning approach. The women, who came out of poverty by becoming members in SHGs, supported in strengthening their own SHGs and have become a role model to other women/SHG/community, share their own experiences/her group experiences with other women to bring positive changes and build confidence in their lives. Their role is to devote time and effort and mobilize other women in similar situations to take action. The CRPs are usually paid on the basis of the number of days they worked. Their remuneration depends on area of their operation. There are CRPs who generally confine to a mandal or a district while some other CRPs work in other districts and also in other states. There are CRPs who are considered as the best trainers in social mobilization across the country and are paid appropriately for their services. Based on this CRP model Disabled SHGs and Elder SHGs have also introduced this CRP protocol for their groups.

**Other SHGs (Disable, Elders, MSM and Transgender):**

Disabled SHGs: After the formation of Women SHGs, some NGOs like ‘Commitments organization’ started an initiative for disabled persons and mobilized them to form into SHGs. They told them about solidarity, unity and benefits of SHGs. Then Disabled persons came forward and formed SHGs with a minimum of five members. After the formation of SHGs, they take membership in Village Organizations (VO) and Mandal Mahila Samakhya (MMS). These SHGs are monitored by SERP in Telangana & Andhra Pradesh states.

ESHGs: Elders Self Help Groups (ESHGs) can be understood as community based organizations of older people, aged 55 and above, aimed at improving the living conditions for older people and ensuring a mechanism for social support in the community as well as for facilitating activities and delivering services. The groups engage in savings & credits, advocacy and awareness raising; membership facilitates easier access to government services such as old age pension, NREGA, NRLM etc.

The concept of “Elders Self Help Groups” has been successfully demonstrated as a vehicle or agent for change for the poor and neglected older persons in rural India.

MSM and Transgender SHGs: With the impacts of women SHGs in India, some NGOs who are working with Transgender and MSMs have also started SHGs and introduced these people to the concept of SHGs. These MSMs & TGs came forward and have actively formed themselves into SHGs with savings and internal lending among members. They have also formed Village Organizations (VO) and CBOs.

**Bank Linkages:**

SHG is a noble mission- an innovative concept that has its roots in Bangladesh and which has also touched

every part of the globe. In order to achieve the mission of reaching those families who have no access to credit by any formal financial institutions and, therefore, were dependent on informal sources and moneylenders, the National Bank for Agriculture and Rural Development (NABARD) introduced the "SHG - Bank Linkage Programme" as a pilot project in 1992. Thereafter, RBI had advised commercial banks to participate actively in this programme. Subsequently, this programme was further extended to all Regional Rural Banks (RRBs) and cooperative banks. SHGs, through the network of commercial banks, RRBs cooperative banks, NABARD and NGOs have been largely supply driven, as well as a recent approach in the provision of financial services to the poor.

### **Problems and Solutions:**

Formation of SHGs is a path breaking initiative that can transform the lives of millions of poor Indians. However, the government should concentrate on regulating the formation process to ensure better financial viability within the group.

In our country, usually the poor people in time of their emergency run to the door of the landlords and money lenders to fulfil their credit needs and this comes usually at a very high interest. In India, it is too difficult to find a financial institutional to meet such requirements.

To meet the emergency need, the SHGs have evolved. Members of the SHGs started savings by the members, which opened the way for different income generating activities. In no time, SHGs flourished in the development sector as a major tool for bringing economic development to the poor people particularly among the women folk.

The government, as well as NGOs and most recently, the corporate sectors have involved themselves in SHGs. It is a fact that in a few parts of the country this has brought in tremendous results, but in most of the states the real situation is quite disappointing.

The SHG model has emerged in the 1980s and 1990s. With the tremendous support from the Government of India, state governments, NABARD, the banking sector and NGOs, the movement has spread like fire. Even such a situation has arisen that the Indian Government's Budget presentation emphasizes on SHG bank linkage each year as in many cases it gives the ruling party a political mileage.

The failure of SHG movement points to a number of causes. We Indians are good followers and we blindly follow lots of thing. Sixty years have gone but our planners have not realized the fact that we have a diverse culture and one thing accepted in one part or among a particular community may not be accepted in the other part or among the other community.

As a matter of practice, we are forming SHGs of women all over the country irrespective of caste, tribe, community and religion. We are not taking into account, which gender among different communities is the working force and who can be entrepreneurs and decision makers.

Among some communities and places, the women folk contribute the most in the family income, but among the general people, it is mainly taken care of by the men and supplemented by women. If we are trying to develop the poor then we must take into account women as well as men. As poverty has no caste, gender, community and religion.

Looking at the fast spread of SHGs, now ICDS, bankers, NGOs, MFI and corporate, are all organizing SHGs.

Banks are making linkages looking for the savings and ICDS is also promoting several other activities.

Now it is a general feature in most of the tribal Orissa that one cannot find a single woman there who is not a member of a SHG whether she understands the concept or not. The major part of the government and non-government fund has been channelized for the tribal development there, but emphasis has not been given to different aspects of SHGs in respect to tribe culture. The socio-economic structure in tribal communities is markedly different from that of the non-tribal or advanced groups of people.

They have a very simple technology, which fits well with their ecological surroundings and conservative outlook. Moreover, their economy can be said to be of the subsistence type. They practice different types of occupations to sustain themselves and live on 'marginal economy'.

And the last important point to be emphasized is that a tribe is usually considered an economically independent group of people having their own specific economy and thus having economic status. Most of them do not think for tomorrow as they live in today. So saving is not at all a part of their life. But as a matter of fact, SHGs' prime focus has been on savings first.

So in the initial stage of formation of SHG, the real problem arises in regularizing the savings. Six months of regular savings opens the gate for fund linkage and in most of the cases it has been marked that after getting the linkage the members stop savings and the repayment of loan becomes a question. So in case of the communities having such a cultural background, the planners must think about the minimum savings period before going for linkage.

Thus, it is quite necessary to train them effectively before making any linkage. In many programmes, this aspect of SHG is quite ignored by the planners and if it is at all planned it has been quite ill implemented by the implementers.

Most of the bankers make linkages with the ICDS promoted SHGs without giving any second thought whether the fund will be utilized in a proper manner or not. But one must go for linkage when the members can understand and express themselves.

If they can actually continue savings, then the implementers can go ahead with SHGs as they can really bring a dramatic result in the field of economic development of the poor.

#### **NRLM:**

National Rural Livelihood Mission (NRLM) is a poverty alleviation project implemented by the Ministry of Rural Development (MoRD), Government of India. This scheme is focused on promoting self-employment and organization of rural poor. The basic idea behind this programme is to organize the poor into Self Help Groups (SHGs) and make them capable for self-employment. In 1999, after restructuring Integrated Rural Development Programme (IRDP), MoRD launched Swarnajayanthi Grameen Swarojgar Yojana (SGSY) to focus on promoting self-employment among rural poor.

The basic Idea behind SGSY scheme was to form SHG groups and help them to start some entrepreneurial activities. But even a decade after its implementation 4.5 crore rural households out of 7 crore total rural household still needed to be organized into SHGs. SGSY was re-modelled to form NRLM thereby plugging the shortfalls of SGSY programme. NRLM was launched in 2011.

India has seen phenomenal growth of families linked to SHGs from 1993 with a growth rate of over 80%. According to NABARD, there are more than 7 million SHGs in India out of which 5.9 million are women SHGs. There has been a mixed response as far as the success of the SHG model in India is considered. Experienced social workers feel that the credit linkage schemes run by large banks are the reason for the failure of many of the groups. Banks have set up specialized cells which deal with SHG loans and credits. These cells have annual targets of loan disbursal, and the managers to meet their targets generally push loans on to SHGs. Newly created SHGs generally agree to the loans and are seen as defaulting on their loans.

It was envisaged that SHGs would empower women folk by bringing them together and enabling the creation of multiple rural micro enterprises. The initial few months are used as capacity building for the women to work in groups since this is the most challenging aspect of a formation of a SHG. Behavior change, as we know, is the most difficult outcome to achieve in any development sector programme. Once the women are acquainted with working in groups, and the group dynamics are somewhat stable, they are then taken to the next level of developing a business plan, or are trained in specific trades which act as the foundation for setting up an enterprise.

#### **Supporting the SHG Movement:**

The impact of the SHG movement on various aspects of civil society has been varied. As mentioned, the development of SHGs has varied from state to state but, regardless of the phase of evolution, SHGs require external help to continue to grow and have greater outreach and impact to civil society. It is clear from research that some of the obstacles to evolution are beyond the control of the SHGs. The government, NGOs, Banks and others, including the private sector, can work together to help answer the needs of SHGs in a measured and effective manner in hopes of not overloading them leading to failure.

The Self Help Group model for poverty alleviation has been a success wherever it was implemented in a manner as it was envisaged in the beginning, and has been a failure with many lessons wherever it was implemented with an agenda to only alleviate poverty from a region.

#### **Conclusion:**

It is worth mentioning here that the concept SHG emerges as an important strategy for empowering women, disabled persons, elders & masses, alleviating poverty and social empowerment. The women SHGs have enhanced the status of women as participant decision makers and beneficiaries on the democratic, economic, social and cultural spheres of life and have sensitized the women members to take active part in socioeconomic progress of rural India.

The idea behind Self Help Groups has been to help the rural and semi urban women in improving their living conditions. Even though the SHG concept is also applicable to men in our country, it has been more successful only among women. To reduce poverty by enabling the poor households to access gainful self-employment and skilled wage employment opportunities, resulting in appreciable improvement in their livelihoods on a sustainable basis, through building strong grass-root institutions of the poor (SHGs) is now the main motive of most of the employment schemes. Thus, SHGs have been showing the way ahead to alleviate poverty in India along with hastening women empowerment.

\* Supplement\_ Legendary Effort\_ Livelihoods May 2015

## **21. Persons with Disabilities Empowerment**

It is a general notion that “Disability is a curse to people”. People are born with disability by birth or are affected by it in the middle of life. As on date, 2.68 crore people are suffering from different types of disability in our country. In fact, Persons with Disabilities (PwDs) are doing almost all type of works to earn a livelihood that normal people do. PwDs have their families who provide support for their daily life of works. Central and state governments provide rights and entitlements for their empowerment. NGOs and activists are working for their rights and entitlements. Persons with disabilities also raise their voice by DSHGs and federations for their rights and entitlements.

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The concept of disability differs from society to society, this is mainly due to the attitudes towards disability, which is deeply rooted in socio-cultural values, and the term disability has been defined in many ways.

Besides, other terms such as impairment and handicap have been synonymously used for disability. The WHO defines each term distinctly.

Impairment is any loss or abnormality of psychological, physiological or anatomical structure or function. Disability is any restriction or lack (resulting from impairment) of ability to perform an activity in the manner or within the range considered normal for a human being. Handicap is a disadvantage for a given individual, resulting from an impairment or a disability, that limits or prevents the fulfilment of a role that this normal (depending on age, sex and social and cultural factors) for that individual.

As defined by WHO “Disability is an umbrella term, covering impairments, activity limitations, and participation restrictions. Impairment is a problem in body function or structure; an activity limitation is a difficulty encountered by an individual in executing a task or action; while a participation restriction is a problem experienced by an individual in involvement in life situation.” Thus disability is a complex phenomenon, reflecting an interaction between features of a person’s body and features of the society in which he or she lives.

India is the largest democracy country in the world. According to the Census 2011, there are 128 crore people in the country, out of which, about 68% of people live in rural areas. Disability is difficult to define since it varies in type, form and intensity. Significantly, 75% of PwDs live in rural areas, 49% of disabled population is literate and only 34% are employed. 10% of Indians have some impairment or disabling condition. This means that India has a huge population of PwDs.

At the policy level, progressive legislation, schemes and provisions exist for them. But at the ground level, the disabled continue to be neglected and marginalised, with the onus of care on the family rather than



the community. India needs to mark a shift from the medical model of intervention to community-based rehabilitation of the disabled. People across the globe live with disabilities of various types due to chronic diseases, injuries, violence, infectious diseases, malnutrition, and other causes related to poverty. People with disabilities are subject to multiple deprivations, in particular limited access to basic services, including education, employment, and rehabilitation facilities, widespread social stigma etc., play a major role in hindering their normal social and economic life.

According to the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995, of the Government of India (GoI), a person with disability is a person suffering from not less than 40% of any disability as certified by a medical authority. The conditions included as disability are blindness, low-vision, hearing impairment, loco-motor disability, mental retardation, leprosy and mental illness. Autism, cerebral palsy and multiple disabilities (eg: mental retardation with blindness) have been listed as disabilities in the National Trust Act (NTA) of 1999.

All age group of people are suffering with different types of disability. If children with disabilities are born to parents who cannot take care of them, they may try to get rid of all their children, just so they can get rid of the child with disability too! The parents in these cases cannot be blamed as they have to depend solely on their own hard labour to survive from day to day and they live in extreme poverty.

Girls and boys with disabilities born into such families have to suffer the most. As the bare minimum educational facilities are rarely accessible to them, even if they were to access education at the local level (and as they often would have to move out of their villages and towns to the cities for higher education which is next to impossible, both socially and economically) they are unable to find appropriate livelihoods, so that they can lead their lives with self-respect. If they were given encouragement and equal participation in society, then they would be able to contribute better to society by bringing in better policies and programmes beneficial to one and all.

After independence, until 1995, there was no law to secure the rights of people with disabilities. For 54 years after independence, until 2001, they were not even counted in the Census and hence, the nation had no data on disability.

Government provides health, education, employment and other support for disabled people. Government is giving economical support also for disabled people; all state governments are giving a pension of not less than Rs. 1000/- per month for disabled people. Disabled people frequently live in deplorable conditions, and face physical and social barriers, which prevent their integration and full participation in the community development. The situation is similar in all part of the country, disabled people are deprived of virtually all their rights, and sometimes lead wretched and marginalized lives.

#### **Acts for Disabled People:**

In our Indian Constitution, several articles and clauses provide ample opportunities for the development of legal instruments to protect the rights of the disabled people. The first major legal advancement for the protection of the rights of the disabled people after the constitutional guarantee took its shape is the Rehabilitation Council of India (RCI) Act, 1992 and it came into force on 31st July 1993. The persons with Disabilities (Equal Opportunities, Protection of Rights and Full participation) Act, 1995, came into force after a decade old lobbying by the activities working for the rights of the disabled. This Act classifies the

categories of the disabled and further identifies the duties of the GOI, State Governments and local administration towards the welfare of the disabled people.

**The Mental Health Act, 1987:** The Act sought to consolidate and make amendments relating to the treatment and care of mentally ill persons, to make better provisions with respect to their property affairs and for matters connected there with or incidental there to.

**The Rehabilitation Council of India Act, 1992:** The Act was created to provide for the constitution of the Rehabilitation Council of India (RCI) for regulating training of the Rehabilitation professionals and maintaining of a Central Rehabilitation register and for matters related to these issues.

**Persons with Disabilities (Equal Opportunities, Protection of Rights and Participation) Act, 1995:** The enactment of the Persons with Disabilities Act, 1995 is guided by the philosophy of empowering persons with disabilities and their associates. The Act aims to protect and promote economic and social rights of people with disabilities. The Act covers seven disabilities namely blindness, low vision, leprosy-cured, hearing impairment, loco-motor disability, mental retardation and mental illness.

**The National Trust for the Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities Act, 1999:** The trust aims to provide total care to persons with mental retardation and cerebral palsy and also manage the properties bequeathed to the Trust.

The number of people with disabilities is increasing due to population growth, ageing, emergence of chronic diseases and medical advances that preserve and prolong life, creating overwhelming demands for health and rehabilitation services.

**The Acts for People with Disability are as follows:**

- Legislative Provisions Mental Health Act (1987)
- Rehabilitation Council of India Act, 1992
- Person with Disability Act, 1995
- National Trust for the Welfare of Person with Autism, Cerebral Palsy, Mental Retardation and Multiple Disability Act, 1999

**Policies:**

- Policies National Policy for Person with Disabilities, 2006
- State Government of Bihar, Chhattisgarh, Goa, Himachal Pradesh, Karnataka, Rajasthan and Tamil Nadu have their own policies/ draft policies in place.

**Schemes:**

- 3% reservation in government, semi-government, Local government
- Pension Scheme / unemployment allowance
- Incentive to private sector
- Reservation in trade, graduate, technical, technical (vocational apprenticeship) livelihood and employment schemes for eg. MGNREGA, NRLM, PMEGP, PMRY.

**Education for PwD:**

Education is important for everyone including PwDS. There is need for special schools for people with disabilities, because they are not comfortable in normal schools. In India, there are more than 3,000 special schools. Of them, 900 are schools for the hearing impaired, 400 for children with visual impairment, 700 for those with loco motor disabilities, and 1,000 for the intellectually disabled.

More than 50,000 children with disabilities are enrolled in the Integrated Education for Disabled Children (IEDC), a government-sponsored programme. A few schools have resource rooms and employ special education teachers to help retain children with special needs in their system. Sadly, these facilities are found in very few cities.

Since there are almost no special schools or special educational services in rural India, integrated education for children with special needs is provided by default in the village schools. Pre-vocational and vocational training is provided within the special educational centres. Besides this, training and rehabilitation education is also available at Vocational Rehabilitation Centres (VRC) in cities, District Rehabilitation Centres (DRC) for rural population in select areas and Regional Rehabilitation Centres (RRC) in four major cities of the country.

**Health for PwD:**

Health is a need for all; especially it is more important for people with disability, because they are vulnerable people. Health of people with disability is a neglected issue in our country. It is an established fact that people with disabilities use public health services more than people without disabilities.

Right from the time of the birth of a disabled child or from the day a person suspect's impairment, they visit hospitals and clinics numerous times for diagnosis, treatment, rehabilitation, second opinion, etc. Moreover, many people with disability need to take care of secondary conditions, like pressure sores, fatigue, pain, etc. for which they need medical help. Persons with disabilities make up nearly 15-20% of poor in developing countries. Disability, poverty and poor health are inter-related. Poverty leads to poor nutrition, lack of access to health, unhealthy and unsafe living and working conditions, which can lead to impairments and disease.

After the onset of a disability, barriers to health facilities, education, employment, and other aspects can trap people in a cycle of poverty. Many times, the health of caretaker in the family too becomes an added concern, but is often neglected. Family resources get depleted as parents move from one hospital or doctor or traditional healers to another, in search of a cure, treatment or rehabilitation for their disabled child. There is a huge gap in terms of health services available for disabled and non-disabled people in the country. Issues vary from inaccessible buildings and diagnostic equipment, negative or stereotypical attitude of health professionals or their ignorance, lack of training to communicate with people with hearing/speech impairment or intellectual disability, inaccessible transport to reach the health centre, or sheer expense of treatment/ rehabilitation.

Health services need to cater to all, including people with disabilities. Services are required for people with various disabilities, including those with deteriorating conditions, leprosy, multiple disabilities, deaf-blindness, haemophilia, spinal injuries, intellectual disabilities, hydrocephalus, range of syndromes, and

many more.

Every year thousands of people with disabilities need medical care but cannot afford it, because of the high cost of treatment. Following the National Trust for Welfare of Persons with Autism (TWPA), Cerebral Palsy, Mental Retardation (CPMR) and Multiple Disabilities Act (MDA) in 2000, under which Children with mental disabilities were provided a legal guardian. The Government has been under pressure from various organisations to allow people with these disabilities to be covered under life and health insurance schemes.

In 2008, the GOI finally launched a health insurance scheme called Niramaya, for persons with autism, cerebral palsy, mental retardation and multiple disabilities. The scheme can serve a large section of people who so far have remained outside the scope of any medical insurance in the country. The Niramaya scheme is disabled friendly in form and conditions. The government-funded Niramaya scheme extends health insurance cover of Rs 100,000 to persons with autism, cerebral palsy, mental retardation and multiple disabilities, bringing a large section of disabled people into the healthcare system.

#### **Employment for PwD:**

Work or employment is one of the most important aspects of the lives of individuals, especially for the persons with disabilities. Not only does it provide fulfilment, but it also serves usually as the economic foundation for our existence. It is the main income stream for most of us, and the source of other important financial benefits as well. Especially in the contemporary age, the work is not only a basic source of income for most families; it is also a form of social connection and status in the community. However, the employment rate of the PwDs with disabilities is extremely low. Low employment rates are the result of many factors including disability related work limitations, lower levels of education and experience, discrimination by employers in hiring or provision of accommodation, difficulty sustaining employment after the onset of a disability, and lack of access to necessary support services.

According to a Government Order, about 3% of reservation in jobs has been provided for the blind, deaf and physically impaired, in Grade C and D posts, so that each group avails a quota of 1% reservation. Certain jobs have been identified, and the decision made to post people with disabilities in jobs near their place of residence. Age and eligibility criteria may be waived to fit a person with disability in a given post.

#### **Livelihoods for PwD:**

Particularly, in the context of opportunities of employment guarantee that gives such self-respect and dignity within the family and society, people with disabilities have often outgrown the stereotypical opinion of employers or governance.

In rural areas, there are a number of instances where people with a lack of one or more than one limb or lack of hearing ability or vision or of intellectual disabilities are found. They are working as part of the labour force, ranging from agricultural sector to construction and industry on the one hand, and on the other, management of community health, sanitation and hygiene, gardening or community forestry. People with disabilities are working as agricultural labourers, farmers, entrepreneurs, grass root workers, teachers, drivers, etc. but they cannot do a few works. Most of the disabled people are supporting their families economically. Government provides skill-based training schemes for people with disabilities.

MGNREGA scheme also provides works for them. Government provides 3% of the reservation in government jobs for them, so they are utilizing those schemes and getting government jobs. Presently, livelihoods opportunities are increasing for people with disabilities.

Many Non-Government Organizations (NGOs), activists are working for people with disabilities in India such as COMMITMENTS organization working in Telangana; READ organization working at Tamil Nadu; and many NGOs are providing services for them. Javed Abidi, also a disabled person, is working for the disabled people's rights and development.

**Javed Abidi's efforts for the development of people with disabilities:**

Javed Abidi is the Director of the National Centre for Promotion of Employment (NCPE) for Disabled People in India, and the founder of the Disabled Right Group (DRG). He is working to make legislative rights and economic opportunities a reality for the people with disabilities in India. He is organizing disability groups across thematic, geographic, and languages barriers to set up an informed national lobby. Simultaneously, he is establishing partnerships with businesses and the government to create equitable employment for the disabled. Javed Abidi, affected at birth with a spinal malady and confined to the wheelchair by medical negligence, is working to provide political visibility and economic opportunities for disabled persons. He founded the

National Advocacy Network (NAN) to work specially on cross-disability issues in 1994 and was instrumental in drafting the Disability Act of 1995. He rejuvenated the Indian chapter of Disabled People's International, a worldwide organization of people with disabilities, and mobilized the emerging of several grassroots groups across the country.

Javed Abidi joined small a small advocate group called the Disabled Rights Group (DRG) and started raising awareness for the disabled people of India. A large pro-disability rights movement arose, with the goal of getting the parliament of India to implement a bill of rights for the disabled. He led a protest before Parliament on December 19, 1995. The protest pushed Parliament into passing the persons with Disability Act on December 22, 1995. In 2004, his letter to the Chief Justice of India on making the polling booths accessible to persons with disabilities was converted into a writ petition. Supreme Court of India passed direction to make electoral process accessible to disabled people.

In the process, he has introduced cross-disability culture to the movement. This has been vital for getting groups dealing with physical and mental disability to learn of, and listen to, each other. He sees the lack of information-sharing and communication between disability groups as the reason for having kept them apart and virtually disinterested in larger issues of the field.

Thus, he is spearheading nationwide surveys and researches, the first in the history of the movement, to assess the roles, potentials, strengths, and weaknesses of the persons with disabilities in business, and government sectors vis-a-vis. The results have exposed grave areas of weaknesses and spurred the movement to address them. He has been systematically training these various disability groups in campaigning and negotiating skills, and helping them to campaign in the political arena for disabled rights. Simultaneously, as head of the National Council for the Promotion of Employment of People with Disability (NCPEDP), he is working with the corporate sector to define clear employment policies for the disabled within their agenda.

Legal provisions exist for the self-employment of the disabled and their recruitment in the public sector. He is working to secure implementation of these fiscal tools. For example, the government has set up the National

Disabilities Finance Development Corporation (NDFDC) to provide loans to disabled persons who are self-employed, but it has been ineffective. NCPEDP is closely monitoring its functioning and helping it to identify credible partner organizations. He is also advocating for the Ministry of Personnel to define clear job lists for the disabled in all public sector recruitment categories. The Disability Rights Groups lobbied with the finance minister of India successfully in 1995 to increase their income tax limit from Rs. 20,000 to Rs. 40,000.

Recently, he submitted a scheme to the University Grants Commission of India (UGC) to dedicate Rs. 25,000,000 yearly to accelerate making Indian campuses disabled-friendly. He has also called for the establishment of a disability unit within Indian colleges to monitor records and opportunities for disabled students, from the time of their admission to employment.

Today, there are many NGOs and voluntary organizations which are running community rehabilitation programmes for persons with disabilities in the country. There are many institutions here which are getting funds from international development agencies and using the same well by taking up many development programmes for people with disabilities and fulfilling their needs.

The activities the government is limiting itself to are the distribution of ration cards, running vocational training courses and media propaganda. The media advertisements that the government publishes – that its development schemes are being accessed by many people are accessible to and understood by very few people.

The question here is, whether there is any person with a disability who has been successful in accessing these schemes. For many common persons to access these schemes, in addition to filling out the paper work, that person needs to have other qualifications. That person should be close and intimate with either the local political leader or government official, it is not enough that he or she belongs to a vulnerable community. The person with disability should have the additional qualification of evoking pity, sympathy and charity. In some cases, it has been reported that they have had to pay money on bribes to government officials as well as the political leaders. In addition to this, it has been reported that some people without disabilities are accessing the schemes for persons with disabilities by producing illegal medical certificates in this state.

Most NGOs have vocational/placement units, which train and employ disabled persons in various jobs. Studies have shown that trainings provided in most NGOs do not match the needs of the industry and most of them do not have good training faculties, due to lack of resources. There are a few organizations that have come up more recently, which are working exclusively in promoting employment of disabled people. They are linking up with companies and placing disabled people. They work based on company's need. They are training disabled people and placing them in jobs. However, their reach is quite limited. In the past, most of the work for the welfare of persons with disabilities has been taken up by charitable institutions and organizations. Over the last few years, however, there has been considerable contribution of Self Help Groups and organizations of persons with disabilities themselves.

The voluntary and charitable institutions are led by able-bodied, well-meaning individuals, who often work on the assumption that persons with disabilities are incapable of leading independent lives. Their approach is akin to the bio-centric model and thus their work is basically focused on service delivery.

The organizations and institutions led by the disabled and whose members are people with disabilities, are a recent phenomenon and as such much less in number than the traditional charitable institutions. They focus mainly on protection and attainment of their rights as citizens of this country and advocate tolerance to diversity and difference.

Governments and NGOs are working for people with disabilities in India. NGOs have started to form Self Help Groups (SHGs) for disabled people for their empowerment. Reasons that the members cited for joining the groups included the need to overcome loneliness, to feel wanted, to share problems and find solutions, to build their capacity and capabilities, to get information on job opportunities and referrals, and to get financial help to develop their own livelihood. The SHGs and networks are thus providing respondents with a safe environment devoid of judgment and discrimination. Generally, these groups gather twice a month to identify and prioritize the needs and to advocate the rights of the disabled persons to lead a respectable social life.

National Rural Livelihoods Mission (NRLM) focuses on development of people with disabilities through Disabled Self Help Groups (DSHG). It is working almost in all states through state level governments. People with disabilities can take loans for business or any purpose and can get other support from the SHGs.

At first, SHGs were formed through the process of social mobilization. Persons with disabilities were explained about the relevance of SHGs in taking care of their own interests. Each of the groups had a minimum of 5 and a maximum of 20 members. Once the groups were formed, the members elected the President, Secretary and

Treasurer. In some cases, the office bearers maintained the records with the help of educated family members, while in others, paid book keepers were engaged to supervise financial transactions. The groups met twice a month on pre-fixed dates, the first time for collection of monthly savings and the second time for repayment. In the groups studied, all members attended the meetings regularly with the exception of those with severe intellectual or multiple disabilities. In these cases, their family members attended the meetings.

Drop-out rate from the groups was low, and hardly 2 to 3 persons had left due to genuine reasons.

Disabled Self Help Groups (DSHGs) are formed by disabled persons, Village Organizations (VO) are formed by DSHGs, Mandal Level Federations (MLF) are formed by VOs and District Level Federations (DLF) are formed by MLFs. In towns, Slum Level Federations (SLF) are formed by DSHGs and Town Level Federations (TLF) are formed by SLFs. By these federations, they can raise their voice in mandal, district, town and state level to get their rights, solidarity etc.

Women with disabilities throughout the country face multiple forms of discrimination and their condition in the country is pathetic. Women with disabilities are denied education and health care as a matter of fact. They have been denied even a single square meal a day and proper clothes to wear. They routinely

become victims of the violence and molestation of able-bodied men in society. They are made to do all the chores in the house, washing clothes & dishes, cleaning the house, cooking the food for everyone, taking care of very young children in the house, baby-sitting etc, all this just for a bowl of gruel, without asking anything for themselves. A woman with a disability is an object of ridicule and humiliation for everyone, for family members, for society and even the government. Women with disabilities are not even called with their given names in many cases, their disability being their only name and identity. No one is ready to get married to a woman with disability.

As most often there are no toilets or bathrooms inside the houses in the rural areas, not just women with disabilities but women in general have to face many discomforts and humiliation both in the house and outside, in the community and at the same time, they are thousands of girls with disabilities who had to drop out of schools and colleges because there are no proper toilets facilities in those buildings.

Now women with disabilities are developing day by day and they are getting good education and working as government employees. They utilize government schemes. Government provides a pension Rs. 1500/- per month for them. They get education, employment, health and other provisions by government or NGOs.

Women are joining in Self Help Groups and getting empowered through these groups. Government and NGOs are working for the development and empowerment women with disabilities.

#### **Conclusion:**

PwDs are raising their voice for their development. PwDs have few opportunities to take decisions. They are discriminated against mostly even by their own family members. Lack of education and little access to law and their own citizenship rights still remain as challenges to PwDs in the country, in spite of 68 years of Indian Independence. Negative attitudes of family members, society and government toward persons with disabilities remain entrenched, hence the denial of human rights, particularly the denial of equal opportunities to persons with disabilities in the areas of education, employment, marriages, transport, decision making etc.

Women with disabilities face multiple forms of discrimination, that of being women, having a disability, being poor, and belonging to lower caste. Hence, their experience of even lower autonomy, less dignity and equality in their families as well as in society at large and in their treatment by government. Individual Human Rights Monitoring for persons with disabilities will forever remain a tool for bringing accountability to persons with disabilities towards society, and for the family, society and state towards persons with disabilities.

We can see many changes in the development of people with disabilities after independence. These days, many of the PwDs' families are giving respect to them. Government is providing health, education, tricycles, employment security, and economical support for them, but these are not sufficient. Different types of schemes, rights, and policies have come for PwDs' development; however, Government, society and family have to put in larger efforts for the empowerment of people with disabilities.

\* Supplement\_ Legendary Effort\_ Livelihoods August 2015



## 22. Water Management

Water, which is key to development, sustenance and preservation of all communities, is under conditions of increasing stress as this essential, renewable natural resource is getting scarce. Therefore, the effective and efficient management of water is emerging as an urgent contemporary issue. The realization of its limited availability in space and time has necessitated the designing of a new globally viable water management approach. Water management aims to strike a balance between the use of water, as basis for livelihoods and its protection to help ensure sustainability for future generations.

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In the last couple of decades, new water management interventions are being designed and implemented throughout the country, in anticipation of improved water management practices. These interventions, or water management regimes, call for involvement of all stakeholders in universally defined water management structures as their key strategy. There is much emphasis on involvement of water users in decision making processes, strengthening of local institutions, incorporation of traditional knowledge, skills and practices etc.

Water is essential for all life and used in many different ways, it is also a part of the larger ecosystem in which the reproduction of the biodiversity depends. Fresh-water scarcity is not only limited to the arid climate regions, but also in areas with good water supply, the access of safe water is becoming a critical problem. Although, water is the most abundant substance on Earth, it is not equally distributed.

Water demand is increasing for domestic, industrial and agricultural purposes, but availability is decreasing and it is likely that the water situation is going to get worse in the future. Hence, it is making Indian agriculture dependent heavily on various types of irrigation. This dependence has led people and successive ruling regimes from pre-colonial to colonial and the post-colonial time, to make choices across space and time, from a wide range of technologies of water control and distribution. Moreover, during the past few decades, efforts have been made to increase irrigation in the country. This has resulted in over-exploitation of the country's water resources. Increasing urbanization and industrialization are making additional demands for water. All of the above factors contribute to severe water scarcity in many parts of the country

Variations in latitude, rainfall patterns, topography and additional hydrological and geo-morphological factors affect its availability. The total fresh and sea water content of the Earth is fixed. The freshwater, which is essential for human life, is only a small portion of the total water available on Earth – about 2.7%. Although, India is one of the wettest countries in the world (i.e. it receives about 1150 mm of rainfall annually), the spatio-temporal water availability is highly uneven. However, with the increasing stress on the ground water, coupled with El-Nino effects and frequent failure of monsoons, has already raised alarms and pushed water management as the topmost priority in India.

**Water management in pre-colonial India:**

During colonial rule, investments in water development and management were made in different parts of the country. Evidences of this could be found in ancient texts, inscriptions, in local traditions and in archaeological remains. Even the Puranas, Mahabharata, Ramayana, and various other Vedic, Buddhist and Jain texts mention about numerous canals, wells, tanks and embankments. Moreover, ancient religions texts, commentaries and stone inscriptions provide references of governing principles such as ethical, moral, spiritual, social and ecological, which were applied to water management during pre-colonial Hindu and Muslim rule in India.

**Water management in Independent India:**

India attained independence from British in August 1947. With independence, came the partition of India and loss of large productive irrigated lands to Pakistan. Hence, the bulk of the public irrigation networks that the British created had ended up in Pakistan. Government of India's main aim after independence was to accelerate development and address the regional disparity of investment, as it was facing serious food grains shortage and rapid rates of population increase. The slow pace of irrigation development during the last decades of colonial regime had also aggravated to their problematic situation of food shortage.

**Water Resources of India:**

Water resources of India, are quantitatively large but significantly divergent in their occurrence, distribution and utilization. The annual precipitation aggregated at 4000 km with utilizable resources of 1122 km. Out of which, the utilizable surface water resources are 690 km and ground water resources are 432 km. According to the National Commission for Integrated Water Resources Development (NCIWRD), the basins-wise average annual flow in the Indian River systems is 1953 km. India is endowed with a large network of 12 major river basins covering 256 million hectares (ha), 46 medium river basins covering about 25 million hectares (ha) besides other water bodies like tanks and ponds covering 7 million hectares (ha), with the ultimate irrigation potential of 140 million hectares (ha). In India, since its independence, sizable financial resources have been invested to harness water resources for irrigation, domestic, industrial and other sectors.

**Water requirements of India:**

The utilization of Indian water resources is mostly dominated by the agricultural sector, nearly accounting to 428 km (around 69% of total water use), with 300 km from surface resources and 128 km from ground water resources. To meet the increased food production requirements and to achieve food security, the agriculture sector would be commanding a quantum jump in water utilization and expected to be in the order of 780 km by the year 2050.

Domestic water requirements are around 25 km at 5% of total usage, out of which surface water contributes 7 km and ground water contributes 18 km. With the significant urbanization of population, it is expected that around 54% of population would be living in urban areas by 2050, which increase the domestic demand to 90 km. Industrial usage is in the order of 15 km which is likely to grow up to 103 km by 2050.

The total water requirements of the country are expected to be around 1450 km by the year 2050, which is significantly higher than the present estimate of utilizable water resource potential of 1122 km. It is estimated that Indian ground water overdraft is in the order of 66% which places food and livelihood security at great risk and could lead to 25% reduction in India's harvest. The per capita availability of 1820 km is endangered with teeming population and likely fall to 1191 km by 2050 getting precariously closer to a water scarce condition.

#### **Water resource assessment:**

The rapid growth of population and urbanization is resulting in steady increase in water demands for agriculture, domestic and industrial requirements. Accurate information on surface water, its existence, spatial extent, temporal changes is essential to manage this resource judiciously. Surface water occurs in the form of liquid water in lakes, reservoirs, rivers, seas, oceans and its solid form as snow, glacier and lake ice. Remote sensing platforms are amendable to detect and map the spatial extent of both forms of water.

The satellite remote sensing geo-spatial technique promises to be a potential tool to aid water management decisions. Systematic approaches and studies involving satellite remote sensing techniques have supported scientific efforts on water management.

Many activists, organizations and government institutions have been working for water management in India. In this situation, one of the activists, named Rajendra Singh played a vital role to promote water management in India.

#### **Efforts of Rajendra Singh on water management in India:**

Rajendra Singh, known as the "waterman of India", as the "bearded man of check dams" or as the "elder brother", is a big proponent of traditional water harvesting methods and appropriate technology. Over the years, he has helped people in India in reviving their watershed, and in turn in returning to their traditional ways of life. Also impressive is the fact that he had started this career with no real knowledge of water conservation methods, and now runs an NGO named 'Tarun Bharat Sangh' (TBS), has won a number of awards including the Ramon Magsaysay Award for Community Leadership, and has helped thousands of people in their fight for water.

Since 1985, Rajendra and the TBS have built 4,500 johads, to collect rainwater in some 850 villages in 11 districts in India, and there is no indication that they're going to slow down anytime soon. Besides the fact that he's giving people their livelihoods back, the people in these villages now understand how to keep a plentiful supply of groundwater at all times, and if needed how to get more. Along with being able to build and maintain the johads, the villagers can now pass these skills onto future generations to ensure the survival of their traditional way of life. Rajendra's life is dedicated to water, and he has helped thousands of people return to a way of life, they have had for centuries, but were close to losing.

Recently, the Government, realizing the need for water management, took to a separate budget for water management.

#### **Budget for Water Management (according to 2014 budget):**

The Central government had launched a new program for watershed development called "Neeranchal" in

the Five Year Plan (FYP) 2014-15. It was proposed with an initial outlay of Rs. 2,142 crore for Neeranchal, and Rs.3, 600 crore to be used for national drinking water programme. Besides this, a sum of Rs. 100 crore to expedite the preparation of Detailed Project Reports (DPR) (on river linking) has been set aside.

Looking at the water usage pattern in the country, it is clear that water is a natural resource, fundamental to life, livelihood, food security and sustainable development. It is also a scarce resource. India has more than 17 percent of the world's population; however, it receives only 4% of world's average annual rainfall of about 4000 Billion Cubic Meter (BCM), which is its basic water resource. Out of this, after considering the natural evaporation – transpiration, only about 1869 BCM is the average annual natural flow through rivers and aquifers. Due to spatial temporal variations, an estimated 690 BCM of surface water is utilizable. Add to this 432 BCM of replenishable groundwater means, only about 1122 BCM is utilizable through the present strategies, its large inter-basin transfers are not considered. Therefore, the availability of water is limited, but the demand of water is increasing rapidly due to growing population, rapid urbanization, rapid industrialization and economic development. In addition, there are inequities in distribution and lack of a unified perspective in planning, management and use of water resources. Water is required for domestic uses, agriculture, hydro-power, thermal power, navigation, recreation, etc. Water is a very important lifeline for rural Indian communities, and they have somewhat succeeded in managing water efficiently through their traditional methods.

#### **Water management traditions in rural Indian localities:**

Water management traditions in rural India can be seen as organized within small-scale village communities. These traditions embody a blend of knowledge and action as a means to fulfil the water-related needs of the members through management of the resource and the sources through which it is harnessed. The ensuring account of traditional water management system prevailing in villages of India is based upon an analytical framework consisting of these integral aspects. The system may be resolved into the human and non-human components. The human component comprises the community of practitioners that includes the water users and the managers of the system. These practitioners in the village identify themselves as stratified into different caste groups and much of their dynamics guided by the principle of 'social dominance'. The dominant caste generally leads regulating water management affairs.

The social mapping of Indian villages is generally such that the highest castes tend to reside in the heart of the village settlement, while others are arranged towards the periphery in decreasing order of their position, so that those placed lowest generally reside on the village outskirts. Caste and social dominance principles influence the various non-human elements in a complex manner. These generally govern the beliefs and practices about rights and responsibilities, powers and privileges with respect to the different water management activities. Thus, water resource management that is based on the principles of equity is the need of the hour.

#### **Water resource management:**

Water resource management is control of water usage, while also maintaining the quality of water. Many cities have departments that will test the quality of water at treatment plants. Water is a unique substance. It is one of the few materials on the Earth that exists naturally as a solid, liquid or gas. It is not

possible for life on earth to exist without water. Scientists estimate that there are over one billion cubic kilometre of water on this earth, which covers nearly three fourth of the earth's surface. Though this seems an extremely huge amount, in actual fact, less than one percent is fresh and usable and is found in lakes, ponds, rivers and groundwater. The remaining ninety seven percent is found in oceans and two percent is locked up in glaciers and ice-caps. From a global viewpoint, fresh water is abundant and the volume of fresh water renewed by the hydrological cycle between the oceans, the atmosphere, the sun and the land is more than enough to meet the needs of five to ten times of existing world population.

**Irrigation water management:** Investment and development of irrigation infrastructure has been a long and continued priority in India. In 1950-1951, the net irrigated area in India was 21 million hectors (ha). As a result of sustainable efforts, fueled by Nehru's call to make irrigation works the 'temples of modern India', this expanded to close to 100 million ha by 2006. The role of irrigation in India in expanding crop production, reducing output instability and providing protection against periodic drought has been a major factor in the substantial achievement of Indian agriculture over the past four decades. Programmes such as Bharat Nirman/ Accelerated Irrigation Benefits Programme (AIBP) accelerate the irrigation potential creation and efforts are on for improving the performance of existing irrigation systems to bridge the gap between potential created and utilized and to improve overall water use efficiency/productivity.

**Reservoir Management:** Reservoirs lose their storage capacity due to sedimentation. The consequence of loss in storage due to sedimentation is preventing the intended usages such as flood protection/moderation, irrigation, hydro-power generation, etc. Sedimentation in reservoirs occurs not only in dead storage but also in live storage regions simultaneously, which reduces the useful storage and affects the water utilization pattern of the project. Periodic assessment of sedimentation rate is essential to ascertain the current reservoir live storage capacity for efficiency in productive management of water resources. This information is also necessary to plan for the upstream catchment treatment in order to control the rate of sedimentation.

**Watershed Management:** Watershed is a natural hydrologic unit, considered as the most appropriate basis for sustainable integrated management of the land and water resources. Judicious management and conservation for soil and water resources on watershed basis is a perquisite for sustaining the productivity. Characterization and prioritization of watersheds are essential steps in the integrated management of land resources.

Watershed characterization involves measurement of related parameters, such as geological, hydrological, geo -morphological and hydrological, soil, land cover/land use etc. Remote sensing using aerial and space borne sensors can be effectively used for watershed characterization and assessing watershed priority, evaluating problems, potentials, management requirements and periodic monitoring. Remote sensing data greatly facilitates mapping of forest, vegetation cover, geology and soils over watershed, which would assist in the study of land use, watershed potential, degradation etc. This, along with ground based information, can be used for broad and reconnaissance level interpretations for land capacity classes, irrigation suitability classes, potential land uses, responsive water harvesting areas, monitoring and effects of watershed conservation measures, correlation for runoff and sediment yields from different watersheds and monitoring land use changes and land degradation.

### **Community based water management:**

In the 1980s, attempts were made to bring about reform in the management practices of the Irrigation Department (ID), through the World Bank (WB) supported National Water Management Project (NWMP). But none of these programmes made an effort to address the issue of the ID's legal power, lack of accountability in the system management and the monopolistic control of public funds assigned for surface water development. During the early 1990s in India, Participatory Irrigation Management (PIM) through Irrigation Management Transfer (IMT) to farmers was officially acknowledged as the best method to bring about efficient utilization of irrigation water, equitable distribution and sustainable irrigation service.

The concept of PIM in India has evolved through three distinct phases follows:

- In early 1980s, the concept was limited to farmers' participation through their representatives in project management committees, but this was not very successful.
- In the latter part of the 1980s, farmers' organization, such as chak (outlet) committees were formed, but many of these committees remained only on paper and became dysfunctional after a while.
- In the early part of 1990s, the concept of creating farmers' organizations and of system turnover to farmers' was adopted through the World Bank-funded Water Resources Consolidation Project (WRCP). Through which thousands of Water Users Associations (WUAs) were formed to take the responsibility for operation and maintenances of the downstream parts of irrigation systems, distribution of water among water users and collection of water rates from the farmers.

### **Information system of water resources:**

The investment in science and technology, the communication facilities, the satellite technology and the computer capabilities that have increased manifold since our independence, have resulted in an explosion of the quantum of data. Like India adopting welfare concept in its constitution, the information that has been generated with national inputs should be used for development purposes for social benefits. The widely scattered large amount of information generated through various efforts have to be properly coordinated, coded and preserved using an information system. The need of creating water data bases is imminent and we can hardly afford to delay the matter. National Resource Information System (NRIS), National Resource Census (NRC) and National Spatial Data Initiative (NSDI) initiatives go a long way in addressing the data issues that emerge while preparing the road map for implementation of many water resources projects including inter linking of rivers.

### **Water problems and challenges:**

Water is a huge crosscutting issue in India. Water pollution and scarcity shape the lives of hundreds of millions of Indian every day, which are as follows...

- Limited access to safe drinking water and proper sanitation present major health challenges;
- Dwindling groundwater supplies and a growing population create a pressing need for increased efficiency;
- Growing pollution of water sources, especially through industrial effluents, thereby affecting the

availability of safe water besides causing environmental and health hazards;

- Large parts of India already becoming water-stressed with a potential of causing societal challenges;
- Wide temporal and spatial variation in availability of water, which may increase substantially due to a combination of climate change and incidences like floods, increased erosion and increased frequency of droughts;
- Inequitable exploitation of ground water without any consideration to its sustainability;
- Mismanagement of water resources;
- Low consciousness about overall scarcity and economic value of water resulting in its wastage and inefficient use; and Lack of adequate trained personnel for scientific planning, utilizing modern techniques and analytical capabilities and lack of a holistic and inter-disciplinary approach to water related problems.

**Opportunities:**

- Working hard to build partnerships and advance practical solutions, particularly in the areas of health, sanitation and waste water treatment.
- Global importance of sound water resource management and the contribution towards that goal. Addressing water issues including health and sanitation, ground water depletion, water and energy, water and agriculture, pollution, conservation, recycling and waste water treatment.
- Many people might know that almost 90 percent of the water used in India is to help grow crops. Water is required for domestic, agriculture, hydro-power, thermal power, navigation, recreation, etc. The utilization of all these diverse water needs should be optimized and an awareness of water as a scarce resource should be fostered.

The centre, the states and the local bodies (governance institutions) must ensure access to a minimum quality of potable water for essential health and hygiene to its entire citizens, available within easy reach of the households.

**Government and NGOs on water management:**

The Ministry of Water Resources Department (MoWRD) is responsible for laying down policy guidelines and programmes for development and regulation of country's water resources. Moreover, there are several international and national level institutions and research organizations that undertake water conservation projects in partnership with NGOs, such as:

**Ministry of Water Resources, River Development & Ganga Rejuvenation:** Overall planning, policy formulation, coordination and guidance in the water resources sector.

**Water Aid:** An international charity working on issues related to water and sanitation that also promotes networks among government, NGOs and community groups.

**International Water Management Institute (IWMI):** An international organization, which works on different water related issues and through its IWMI-Tata policy program, it collaborates with a range of partners in India to analyze document relevant water management approaches.

**Action for Food Production (AFPRO):** A socio-technical development NGO working to reduce rural poverty in India, with core competencies in land and water management among others. It provides technical guidance and back-up support to grassroots-level NGOs in implementing its mandate related projects.

**Conclusion:** Water management has been a controversial and tricky affair in India, due to socio-economic, political and ecological reasons. Factors such as caste-class differences, heterogeneity of farmers, rural-urban dichotomy, and extreme different ecological conditions have influenced water management policies. To complicate further, vote bank politics, lack of coordination between irrigation bureaucrats, policy making and various sectoral departments carrying out their own water programmes, have affected water management in a diverse manner. In this diverse regime, India has been embracing water management in its water policies, but it remains a mere proposition. The ministries seized the opportunity presented by the all-encompassing concept of 'integrated' and 'community-based water resource management' to push their political objectives and to overcome financial deficit, together with their proclaimed adherence to democratic commitment.

The state governments have exploited the concept to remain forefront in ecological and social transformation using a vehicle of centralized single focus technology mission. While collective action is transformed into private collaboration for local elites, in their continuous search for acquiring power to control. Actors exploiting the incongruence presented by the complex rules and administrative bureaucracy to achieve their social goal of survival by exploiting water management at the community level, is one of the unexplored issues. Further examining will offer insights on the ability of the community to integrate different programmes and policies for defaulting, given their complex livelihood requirements. Therefore the various linkages in society calls for understanding ambiguities and debates on it, thereby it would invite and stimulate new enquiries emerging from policy makers, civil society, academia and institutional tool of state.

\* Supplement\_ Legendary Effort\_ Livelihoods September 2015



## 23. Lead India

"Transforming the nation into a developed country, five areas in combination have been identified based on India's core competence, natural resources and talented manpower for integrated action to double the growth rate of GDP and realize the Vision of Developed India."

"Transforming the nation into a developed country, five areas in combination have been identified based on India's core competence, natural resources and talented manpower for integrated action to double the growth rate of GDP and realize the Vision of Developed India."- A.P.J. Abdul Kalam.

Dr. A.P.J. Abdul Kalam, the Missile Man of India, started his scientific career by designing a small helicopter for the Indian Army and his persistence and patience paid off. As a matter of fact, he inspired many lives, having worked under the leadership of great Indian Scientist Vikram Sarabhai, and being part of the Indian National

Committee for Space Research (INCOSPAR), working towards the development of the ballistic missile and climbing, through success, to become the 11th President of India. After leaving office as the 11th President of India. Dr. Kalam dove into the phase of Building the Nation, Inspiring the youth, by turning to his passion of teaching.

He became a visiting professor at the Indian Institute of Management, Shillong; Indian Institute of Management, Ahmedabad; Indian Institute of Management, Indore; an honorary fellow of Indian Institute of Science, Bangalore; Chancellor of the Indian Institute of Space Science and Technology, Thiruvananthapuram; Professor of Aerospace Engineering at Anna University; and adjunct faculty at many other research and academic institutions across India. At the International Institute of Information Technology, Hyderabad; BHU and Anna University he taught information technology.

Dr. Kalam's vision for India- India Vision 2020, was initially a document which was prepared by the Technology Information, Forecasting and Assessment Council (TIFAC) of the country's Department of Science and Technology (DoST), under the chairmanship of Dr. A.P.J. Abdul Kalam along with a team of 500 experts. Dr. Kalam's plan for India aimed to find an answer to how the nation can emerge to be among the world's first four economic powers by 2020, by strongly advocating an action plan to develop India as a super power and a developed nation, by way of setting up a target for all the youth in India, and dream of all citizens to see India as a developed country.

Dr. Kalam played a key role in organizations promoting young minds, by focusing in the areas of agriculture, food processing, and infrastructure with reliable electric power, education, healthcare, and information and communication technology. The aim was to double the present production of agriculture and food processing, provide urban amenities to rural areas, increase and expand solar power operations, direct education towards illiteracy, social security, overall health care for the population, promote education in remote areas through telecommunication and telemedicine and growth of nuclear technology, space technology and defense technology.

Dr. A.P.J. Abdul Kalam aspired to see India grow in five areas, where the country has core competence and for this he wanted to have a focused manifesto for change. His laying of emphasis towards building the nation, his vision for India was where the nation would have a reduced thin line between rural-urban

divide; where there is an equitable distribution of and adequate access to energy and quality water; the agriculture, industry and service sectors work together in symphony; education with a good value system and no single student is denied to any meritorious candidates because of societal or economic discrimination; a nation, which has the best destination for the most talented scholars, scientists and investors from around the world; and where the best of healthcare is available to all; a nation where the governance is responsive, transparent and corruption free; poverty is totally eradicated, illiteracy removed, crime against women and children is absent; and no one in the society feels alienated; a country, that is prosperous, healthy, secure, devoid of terrorism, peaceful and happy and on a sustainable growth path; and a nation that is the one of the best places to live in and is proud of its leadership. Dr. Kalam wanted to have an Integrated Action for a Developed India, in order to achieve the above-mentioned goals, as the nation had five core areas of key competence, which had immense potential for growth and to be one of major economic super powers of the world. Dr. Kalam's vision for India was so much so that he launched a self-governed "What Can I Give Movement" in order to spread the message and the idea of "giving" among the young minds; the key aim behind this was to replace the attitude of greed and corruption to the thought of giving.

Dr. Kalam, also initiated an e-paper named "Billion Beats" in the year 2007, the purpose of which was to share his interactions with achievers and their success stories and through this media of an e-paper he also put forth his thoughts on making India a developed nation, and to achieve by year 2020: Vision 2020.

Dr. Kalam proposed a programme infamously known as "PURA" or The Provision of Urban Amenities to Rural Areas, which aimed to create economic opportunities, and reverse the rural-urban migration, by way of building roads, develop network of electronic and other communications through establishment of technical and professional institutions in the villages. He also aimed to connect over one lakh Indian students to scientists, technocrats and leaders to make education in science more interesting by igniting minds.

Dr. Kalam also talked about the challenges that are involved in realizing the vision, as it was a known fact that any national vision takes at least fifteen years for its realization, as democratically elected governments have to make national visions as part of their election manifesto, as the vision is always above the party in power.

Dr. Kalam mentioned that the vision has to cut across the democratically elected parties, across party lines and be approved by Parliament to ensure continuity in its realization irrespective of the government which is in power. To achieve the Vision, Dr. Kalam called for a national consensus to incorporate all the concerns of all stakeholders, to build a nation and achieve a super power status. In the process of building the nation, Dr. Kalam also talked about "why nations fail" and about the rebirth of China, inclusive approach; agriculture, industry, foreign investment, technology adoption; as key indicators for rapid economic growth. He ignited young minds by raising questions on how best the young can give to India by creating inclusive economic institutions, for sustainable economic growth.

Dr. Kalam called for internal reforms and improvements in economic efficiency, which would reduce both trade deficit and inflation. Dr. Kalam, talking about nation building exercise, emphasized on the vision to be taken as a primary task and facilitate it; as he discussed in detail the progress India had made in terms of agricultural productivity and increasing per capita income: The IT-BPO sector in the country, according

to NASSCOM, has aggregated revenues of \$ 100 billion (FY 2012); the country has become the second-largest mobile phone using country, touching a whopping of 900 million users; an automobile industry, which is the third largest in the world; export and domestic revenue standing at \$69.1 billion and \$31.7 billion respectively; the various rural and urban development missions had created large-scale infrastructures, airports in metro cities, all weather rural roads etc.; on the literacy front, it stood at 74.04 percent in 2012 and the country's health care sector is projected to grow to nearly \$ 40 billion. On the other hand, in spite of achieving its core competencies, the nation was still struggling and aspiring to provide clean green energy and safe drinking water to all the citizens; bring nation towards zero poverty; provide quality healthcare for all; embed education with quality and sound value system for all; achieve 100 percent literacy; value-added employment for every citizen, with professional skills etc.. He called for channelization of integrated efforts towards Vision 2020, the economic development of the country.

Dr. Kalam, inspired the youth and clearly stated that the youth of India should not be kept away from politics, as the political system gave the required impetus to the farmers, scientists, engineers, doctors, teachers, advocates and other professionals. He mentioned some of the great achievements of India i.e., green revolution, white revolution, the space mission, defence mission, science and technology mission and infrastructure development mission. His efforts mainly focused on channelizing the young minds to inspire, guide and lead to make this nation great in all disciplines.

Dr. Kalam emphasized on creative leadership at all levels from Panchayat to Parliament, towards sustainable development. He wanted the nation to develop with integrity, honesty, value system, courage, commitment, responsibility, accountability and development politics. To achieve the above goals, Dr. Kalam caught the imagination of children and the youth. He continued to ignite young minds till his last breath.

"I am one of the citizens of a billion; only the vision will ignite the billion souls. It has entered into me; the ignited soul compared to any resource is the most powerful resource on the earth, above the earth under the earth."- A.P.J. Abdul Kalam.

\* Supplement\_ Legendary Effort\_ Livelihoods October 2015

## 24. Ramakrishna Mission

Ramakrishna Mission is an Indian Religious Organization, established on 1st May 1897 and registered in 1909 under Act XXI of 1860. It is a philanthropy-based organization, which also provides insights into ancient Hindu Philosophy of Vedanta, and is affiliated with the Ramakrishna Math monastic organization, with which it shares members.

Motto of Ramakrishna Mission: "Atmano mokshartham jagad hitaya cha"- For one's own salvation, and for the welfare of the world. Introduction: Ramakrishna Mission is an Indian Religious Organization, established on 1st May 1897 and registered in 1909 under Act XXI of 1860. It is a philanthropy based organization, which also provides insights into ancient Hindu Philosophy of Vedanta, and is affiliated with the Ramakrishna Math monastic organization, with which it shares members.

Its aim was and is to spread the religious and spiritual ideas of Hinduism across the globe and to serve the poor and the needy. The Mission started this as a movement and named it as Ramakrishna Movement or Vedanta Movement. The organization draws its name after the saint named "Ramakrishna Paramhansa", whose original name was Gadadhar. The Mission was established by his chief disciple "Swami Vivekananda". Swami Vivekananda was a great thinker and religious leader of India, regarded as "one of the main moulders of the modern world."

The Mission's headquarters are located at Belur Math, Howrah, and West Bengal State.

### **Ramakrishna Mission:**

Although Ramakrishna Mission are legally and financially separate, they are closely inter-related in several other ways, and are to be regarded as twin organizations. While the Math focuses on spiritual activities through its monks, the Mission combines the resources of the Math's monks with the householder disciples and does philanthropic work for the uplifting of the people.

### **Goals:**

The goals of Ramakrishna Mission are based on the principles of Practical Vedanta which are listed below:

- To spread the idea of the potential divinity of every being and how to manifest it through every action and thought.
- To spread the idea of harmony of religions based on Sri Ramakrishna's experience that all religions lead to the realization of the same "Reality", known by different names in different religions; the Mission honours and reveres the founders of all world religions such as Buddha, Christ and Mohammed.
- To treat all work as worship, and service to man as service to God.
- To make all possible attempts to alleviate human suffering by spreading education, rendering medical service, extending help to villagers through rural development centres, etc.
- To work for the all-round welfare of humanity, especially for the uplifting of the poor and the downtrodden.
- To develop harmonious personalities by the combined practice of Jnana, Bhakti, Yoga and Karma.

**The Motto and Principles:**

The ideals of the Mission are purely spiritual and humanitarian and have no connection with politics. Vivekananda proclaimed "Renunciation and service" as the twofold national ideals of modern India and the work of the mission strives to practice and preach these ideals. The service activities are based on the message of "Jiva is Shiva" from Ramakrishna and Vivekananda's message of "Daridra Narayana" to indicate that service to poor is service to God. The Principles of Upanishads and Yoga in Bhagavad Gita reinterpreted in the light of Ramakrishna's Life and Teachings is the main source of inspiration for the Mission.

Ramakrishna Paramahansa: The saint Ramakrishna Paramhansa belonged to the 19th century and was a worshipper of Kali and also a priest in the Dakshineswar temple. His disciple Narendranath Datta (Swami Vivekananda) was attracted to his master's teachings and was influenced by his spiritual ideas. After Ramakrishna Paramhansa's death, Vivekananda gave saffron clothes to young disciples for spiritual disciplines and they took informal monastic vows on a night, which to their pleasant surprise turned out to be the Christmas Eve in 1886. The Monastic disciples formed the first Ramakrishna Math at Baranagore, and later moved the Math to Belur.

Later, Swami Vivekananda became a wandering monk, and had addressed the Parliament of the World Religions in Chicago in 1893 and his speech had attracted people from across the globe, his talk was on Hinduism and Spirituality. He went on and started the first Vedanta Society in New York, United States of America (USA). Then in India, he established the Ramakrishna Mission and appraised the first Hindu Missionary in modern times. He taught and emphasized that all religions are pathways to God. After the untimely demise of Swami Vivekananda in 1902, Swami Brahmananda was the first president and direct disciple of Ramakrishna Mission. Saradadevi was one of the heads and advisers who played an important role for the monastic organization. She performed her role with tact and wisdom, always remaining in the background.

**Ashrama Dharmas:**

The Math trains the monks on religious and spiritual ideas of the movement for four years, during which time they follow Brahmacharya, Sanyasa and after completion of training take oath of Prathigna.

**Administration:**

The Mission is governed by a Governing Body of monks, who elect the President, Vice-Presidents, Secretary and executive body members. They oversee the workings of the Mission from the headquarters at Belur. All the monks of the Ramakrishna Order form the democratic base of the administration. A representative meeting of all monks is held every three years when the report of all the activities of the organization are approved and the accounts passed and guidance sought for further development. The rules were told by Swami Vivekananda to Swami Suddhananda, and consensus and opinion of all the monks and disciples of Mission were taken during the period between 1898 to 1899.

The Mission has an organizational structure, as all its branches are under the control of the Governing Body and Ramakrishna Math, which come under the administrative control of the board and both the Mission and Ramakrishna Math. Together, both the organizations have more than 180 branches across

India and also in different parts of the world. The Mission conducts various types of social programmes, which is cooperated by the devotees and monks of the Ramakrishna Math.

**Various Activities:**

The Mission works in the areas of rural management, tribal welfare, disaster relief, healthcare, elementary, higher education and culture. It uses the combined efforts of hundreds of ordered monks and thousands of householder disciples. It also works on the principle of Karma yoga. As the main aim of the Mission is to maintain the harmony of various religions, harmony between east and west, between the ancient and modern, fulfilment of spiritual needs, all round development of human faculties, social equality and peace for all humanity, without any distinctions of creed, caste, race or nationality.

The Mission runs hospitals, maternity clinics, mobile dispensaries, charitable dispensaries and tuberculosis clinics. It runs training centres for nurses and homes for old aged people and orphanages. It conducts the field activities in rural and tribal areas for their welfare.

It provides different types of treatments such as Eye treatments, Leprosy care, Maternity & Child welfare services, Neurology, Psychotherapy, Psychiatry, and Tuberculosis treatments. Apart from the Medical Camps, it has facilitated 11794 eye cataract operations, 3404 people getting spectacles free of cost, and 4130 units of blood from the 76 blood donor camps. The expenditure incurred for medical work during 2012-13 was Rs. 146.37 crore. On educational front, the Mission also runs many educational institutions like primary, higher and secondary education schools, special education for visually challenged people, colleges, vocational training centres, universities, etc.

It also conducts disaster relief activities during earthquakes, floods, cyclones, epidemics and communal disturbance etc. It runs 28 institutions, 1417 units of institutions with 3, 28, 124 students, with around 94233 socially backward people benefitting through the Mission's activities. The Mission has provided support to the Sunderbans area in West Bengal, which not have power supply, by providing Photovoltaic lighting in that area. This activity has changed their lives of the local people.

**Women Welfare Programmes:**

The Mission cares for pregnant and nursing women through the Mission related maternity hospitals in Kolkata, Vrindavan, and Thiruvananthapuram. It also provides old age homes for women, schools and colleges for girls. Vocational Nurse training education to girls in various areas of the Mission like Bangalore, Chennai, Lucknow, Itanagar and Thiruvananthapuram.

Moreover, it facilitates the formation of women Self Help Groups (SHG) and imparts training to them to make them self-reliant.

**Religious activities:**

The religious activities involve celebration of different kind of festivals like Maha Shivarathri, Rama Navami, Krishna Astami, Durga Puja and also celebrate the Birthdays of Ramakrishna, Sharada Devi, Swami Vivekananda and other monastic disciples of Ramakrishna. They also conduct satsang, arati, communal prayers, songs, rituals, meditation, discourses etc.; the arathi is performed to the God twice a day. It also conducts the Kalpatharu day on January 1st.

The Mission follows religious tolerance and respect to all the religions. It follows rules designed by Swami Vivekananda, which are in reverence of all the gods.

**Youth Welfare Programmes:**

Apart from the educational and cultural activities it also provides recreational activities. These activities are done by Balak sangh, Yuvak sangh. They perform plays depicting social, spiritual, moral values, teach scriptures, and play devotional music etc. These programmes are run in Bangalore, Belgaum, Chennai, Hyderabad, Indore, Mangalore and Mysore etc.

**Mass Contact:**

The Mission spreads messages of Ramakrishna and Vivekananda activities in rural and urban areas.

**Services in Rural and Tribal Areas:**

The mission supports agriculture & irrigation sector and conducts agriculture camps, farmer care, input distribution, sapling distribution, and waste land development, construction of check dams for irrigation and exposure visits.

Furthermore, it conducts awareness programmes on Health, Hygiene & Immunisation (AIDS, Leprosy, and Drugs), Environment, Social and Civil values, Healthy habits, Counselling on Financial services and Counselling to SHGs etc.

**Constructions, Repairs and Other activities:**

Dwelling place repairs, solid waste management, recycling of waste, liquid waste management, bio gas plants, solar energy units and social forestry activities are undertaken by the Mission.

The Mission's expenditure is Rs. 41.26 crore for the year for rural and tribal development, and apart from that they also invest on educational, medical institutions in rural and tribal areas.

In the year under review, following services were provided by the Math and the Mission in rural and tribal areas:

**Spiritual and Cultural Work:**

Both the Math and the Mission centres lay emphasis on the dissemination of the spiritual and cultural ideals of India. Through various types of activities, they try to give a practical shape to the teachings of Sri Ramakrishna, especially that all religions are true. The centres establish real points of contact among people of different faiths through a large number of libraries, lectures, seminars, youth camps, Balak Sanghas, regular classes, public celebrations, occasional exhibitions, screening films on religious and cultural values, etc. During the year, the Math and Mission centres organized several classes / lectures, the details of which are given below.

The Mission made sure the spiritual ideals are spread through Mobile units such as Jnana Vahini, Vivekvahini. They are educating through religious films shows, exhibitions, personality development classes, lectures, meditation, etc. Some of the Vivekananda centres impart value education to general people.

The Mission and Math conduct cultural units like Balak sanghas, Jnana Vahini, Youth sanghs, Institute of

Human Excellence etc. Till now 6, 59,295 peoples have participated in this programme through 2892 cultural units.

Apart from this, 269 libraries were run by the Math & Mission centres; most of these libraries had attached reading rooms also. The details are shown below.

Centres of the Math and Mission published several books and 24 journals in different languages. The Math centres at Mayavati, Baghbazar (Kolkata), Chennai, Hyderabad, Nagpur, Mysore, Rajkot, Thrissur and Bhubaneswar, in particular, have to their credit a considerable number of publications. A sum of Rs. 27.17 crore was spent on publication work during the year. Some of the centres in other countries are also publishing valuable books.

Institutes for Sanskrit studies — one for postgraduate studies and research, a college, 3 schools, and a Chatushpathi — were run.

The Math and Mission centres maintained temples and prayer halls, and organized lectures, retreats and devotees' meets. Thousands of people were inspired to accept higher values of life by coming into contact with the different centres.

It is noteworthy that the member Ashramas of Ramakrishna-Vivekananda Bhava Prachar Parishads in different parts of the country also, under the guidance of Ramakrishna Math, spread moral values and culture.

#### **Celebrations:**

Most of the Mission centres celebrate birthdays of great saints and prophets, popular Hindu festivals and Christmas Eve. The general features of the celebrations of the birthdays of Sri Ramakrishna, Holy Mother Sri Sarada Devi and Swami Vivekananda were special worship, homa, chanting from scriptural texts, bhajans and sankirtan, distribution of prasad to devotees, feeding of the poor in large numbers, and lectures by the sanyasins of the Order and other eminent speakers. Thus, the message of Sri Ramakrishna and his direct associates was spread steadily. Many ardent souls came in close touch with the ideals of the Mission.

#### **Awards and Honourable Mentions:**

The Mission was awarded the Gandhi Peace Prize in 1998, National communal Harmony award in 2008, UNESCO Madanjeet Singh Prize for Promotion of Tolerance and Non-violence in 2002.

The Ramakrishna Mission Ashrama of Chhattisgarh's Narainpur was jointly selected for the 25th Indira Gandhi Award for National Integration for the year 2009 with musician A.R.Rehman for their services in promoting and preserving national integration.

#### **Conclusion:**

The Ramakrishna Mission continues to spread the message of harmony across the globe, and in this spirit it is reaching to the needy and to the poor by providing various services to the poor; it is laying its focus on development of human faculties and social equality without any discrimination.

Thus, the Mission honours all the religions and spreads Ramakrishna or Vedantha movement all over the world. It means to bring equal respect and reverence to all the religions from east to west and ancient to



modern. It works on karma yoga and follows the dictum that “service to man is service to god” and is spreading the services to all poor people in different areas such as rural, tribal, and urban. It is trying to fulfil the spiritual ideas and all round development of human faculties, and promoting social equality without any discrimination.

The Mission was started by Swami Vivekananda and his disciples after the death of Ramakrishna Paramahansa, and it conducts different programmes in health care, educational, women welfare, religious, young welfare programme and mass contact for the development of people. It aids in the development of people through the Jnana, Bhakthi, Yoga, and Karma principals. Thus, the Mission aims to bring about spiritual enlightenment to people.

\* Supplement\_ Legendary Effort\_ Livelihoods November 2015

## 25. Cooperative Movement

The cooperative movement has played an important role in the social and economic development of poor people in our country. It also has been providing employment to millions of people across the country. Its contribution has been immense in rural development sector, especially in agricultural arena. It spread into all sectors of economy and is involved in processing, marketing, credit, consumers, fertilizers distribution, housing, labour etc. It has above six lakh cooperatives with 250 million members (2009-10 statistics) cover 98% of villages, including 71% rural households. India has one of the largest cooperatives networks in the world.

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A cooperative is an autonomous association of people, voluntarily united, pooling their resources together to achieve social, economic and cultural needs and aspirations through jointly owned and democratically controlled enterprises. Cooperatives are based on certain values such as self-help, self-responsibility, democracy, equality, equity and solidarity. Along with these values, honesty, openness, concern for others, and social responsibility are important values of the cooperatives.

The basic motto of cooperation is “Each for all – All for each” and it reflects loyalty, trust, faith and fellowship.

It is a perfect democratic institution which is run by the members, for the members and of the members and based on “one member – one vote” decision-making process.

There are various cooperatives like farmers’ cooperatives, Primary Agricultural Cooperative Societies (PACS), weavers’ cooperatives, fishermen cooperatives, artisans’ cooperatives, dairy cooperatives, sugar producers’ cooperatives, housing cooperatives, credit cooperatives, tribal people cooperatives etc.

### **The Cooperatives are based on seven important principals, which are given below:**

- Voluntary and open membership: Cooperatives are voluntary institutions and open to all people without gender, social, racial, political and religious discrimination. All people can access its services by accepting the membership responsibilities.
- Democratic member control: Cooperatives are democratic organizations controlled by the members who actively participate in designing policies, taking decisions and implementing decisions. Men and women elect representatives who have membership in the cooperative. All members in the cooperatives have equal rights and follow “one member – one vote” principle.
- Members’ economic participation: Members contribute equitably and control capital amount in a democratic way. Some part of capital is used to purchase common properties for the cooperative. Usually,

members receive limited compensation based on capital contribution. Members take decision to allocate capital for setting up reserve money, for members and other activities with the permission of members.

- **Autonomy and independence:** Cooperatives are autonomous organizations and function on self-help method. Cooperatives enter agreement with other organizations and governments to raise funds based in a democratic manner while the preserving cooperatives' autonomy.
- **Education, training and information:** Cooperatives provide education and training to members, leaders and staff to enhance understanding and management of cooperatives for better results.
- **Cooperation among cooperatives:** Cooperatives provide various services to its members and strengthen the cooperative movement by working together with different levels of cooperatives like regional, national and international.
- **Concern for community:** Cooperatives work for sustainable community development through policies approved by its members.

Cooperatives provide different services for social and economic well-being and they have many advantages, some of which are as follows: cooperatives' registration procedures are simple with a nominal fee; each member has equal right to vote and participate in decision-making; limited liability; any person can become a member of a cooperative society by purchasing shares of the particular cooperative society; the cooperative societies get income tax exemption up to a certain limit and can access different concessions and subsidies; etc..

The cooperative movement is not new to the country; as a matter of fact, it has its roots in the pre-independence era. The Famine Commission of 1901 strongly recommended agriculture loans to prevent famine situation and develop agriculture. Edward Law Committee was recommended to prepare legal procedures for cooperative societies. As a result, the first cooperative Act 'Cooperative Credit Societies Act' was passed on 25th March 1904. The Act provided the modus operandi for the cooperatives regarding registration, constitution of societies, eligibility for membership, liabilities on members, profit distribution, shares and interest of members, privileges of societies, claims against members, audit, inspection and enquiry, dissolution, exemption from tax and rule making power.

By 1911, there were more than 5,300 cooperative societies formed with 3 lakh members. And by 1919, cooperatives became provinces' subject and provinces got authority to design their own cooperative laws. The Government of India (GoI) Act, 1935 also stated that cooperatives are the states' subject under Entry Number 32 of the State List of Constitution of India. The Government of India (GoI) passed the Multi-Unit Cooperative Societies Act, 1942 to provide space for cooperative societies' membership from more than one province.

With the emergence of national level federations of cooperative societies, the GoI felt the need to prevent different governing laws to the same types of cooperative societies. It designed a comprehensive central Legislation with the consolidation of cooperative societies' laws. This facilitated in designing the Multi-State Cooperative Societies Act, 1948 by the Parliament under Entry Number 44 of the Union List of Constitution of India.

After independence, the cooperative movement was given greater importance in poverty eradication and

socio-economic development of the country. Almost all the Five Year Plans (FYP) marked cooperative movement as an important tool. The First Five Year Plan (FYP) (1951-56) stated that the success of the Plan would be judged based on successful implementation through cooperative societies. It outlined a vision of cooperative movement in the country and emphasized the vital role of cooperatives and panchayats in social, political and economic development. It recommended the use of cooperative method in all aspects of community development, and to set up urban cooperative banks, industrial cooperatives of workers, consumer cooperatives and housing cooperatives. In 1953, the Government of India and the Reserve Bank jointly constituted a Central Committee to provide trainings to cooperative societies' personnel.

The Second Five Year Plan (1956-61) emphasized on "building up a cooperative sector as a part of scheme of development" and put the cooperative sector as the central aim of National Policy. It recommended the establishment of National Agricultural Credit Long-term Operational Fund (NACLOF). Almost 1900 primary marketing societies and State Market Federations (STF) were established across the country. Cooperative marketing and agriculture produce processing became an important aspect in Integrated Scheme of Cooperative Development in the Second Five Year Plan.

The Third Five Year Plan (1961-69) stated that the cooperation should become an important instrument in all aspects of economic life such as agriculture, minor irrigation, small industries and processing, marketing, distribution, rural electrification, housing and construction, and provision of essential amenities to the people.

In 1962, the Agricultural Refinance Corporation (ARC) was established by the Government of India (GoI) to provide long-term loans to cooperatives. In 1963, the National Cooperative Development Corporation (NCDC) was established. By 1965-66, almost 60% of the agriculture population was covered under cooperatives.

The Fourth Five Year (1969-74) emphasized on the reorganization of cooperatives to make cooperatives structurally viable in the short-term and medium-term. The Fifth Five Year Plan (1974-79) concerned on high level over-dues. It emphasized on the reorientation of cooperatives to meet the needs of downtrodden people with special focus.

The Sixth Five year Plan (1979-85) emphasized on more systematic cooperatives' efforts towards eradication of poor economic conditions in rural areas. It recommended reorganizing the Primary Agriculture Credit Societies (PACS) as strong multi-purpose units; strengthening linkages between consumer and marketing cooperatives; and strengthening of dairy, fishery and minor irrigation cooperatives. In 1981, the National Bank for Agriculture and Rural Development (NABARD) Act was passed and NABARD was set-up to re-finance support to the cooperative banks. In 1984, the Multi State Cooperative Societies (MACS) Act was passed to bring uniformity in the cooperative societies' administration and management. The Seventh Five Year Plan (1985-90) emphasized on all-round progress in credit and loan recovery. It recommended the strengthening of consumer cooperative movement both in rural and urban areas, and focused on professionalism in cooperatives. The Seventh Plan was allotted Rs. 22, 233 crore (12.4% of Plan outlay) for agriculture and rural development.

The Eighth Five Year Plan (1992-97) emphasized on the strengthening of cooperative banking based on

the Narsimhan committee's recommendations. It focused on a self-managed, self-regulated and self-reliant cooperative movement. The Ninth Five Year Plan (1997-2002) and the Tenth Five Year Plan (2002-07) did not lay any specific emphasis on the cooperative movement. The Eleventh Five Year Plan (2007-2012) emphasized on many important schemes; particularly, in the cooperative credit sector, computerization, human resource development and public awareness. The Twelfth Five Year Plan (2012-2017) emphasized on the revitalization of PACS to provide financial services to the farmers.

Overall, all the FYPs regarded the cooperative movement as an important instrument in the country's development, particularly rural development. Cooperative societies have increased in a tremendous way in terms of members and share capital.

There are different level of organizational structures in the cooperatives from village level to national level. These institutions are aimed at developing and strengthening cooperatives.

The National Cooperative Union of India (NCUI) was established in 1929 for promoting and strengthening cooperative movement through network development of cooperative information system and for extending services, researching in cooperatives, propagating cooperative ideology, lobbying and image building, international cooperatives' linking and cooperative planning. The National Council for Cooperative Training (NCCT) was established to research in cooperation, formulate policies and plans for cooperative training, and to liaison with government, universities, Reserve Bank of India (RBI), NABARD, National Cooperative Development Corporation (NCDC), and international cooperative organizations. The Institute of Cooperative Management (ICM) and state cooperative unions, district cooperative unions and junior training centers were established to provide cooperative education and training at all level across the country.

The National Federation of Agriculture Marketing Cooperatives (NAFED) was established in 1958 to process and market agriculture produce, promote coordination among member societies for internal trading, assist GOI for price support operations, make agricultural machinery, implements, and bio-fertilizers, and coordinate inter-state trade to stabilize consumer prices. The NAFED had established institutions at state, district and mandal / block level to support agricultural produce marketing.

The National Consumers' Cooperative Federation (NCCF) was established in 1965 to strengthen consumer cooperative movement, assist the members in improving management skills, procure and market agriculture produce, and provide market knowledge to member organizations and liaison with GOI, NCDC, state governments, civil supply corporations, national level cooperative organizations and consumer goods' manufacturers. The NCCF has state level federations, Consumer Cooperative Stores (CCSs) and Primary Agricultural Credit Societies (PACS).

The National Federation of State Cooperative Banks (NAFSCOB) was established in 1964 to provide a common forum for member banks, promote and protect the interests of the member banks, provide research and consultancy for member banks and to coordinate and liaison with GOI, RBI and national banks. The NAFSCOB has State Cooperative Banks (SCBs), District Central Cooperative Banks (DCCBs) and PACS.

The National Cooperative Agriculture and Rural Development Banks' Federation (NCARDBF) was established in 1960 to serve the interests of member banks in accessing credit and financial services,

provide services to rural sector through resources mobilization, business expansion, loan recovery and Human Resource Development (HRD).

**There are many sector-wise national level cooperatives organizations such as:**

- The Indian Farmers Fertilizers Cooperative Limited (IFFCO) was established in 1967 to strengthen fertilizers production and timely distribution of fertilizers to farmers at their door-steps;
- The Krishak Bharati Cooperative Limited (KRIBHCO) was established in 1980 to provide fertilizers, seeds, bio-fertilizers and modern farming technologies;
- The Tribal Cooperative Marketing Development Federation of India (TRIFED) was established in 1987 to coordinate and promote tribal people's products through tribal cooperative societies, develop quality preservation systems to tribal products and to promote and create technologies and infrastructure facilities for tribal products' value addition;
- The National Cooperative Housing Federation (NCHF) was established in 1969 to provide guidance to members in planning and construction of houses, procure and supply housing material and liaison with government and other departments to address housing related matters;
- The National Cooperative Dairy Federation of India (NCDFI) was established in 1970 to develop higher level markets for dairy cooperatives, provide services to dairy cooperatives' members, for advocacy with national and international organizations to promote dairy, coordinate dairy cooperatives for milk supply and milk products and liaison with the National Dairy Development Board (NDDB) and the GOI;
- The National Federation of Urban Cooperative Banks and Credit Societies Limited (NAFCUB) was established in 1997 to promote and strengthen urban credit sector;
- The National Labour Cooperatives Federation of India Limited (NLCFI) was established in 1981 to promote and develop labour contract, forest labour cooperatives, state and district labour cooperatives, supply tools, implements, accessories, machinery and provide technical knowledge;
- The National Federation of Fishermen's Cooperatives (FISHCOFED) was established in 1980 to arrange supply fisheries inputs and equipment, provide technology, cover insurance to fishermen, procure ponds/ lakes to develop fish breed and sell fish at reasonable prices and market fish and fish seed;
- The National Federation of Cooperative Sugar Factories Limited (NFCSF) was established in 1960 support sugarcane growers' cooperatives, provide services to members and ensure technological support to members;
- The All India Federation of Cooperative Spinning Mills (AIFCSM), the All India Handloom Fabrics Marketing Cooperative Society (AIHFMCs) and the National Tree Growers Cooperative Federation (NTGCF) were established to meet the different needs of the communities.

Almost all the villages are covered in cooperative networks across the country and many cooperative societies created models in processing and marketing products and provided different services, both financial and nonfinancial, to the cooperative societies' members. There are many cooperative created models which are facilitating in the increase of income of producers and services providers, providing quality products and services to consumers at reasonable prices and creating jobs for millions of people

in cooperatives. These cooperatives have aided in the development and betterment of people; particularly, dairy cooperatives have shown remarkable progress and have achieved enviable success. The cooperatives are as follows:

- The Gujarat Cooperative Milk Marketing Federation Limited (GCMMF),
- The Central Arecanut & Cocoa Marketing & Processing Cooperative Limited (CAMPCO),
- The Indian Farmers Fertilizers Cooperative Limited (IFFCO),
- The National Agricultural Cooperative Marketing Federation of India Limited (NAFED),
- The Tamil Nadu Handloom Weavers' Cooperative Society Limited (Co-optex),
- The Girijan Cooperative Corporation (GCC), Visakhapatnam,
- The Assam Apex Weavers & Artisans Cooperative Federation Limited (ARTFED), Guwahati,
- The Kerala Kerakarshaka Sahakara Federation Limited (KERAFED),
- The Haryana State Cooperative Supply and Marketing Federation Limited (HAFED),
- The Bhutti Weavers Cooperative Society Limited (Bhuttico),

There is a widening gap between the number of existing cooperatives and their desired performances. Cooperatives are unable to achieve desirable level of results in the country. Cooperatives are facing many problems and constraints internally and externally, such as lack of professionalism in management, outdated cooperative laws, excessive government interference in cooperatives' management, lack of good leadership in the cooperatives, vast prevalence of small businesses, socio-cultural backwardness, pressures of private enterprises, government policies, lack of performance-based reward system and governments' unwillingness to strive for continuous development and strengthening of cooperative societies.

Cooperatives are most-needed in the present context of Liberalization, Privatization and Globalization (LPG). With the implementation of LPG since 1991, governments are gradually removing subsidies and protection measures for small and marginal producers and services providers. They are forced to compete with corporate companies with less capital, low technology and skills. In this context, cooperatives need to be highlighted more than ever. Cooperatives are the hope for the poor people's lives and livelihoods.

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## **26. Community managed Digital Extension**

Community managed Digital Extension seeks to disseminate information to the people through videos, wherein the community come together for generating the content through participatory mechanism. These videos aid the extension process amplifying the effectiveness of conventional extension programmes

Community managed Digital Extension seeks to disseminate information to the people through videos, where in the community comes together for generating the content through participatory mechanism. These videos aid the extension process amplifying the effectiveness of conventional extension programmes.

Digital Extension processes could be put to use across the spectrum of development sector including areas like agriculture & allied activities; handloom; institution building & capacity building of community institutions like SHGs, Cooperatives, Producer Companies; Livelihoods Enhancement Action Plans (LEAP); trainings to Community Resource Persons (CRPs); rural innovations and in aiding education in schools & colleges.

A dedicated organizational structure should be in place from state to cluster level, where the state level handles the responsibility of giving the adequate directions on the content to be produced and providing adequate technical support along with training and capacity building of the staff. Furthermore, the state unit is responsible for maintaining the database of videos produced and making it available to the public, government and various institutions through a dedicated web channel. The web channel can be made self-sustainable over the long run through the resources generated through revenue from the viewership. As the viewership increases because of the applicability of the videos in the training and institutional building process of various sectors, the process becomes self-sustainable.

Production team in place refers to the video making resource persons i.e. those who are entrusted with the responsibility of shooting the videos. These resource teams are selected from among the community and are placed at cluster level. They are provided with adequate training in areas of video shooting and editing. They are supported by the thematic staff who guide the teams for ensuring veracity and quality of the content's pre and post production.

Digital extension process is by no means new, there are various initiatives on this front. ITC's e-Choupal initiative and Hindustan Lever's iShakti program were kiosk-based web portals providing real time weather forecasts and information management to help manage crops. A more closer and successful initiative is that of Digital Green's community managed digital extension in the area of agriculture.

### **Content production**

The videos produced are demonstrative in nature, for example, an agriculture officer/master farmers providing training to farmers in the farmer field school or training to the village book keepers etc...

To further strengthen output, the videos are designed in a particular format to include aspects such as:

(a) A brief verbal overview of the process, (b) Apart from producing videos in the local languages, there should be option for subtitles both in Hindi and English and (C) Addressing the frequently asked questions. Content producers can be NGO experts, CRPs, Village Organizations and other volunteers from the local



community and the extension officers of respective departments. Scrip writers for writing content for verbal overview, who generate content in coordination with extension staff, thematic officers and translators for creation of subtitles are recruited. The volunteers and CRPs are trained by identified technical organizations and are paid accordingly as per the amount of work produced.

The videos are captured using inexpensive, Mini DV camcorders, and tripods and external microphones are used to improve video quality. Apart from video recording, there will be dedicated video editing infrastructure (hardware and software) placed at district level with qualified personnel. These personnel are recruited based on their academic qualification and further offered customized training.

These editing personnel will receive videos from the field in their raw form from the video producers on the ground through digital transmission. It is at the district level that these are edited according to the format. The thematic resource persons should ensure the adequacy of the content produced. Any short fall in the content would be State unit, in coordination with various district units, receives videos and as mentioned before creates the database of these videos which would be accessible round the clock, free of cost through mediums like YouTube or through the dedicated portal.

Community managed process provides an opportunity to capture the real progress done by people, thereby assuring the viability of the technique or methodology adopted by them. This practical dimension of videos gives confidence to others in adopting the practices.

The video-based content improves the diffusion of better practices and reduces the expert support required for an activity. The videos are localized to a region and feature the participation of familiar people, as opposed to experts in idealized conditions. In addition, village level mediators' facilitation ensure that participants personally connect with the content on a regular, accessible basis.

#### Dissemination process

The hitherto existing extension mechanisms would be strengthened through the digital content. The videos aid the extension process and amplify its effectiveness. The extension staff are trained in blending the digital content in their teaching methodologies. They are provided with technical equipment like laptops, pico projectors and internet connectivity for screening the videos. This way, logistic hassles of physical movement of files like DVDs is reduced and the content could be accessed even in the form of download options.

Generally, the participants in the training process are asked to gather at a common place/community halls/school class room wherein the extension staff disseminate knowledge by screening the digital content. Extension officers have a varied set of videos to choose from based on the topic of discussion. Furthermore, these videos standardize the interactions of extension officers with participants.

In order to ensure hands-on experience, this classroom approach is later supported with practical training, wherein the participants are entrusted with certain tasks to be carried out. This process provides a mechanism to gauge the levels of understanding of the community and further provide clarifications and trainings on the difficult aspects. Multiple screenings are scheduled each week on a rotational basis taking up one particular aspect each time. The interaction process helps in introspecting any shortcomings in the digital content and subsequently mitigation of these shortcomings.

Screening of videos is done in a systematic and step by step process, where a tracker is maintained with respect to participants. This tracker helps in identifying whether a participant has undergone all the levels of extension process, thereby helping to bridge the gaps accordingly. The participants also include local level staff associated with that activity whose responsibility includes ensuring participants adopt these practices in their activities.

#### Case of agriculture

The above process could be understood in the context of agriculture. The CRPs/Extension officers train farmers in adopting new techniques and methods through Farmer Field Schools where the farmers gather in groups. By adopting digital extension process, screening of videos could be taken up apart from farmer field schools. This screening would be done during the evening hours after the end of the day. This would be convenient even for the farmers as it would not disturb their regular work hours. The blending of farmer field schools with videos would give scope for practicing the things shown in videos on the following day.

Moreover, the unique advantage with videos is that new and multiple techniques could be presented before the farmers which otherwise would not be possible in the limited space available in the farmer field schools. Even those areas which are hitherto unheard and are successful in other areas could be presented to the farmers. This way farmers could be exposed to best practices across the state. This form of extension process has advantages even when compared with agri-related programmes aired in TV as over here human mediation is involved. So there is a two way interaction possible where farmers could clarify the doubts and provide their feedback.

Extension officers/CRPs are trained on a frequent basis for dissemination of these videos and they maintain the tracker of videos presented to farmers. This tracker would help to identify the areas in which farmers had undergone training which helps in planning of extension process accordingly. Additionally, these extension officers identify any new techniques or practices which haven't been captured in the videos earlier and the same would be conveyed to the district level thematic officers. This way the newly identified practices would be captured as video content and added to the database of videos. So, the video production and dissemination becomes an ongoing process

#### Results

In order to understand the effectiveness of this process, a controlled study needs to be conducted. A cluster of villages need to be identified which have similar socio-economic conditions. The villages need to be segregated into two categories – one where conventional extension mechanism is in place and the other, where digital extension mechanism is going to be implemented. An initial baseline survey was performed in all the identified villages. In the second category of villages, the digital extension process needs to be implemented, whereas the rest of the villages continue with conventional one. Various quantitative and qualitative methodologies should be utilized to understand the variations in learning levels, adoption of new techniques, ease of carrying out tasks and comparing them with the first category of villages. This provides a probable insight into the contribution of videos as a mechanism in the extension process.

## **Conclusion**

The participatory video content generation along with human mediated dissemination process results in amplification of extension process. This model uses technology to bridge the learning gap and its cost effective production and dissemination process with customized local content and minimal infrastructure requirement makes it an attractive platform for all the stakeholders. The ease of applicability across sectors helps in overcoming the barriers erected because of the geographical, human resource and infrastructural bottlenecks. Participation of community themselves in the content generation adds legitimacy to the whole process which therefore brings the initiative closer to people. However, objectively ascertaining the effectiveness of digital extension process is required for measuring the outcomes as against conventional extension methods.

The model could be used to create end to end learning systems for each sector by adding up new content as and when the need is identified. The centralized database acts as a repository of knowledge which is bound to grow along with the initiative. The knowledge base could be provided national character through participation from across the states.

\*Special Supplement- Livelihoods March 2017

## 27. Inland Waterways

A waterway is a navigable body of water, which can include lakes, canals, rivers, seas and oceans. A shipping route consists of several waterways. According to Merriam – Webster, Inland Water is defined as the “waters such as lakes, canals, rivers, watercourses, inlets and bays within the territory of a state as contrasted with the open seas or marginal waters bordering another state subject to various sovereign rights of the bordering state”. Inland water ways may be sub-divided into river and canal transport.

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Through the ages, rivers have served as effective waterways, carrying people and goods over long distances. Even today, many countries depend heavily on inland water transport especially for large and bulky cargo as it is cheaper more reliable and less polluting than transporting goods by road or rail. The world's largest users of inland navigation are China, Europe and the USA. The freight movement across these countries is 8.7%, 7% and 8.3% respectively, whereas in India it is only 0.5%.

India is bordered by Bay of Bengal, Arabian Sea and the Indian Ocean has a coastline of more than 7000 kms. India has an estimated 14500 kms of navigable Inland Waterways (IW), including river systems, canals, backwaters, creeks and tidal inlets that can effectively support merchandized crafts. About 5200 km of major rivers and 485 km of canals are suitable for Inland Transport (IT).

Inland Waterways have played an important role in the Indian Transport System (ITS). However, in the decades after independence, the importance of this mode of transport had declined considerably because of expansion of roads and rail transport. Additionally, diversion of river water for irrigation purposes and also due to deforestation of hill ranges leading to erosion, accumulation of silt in rivers and failure to modernize the fleet to suit local conditions lead to decrease in the importance of this mode of transport.

The concept of National Waterways (NW) was introduced in 1982 to promote the development of inland water transport in the country. An Act to provide for constitution of an Authority for the regulation and development of inland waterways for purposes of shipping and navigation and for matters connected therewith came into existence in 1985, called The Inland Waterways Authority of India Act (IWAI), 1985. IWAI was set up by the Act as a statutory authority in charge of the waterways in India, and came into existence in 1986. The responsibility of IWAI was to develop and regulate Inland Waterways for shipping and navigation. The authority also undertakes projects for development and maintenance of Inland Water Transport (IWT) infrastructure on national waterways through grants received from Ministry of Shipping

(MoS). Along with IWAI, Central Inland Water Transport Corporation (CIWTC) also supports the IWT sector through transportation of cargo via Inland waterways, the operation and maintenance of the vessels and waterway terminals. The first national waterways established in India were the NW -1, 2 & 3 (between mid-1980s & 1993).

The first three National Waterways (NW-1, 2 & 3) were developed for shipping and navigation by providing basic inland transport infrastructural facilities, including navigational channel with required depth and width, aids for day and night navigation, and terminals at selected locations for berthing and loading/unloading of vessels.

After NW-1, NW-2, NW-3 were established, the Indian government initiated the process of developing three more national waterways in 2005. In addition to three existing national waterways, the government also declared the following Inland Waterways as National Waterways.

NW-4: Kakinada-Pondicherry canals along with Godavari and Krishna rivers (1,095 km)

NW-5: East Coast Canal along with Brahmani River and Mahanadi delta (623 km)

NW-6: Lakhimpur and Bhanga of the River Barak (152 km)

The proposals were made into law with the passage of The Inland Vessels (Amendment) Bill, 2005 in 2007. In October 2008, another bill - the National Waterways Bill, 2006 - was passed in Parliament. It declared the Kakinada-Pondicherry stretch of canals comprising the Kakinada canal, Eluru canal, Commamur canal, Buckingham canal, the Kaluvelly tank, and Bhadrachalam- Rajahmundry stretch of river Godavari, Wazirabad-Vijayawada stretch of river Krishna in Telangana, Andhra Pradesh, Tamil Nadu, and Puducherry as National Waterways.

The National Waterways Act, 2016 was tabled in Lok Sabha by Minister of Shipping, Road Transport and Highways, on 5 May 2015. The Act merges five existing Acts which have declared the 5 National Waterways and proposes 106 additional National Waterways. The Act came into force from 12 April 2016.

Since inception of IWAI, projects worth Rs. 1871.567 crore (\$275 million) for development of National Waterways have been implemented till March, 2016. The IWAI has estimated that approximately Rs 25,000 crore would be required for development of identified projects on NWs till 2022-23.

Government has approved raising of Rs 1000 crore as Extra Budgetary Resources (EBRs) by the IWAI in Financial Year 2016-17 for the development of inland waterways and shipping infrastructure.

The immediate benefits of the Inland waterways for the locals is immense as it creates cheaper travel opportunities for riverine communities. Fishing can become a viable livelihood option again for the communities. Importantly, it will also force cities and towns to reduce untreated sewage into rivers as they will tend to decrease the economic value of the river. Other new employment opportunities are expected to be generated for operation and management of fairway, terminals, and aids to navigation, barges, training and other areas. The development of inland waterways also becomes a path for other new avenues and recreation facilities for the public which will open a source for more employment opportunities indirectly.

In IWAI operations, skill development is another area, which government has identified, and recognized

that trained the skilled manpower which becomes essential for the sector. Trained manpower in the IWT sector is required in various fields, like hydrography, navigation, civil engineering, mechanical engineering, naval architecture and transport economics for the development and management of the waterways also operation of various supporting infrastructural facilities.

Accordingly, the National Inland Navigation Institute (NINI) has been set up by IWAI at Patna, Bihar in February 2004 with a view to develop human resources for the Inland Waterways sector in development, maintenance and management of waterways. The institute imparts quality training on various aspects of IWT namely development & management of waterways, surveying & dredging of waterways, design & construction of vessels, technical & commercial operation of vessels, running of vessels, terminal management, and traffic management. The Institute provides refresher and up gradation education to existing professionals in river engineering. Apart from employment opportunities, there can be a wide range of business opportunities. The areas which are not quantified and valued can also get benefit by creating a civic pride and strengthening their economic power through these business opportunities.

There are multiple advantages for using and promoting Inland Waterways. The Inland navigation has been considered as the cheapest means of transport among the methods of transport. The initial investment on river services as well as expenditure on their maintenance is much lesser as compared to road and rail transport. According 12th Five Year Plan (Planning Commission, 2013), the total external cost of Inland navigation after accounting for all externalities including accidents, congestion, noise emissions, air pollution and other environmental impacts are seven times lower than that of road transport. The method is economical, energy-efficient, generates lesser pollution, environment friendly and this transport is also more useful for heavy loads. Especially in North Eastern part of India, road and rail transport is blocked during rains. It is also difficult to construct roads or railways in these areas. Hence, water transport is more suitable in such regions.

However, there are a few disadvantages, due to which this method of transport has received much criticism. In most of the rivers of India, floods are caused during rainy season, when water current is so torrential that it becomes difficult to ply boats. Most of the rivers remain dry during the summer, and whatever water becomes available in rivers is used for supply to the vast canal system during the beginning of the season. Due to use of river water for irrigation, there remains no water for navigation, during the summer season. Rivers of the South India flow in rocky areas, hence they are not fit for plying boats because there are waterfalls in the way. Sometimes, rivers also change their way and due to which only a small stream flows on one side and cannot be used for navigation. On banks of most of the rivers, a thick layer of sand is deposited. Hence, loaded steamers or boats cannot reach the bank without great difficulty. Almost all rivers fall from shallow and sandy deltas. Hence, ships cannot sail from sea shores to inland parts. Aquatic animals also get effected.

Barriers in the development of these Waterways apart from the disadvantages mentioned above are common factors like lack of infrastructure, absence of fixed scheduled services, poor quality of navigational aids, poor fund allocation, improper connectivity, limited private investments in the projects, long river distances and the number of stakeholders involved attribute to the delay in the development of Inland Waterways in India. Despite these barriers and disadvantages, the promotion of this mode of

logistics is important as it is cheaper and greener. According to statistics produced by World Bank, in India 1 litre of fuel can move 24 tonnes by Road, 85 tonnes by Rail and 105 tonnes by Water. It is also estimated that Cost to transport 1 tonne of freight over 1 km is Rs. 2.28 for highways, Rs. 1.41 for railways and this Rs. 1.19 for waterways, which shows that IWT is cheaper.

The Indian Government should have a focused approach by channelizing all its funds and efforts on the development of “commercially significant” waterways as we have not been able to operationalize 5 declared waterways. The efforts on the 106 waterways may dilute IWAI’s attention. The governance structure should also be concrete the way NHA (National Highway Authority of India) is responsible for development of National Highways and State Government for other state highways and other roads; similarly, IWAI should be responsible only for development of National Waterways and State Govt. for other state waterways. This will help to develop feeder routes and help create “fish bone model”. Currently, State Governments hardly participate in the development of IWT. Government may also consider creating a separate commission for rivers Ganga and Brahmaputra. This commission would be responsible for overall management of the rivers. The commission would be responsible for holistic development of the rivers integrating various uses like drinking water, irrigation, hydel power, fishing, tourism and navigation.

India is yet to develop this cheaper and greener mode of transportation. Goods still travel by congested road and rail networks, slowing the movement of cargo, adding to uncertainties, and increasing the costs of trade. This results to increase of logistics costs in India which are estimated to account for as much as 18 percent of the country’s GDP. The IWT was an important mode earlier, but it declined after the advent of railways. A few alternatives to maintain the faith of the stakeholders in the project could be to catalyze the process and decentralize the project on the state level. It should also take a participatory approach and invite suggestions of the stakeholders involved. However, the scrutiny and regulation power should remain with IWAI.

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## 28. Forest Rights

According to the Ministry of Tribal Affairs (MoTA), forest area accounts 5% in country's geographical area. Around 104 million people belong to Scheduled Tribes (ST), out of total 150 million forest dwellers in the country. Scheduled Tribes' (ST) population is 8.6% in total country's population. Mostly, forest dwellers reside in central and eastern parts of the country and belong to Poorest of the Poor (POP) category.

According to the Ministry of Tribal Affairs (MoTA), forest area accounts 5% in country's geographical area. Around 104 million people belong to Scheduled Tribes (ST), out of total 150 million forest dwellers in the country. Scheduled Tribes' (ST) population is 8.6% in total country's population. Mostly, forest dwellers reside in central and eastern parts of the country and belong to poorest of the poor category.

These Indigenous people and local communities' rights and ownership on commons and community regimes were curtailed by the governments, in the name of forest conservation and wildlife protection. The saga of forest dwellers rights violation has been happening, since colonial time. Even in Independent India, forest dwellers' situation is no better in terms of their lives and livelihoods.

The lives of forest dwellers worsened with time, when natural rights were turned into privileges, further to concessions and rights. With liberalization and privatization, the concept of "Ease of Doing Business (EODB)" has pushed them into darkness, accelerating encroachment of forest resources, with massive displacement of their lives and livelihoods. Forest dwellers in pre-colonial era, prior to advent of British in India, tribals enjoyed their rights to forest resources.

Pre-Britishers had limited or no interests, village communities, claimed their right to cut wood, collect various produce graze cattle and extend their cultivation into the forest lands. The second category of forests exclusively belonged to Zamindars and other Feudal landlords. Third category belonged to Government. Thereby, in pre-colonial period, forests were viewed always as a common property.

Under the rule of British crown, forest governance was brought under authoritarian in nature. Firstly, they imposed restriction on local forest dwelling communities, through a definition of forest as a national property and objective was purely colonial. Tribal's local forest based livelihood rights and privileges were cut short, impacting their socio-economic lives. Assertion of state monopoly came through the first Forest Act of 1865; to direct the regulation of forest produces by forest dwellers.

Customary rights of using forest products were transformed as "privileges." During the time, there was no provision that were made to cover private forests. This Act was followed by Forest Act of 1878, a comprehensive Act and classification of forests was done into three parts, namely Reserved Forests (RF), Protected Forests (PF) and Village Forests (VF). The Government control on forests, began by initiating prohibition of activities, such as trespassing and pasturing of cattle. This Act impacted day to day life of forest dwelling communities to an unprecedented degree.

Came in, the Forest Policy Resolution of 1894, that envisaged the supremacy of State's interest over people's interest. The policy classified, some forest as minor forest for fulfilling the needs of communities, on the contrary curtailing rights of tribals severely, alienating tribals from their forests and seizing their rights over forests began. The policy paved way for forest officials to claim authority to limit and regulate, the traditional tribal rights over the forests.



The 1927 Forest Act, further regulated people's right over forests and also codified all the practices of forest officials. This Act deleted the reference to communities "rights" over forests, which were earlier made in 1878 Act. Individuals were expected to put in their claims over forest lands and forest produce, before the Forest Settlement Officer (FSO), who was to enquire into their claims. Further, this act had also some control on shifting cultivation, which was viewed as biggest threat to forest depletion. The dwindling of customary rights and as well as the decline in traditional conservation and management systems were further accelerated, destabilizing, the subsistence economy of forest people. There was loss of livelihood for millions of tribals, forcing many of them to explore alternative avenues of engagements. The common property became state property and alienation of village communities from forests begun.

Independent India: In 1952, first National Forest Policy (NFP) was formulated, with the aim of "maximum annual revenue from the forests" and this Act followed on lines of colonial policy makers and private forests that were not touched in previous policies were subjected to controls under the new policy. During colonial rule, rights which were converted to privileges, were turned into "concessions" and also withdrew the right over forest land for cultivation. Grazing of cattle; fee was introduced and was kept minimum.

In 1976, forests subject was brought into concurrent list, through the 42nd Constitutional Amendment empowering the centre to make laws. In 1980, the Forest Draft Bill was introduced, based on recommendations of National Commission on Agriculture (NCA, 1976) provisions were made to reduce people's rights over forestlands and produce. The Forest Act of 1988, paved way for Joint Forest Management (JFM), with people-oriented provisions, having the concept of exclusive state ownership of forests and state was allowed to constitute village forests except reserve forests.

The Provisions of the Panchayats (Extension to the Scheduled Areas) Act, 1996 popularly known as PESA Act, 1996 was enacted to provide exclusive powers to Gram Sabha in Fifth Schedule areas of 10 states such as Andhra Pradesh, Chhattisgarh, Gujarat, Himachal Pradesh, Jharkhand, Madhya Pradesh, Maharashtra, Odisha, Rajasthan and Telangana.

Panchayats Extension to the Scheduled Area (PESA) Act empowers Gram Sabha in tribal areas to safeguard and protect tribal people rights like traditions and customs of the people and their cultural identity, common resources and customary mode of disputes resolutions. It also provides executive powers to Gram Sabha for approval of plans, projects and programs for social and economic development, identification of beneficiaries for poverty alleviation programs and other schemes and issue certificates for funds utilization by Gram Panchayat (GP) in plans, programs and projects. PESA provides various rights through empowering Gram Sabha as follows...

- Right to mandatory consultation for land acquisition, resettlement and rehabilitation of displaced persons
- Planning and management of minor water bodies
- Approval the licenses / lease for mines and extracting minor minerals
- Regulating sale / consumption of intoxicants
- Recognizing ownership of minor forest produce

- Preventing land alienation and restoring alienated land
- Managing village markets
- Controlling over money lending to tribal people
- Controlling over institutions and functions in social development sector

A Long Battle Half Won: The landmark came in with the Forest Act of 2006. When Supreme Court's decision in 2004, the Parliament enacted the Scheduled Tribes and other Traditional Forest Dwellers (Recognition of Forest Rights Act (FRA) 2006 to 'undo the historical injustices' suffered by tribal communities throughout colonial and postcolonial period. This Act recognized the rights of forest-dwelling communities and to encourage their participation in conservation and management of forests and wildlife.

The Scheduled Tribes (ST) and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act, 2006 (FRA) legally recognizes the rights of communities like the Dongria Kondh and many other tribes, to live in and from their forests and to protect and manage their lands. This Act was created to reverse the erosion of tribal's traditional rights by forestry policies. Encroachment on tribal's lands by outsiders and the take-over of their forests has been a serious concern.

Forest Rights Act recognized following rights for the tribal people...

- Right to hold forest land for habitation or self- cultivation under individual or common occupation
- Right to own, collect, use and sell of minor forest products within or outside of the village
- Right to use natural resources and minor water bodies for fishing and livestock grazing
- Right to protect, regenerate, conserve or manage community forest reserves
- Right to access rehabilitation in the case displacement and leaving their lands and commons

Forest Rights are essential for India's tribal people. Tens of millions of India's tribal people or Adivasis depend on forests for their livelihoods, gathering leaves, fruits, flowers, fuel wood and other products for their own use and for sale. Tribal's intricate knowledge of the forests enables them to find foods year-round, even in times of drought.

It was during colonial times or period that tribal people have been excluded from decisions over their forests and have been blamed for degrading forests. Since, then forest officials have always viewed tribals as "problem" and excluded them from the forests and from decision-making. The Forests Rights Act acknowledges this by recognizing their "right to protect, regenerate, or conserve or manage any community forest resource, which they have been traditionally protecting and conserving for sustainable use."

Forests provide various resources to tribal people. They collect Non Timber Forest Produce (NTFP), agriculture / shifting cultivation, fuel wood and fodder collection, hunting, food gathering, grazing animals and fishing. They lead peaceful life in healthy environment in the forests. Forests are not only economical resource to the forest dwellers, but play vital role in lives and livelihoods. Forests are integral part in tribal people lives and part of their social and cultural life. The symbiotic relationship between them and forests

guides their lives. In the name of forests conservation and scientific management governments designed various Policies and Acts.

These Policies and Acts' objective is to extract forest resources at maximum and meet the demand of increasing consumerism and discourage use of forest resources by the forest dwellers. Subsequent both central and state Governments made the normal livelihoods activities of tribal people as criminal or illegal activities. Governments branded them as "encroachers" those, who have been living for centuries in their motherland forests, protecting and praying their deities in the forests. Governments alienated from their motherlands and put them on the mercy of forest officials to cultivate, access forest products for their living and livelihoods.

As second largest populated country, India needed more development in terms of construction infrastructure. Dams, roads, industries construction is key element in development. According to research paper presented in Lok Sabha in 2013, during the last 50 years, 3300 big dams were constructed in the country and 50 million people were displaced from their motherlands. In displacement, almost 34% affected people, belonged to tribal communities.

Increasingly with time, they have become vulnerable due to lack of appropriate rehabilitation and resettlement measures undertaken by the respective governments. Forest dwellers are unable to cope up with market economy and alternate livelihoods in new geographical locations. The knowledge and skills of forest dwellers stand irrelevant in the new fold of market economy, thus pushed back into darkness. After decades of struggle, the FRA Act was a landmark act, from rights struggle perspective.

First time FRA Act recognized tribal people traditional rights violation and designed preventive measures to protect their rights. Basically, FRA Act is rights based tool for indigenous people. For instance, indigenous Dongriya Kondhs protected their rights on natural resource from the clutches of multinational company. The Dongriya Kondhs, people struggle against forest land diversion for mining touched Supreme Court doors on 18 April 2013. Based on FRA Act, the Court gave landmark judgment upholding customary and cultural rights on natural resources.

Governments designed Acts and measures, even the progressive Act FRA which aimed to reinstate traditional rights on forest resources to the indigenous people, did not prevent the forest land diversion for multinational companies' mining activities and other projects. During years after enacting Forest Rights Act, 8284 projects were cleared by the governments and 2, 04,000 hectares of forest land diverted to the projects and around 25% of this land was allocated only for mining industries. People obtained information through Right to Information (RTI) Act 2005, regarding granting permission by the state governments to industries. Most of the collected information exposed that governments are not properly practicing Forest Rights Acts procedures and bypassing Gram Sabha (GS) consent in diverting forest lands to industries. Reclaiming and availing rights is not easy process at the time of new economic policy era, where governments are busy in erasing all 'obstacles' to multinational companies to establish and run industries.

Peoples' representatives, Civil Society Organizations (CSOs) representatives and concerned officials are facilitating to implement Acts properly. But largely, how much advocacy work they are doing? And attitude of governments and implementation administration decides the results in protecting indigenous people's

rights. Indigenous people in the process of availing traditional rights on forest resources, there are facing many obstacles such as lack of awareness about Act, mainstream media unconcern about indigenous people's rights and entitlements, bypassing the Forest Rights Act procedures by the governments in taking consent from GS to divert forest lands to industries.

There is confusion created in forest rights arena that for the objective of development natural resources is compulsory and unavoidable act. Most of the people, who advocate indigenous people's rights, also accept the truth, that development needs natural resources utilization. But their fundamental question is that, who are paying price for development? Why tribal people have lost their rights on forest lands for development?

Why tribal people lives and livelihoods issues are not for the prime concern? What about rehabilitation and resettlement situation, after displacing indigenous people from their cultivating lands, habitations and commons? According to Forest Rights Act and Supreme Court (SC) judgment, first governments have to protect indigenous people rights and go for development projects. It is not happening. This is critical issue.

The cost indigenous people lives and livelihoods cannot justify the present ongoing development model. Governments have to rethink the development model and have to do needful changes in the development approach towards ensuring rights to indigenous people on their motherlands. CSOs, individuals and other pro poor officials have to do consistent advocacy for proper implementation of Forest Rights Act and design friendly policies to protect traditional rights of the tribal people.

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## 29. Multi-Dimensional Poverty

Poverty is often defined by one-dimensional measures, such as income. But over time it is debated and established that no one indicator alone can capture the multiple aspects that constitute poverty. This month special supplement tried to understand the concept of 'Multi-dimensional Poverty' and Multi-dimensional Poverty Index (MPI) and the recently published Global MPI Report 2018 - Oxford Poverty & Human Development Initiative by University of Oxford.

Every time, we interact with young bunch of development workers or students, one of the first things we do is introduce them to some articles on poverty and development and one among them is "Development Fable" attached as **Annexure**. At the end of the reading we discuss few questions on what development is?

- Is everything new development?
- Is modernisation development?
- Is economic growth development?
- Is social change development?

At the end of the discussion, we arrive at a conclusion that "Development is multi-faceted". The very next question the students ask is whom is this development targeted at? Then who are poor, what are the reasons for poverty and how do we measure of poverty?

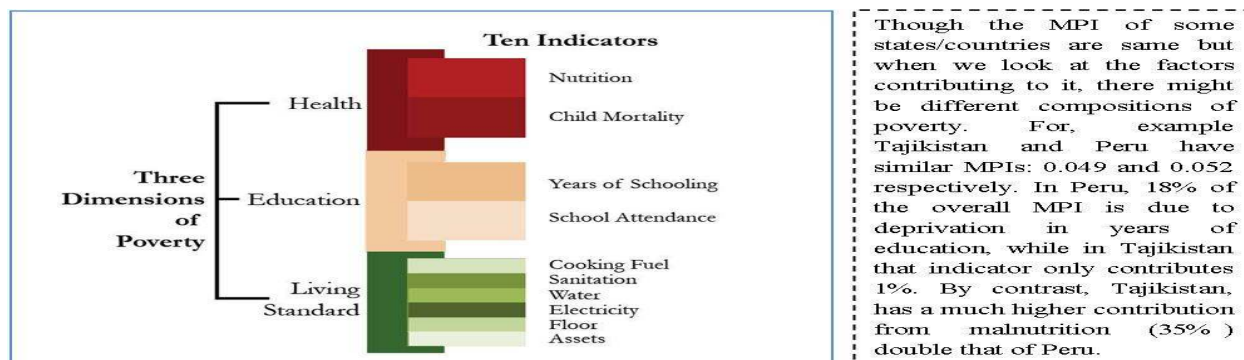
When we critically look at measurement of poverty, poverty is often defined by one-dimensional measures, such as income. But over time it is debated and established that no one indicator alone can capture the multiple aspects that constitute poverty. This has been referred to as "Multidimensional Poverty". As per Oxford Poverty & Human Development Initiative (OPHI) Multidimensional poverty is made up of several factors that constitute poor people's experience of deprivation such as poor health, lack of education, inadequate living standard, lack of income (as one of several factors considered), disempowerment, poor quality of work and threat from violence etc.,

Why Multidimensional Poverty?

- Income alone is not sufficient – Though on economic front India has been growing so rapidly, with growth, inequality has also increased and on certain parameters like malnutrition it is far behind many countries.
- Poor themselves describe poverty as multidimensional – Participatory tools like Participatory Identification of Poor (PIP) where poor themselves decide who are poor consider various social and economic parameters.
- Helps in effective designing, allocation of funds and implementation of various policies

Since 2010, the Multidimensional Poverty Index (MPI) developed by OPHI in collaboration with United Nations Development Programme (UNDP) is being used and published in the Human Development Report (HDR) by UNDP. This tool is used to measure comparable acute poverty for over 100 countries in developing countries. As per the recently published Global MPI – 2018, MPI is composed of three dimensions (health, education and livings standards) and 10 indicators. Each dimension is equally

weighted, and each indicator within a dimension is also equally weighted. A person is identified as multi dimensionally poor if they are deprived in at least one third of the weighted indicators.



Though the MPI of some states/countries are same but when we look at the factors contributing to it, there might be different compositions of poverty. For, example Tajikistan and Peru have similar MPIs: 0.049 and 0.052 respectively. In Peru, 18% of the overall MPI is due to deprivation in years of education, while in Tajikistan that indicator only contributes 1%. By contrast, Tajikistan, has a much higher contribution from malnutrition (35%) double that of Peru.

Source: Global MPI – 2018.

The 2018 Multidimensional Poverty Index (MPI) has covered 5.7 Billion (approximately 75% of the global population) across 105 countries. The key findings of the report are:

- 1.34 billion people live in multidimensional poverty in the 105 developing countries i.e. 23.3% of the population of these 105 countries. They are deprived in at least one third of overlapping deprivation in health, education and living standards.
- Of the 1.3 billion, Sub-Saharan Africa and South Asia account for 83% of the multidimensional poor in the world.
- In India, 271 million people moved out of poverty between 2005/06 and 2015/16. But, still it has the largest number of people living in multi-dimensional poverty in the world i.e. around 364 million people. During this period, India has cut its poverty rate from 55% to 28%. This is in parallel with the phenomenal poverty reduction China has achieved two decades or earlier.
- After India (364 million) the countries with largest number of people living in multidimensional poverty are Nigeria (97 million), Ethiopia (86 million), Pakistan (85 million) and Bangladesh (67 million).
- Children account for 50% of the world's poor. Worldwide, over 666 million children live in multidimensional poverty. 64% of Sub-Saharan Africa's children and 39% of South Asia children are multidimensional poor.
- About 612 million people – 46% of those who are multidimensional poor live in severe poverty. That is they are deprived in at least half of the weighted indicators in health, education and living standards.
- Multidimensional poverty is much more intense in rural areas than urban areas. Of 1.3 billion multidimensional poor, 1.1 billion live in rural areas and remaining 0.2 billion in urban areas.

As stated earlier, In India the state of multidimensional poverty reduced from 635 million in 2005/06 to 364 million in 2015/16. This is a momentous progress India has achieved and it has been possible because of deeper progress among the poorest. This speedy pace of poverty reduction is compared to China which has made similar progress two decades ago. This positive trend of poverty reduction is seen across all religions and caste groups. In 2005/06 80% of the Scheduled Tribes were poor and in 2015/16 50% of the

people belonging to Scheduled Tribes are poor. But, the traditionally disadvantaged groups such as rural dwellers, lower castes, tribes, Muslims and young children still constitute majority of the poor in 2015/16. Similar trend of poverty reduction is also visible across states and geographies. The tribal dominant state Jharkhand has the greatest improvement. But the four states Bihar, Jharkhand, Uttar Pradesh and Madhya Pradesh are still home to 196 million people i.e. half of the poor people in India. If we critically examine the data, 8.6% of India's people live in severe poverty, each one of these people experiencing more than 50% of weighted deprivations. Poor nutrition is the largest contributor to multidimensional poverty, responsible for 28.3% of India's MPI. Not having a household member with at least six years of education is the second largest contributor at 16%. Insufficient access to clean water and child mortality contribute 2.8% and 3.3% respectively.

In the year 2016, UNDP and the global community has agreed upon 17 Sustainable Development Goals (SDGs) and 169 targets which are to be achieved by 2030. The SDGs are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity. All the goals are interconnected and the very first goal i.e. SDG 1 is **"Eradicating poverty in all its forms"**. The UNDP provides support to governments to integrate SDGs in to their national action plans and policies.

India, in order to achieve the SDGs has prepared a three year action agenda, 15 year vision and a 7 year strategy in coordination with the state governments. MPI will act as a guide to the state and central governments in preparing these plans, budgets and effectively implementing and monitoring them. For example, from the MPI data malnutrition is the largest contributor to India's MPI and there is an urgent need to work on this agenda and this should be reflected in the plans and ensured that is addressed on the ground. Similarly, there are block/district/region/state specific issues contributing to the MPI and they need to be addressed accordingly.

References:

- Global Multidimensional Poverty Index 2018 - Oxford Poverty and Human Development Initiative by University of Oxford
- United Nations Development Programme (UNDP)

For further details you can refer to:

<http://www.undp.org/content/undp/en/home/sustainable-development-goals.html>

[https://ophi.org.uk/wp-content/uploads/Preliminary\\_global\\_MPI\\_Report-2018.pdf](https://ophi.org.uk/wp-content/uploads/Preliminary_global_MPI_Report-2018.pdf)

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**Annexure**

### **A Development 'Fable'**

The experts arrived at the fishing village. For years, the natives had used primitive techniques in their work. True, they caught fish, but they had to paddle out to sea every day, may be even on feast days. It was a hard life, though well-tried over the years.

The experts gave the fisher-folk improvised nets. The new nets were rather dearer than the old, and the method of fishing was different too. But in a single net they caught a whole week's supply. Fantastic! You could work one day and be free for the rest of the week! The village folk had a great feast, several feasts... in fact so many that they had to fish two days each week to pay for the celebrations. This is no good, thought the experts, they should be fishing six days a week and making money out of it. We haven't come here to witness endless parties. Surely, it's enough with one feast a month. This is an underdeveloped country; they must produce more proteins – fish!

But the village favoured fiesta. Fishing two-days, and free the rest of the week.

The experts grew annoyed. They hadn't travelled from the distant North to watch natives drum, dance and dream. They had come to fill hungry stomachs, to lessen the threat of the undernourished against the overfed.

Yet the villagers danced late into the night. Why shouldn't they? They were rich now, almost as rich as the Maharaja, though he had never done a day's work in his life...

And then the Project Director had a brilliant idea. (Not for nothing had he taken an evening course back home in economics.) These lazy fisher-folk were not actually lazy: they were simply weak on motivation, motivation to work harder. They had not discovered their needs.

He bribed a villager to buy a motor-bike. Bribery was distasteful, but sometimes necessary. True, there were no roads as such, but the wet sand along the water edge was hard and smooth...

The motorcycles roared back and forth. What a toy! And soon every young man wanted one of his own. The village elders warned them: What is there is riding far off and back again on the sand?

But the young man replied: we can race. We shall see who is the fastest. A you grey-beards, you can place bets on us!

The Project Director's idea proved a brilliant success. At last the men fished almost every day. The capital city got the fresh fish it needed. Indeed, a large part is now turned into fish-meal and exported to Europe where it makes excellent pig food and helps keep down the price of bacon.

But probably most pleased of all was the Maharaja, for it so happens that he was sole agent for the motorcycle firm in that country. He also owned the main fish market in the city. While his uncle's family built and ran the fish-meal factory. When the experts flew home, he raised the price of motorcycles, so that to buy one a man must work three years, instead of a single season.

And the fishermen fished on. They had discovered a need.

So what is development?

Is everything new development?

Is modernization development? Modernization will usually mean such changes as seem more efficient and more productive.

Is Economic growth development? More fish; motorcycles... increased purchasing power...

Is social change development? (The younger men become more dominant.)

By Olavi Gunus, quoted by: Glyn Roberts in 'Questioning Development' – 1976. ❖

\*Special Supplement- Livelihoods October 2018



### 30. Minimum Support Prices to Vegetables?

Vegetable production can make a significant difference to small land holders' livelihoods. As production of vegetable only needs a small area of land with minimal capital outlay, and provides access to a valuable food under subsistence conditions and can be the initial step towards establishing an income base for poorer households. Vegetable production gives higher tonnage per unit area in less time than cereals, and provides better nutrient values. Being labour intensive, it also offers better employment opportunities. Enhancing vegetable production will fulfill the objective of household food, nutritional and economic security in a single go. Thus, in this supplement our 'livelihoods' will try to analyze Vegetable production and its potential and problems!

Vegetable cultivation was first introduced as an intercrop on garden lands by marginal farmers in the 1960s. These farmers obtained plentiful surpluses initially even with use of primitive methods and gradually vegetable cultivation began to spread. Over time, as paddy cultivation turned increasingly uneconomic and demand for vegetables increased, landowners began to cultivate paddy in one season and cultivated vegetables for the rest. (<http://www.fao.org/docrep/pdf/011/i0526e/i0526e.pdf>)

However, it is better to cultivate vegetables in smaller gardens than on a larger scale, as it ensures -

- Regular supply of vegetables
- Vegetables at low cost;
- More varied diet to farm family;
- Can be used to teach smallholders to grow vegetables (as testing cultivation practices is less risky and costly on a garden than on a larger scale);
- Testing out vegetables that weren't planted before;
- Income from sale of vegetables;
- Participation of all genders in employment and economic activities;
- Employment for disabled and elderly.

List of Vegetables/leafy vegetables			
S. No	Vegetable Name	S. No	Vegetable Name
1	Amaranth Leaves	2	Ash gourd/Pumpkin
3	Brinjal, Eggplant	4	Bottle gourd/white gourd
5	Beet root	6	Bitter gourd
7	Cabbage	8	Carrot
9	Capsicum	10	Cauliflower
11	Cluster been	12	Coconut
12	Coriander leaves	14	Corn
15	Cucumber	16	Curry leaves
17	Drumsticks	18	Fenugreek leaves

19	French beans/green beans	20	Garlic
21	Fresh ginger	22	Green chilli
23	Jack fruit	24	Lemon/lime
25	Malabar spinach	26	Mushroom
27	Mustard leaves	28	Onion
29	Okra/lady fingers	30	Flat green beans/hyacinth beans
31	Peas	32	Mint leaves
33	Potato	34	Radish/daikon
35	Raw Banana	36	Red chilli
37	Snake gourd	38	Spinach
39	Sweet potato	40	Tomoto
41	Taro roots/Colocasia	42	Turnip
43	Ivy gourd/gherkins	44	Elephant yarn
45	Knolkol/gathgobi		

Most vegetables are bulky and perishable, in contrast to staple foods that can be stored. As a result of improved roads, vegetable production has developed in areas where land and climatic conditions are good. For improving livelihoods in this sector, apart from increased vegetable production yields, focus should be on parallel improvements in associated infrastructure, post-harvest and marketing activities.

### **Supply Chain Management**

Supply Chain Management (SCM) represents the management of the entire set of production, manufacturing/ transformations, distribution and marketing activities. SCM encompasses planning and management of all activities involved in sourcing procurement, conversion, and logistics management. It also includes coordination and collaboration with channel partners, which may be suppliers, intermediaries, third-party service providers, or customers. The entire SCM process is a value chain where bottlenecks, value adding factors and liability factors are identified and addressed; thus, enabling the retail organization to have an efficient supply chain. The supply is the part of retail operations that ensures that the right product is in the right place, at the right time and at the right cost. The supply chain perspective can help the retailers identify superior suppliers and distributors and help them to improve productivity, which ultimately brings down customers costs.

- Supply chain in Vegetables industries will ensure:
- Reduction of product losses in transportation and storage.
- Increase in sales.
- Dissemination of technology, capital and knowledge among chain partners.
- Better information about flow of products, markets and technologies.

- Transparency of supply chain.
- Tracking and tracing to the source.
- Better control of product safety and quality.
- Large investments and risks shared among partners in the chain.
- Productivity Improvement
- High customer satisfaction
- Increased profit
- On time delivery,

### **Storage of vegetables and its conditions**

Vegetables can be preserved by storage at low temperatures, as it retards the activities of microorganisms such as bacteria, yeast, molds, which are the spoilage agents. Low temperature does not totally destroy spoilage agents as high temperature does, but greatly reduces their activities, providing a practical way of preserving perishable foods in their natural state which is not possible through heating. The low temperature necessary for preservation depends on the storage time required and the type of product. Major vegetables such as onions, tomatoes, potatoes need cold storages.

<b>Cost of cultivation (Including labour cost) (Per hectare)</b>								
<b>Crop</b>	<b>Field preparation</b>	<b>Nursery and planting / sowing</b>	<b>Weeding</b>	<b>Plant protection</b>	<b>Fertilizers</b>	<b>Wages</b>	<b>Staking, transport &amp; other expenses</b>	<b>Total (Rs.)</b>
Tomato	6000	7000	10000	12000	8000	13000	5000	61000
Chilli	6000	7000	10000	12000	6000	5000	-	46000
Paprika	6000	8000	10000	12000	8000	5000	-	49000
Capsicum	6000	8000	10000	12000	8000	5000	-	49000
Brinjal	6000	7000	10000	10000	7000	10000	-	50000
Bhendi	6000	12000	5600	5000	6000	6000	-	40600
Cabbage	6000	10000	10000	12000	8500	5000	-	51500
Cauliflower	6000	10000	10000	12000	8500	5000	-	51500
Tapioca	6000	5000	8000	2000	3000	6000	-	30000
Watermelon	6000	10000	10000	8000	8000	8000	-	50000
Muskmelon	6000	14000	10000	8000	8000	8000	2000	56000
Ribbed gourd	6000	8000	8000	8000	7000	5000	-	42000
Bottle gourd	6000	8000	8000	8000	7000	5000	-	42000
Gherkins	6000	8000	7000	9000	7000	6000	5000	48000
Turmeric	6000	10000	8000	8000	8000	5000	-	45000
Coriander	6000	6000	6000	6000	4000	4000	-	32000

Banana	6000	8000	8000	10000	10000	6000	8000	56000
Chrysanthemum	6000	15000	8000	10000	9000	7000	-	55000
Golden rod	6000	30000	10000	10000	11000	10000	-	77000

Costs and benefits of annual Horticultural crops				
Crop	Cost of cultivation (Rs.)	Yield (MT/ha)	Net income (Rs.) (at the lowest price)	Market price range (Rs.)
Tomato	61000	50	39000 (@ Rs. 2/kg)	2 - 30/kg
Chilli	46000	22	64000 (@ Rs.5/kg)	5 - 15/kg
Paprika	49000	37	136000 (@ Rs. 5/kg)	5 - 20/kg
Capsicum	49000	18	95000 (@ Rs. 8/kg)	8 - 25/kg
Brinjal	50000	60	70000 (@ Rs. 2/kg)	2 - 30/kg
Bhendi	40600	10	19400 (@ Rs.6/kg)	6 - 15/kg
Cabbage	51500	75	173500 (@ Rs. 3/kg)	3 - 10/kg
Cauliflower	51500	32000 flowers	108500 (@ Rs. 5/flower)	5 - 15/flower
Tapioca	30000	30	54000 (@ Rs. 2.8/kg)	2.8 - 5/kg
Watermelon	50000	40	50000 (@ Rs. 2.5/kg)	2.5 - 10/kg
Muskmelon	56000	22	54000 (@ Rs.5/kg)	5 - 25/kg
Ribbed gourd	42000	20	38000 (@ Rs. 4/kg)	4 - 15/kg
Bottle gourd	42000	40	78000 (@ Rs. 3/kg)	3 - 15/kg
Gherkins	48000	20	72000 (@ Rs. 6/kg)	6 - 12/kg
Turmeric	45000	5	55000 (@ Rs. 2000/Q)	2000 - 4000/Q
Coriander	32000	87000 bundles	55000 (@ Rs. 1/bundle)	1 - 2/bundle
Banana	56000	75	319000 (@ Rs. 5/kg)	5 - 12/kg
Chrysanthemum	55000	20	245000 (@ Rs. 15/kg)	15 - 25/kg
Golden rod	77000	15000 bunches	73000 (@ Rs. 10/bunch)	10 - 14/bunch

[Source: [http://agritech.tnau.ac.in/horticulture/horti\\_cost%20of%20cultivation.html](http://agritech.tnau.ac.in/horticulture/horti_cost%20of%20cultivation.html)]

### **Vegetable crop Duration and farmers' net income**

1. Tomatoes are harvested within 2-3 months of plantation. Depending on market demand, 8-10 harvesting of tomato are done on a yearly basis. The average tomato crop yield per acre in India is about 10 tonnes although the yield varies from 15-20 tonnes per acre in case of irrigated crops. Net income for farmers is 31000 for 90 (31000/ 90days = Rs.344 (per day)).
2. Potatoes are harvested about 7 to 8 weeks after planting. It is time to harvest when the vine leaves attain a yellowish hue and wilt. Harvest should be done on a dry day as the soil will not be compact. In India, the average potato yield stands at about 26 tonnes per hectare (2.47 acre). At Rs. 100 for 50 kg or about half his/her investment.

3. Onions are harvested depending upon the purpose for which the crop is planted. Onion crop is ready for harvesting in five months for dry onion. During hot days when soil is hard, bulbs are pulled out between 70 to 90 days. 70 quintal onions are produced per acre and sold at the rate of Rs 900 per quintal.

### **Vegetables value addition**

Vegetables are seasonal and perishable. Dehydration is one of the methods to preserve them and make them available throughout the year in hygienic conditions at reasonable cost. The dehydrated vegetables are easy to transport and can be used in various preparations at any time. Traditional sun drying is time consuming, less hygienic and climate dependent. The process for controlled dehydration of vegetables consists of grading/ sorting, washing, peeling/ trimming, size reduction, blanching, chemical treatment, dehydration and packing. The value addition for Tomato, Potato and Onion are given below:

- Tomato is extensively grown in India and used for the preparation of puree, paste, ketchup, sauce and ready-to-eat products. There is a good domestic and export market. Since the fast food sector is expanding rapidly the demand, particularly for tomato ketchup and sauces, is also increasing.
- Potato is used for making many ready-to-eat products. Units based on potato products can easily be established in rural areas and urban and semi urban markets can be exploited. Potato flour, granules and mash are used in the preparation of instant foods, soups etc., as binding materials and also for preparing kheer, tikki, chops, pakoda, cutlets, stuffed paratha, etc. Potatoes are grown extensively in the northern and eastern region of India. During the glut season, growers do not get remunerative prices.
- Onion offers a huge potential for value creation through advances in the field of processing. Different value added products such as minimally processed ready to cook, paste, dehydrated onion flakes, powder, oil, vinegar, sauce, etc.

### **Issues and Problems**

As such vegetable farming is highly profitable than growing cereals but two factors need to be considered- vegetables perish quickly and there is an enormous gap in demand and supply. To combat these problems-

- Farmers need to grow longer keeping quality vegetables to increase their profitability. Vegetables such as cucurbits, beets, tomato, onion, carrots, etc. are highly remunerative compared to field crops.
- Most of the vegetables harvest in shorter duration, so farmers can get yields quicker than other crops.
- Farmers should plan to cultivate yearlong to supply to hotels or malls by undertaking MOUs. This way they can skip the middle men and increase their profitability.
- They should grow vegetables in offseason as it will bring higher returns and bridge the gap in demand and supply. There are various methods and structures for off-season cultivation such as using green house, glass house, net house, poly house, etc. Though the investment is more, farmers can get government subsidies.

- If they have sufficient land they should consider planting 3 or 4 crops to balance risk and beat market fluctuations, weather and disease problems.

Vegetables now form a substantial part of our diet, resulting in their increased demand. Vegetable production gives higher tonnage per unit area and time compared to cereals besides being labour intensive. At the global level, vegetables occupy an area of 53.97 million hectare with an annual production of 1012.52 million tonne. India is the second largest producer of vegetables in the world, accounting for roughly 14 percent of the world's production. The production of vegetables in India in 2010-11 stands at over 146.55 million tonne from an area of 8.5 million hectare.

### **Minimum Price for vegetables**

India processes only about 2% of the fruit and vegetables it produces compared to the US (60%) or even smaller nations like Morocco (35%). For governments, instead of creating a viable value chain for wide range of fresh produce, the focus has been on staples like potato, tomato and onion.

Minimum Support Price (MSP) is a form of market intervention by the Government of India to protect the producer - farmers - against excessive fall in price during bumper production years and ensure a guarantee price for their produce. MSPs are announced by the Government of India at the beginning of the sowing season for certain crops on the recommendations of the Commission for Agricultural Costs and Prices (CACP). The major objectives are to support the farmers from distress sales and to procure food grains for public distribution. In case the market price for the commodity falls below the announced minimum price due to bumper production and glut in the market, government agencies purchase the entire quantity offered by the farmers at the announced minimum price.

Farmers have been demanding maximum retail prices (MRPs) to be fixed for farm produce. "The government needs to cap the prices of vegetables and other farm produce. It is unfair that a farmer sells tomato at Rs 5 per kg, but the same it sold at mandis (markets) for Rs 30. The cost rises to Rs 50 per kg by the time it reaches the consumer. A farmer purchases all raw materials at maximum retail price, but sells the produce at minimum retail price".

The government should declare MSP for all major crops. Currently, the government has declared MSP for only 23 crops. The rest are outside the MSP range. The government has the right intention, but it has to help reduce the cost of production. If you look at Goods and Services Tax, there is no input credit for farmers. Reduce the cost of production or, at the very least, provide input subsidy directly to farmers. The government has to chart a course to achieve its target of doubling farmer's income by 2022.

*"The union government has denied possibility of announcing the minimum support price (MSP) for vegetables and milk products. "It is not possible to fix MSP for vegetables and milk products due to geographical and production differences across the country," said the union minister of state for agriculture and farmers welfare".*

### **Some Insights**

The government should ensure supply of quality seeds treated with insecticides/pesticides to farmers for better results. Extension services should reach farm level. The farmers should be made aware about diseases in different vegetables and remedies to overcome these.

The government should ensure the supply of electricity for 8 hours a day, particularly during summer season, so that it may not affect the productivity of vegetables.

The government should announce the minimum support price for major vegetables like Tomato, Potato, and Onions as it observed that the yield will fluctuate and leave farmers in distress-selling mode.

An Indian meal is not complete without a vegetable curry, which is healthy as well as tasty! In fact, Vegetables are in demand all year round, but why then are vegetable farmers getting a pittance in return for selling them! That is something the government needs to ponder on, not whose statue we need next, or whose loan should we waive off next- the diamond merchant's or the liquor baron's? ❖

\*Special Supplement- Livelihoods January 2019

### **31.Channeling Superior Power**

The changing context of the world throws special challenges, opportunities and facilitates the world's journey towards a paradigm shift. The present world is going towards an unsustainable, unstable and disastrous direction in economic, cultural, social and environmental fronts. The economic crisis is forcing world's journey into the clutches of unimaginable unemployment, sky-high prices, and rapidly growing inequalities. Social unrest is increasing. As human beings, we are also travelling towards becoming extinct. The world's journey should be a shift from this disastrous situation to one of sustainability, prosperity and equality. In this context, channeling the feminine power is the need of the hour for a better world.

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Channeling feminine power though required a lot for the present world, is not an easy task that can be completed instantly. Treating femininity and feminine powers as subordinate to masculinity is deep-rooted and spread across classes, castes, religions, ethnicities. Moreover, various institutions like family, schools have been playing a major in protecting discriminations on feminine qualities, and particularly on women. According to religious texts, the principles of Universe are the combination of feminine and masculine principles. The Hindu religion describes women as power or Shakti. The Hindu deity God Shiva or Ardhanarishwara who is depicted as half male and half female is an iconic representation of these principles. It reflects the fact that the world's creation and management is the result of the combination of the powers of feminine and masculine. When it comes to women in religious preaching's, there is a wide-variation between preaching and practicing. In its scriptures and principles, religions accept the power of women. All religions state that there is a need to balance the feminine power and masculine power, but unfortunately this restrains only to words. There is a need to reduce the difference between preaching and practice. As this helps to reduce the tension between the inner and outside world and facilitates life's journey towards a more peaceful and happier life. In the traditional view, femininity belongs to women and masculinity belongs to men. But it is not the complete truth. Men also can have feminine qualities and women also can have masculine qualities. Men or women can have both qualities together. Society, however, may be reluctant to accept the existence of feminine men and masculine women. In this situation, many of the men who have feminine qualities and women who have masculine qualities may not come forward to show their inherent qualities due to the fear of society shaming them. For years, people have believed that men's and women's brains work differently. But the recent researches are stating that neurologically men and women have both feminine and masculine traits. According to Professor Simon Baron Cohen, psychologist at Cambridge University, feminine and masculine



traits are divided into two broad categories such as empathizers and systemizers. The descriptions of the two are given below:

**Systemizers:** The people who show more interest on breaking down and analyzing the systems and focusing closely on one task. This comes under masculine category.

**Empathizers:** Empathizing with others and communicating well. This comes under feminine category.

Daphna Joal, a professor of neuroscience at Telaviv University, Israel conducted and analyzed the brain scans of more than 1400 men and women to find separate features of men and women. She found that people of both categories are a mixture of male and female features. Mostly, feminine and masculine features are the result of the surrounding nature and the nurturing of the persons. Most of the time, one feature may be dominant and that might be reflected as their character. Balancing of both feminine and masculine energies is required to live a happy life externally and internally.

Unfortunately, traditional society gives priority to masculine qualities and dictates that only men should practice masculine qualities. It also tries to put a lot of barriers to prevent the showcasing of women's inner strengths and wisdom. It designs women's roles, recognition, priorities and works according to men's choices, happiness and conveniences. All household chores like cleaning, cooking, fetching water, serving children and elders are roles traditionally assigned to women. Along with doing these works, women also have to participate in livelihoods activities with men. Sadly, women's household chores are not recognized in monetary value or considered as valuable works. Women's qualities, inner strengths and wisdom are not considered. Opportunities, power, ownership, recognition, designations are denied to women.

In a rather intelligent and cunning way, practices and mechanisms are created to protect men's priorities and territories and make women subordinate to men. For thousands of years, this unequal treatment has been practiced through various institutions such as family, schools, and religious institutions. Women are praised for their household works and role coloured as sanctified. Which is often used as means to convince and get acceptance for differentiation and discrimination of women. Mostly, women's life is defined by the quality of service to men, which is often convinced as the final goal for her life. Feminine qualities are equated to women and are not given the proper value. This imbalance has created a critical concern to the present world. As it needs a more balanced approach and a combination of feminine and masculine principles. In earlier times, such as during our hunting-gathering days when the human world was simple, prioritizing masculine qualities did not make a big issue. Now, however, the world is making its journey through a path of complexity, volatility, ambiguity and uncertainty. The present-day situation demands more wisdom than physical power. Feminine qualities such as empathy, care, communication, strategy, patience, endurance and positive attitude are required in the world.

Though feminine and masculine qualities do not have any gender, it is also equally true that more women have feminine qualities. In today's world, we must do two things - one is promoting women at higher levels of leadership and management roles, and secondly, inculcate feminine qualities in men. Recent studies are recognizing the fact that women are more competent than men in many aspects such as

accountability, caring, concern, integrity and planning. Along with their inherent and nurtured qualities, their condition has forced them to perform well in most of the positions they take up. If a woman fails in higher positions and new entries, the chance of failure is attributed to them being women. Men get a chance to propagate in their own way, that women are incapable, and that they spoil the works and cannot delegate things properly. If men fail, it is not attributed to their gender and it is not used as a weapon to judge men. This type of pressure works on women. A recent study by World Bank states that women Parliamentarians are less corrupt compared to men.

Whatever few chances women are getting, in those positions, mostly, they must prove that they can do things well compared to men. If women do mistakes or perform poorly, people will doubt the capacities of women in general. The spread of falsified opinions, preoccupied notions, prejudices, fears, and egos with various complexities made men become more rigid and try to downplay the importance of feminine qualities and women's wisdom and capacities. Most of the women are also brainwashed from birth to go in that flow and believe that they may not be capable to handle or delegate things with competency. For example, in our society, one of the falsified notions created is that even two to three women cannot cooperate or act together. But the reality is completely different. According to the National Rural Livelihoods Mission data, as on 27 April 2019, over 60 million women formed around six million Self Help Groups (SHGs) and two lakh Village Organizations (VOs) in 3.84 lakh villages in 34 states / Union Territories in the country. Around 20% of the families are in the SHG network. Women have been in the collective network for the past three decades. This is a reality that questions people's prejudiced beliefs, as men are struggling to cross their groups' number from thousands. In this way, number of generalizations are propagated against women to justify women's subordination to men. In this context, we can see the relevance of the statement of the writer and philosopher Francois Poulain De La Barre, "Everything that has been written by men about women should be viewed with suspicion because they are both judge and party."

Most of the people think that women leaders cannot perform up to the mark. The predominant problem with the mind-set of men is that they are reluctant to treat women as equal human beings in all aspects of life. Nowadays, the modern world is providing tremendous exposure to knowledge with latest technologies to understand things. And even though majority of the men including a reasonable number of women think that all are equal, but the underlying feeling is that men must govern the world. This is the main problem, the root of which is hidden in our culture. To bring about change, there is a need to nurture the principles to treat equal women and inculcate feminine features in family, school and society. Today, the world is embarking on a journey in a more inclusive direction. This need of the time is that women should come into higher level leadership and management positions. Because generally more women have feminine qualities, they can perform more tasks in a smarter way. Moreover, women not only have a different set of skills and qualities but also experience things differently with greater proximity to creative solutions. In earlier times, women did not get chances to exhibit their abilities, skills and wisdom, which was adding to the generalizations about women and the false thinking that women are weak or inferior performers. These are far away from the truth. Channelizing feminine power is the

solution for a better and a more sustainable world. But as we have already discussed, no great revolution comes easy but with even greater and stronger steps towards revolution. The trademark triple burden of women (household chores, engagement into livelihoods, nurturing of children) needs distribution with their counter-halves. The society needs to turn around as a movement to take the spirit of sharing to evolve collectively as better life-forms. It is high-time that we facilitate not only the participation of women but also the integration of their role in achieving the higher goals, wisdom, opportunities of living; for a way of life enabling the potential of feminine is all that coordinates liberation. ❖

\*Special Supplement- Livelihoods May 2019

## **32.Policies for Elders**

According to the Government of India (GoI), an elderly person means one who has attained the age of sixty years or above. The problems of the elderly in India were not serious in the past because the numbers were small, and moreover, the elderly were provided with social protection by their family members. However, owing to relatively recent socio-economic changes, ageing of the population is emerging as a problem that requires consideration before it becomes critical. A few studies indicate that family and relatives still play a dominant role in providing economic and social security for the elderly. Still, the majority of elderly need social, economic and health support.

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Increase in life expectancy is the cause behind the growth of elderly population. In addition to increase in life expectancy, shift in traditional livelihoods, expansion of market economy, inward and outward migration, breakdown in familial relations, decrease in home based artisan livelihoods, increase in cost of living, and emergence of nuclear families have pushed elderly and their lives into a vulnerable position.

According to Population Census 2011, there are nearly 104 million elderly persons (8% of the total population) in India; of them, 53 million are females and 51 million are males. A report released by the United Nations Population Fund and HelpAge India suggests that the number of elderly persons is expected to grow to 173 million by 2026. As regards rural and urban areas, 71% of elderly population resides in rural areas while 29% is in urban areas. In rural areas, 66% of elderly men and 28% of elderly women were working, while in urban areas only 46% of elderly men and about 11% of elderly women were working; with around 33% of them from below poverty line category and 70.3% of them being illiterates.

India has the highest number of elderly workers compared to other countries in the world. Almost 90% of active elders are working in informal sector and about 32% of elders are daily wage labourers. Generally, elders directly participate and support in different livelihood activities and income generation activities. The vulnerability of the elderly comes into picture as 95% of their livelihoods activities fall under informal sector; thus, they remain constantly under the radar of risk due to lack of any security on financial, health and their livelihoods front.

### **Various policies for Elderly people**

The Goals of the policies are to promote the health, well-being and independence of elderly people around the country. They aim to strengthen their legitimate place in society and help older persons live the last phase of their life with purpose, dignity and peace. The Policies visualize that the State will extend

support for financial security, health care, shelter, welfare and other needs of older persons, provide protection against abuse and exploitation, make available opportunities for development of the potential of older persons, seek their participation, and provide services so that they can improve the quality of their lives.

### **National Policy for Older Persons (NPOP) 1999**

The National Policy on older Persons was announced by the Central Government of India in the year 1999 to reaffirm the commitment to ensure the well-being of the older persons. It was a step to promote the health, safety, social security and well-being of elderly in India. The policy recognizes a person aged 60 years and above as elderly. This policy enables and supports voluntary and nongovernmental organizations to supplement the care provided by the family and provide care and protection to vulnerable elderly people. It was a step in the right direction in pursuance of the UN General Assembly Resolution 47/5 to observe 1999 as International Year of Older Persons and in keeping with the assurances to elderly people contained in the Constitution. The policy envisages state support in a number of areas – financial and food security, healthcare and nutrition, shelter, education, welfare, protection of life and property etc. for the well-being of elderly people in the country. The primary objectives of this policy are to:

- Ensure the well-being of the elderly so that they do not become marginalised, unprotected or ignored on any count.
- Encourage families to take care of their elders' family members by adopting mechanisms for improving inter-generational ties to make the elderly a part of families.
- Encourage individuals to make adequate provision for their own as well as their spouse's old age.
- Provide protection on various grounds like financial security, health care, shelter and welfare, including protection against abuse and exploitation.
- Enable and support voluntary and non-governmental organizations to supplement the care provided by the family and recognising the need for expansion of social and community services with universal accessibility.
- Provide care and protection to the vulnerable elderly people by ensuring for the elderly an equitable share in the benefits of development.
- Provide adequate healthcare facility to the elderly.
- Promote research and training facilities to train care givers and organizers of services for the elderly.
- Create awareness regarding elderly persons to help them to lead productive and independent lives.

This policy has resulted in the opening of new schemes such as –

- Promotion of the concept of healthy ageing.
- Setting up of Directorates of Older Persons in the States.

- Training and orientation to medical and paramedical personnel in Health care of the elderly.
- Assistance to societies for production and distribution of material on elderly care.
- Strengthening of primary health care system to enable it to meet the health care needs of older persons.
- Provision of separate queues and reservation of beds for elderly patients in hospitals.
- Extended coverage under the Antodaya Schemes with special emphasis for elderly people.

#### **National Council for Older Persons (NCOP)**

A National Council for Older Persons (NCOP) was constituted in 1999 under the chairpersonship of the Ministry of Social Justice and Empowerment to operationalize the National Policy on Older Persons. The NCOP is the highest body to advise the Government in the formulation and implementation of policy and programmes for the elderly.

The council was re-constituted in 2005 and met at least once every year. At present, there are 50 members in it, comprising representatives of Central and State Governments, NGOs, citizens' group, retired persons' associations, and experts in the fields of law, social welfare and medicine.

The basic objectives of this council are to:

- Advise the Government on policies and programmes for older persons.
- Represent the collective opinion of elderly persons to the government.
- Suggest steps to make old age productive and interesting.
- Provide feedback to the government on the implementation of the NPOP as well as on specific programme initiatives for elderly.
- Suggest measures to enhance the quality of inter-generational relationships.
- Provide a nodal point at the national level for redressing the grievances of older persons, which are of an individual nature.
- Provide lobby for concessions, rebates and discounts for older persons both with the Government as well as with the corporate sector.
- Undertake any other work or activity in the best interest of elderly people.

#### **Central Sector Scheme of Integrated Programme for Older Persons (IPOP)**

An Integrated Programme for Older Persons (IPOP) is being implemented since 1992 with the objective of improving the quality of life of senior citizens by providing basic amenities like food, shelter, medical care and entertainment opportunities along with encouraging productive and active ageing. Under this scheme, financial assistance up to 90 percent of the project cost is provided to Non-Governmental Organizations for running and maintenance of old age homes, day care centres and mobile medicine units. The scheme has been made flexible so as to meet the diverse needs of the older persons including reinforcement and strengthening of the family, awareness generation on issues pertaining to older persons, popularisation of the concept of lifelong preparation for old age etc... The scheme has been revised in April 2008. Besides an increase in amount of financial assistance for existing projects, Governments/ Panchayat Raj institutions/ local bodies have been made eligible for getting financial

assistance. Several innovative projects have also been added under it, which are as follows:

- Maintenance of respite care homes and continuous care homes.
- Sensitizing programmes for children particularly in schools and colleges.
- Regional resource and training centres for care givers of elderly persons.
- Volunteer Bureau for elderly persons.
- Formation of associations for elderly.
- Help lines and counselling centres for older persons.
- Awareness Generation Programmes for elderly people and care givers.
- Running of day care centres for patients of Alzheimer's disease/ Dementia, and physiotherapy clinics for elderly people.
- Providing disability and hearing aids for the elderly people.
- Some important projects supported under IPOP Scheme are:
  - Old age homes – for destitute elderly persons.
  - Respite care homes and continuous care homes – for elderly persons who are seriously ill and require continuous nursing care and respite.
  - Mobile Medicare units – for older persons living in slums, rural and in inaccessible areas where proper health facilities are not available.

#### **Inter-Ministerial Committee on Older Persons**

An Inter-Ministerial Committee on Older Persons comprising of twenty-two Ministries/ Departments, and headed by the secretary, Ministry of Social Justice and Empowerment is another coordination mechanism in implementation of the NPOP. Action Plan on ageing issues for implementation by various Ministries/Departments concerned is considered from time to time by the committee.

#### **National Old Age Pension (NOAP) Scheme**

Under NOAP Scheme, in 1994 Central Assistance was made available. The amount of old age pension varies in different States as per their share to this scheme. It is implemented in the State and Union Territories through Panchayats and Municipalities. The assistance was available on fulfilment of the following criteria:-

- 65 years or more should be the age of the applicant (male or female).
- The applicants who have no regular means of subsistence from their own source of income or through financial support from family members or others.

#### **The Ministry is now implementing the Indira Gandhi National Old Age Pension Scheme (IGNOAPS)**

Ministry of Rural Development of India has introduced the Indira Gandhi National Old Age Pension Scheme (IGNOAPS) under National Social Assistance Programme (NSAP) in the year 2007. Under this scheme, Central assistance in form of Pension of Rs. 200/- per month is given to persons above 65 years and belonging to a below poverty line family.

Further, the Ministry has lowered the age limit from the existing 65 years to 60 years and the pension

amount for elderly of 80 years and above has also been increased from Rs. 200/- to Rs. 500/- per month with effect from 01.04.2011. This decision of the Government of India has been issued to all States/UTs.

### **Increase in pension amounts**

The Government of India has urged State Governments (year from 2013) to make matching contributions with the aim of doubling the monthly pension amounts. The table below shows monthly old age pension amounts in various states:

State	Old Age Pension per month in Rs.
Andhra Pradesh	2250
Bihar	400
Delhi	2000-2500
Haryana	1200
Himachal Pradesh	550
Jammu and Kashmir	400
Kerala	600
Maharashtra	600
Odisha	300
Rajasthan	500
Sikkim	600
Tamil Nadu	400
Telangana	1000
Uttar Pradesh	300

### **National Programme for Health Care of Elderly (NPHCE)**

The National Programme for Health Care of the Elderly (NPHCE) is an articulation of the International and national commitments of the Government as envisaged under the UN Convention on the Rights of Persons with Disabilities (UNCPRD), National Policy on Older Persons (NPOP) adopted by the Government of India in 1999 and Section 20 of “The Maintenance and Welfare of Parents and Senior Citizens Act, 2007” dealing with provisions for medical care of Senior Citizens.

The programme has been envisaged to provide promotional, preventive, curative and rehabilitative services in an integrated manner for the Elderly in various Government health facilities. The range of services will include health promotion, preventive services, diagnosis and management of geriatric medical problems (out and in-patient), day care services, rehabilitative services and home based care as needed. Districts will be linked to Regional Geriatric Centres for providing tertiary level care.

The vision of the NPHCE is:

- To provide accessible, affordable, high quality, long-term, comprehensive and dedicated care



services to an Ageing population.

- Creating a new “architecture” for Ageing.
- To build a frame-work to create an enabling environment for “a society for all ages”.
- To promote the concept of Active and Healthy Ageing.
- Convergence with National Rural Health Mission, AYUSH and other line departments like Ministry of Social Justice and Empowerment.
- Specific Objectives of NPCHE are:
- To identify the health problems in the elderly and provide appropriate health interventions in the community with a strong referral backup support.
- To provide an easy access to promotional, preventive, curative and rehabilitative services to the elderly through community based primary health care approach.
- To build capacity of the medical and paramedical professional as well as the care-takers within the family for providing health care to the elderly.
- To provide referral services to the elderly patients through district hospitals, regional medical institutions.

Core Strategies to achieve the objective of the Programme:

- Community based Primary Health Care approach including domiciliary visits by trained health care workers.
- Dedicated services at PHC/CHC level including provision of machinery, equipment, training, additional human resources (CHC), IEC etc.
- Dedicated facilities at District Hospital with 10 bedded wards, additional human resources, machinery and equipment, consumable and drugs, training and IEC.
- Strengthening of 8 Regional Medical Institutes to provide dedicated tertiary level medical facilities for the elderly, introducing PG courses in Geriatric Medicine, and in-service training of health personnel at all levels.
- Information, Education and Communication (IEC) using mass media, folk media and other communication channels to reach out to the target community.
- Continuous monitoring and independent evaluation of the programme and research in Geriatrics and implementation of NPHCE.
- Promotion of public and private partnerships in Geriatric Health Care.
- Mainstreaming AYUSH – revitalizing local health traditions, and convergence with programmes of Ministry of Social Justice and Empowerment in the field of geriatrics.
- Reorienting medical education to support geriatric issues.

### **National Policy on Senior Citizens 2011**

The foundation of National Policy for Senior Citizens 2011 is based on several factors – demographic explosion among the elderly, the changing economy and social milieu, advancement in medical research, science and technology and high levels of destitution among the elderly rural poor. In principle, the policy

values an age integrated society. It believes in the development of a formal and informal social support system, so that the capacity of the family to take care of senior citizens is strengthened and elders continue to live in the family. It categorically states that all those of 60 years and above are senior citizens. This policy advocates issues related to senior citizens living in urban and rural areas, special needs of the 'oldest old' and older women. It will endeavour to strengthen integration between generations, facilitate interaction between the old and the young as well as strengthen bonds between different age groups. The policy seeks to reach out in particular to the bulk of senior citizens living in rural areas dependent on family bonds and inter-generational understanding and support.

**The focus of the new policy:**

- Promote the concept of 'Ageing in Place' or ageing in own home, housing, income security and homecare services, old age pension and access to health care insurance schemes and other programmes and services to facilitate and sustain dignity in old age. The thrust of the policy would be prevention rather than cure.
- Mainstream senior citizens, especially older women, and bring their concerns into the national development debate with priority to implement mechanisms already set by governments and supported by civil society and senior citizens' associations. Support promotion and establishment of senior citizens' associations, especially amongst women.
- The policy will consider institutional care as the last resort. It recognises that care of senior citizens has to remain vested in the family which would partner the community, government and the private sector.
- Long term savings instruments and credit activities will be promoted to reach both rural and urban areas. It will be necessary for the contributors to feel assured that the payments at the end of the stipulated period are attractive enough to take care of the likely erosion in purchasing power.
- Being a signatory to the Madrid Plan of Action and Barrier Free Framework it will work towards an inclusive, barrier-free and age- friendly society.
- Recognise that senior citizens are a valuable resource for the country and create an environment that provides them with equal opportunities, protects their rights and enables their full participation in society. Towards achievement of this directive, the policy visualizes that the states will extend their support for senior citizens living below the poverty line in urban and rural areas and ensures their social security, health care, shelter and welfare. It will protect them from abuse and exploitation so that the quality of their lives improves.
- Employment in income generating activities after superannuation will be encouraged.
- States will be advised to implement the Maintenance and Welfare of Parents and Senior Citizens Act, 2007 and set up Tribunals so that elderly parents unable to maintain themselves are not abandoned and neglected.
- Support and assist organisations that provide counselling, career guidance and training services.
- States will set up homes with assisted living facilities for abandoned senior citizens in every district of the country and there will be adequate budgetary support.

**Conclusion:** Even though the needful policies are being provided by the Government, a large number of the elders missed getting pensions because they don't have their name in BPL list which the government follows in identifying beneficiaries. Only a limited number of people are benefitting through elderly pension schemes. Government run / provided old age homes are not being run effectively even though it has strict and stringent guidelines. While the Government of India mentions that State Governments should make a matching contribution to social pensions, many states are not following the suggestion. The amount would still not account for the rise in living costs and increase in cost of medicines for elders over the past decade. Today's youngsters are tomorrow's elderly. After working and serving their families and our country all their lives, elders are being ignored in their old age when they are at their most vulnerable is a hard to digest fact. Conviction and commitment are both needed so that the policies that are in place can function properly and deliver what they promise to elders. ❖

\*Special Supplement- Livelihoods September 2019

## **II. 7L and How to do?**

## 2. Producing Naturally

Livelihoods October is coming up with new features. As part of that effort, the supplement is focussing on living naturally. Producing naturally is an inevitable part of living naturally. The supplement explores where we have been falling flat in our present systems of agriculture, what are the fundamentals of producing naturally and describes some of the world's best systems of natural ways of farming.

In 1798, Thomas Robert Malthus proposed that population has the tendency to grow geometrically while the food production would increase only arithmetically. He predicted that we cannot meet the food requirements and emphasized on checks to control population growth. He even went on to say that natural forces like floods, earthquakes and man-made disasters like wars and famines will correct the imbalance between food production and population growth. We do not know whether human civilisation started focussing on producing more and more food to prove Malthusian predictions wrong or it was the inevitability of meeting the food requirements of everyone that promoted intensive agriculture practices and rapid increase in food production. Thanks to technological advancements, sometimes growth rate of food production increased the rate of population growth. Converting forests into fields contributed immensely to food production.

But, this has not happened without any repercussions. We have taken agriculture away from nature. We have filled our lands with chemicals. Our soil, air and water is no purer. Our food is full of toxins. In this rampant greed to increase food production at any cost, we have done great disservice to the nature, natural processes, and natural beings including human being's dependent on nature. We traversed on the path to damage the planet. We are still not content. We still want to increase our fertiliser usage, pesticide consumption and continuously use high yielding variety seeds to augment agricultural production. This has been the practice across the world including in India's Green Revolution. Despite the excessive usage of chemical supplements, we still complain India's per capita usage of fertilisers and pesticides is less compared to many nations. Coming to reality, there is great damage and greater inequalities with the present system of agriculture.

### **How bad is the damage caused by present system of agriculture?**

Some reports and evidences highlight the damage.

#### **GHG Emissions from Agriculture:**

- As per IPCC (Intergovernmental Panel on Climate Change) Assessment Report 5, Agriculture, Forestry and Other Land Uses (AFOLU) are responsible for close to 25% of the GHG (Green House Gases) emissions. These are mainly from deforestation and agricultural emissions from livestock.
- In countries like Brazil, which has gone through worst recessions, national greenhouse gases emissions are estimated to have risen 8.9% in 2016 and reached the highest level since 2008. Agriculture and illegal deforestation were the main culprits
- In 2010, Indian agriculture contributed 21% to the total GHGs emissions from India. During 1970 to 2010, the GHG emissions from Indian agriculture increased by about 75%. The increased use of fertilizers, other agricultural inputs and the rising population of livestock are major drivers for this rise in GHG emissions.

Most farm related emissions come in the form of methane, nitrous oxide mainly due to waterlogged fields, livestock and usage of chemical fertilisers

### **Damage to Commons-Land, water, air, biodiversity:**

Firstly, increased use of chemicals along with flood irrigation hardened the soil. Mono-cropping practices reduced the fertility of the soil. Leaving land barren has aggravated soil erosion both by wind and water.

Secondly, chemicals filled our ponds, lakes, rivers, seas and oceans. The quantity and quality of water is depleting across the world. At the close of 20<sup>th</sup> century, agriculture used a global average of 70% of all water withdrawals. This is deemed necessary because irrigated agriculture is found to be twice as productive as non-irrigated one. So irrigation ensures productivity and predictability in agriculture production. But the damage cannot be ignored. Apart from rapidly falling ground water table, ground water aquifers are polluted to a large extent.

Thirdly, air is filled with toxins and is destroying the biodiversity such as friendly pests, bees and many small pollinating agents like birds.

Fourthly, mono-cropping practices, intensive chemical based farming, growing of genetically modified crops are leading to loss of biodiversity.

All these losses cannot be ignored. We have been doing these damages on the pretext of producing more and more food and food for everyone. Are we really successful in doing it? It needs to be examined.

### **Evaluating present system of Agriculture from the prism of food, hunger and climate change:**

The sole purpose of adopting technology and input intensive agricultural practices has been to have enough food and nutrition for all. But, mere necessity of having Sustainable Development Goals to end hunger and all forms of malnutrition suggests that we have long way to reach universal food and nutrition security. On the contrary, according to the findings of FAO's report "The State of Food Security and Nutrition in the World, 2018":

- In 2017, the number of undernourished people is estimated to have reached 821 million, i.e. Around one person out of every nine in the world. It was 804million in 2016
- The number of people who suffer from hunger has been growing over past years, returning to levels from a decade ago
- Undernourishment and severe food insecurity appear to be increasing in almost all sub regions of Africa as well in south America.

On analysing the reasons for not having enough food for everyone, some of the underlying factors point towards climate change:

- Climate variability and extremes are among the key drivers behind recent uptick in global hunger and one of the leading causes of severe food crises.
- Climate variability and extremes are harming agricultural productivity, food production and cropping patterns, thus contributing to food availability shortfalls.
- Increased exposure to complex climate events like El Nino and associated impacts
- Climate change is already undermining the production of major crops like wheat, rice and maize in tropical and temperate regions.
- Hunger is found to be significantly worse in countries with agricultural systems that are highly sensitive to rainfall and temperature variability and where the livelihood of a high proportion of the population depends on agriculture.

- Africa is one region here the influence of climate on production and livelihoods is both strongest and complex. Much of the vulnerability to climate shocks stems from the dry land farming and pastoral rangeland systems that dominate livelihood systems for 70 to 80% the continents rural population.

This stand true even for Indian Agricultural Systems here high input agriculture is showing signs of decay and climate change is fastly disrupting the patterns of present system of agriculture.

*Can we sustain these artificial systems of agriculture production?*

*Science, common sense and nature's wisdom says NO*

*How do we go from here? What are the paths to shift towards PRODUCING NATURALLY?*

### **Fundamentals of Producing Naturally:**

Globally, locally there have been many field experiments, successes which show us alternate path. They tried to learn from traditional knowledge and implement them in today's scenario with local adaptations. The underlying principle of producing naturally is taking agriculture back to where it came from – back to nature. The idea and practice of: Imitating nature as closely as one can, trusting nature, natural processes and learning to work with nature are key to shifting the course in agriculture.

Before understanding how to imitate nature, let us look at one of the richest natural systems on planet earth – Amazon Rainforests. It is recognised as a repository of diverse ecosystem services. It has unparalleled biodiversity. It is home to millions of insects, tens of thousands of plants and over 2000 diverse birds and mammals. No part of ground is left unused. There are multiple layers of flora with large trees forming canopy, small shrubs covering ground, root plants underground and epiphytes living on other plants. The diverse flora and fauna coexist in perfect harmony. Humus is all round the year. Nothing goes waste. Sunlight is used judiciously, moisture is absorbed by the thick green cover, soil is safeguarded from erosion and soil carbon is maximum. This is the level of productivity we should aim for in natural agricultural practices.

Based on this understanding, some of the elements to be taken care in producing naturally are:

#### **Soil:**

Soil is a mixture of organic matter, minerals, gases, liquids and organisms that together support life. It is a life giving layer. With pesticides, we have reduced the number of life giving organisms in soil. We have to adopt practices which ensure enough pores in the soil and oxygen is there in it with fertilisers, we have greatly altered the mineral composition of the soil. We focus on NPK (Nitrogen, Phosphorous and Potassium), but it is found that plants require close to 76 types of nutrient. That can only be provided through natural means and not external supplements. We have to adopt practices where the nature's best soil is provided to the crops. This begins with retaining the soil carbon. In a unit of land, there should be ideally 200 tonnes of soil carbon, but hardly 2 tonnes exists in it. Soil carbon can be retained with enough green cover.

#### **Green Cover:**

Green cover on field act as wind barrier and prevent water erosions like splash and sheet erosion. Roots help in breaking rocks and help in formation of rich soil. Secretions from roots are supposed to help the growth of microorganisms. They are interdependent and inseparable.

**Moisture:**

Good soil and green cover together retains maximum water around it, from underneath and from the air. Presence of humus is found to absorb more moisture. Enough water content and presence of humus would avoid formation of hard crusts and reduce weeds.

These are some means of producing naturally. When the fields are strengthened, they have greater resilience to climate change and use the natural resources efficiently, frugally and sustainably. Across the world, there are examples of successful systems of producing naturally

**Exemplary Practices of Producing Naturally-Across the Globe:****Masanobu Fukuoka's Natural Farming - One Straw Revolution**

Fukuoka is a farmer and philosopher celebrated for his notable work in natural farming. He says people should start asking questions like "How about not doing that?" instead of questions like "How about doing that, this. Etc.?" This sums up his way of natural farming or do nothing farming. He says so the seeds, spread the straw and nature will do the rest. He sowed crops simultaneously. For example, rice seeds coated with clay were spread before barley was harvested. Chickens, goats, shrubs, crops all existed together in a perfectly coordinated natural ecosystem. Mulching as practised and no external inputs like pesticides were added. Decaying straw made a good germination bed for the next crop. Nature is trusted upon to deal with climate extremes, pest attacks. Etc. focus was always on to perfect the natural processes as closely as one can. Through his experiments he emphasized technology is no substitute for the wisdom of simplicity.

**Globally Important Agricultural Heritage Systems (GIAHS):**

FAO recognises GIAHS across the globe. The combine agricultural biodiversity, resilient ecosystems, traditional farming practices and cultural identity. These sites are testament to the intricate relationships human beings have with their unique territory, cultural and agricultural landscapes and their wider social environment. They provide food and livelihood security for millions of world's poor and small scale farmers. There are 50 GIAHS sites across the world guiding us towards producing naturally. Examples of GIAHS are:

**Ghout System-Algeria:**

The farmers here developed non-irrigated oasis systems called Ghout (a crater dug into the sand using the speed and force of desert winds) adapted since 15<sup>th</sup> century to face violent winds and scarce water resources. The ghout system reduces evaporation through its structure and gathers up to 26 varieties of palms. The knowledge and techniques used here could be useful in the management of sand silting, which occurs in many regions of the world.

**Hani Rice Terraces – China:**

Farmer's wisdom lies in maintaining water throughout the year by combining forest, village, terrace and river. The unique ecological landscape forms the Hani rice terraces, which look like reservoirs.

**Qanat Irrigated Systems – Iran:**

Underground tunnels follow aquifers' in surrounding mountain region, which are used to collect water from different layers of earth to grow food, plants and trees. This system has contributed to enrichment of landscape in Kashan region, saving it from becoming a desert. This system not only uses the resources



to its best but also saves it from degradation.

### **Chinampa Agriculture – Mexico:**

A set of floating artificial islands are built in a traditional way based on oral transmission of knowledge. This system helps farmers turn non-cultivable lands into highly productive arable lands for growing plants and cattle. The chinampas are surrounded by canals, ditches and rows of native willow species which serve as fence for winds and insects and also help keep the soil in plots.

Similarly, Minabe Tanabe Ume system of Japan uses mountainous slopes with poor nutrient soil to grow crops. Wasabi system of Japan is resistant to natural disasters, pest attack and nutrient depletion. Masais of Kenya have perfected their fragile environment by developing an agripastoral system which integrates animals such as buffalos, goats and sheep with endemic species and food plants such as maize and beans. Each GIAHS offers us an important lesson in living within the realms of nature, twisting natural processes without harming nature and using natural resources judiciously. The fact that they have survived extremes is a significant lesson in producing naturally.

### **Zero Budget Natural Farming:**

Subhash Palekar was shocked by the harmful effects of chemical based input intensive agricultural practices. His quest for less destructive alternatives led him to the study of forest vegetation. It was discovered that natural systems at work in forests allowed them to develop and nurture while maintain healthy ecosystems. The consolidated experiments led to Zero Budget Natural Farming (ZBNF). ZBNF implies the production costs will be zero. In ZBNF, nothing has to be purchased from outside. All the things required for the growth of the plant are available around the root zone of the plants. It believes our soil is prosperous and full of nutrients. ZBNF experiments suggest cow dung and urine have proven successful in reviving the fertility and nutrient value of the soil.

The four pillars of ZBNF are:

1. Jeevamrutha: It is a fermented microbial culture made of cow dung and urine. It mainly acts as a catalytic agent (Inoculant) in promoting the activity of microorganisms in the soil as well as increase earthworm activity. Jeevamrutha also helps in preventing fungal and bacterial plant diseases.
2. Bijamrutha: It is a treatment used for seeds, seedlings or any planting material. It is effective in protecting young roots from fungus as well as from soil borne and seed borne diseases. Generally, cow dung, urine, natural fungicide, lime and soil are the ingredients in seed treatment.
3. Acchadana – Mulching: ZBNF suggests three types of mulching: Soil mulch, straw mulch and live mulch. Soil mulch protects topsoil during cultivation and does not destroy it by tilling. It promotes aeration and water retention in the soil. Deep ploughing is avoided. In straw mulching, dried biomass of previous crops is used as mulch. In live mulch, symbiotic relationship among different crops is utilised. For example, legumes are used to improve the fertility.
4. Whapasa – Moisture: Palekar suggest roots need only water vapour. Waphaasa is a condition here there are both air and water molecule present in the soil and this reduces the need for irrigation. ZBNF also advises farmers to go for intercrops to cover costs.

An analysis of above systems of natural ways of farming shows us that they are close to nature, they tried to imitate nature as closely as possible. They trusted nature and natural processes. These systems are

evolving perfections in their attempt to work with nature. They direct us towards better systems

**Way Ahead:**

Let our soils be full of life

Let our soils breathe

Let us protect our soils

Let us enrich our soils

Let us understand our soils better

Let no soil be left barren

Let there be more green cover

Let there be multiple crops

Let there be intercrops

Let there be more varieties of same crop

Let us not burn our farm residue

Let us practice mulching

Let us not add harmful fertilisers and pesticides

Let us retain carbon in the soil as much as we can

Let us not emit GHGs from our soils

Let insects thrive in our field

Let our fields be home to insects, bird, bees

Let us learn from our past

Let us learn from good agricultural practices across the globe

Let us learn from each other

Let our food be free of toxins

Let our land, air, water be pure

Let us use our elixir of life – water, judiciously

Let animals and crops thrive together

Let us take agriculture back to where it came from – back to nature

These will not happen on their own. There is a need for conscious efforts by farmers, governments, international organisations in unlearning our old methods and relearning relevant, naturally close practices.

\*7L - I Supplement - Livelihoods October 2018

### 3. Celebrating Life Naturally

With numerous definitions of living, we cannot be certain of the limits of human expectations from life. But one thing in which we are all together, that which is universal with respect to time and place, all that we do revolves around the intention to be happy. Now, our imagination of happiness may differ but there are certain things which are again universal that give us joy or may disturb us. Then, there is short term happiness better term it as immediate pleasure and the all new concept of “Sustainable Happiness”, where we nurture our own happiness not for a moment, not for a day, but for the life.

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#### How to Be Happy?

Is happiness a mere feeling? Does the concept of “**Having**” makes us happy? If so, can we have **everything**? Is there a limit to that “**everything**”? Why do we witness people in their best conditions, which once he/she considered their paradise, being unhappy? Did the feeling change or did the standards of our paradise change? Whereas some people in extreme circumstances manage to keep their hopes up, their approach to life ‘positive and be happy’. So, it is certainly not in having and not only about the situation. Is it always necessary to have some external factor to approve for us that we are happy? We may feel rich with a certain amount of wealth in a poor neighbourhood and poor with the same amount of wealth in a rich neighbourhood. So, is it relative? There was this interesting dialogue in the movie Exodus where Ramses was talking to his sleeping son: "You sleep so well, my boy, because you know you are loved, I've never sleep that well." There is way more to this feeling than we ever can describe. It may be a blend of many feelings like satisfaction, peace, etc.

An old man once told a person, that happiness is a state of being. Listening to him led the person into deeper thoughts of contemplation. Mooting on the point and going about it like the word “WHY” was the question. One question led to several others. Meanings exist or are found. Happiness is something which can never be quantified? Numerous in perceptions, but alike in expressions. What we all emote & devote to, despite of having or not having anything or everything at all? Where do we stand in this celebration of life and death? There was a time of evolution where we acquired the sense of not belonging and belonging. Wandering was our everyday living. Was it that bad? The point is not whether it is good or bad. It is about simplifying the complexes around Happiness as such & Celebrations in specific. Because naturally we own it, look back & the “Roots” of being & nature will get us there through these stories of life, for an eternity of ‘Bliss’/ ‘Moksha’/ ‘Salvation’ we as life would want to meet or unmet?

Is being happy so tricky? Let us start with simple things that make us happy and many a times give, a jolt of emotions (hard to define). Let’s start with looking around the simplest of the things like:

Witnessing the sunrise/sunset

Sitting beside a flowing river

Staring at the sky at night

Staring at the full moon  
Seeing a seed you sowed grow into a plant  
Lying in a green meadow  
Seeing a Rainbow  
Looking at the mountains  
Hearing the waves on a sea shore  
Touching the winter morning dew drops  
Petrichor  
Hearing the Birds chirping in the forests.

The interesting fact is that these are all instances available around us free of cost and free of conditions. Gifted by the nature. But the issue is do we stop by and harness our happiness or take the opportunity to greet ourselves? In setting all the standards of happiness, we often forget our own ability to be happy and to spread happiness.

Being a development worker, it is easier to relate our sustainability of Happiness or wellbeing to the principles of sustainable livelihoods. Similar to them, we need to cut down the risks by diversifying the sources of your happiness and not limit them. So how do we maximise our happiness?

Here are some simple hacks to maximise our happiness:

- ↳ Living a moment to its most, and most importantly being grateful. Being grateful would mean you accept the fact that you are a tiny part of this huge universe. Gratitude maximises the sense of achievement of everything you achieve. The sense of satisfaction of your own work maximises.
- ↳ Identify small steps, set simple and multiple targets achievable in short period. This will enhance the opportunity to celebrate achievements more frequently. While big things may happen once in a while.
- ↳ Little things we can do to live a moment to its most, like chewing your favourite food a little longer and enjoying the flavours a little more. What I have learnt is happiness is not what is outside, but what we build inside of us. Activities like writing, painting, drawing, singing, dancing, meditation etc. give us pleasure. In a nutshell, we should be able to greet ourselves with the pleasure of doing things that make us happy as much as possible.

David Steindl-Rast, a monk and interfaith scholar, said the key to our happiness lies in three words: **Stop, Look and Go!** We need to **Stop** for a moment in our lives, be quiet and be in the moment. Not rush through and miss out on our opportunities. Next thing we need to do is to **Look** to enjoy and be grateful for what is given to us, but at the same time, we cannot deny the fact that situation plays an important role in deciding the ease of our happiness or rather say well-being. We cannot expect life to be a steady timeline of predicted situations. There are certainly many ups and downs in the journey. This is when we need to open our hearts and minds and **Look**. Can we look at the downs as an opportunity to do something right or learning which may be a painful process? And finally, when you have known enough. We need to set our purpose and **Go** for the next.

Now that we have seen to enjoy the small pleasures that life offers us, let's take a step forward and introduce people to our lives. Is happiness limited to only us being happy? Our happiness needs to be nurtured with others. Now imagine all the above instances that you are able to share it with a person.

What comes to your mind when you think about pure love? It might be a mother caring for her child, a child taking his first step to reach his parent. And many such instances are joys of loving. What I experienced as the ultimate joy lies in giving, helping, sharing what we know, what we feel and be the reason of someone's happiness. We need to help people around us celebrate their lives. The broader umbrella, when this will happen, is when we help people celebrate by introducing them to joy of giving, the joy of loving, help them to know their potential and touch lives in any possible ways you can. On a narrower scale, it is very easy to keep people happy as simple as calling them by their first name and acknowledging them by simply listening. Nurture your happiness together. Then our life will be a true celebration as there will be people to celebrate it with.

**Story of Jon Jandai, Founded Pun, center for self-reliance, Thailand.**

Jon Jandai is the founder of Pun, Centre For Self-Reliance, Thailand. In one of his talks, shared his experience of life, where he says **life is easy** and about he came to realise that. He was born in a village in Yasothorn Province of Thailand, where he led a happy life until his youth. However, his and his villagers' life took a turn when they saw a program on TV on how LIFE should be, which made Jon and his villagers realise they were poor and that they needed to go to Bangkok to be successful. With this newly introduced aspiration, Jon Jandai was one of the youths who left for Bangkok to make his fortune with a picture in his mind that the TV had painted. When he reached Bangkok, he found that the things weren't that rosy and in fact were twisted and that there were many folds to it. He realised that he needed to study and work hard to succeed. He worked hard for a minimum of 8 hours a day. But at the end of the day, he could only afford to eat a noodle for a meal and share a small room with a lot of people. He started feeling that his live was tough. He tried very hard to learn in the university, but he found it to be more destructive then productive; as he was actually taught to poison the land and water in his agriculture class. His disappointment with the situation made him recollect his life in village in his childhood days, when people worked two months a year in aggregate doing cultivation, which gave them enough free time to celebrate, visit their relatives and also be with themselves. Thus, he realised, they had better understanding of themselves and more clarity on what they want in their lives, which came down to three simple things - happiness, love and enjoyment. Because they had time to appreciate beauty, they had artistically weaved baskets, beautiful carvings in the handles of knives etc. but here in the urban jungle, he thought, it's all been replaced by mass produced plastic materials. Finally, he decided to go back home and started working two months a year and cultivated four tonnes of rice; out of this, his family of 6 people consumed half tonne of rice. The rest he sold. Then he got fish from the pond in the village and also, he spared 15 minutes daily to take care of half an acre of garden to produce more than 30 varieties of vegetables sufficient for his family as well as a little surplus to sell in the market. An average student in the city spends 23 years to get educated and works for 30 years to buy her/his own house. Instead, it took him 3 months working two hours a day to build his own house. He did not stop there, he continued to build one house every year. Though he doesn't have much money, he does own many houses. With all this, his only concern was what if he got sick? But then, the answer, he learnt, lies in the nature itself. By using basic knowledge, nature has the capability to heal us. He feels this sense of freedom where he can choose what he wants to do in life, and is free from fear. It is when he thought maybe he is not alone with these feelings, and that maybe other people should also know about this way of life, he decided to found a centre, Pun Pun, where they conserve seed and learn how to make life easy.

What he learnt in his own words - ***“We tend to disconnect from everything else so that we can rely only on money and not rely on each other but to be happy we need to come back to ourselves again and to connect to other people and be happy together”***. The four basic needs food, house, cloths and medicine must be cheap for everybody that is civilisation. We need to come back to nature where the actual commonality lies. Where the space is shared with all the other beings of the nature. Where the simple act was for a bird to build his nest and a rat to make his hole took two days. Why are we making things so complicated for ourselves?

So, from the above story what are the critical points which made Jon Jandai’s life a celebration instead?

- ❖ He stopped for a moment, he analysed his situation and chose a purpose and finally went for it.
- ❖ The most critical aspect we observe here is that he has more time for himself doing his own works and also has the happiness of accomplishment from everything that he grows, everything that he builds.
- ❖ It was evident that after his individual happiness, he took a step forward to scale it to others through his centre and built a community.
- ❖ **What made it easy was going back to nature.**

#### **How we complicate it?**

Why is it that when the technology is growing so fast, with claims from techies that it makes life easier, yet there are places where the number of suicides is more than homicides. So, is the advancing modernisation helping in increasing life satisfaction? Why are they governments failing to ease lives? Are we so bad at aiming for happiness?

So, why are we becoming stressed? Is it due to the increase in choices? Is it due to the economic factors? Nathaniel Ware, Oxford Department of International development, relates it to expectations. For example, an athlete who wins bronze evidently looks happier than the one who wins silver. This is because the one who wins a silver medal was hoping for the gold whereas for the one who wins the bronze, the real fight lies in getting a medal. Also, it’s about the gap between expectations and realities. Basically, we tend to expect on 3 grounds: **Our imaginations, Those around us and The past.**

**Our imagination:** When we choose from a set of options, we choose the one thing we **expect** will make us happy. This process of decision making itself threatens the possibility of happiness. And what technology does is skew the process of our imagination and makes us romanticize things. It takes away the joy of figuring out and looking at the beauty. For example, technology like Photoshop elevates our expectation far from what reality can offer, which leads to disappointment. Here is when the limitless potential of our minds is met by the confined nature of earth and we are unhappy. Where someone sets standards of beauty or perfection, it leaves us unhappy about ourselves.

**Those around us:** This is when our happiness is dependent on the approval or envy of those around us. The relative happiness is dependent on not only economic status but looks, sense of power etc. And many times, it ends in “Our pain is someone’s gain and someone’s gain is our pain”. And this infinite loop never ends. No matter how much ever we struggle we will never be satisfied. Because there will always be someone who has something you will want to have or who you would want to be like.

**The Past:** We are unhappy when our past reality is better than our present reality. We lose the satisfaction of achievement, satisfaction of growth. It is simpler to understand with the diagram. Both the persons

have equal average of income in their life time. But person A would seem to be unhappy with the situation as he would always expect things based on the past experiences. Same is with our children. When we give them the best of starts in childhood, with everything they want. We make it hard for them to rise above that level to get their sense of achievement.

### **Benefits of Happy life**

Studies say happy people tend to live longer and healthier lives. They are more calm, creative, energetic, they have better social connections and most importantly, people around them tend to be happy and like to be around them. Notice yourself when you see the picture of a happy face. Thus, being happy itself is contagious. So, now you know where to start with.

So, let us see how our lives look like when we are happy! We would have a good undisturbed sleep. We get up early and energetic; thus, the days are long. We feel fresh, look fresh and there is a positivity in our thoughts. We smile more. Make better decisions and manage things more efficiently. Our families are happy. We come across less life style diseases. And then there are scientific studies which actually state the biological benefits of happiness which -

1. Boosts the Immune System
2. Helps Combat Stress
3. Helps protect Your Heart
4. Helps Reduce Pain
5. Helps reduce frailty
6. Helps protect against stroke

Thus, happiness is somewhere near our necessity. Being close to nature helps us to meet the purpose. The Bhutanese believe that the natural isolation of their country has been a boon for them. It is the culture which they preserved that makes them the pioneer of the happiness index. We need to educate our generations more with life skills, feeling of community instead of introducing them with definition of success as there is no single path to it. And on an individual level, we just need to understand that our control over the outer world is very limited, temporary and often illusional, but we are surely free to build ourselves from inside. As human beings, we have this incredible ability to synthesize our own happiness and freedom to choose what to believe in.

Happiness depends on three factors for a human:

1. Sense of security: We have little control over the uncertainty of life but there is surely a need of security that comes with possession of needful resources which would ensure the protection of you and your loved ones not for a day, but for life.
2. Sense of Identity: To be known! This can be achieved by simple things like calling or being called by the first name and being able to connect and reflect i.e. to listen and be heard. This grows a sense where you are happy about yourself and be happy about what you do.
3. Sense of Purpose: It is very essential to choose the sense of purpose as it decides the things you idealise and decide to rely your happiness on.

There may be more factors but above mentioned three factors are mutually correlated. The nature has enough to satisfy our needs. It gives us peace witnessing the scenic beauty, joy of food, medicine, feeling

of love in a mother caring for her children, the natural feeling of warmth sitting with our family in the evenings, the natural feeling of accomplishment in seeing our fields yielding crops etc in a nutshell, everything we need! We just need to be grateful for what we have and let nature take care of us. But with celebration, we need people, people to celebrate with, to share this joy. So, touch as many lives as you can, connect to as many as you can and reflect! Capture every moment in your heart, and live life like a celebration.

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#### 4. 'Shelters' Naturally

Shelter is the basic need of every human being. Owning an individual house is one of the most cherished dreams of people in their lifetime. People wanting to construct houses, calculate costs of place, construction, wood works, electrification, windows, iron grills, painting, plumbing, setting showcases etc., but they do not even notice the environmental costs of constructing house such as house management. According to Confederation Indian Industries (CII) - Indian Green Building Council (IGBC), every year in our country, construction takes place in around 27 billion sq feet area. In this construction area, 60% is under house construction and 40% under commercial building construction. Buildings (commercial or individual house) construction is the biggest consumer of natural resources and one of the important factors of green gas emissions, which causes global warming and climate changes. But it should be noted that people are gradually recognizing the dangerous consequences of gas emissions and shifting towards eco-friendly/naturally-made shelters or 'shelters' naturally.

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The population of humankind has increased tremendously after shifting from animal hunting and food collection stage to food grains' production. Population shot up from 6 million to around 7 billion in 11,000 years after the emergence of agriculture. This unprecedented population growth has put a lot of pressure on natural resources for producing food, clothes, shelters, services etc... Particularly, construction of shelters and their management consumes a lot of natural resources. In the last 150 years, the world has witnessed great industrial and technological revolutions. Unimaginable progress has happened in this one and half century. Houses, offices, commercial buildings' construction began to be taken up at an unprecedented scale.

Earlier, protection was people's main objective behind building shelters. They used to construct houses with local renewable natural resources such as mud, stones, bricks, wood, grass and bamboo products etc... For these materials, there was no need to depend on outside markets and the cost of construction was also very less. Also, people used to design and construct houses to access more light and air. Those houses never required lights and fans at day time; moreover, availing natural light and air is always healthier and eco-friendlier than electricity or fuel based lights and air. People used to plant trees in the premises of their houses and these would provide fresh air, food and other health benefits along with

aesthetic pleasure. Those houses also reduced cost of house management such as regular charges for electricity and fuel. Constructing those types of houses is also very easy, as almost anyone can construct their own house. Except for doing woodwork, those constructions did not require any specialists. The structures of those houses are more eco-friendly and natural disaster resilient. In those houses, people used to suffer little loss in terms of lives, livestock, money and assets etc... If people wanted to dismantle the houses, most of the material could be re-used in construction of new houses.

After the industrial and technological revolutions, the world has witnessed inconceivable changes in all aspects. Markets have introduced a bevy of products keeping in mind parameters for design, comfort, status and luxury living. At present, protection as an objective of house construction takes up only a small part, as people's outlook on houses has mostly changed. They prefer houses for comfort, luxury and as status symbol more than for protection. The growing population and changes in people's attitude in construction of houses has forced people's dependency on non - renewable resources (Some materials take longer time to evolve) and industrial products like sand, iron, steel, fired bricks, cement, interior designed products which are far away from eco-friendly or natural shelters and are costlier. These shelters are facilitating a gap between nature and human beings. As global greenhouse gas levels increase, the temperatures rise the world-over. Ozone layer depletion and global warming are also wreaking havoc on our environment. Polar ice caps are melting. These are facilitating climate changes and destruction of natural resources, and impacting lives and livelihoods very badly across the world and our country. This necessitates building shelter naturally if we want to reduce the negative impact of large scale construction.

In tribal and rural areas, shelters are more near to natural than urban areas, as people have more opportunities to get natural resources instead of industrial construction related products or readymade products. Urbanization has been increasing for decades in the country. Over the years, providing shelters with minimum facilities and infrastructure to the poorest of the poor and poor families has become a big challenge for the governments. Along with lack of sufficient plan, funds and political commitment, objective constraints such as place, increasing construction cost are big problems in providing proper shelters to the people. Natural shelters require sufficient space for sunlight and air, but there is no place for these in the small rooms in apartments or in slum areas. Therefore, eco-friendly houses have become a day dream for the poor people in slum areas in the towns. And they don't even get houses with minimum space for protection and living. Their condition is very vulnerable. Planting trees in streets and houses premises and building parks require land, which is difficult in urban areas.

As previously-mentioned, as per CII - IGBC, every year, construction is happening in 27 billion sq feet area, which means that around 145 billion bricks are required per year for construction of houses, commercial complexes and office buildings. In the country, the growth of the construction industry is 6.6% per year, and it is contributing a whopping 25% to the nation's carbon emissions. Around 33% of global energy is consumed in construction of offices, houses and commercial buildings. That figure may be doubled by 2030. A huge quantity of soil, coal, water, firewood is required to make bricks. Along with bricks, production of cement, iron, steel and other construction related material is impacting environment at a

large scale. Major products such as steel, cement and bricks' utilization increased in the last decade. According to the experts, in the next couple of decades, steel utilization will increase by 9 times, cement - 6 times and bricks - 3 times.

Gradually, the cost of construction has been increasing for decades. According to one survey, 70% to 75% of cost of construction goes to investment on construction materials. Prices of construction materials such as cement, iron & steel, bricks, sand, gravel, stone, murrum (clayey material), welding material, tiles, plumber material and electrical material and wood etc., have been increasing. Particularly, cement, sand and steel prices increased at a big level. Actually in most of the places, sand is unavailable or government has been imposing restriction on sand collection. The wages of people who are involved in construction like construction workers, welders, carpenters, electricians etc., are increasing. According to the builders, constructing a medium level house in 1800 sq feet (200 gajalu) in a town may cost 18 to 20 lakhs. Details are given below:

<b>Construction Cost Estimation ( Constructing a house in 1800 sq feet)</b>		
S. No	Material Details	In Rs.
1	Cement ( 800 Bags)	2,50,000
2	Iron & Steel	3,00,000
3	Bricks ( 7 Tractors X 24,000)	1,68,000
4	Wood	1,00,000
5	Sand	1,50,000
6	Gravel	90,000
7	Stone	50,000
8	Murrum ( Clayey material)	4,000
9	Welding material	70,000
10	Tiles	60,000
11	Plumber material	1,50,000
12	Electrical material	1,00,000
<b>Sub – total amount</b>		<b>14,92,000</b>
13	Construction workers wages	2,50,000
14	Carpenter, Electrician, Welder etc., charges	1,15,000
<b>Total amount</b>		<b>18,57,000</b>

Increasing construction costs, scarcity of resources like sand, increasing management costs have been forcing people for alternative shelters. In this context, the idea of shelters 'naturally' has evolved and is gradually attracting people's attention. Natural resources, particularly non-renewable resources, have been abundant for centuries. It is a fact! However, in the long run, people cannot run along with conservative ideas of construction. Alternative house construction may not be easy in the times we live, where there are predominant influences of market. People are going with the flow of advertisements

designed to lure people by the market. This can create a trend where only particular models are considered viable, feasible and sustainable and thereby push back the other models. For example, people had earlier used non-plastic water tanks to preserve water on the roof of the houses. Now, almost all water tanks have been replaced with plastic water tanks. Plastic market promoters have managed to convince people that stone or cement built tanks are not safe on roofs.

Building shelters naturally means building houses with renewable natural resources which can be easily recycled / having recyclable material and also has less management cost by utilizing natural sources for light, energy and air. Renewable natural resources and proper planning provide light and cooling in daytime without the support of artificial energy. For cooking, the house has to get energy from a biogas plant. Solar technology also can be used for lighting, cooking etc... Naturally made shelters mean not just using local and renewable resources, but they also include proper planning in construction. The structure of the house, the sufficient size of doors and windows in right places provides enough daylight and natural ventilation. Aeration should be from directions and installing skylights on dining halls, study rooms and common halls reduces the dependency on artificial lights in daytime. Constructing rooftop gardens and wall gardens provide coolness and fresh, clean air.

Planning water management in the house is another important element in natural shelter. A proper plan is required for rainwater harvesting, recycling and management of usage water. Most of the usage water can be utilized for cultivation of plants and vegetables. Utilizing energy in multiple ways is always preferable. For example, in earlier times, even in the villages most of the poor peoples' houses had fireplaces (mitti poyyi) utilized for cooking and heating water at the same time. It facilitates maximum utilization of energy. The house's raw material should be planned to use in a way that if the house is demolished, then those used raw materials should be reused directly in construction of a new house or in preparation material for construction of a new house. These plans are not new! At present times, these plans may appear to be innovative, but earlier generations used these formulas. They constructed houses with local renewable resources with proper planning for enough light and ventilation. These types of structures require the innovative planning rather than resources for construction. These methods reduce operational costs and also benefit the health of people.

In essence, shelters made naturally mean not depending on materials on outside world for house construction, should have less operating cost and also should environment friendly. At present, constructing natural shelters for common people in urban areas is a tough task, as the cost of the existing predominant model of natural shelters' construction cannot be affordable. In urban areas, not only lower class but even the middle class can afford, get or build eco-friendly small houses which provide enough daylight and ventilation. The apartment model of housing structure is a predominant model in urban areas and even those are constructed by builders who then sell it to the consumers. In this model, there is less space for people's choices in building houses in an eco-friendly way as per their wishes. Tribal and rural areas are different and these areas provide space and possibilities for building shelters naturally for the people.

Building shelters naturally is a call of the present time. Shelters should be designed based on locally available renewable resources. Bringing raw materials from distant places attracts high transport charges and specialists, as local construction workers can't construct houses with those raw materials; it would increase the cost of the construction. In constructing natural shelters, people can use local renewable natural resources like mud, stones, grasses, reeds, leaves, wood, bamboo and un-burnt bricks etc..

People are gradually shifting from conventional method of constructing houses to environment friendly houses. But their share is very less in total number of constructions. Largely, people are depending on conventional construction methods because of various factors such as lack of awareness about natural shelters, projecting houses as a prestige symbol, unable to invest sufficient time for designing house during construction, providing raw materials, space unavailability, dependence on manufactured construction materials, scarcity of natural resources and dependence on builders for construction in urban areas etc...

Generally, any new innovation comes from the few and gradually enters the minds of a large number of people. This idea is materializing gradually. According to the experts around the world, natural resources may suffice for another 150 to 200 years. People have to be forced to go for low cost alternative houses. People have to shift towards constructing shelters naturally. It may take time and various new innovations based on the availability of local renewable natural resources. Natural shelter provides a healthier, aesthetic and peaceful environment to dwellers, leads to a natural way of living and reduces house management costs. Civil Society Organizations (CSOs) and governments have to come forward to promote and support construction of shelters naturally, as this would reduce greenhouse gas emissions and the rising of planet's temperature. It leads towards world's journey towards sustainability and an environmentally friendly future.

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## 5. 'Learning Naturally'

Every living creature learns through corresponding with the surrounding environment. But human beings have the most complex cognitive and flexible behaviour compared to other living creatures. This extraordinary element facilitates human beings to learn and adapt to the specific environment across the planet. Learning is as natural as breathing for us. It is an inbuilt process that starts from birth and continues life-long, with death being the only thing which puts a stop to the learning process of a person. Learning has no limits or boundaries. Human beings try to understand the world in which they live and make it better. They want to understand - governing world laws, get involved with the world and make changes for survival and to also lead a more prosperous life. Human beings continuously acquire skills and knowledge and in this process also mould their attitudes. These are essential elements to meet the demands of life. Most of the time, human beings' learning happens in a natural way without any structured syllabus, time bound limits and systematic curriculum. The learning happens at a conscious level and unconscious level. This is the method of "Learning naturally" that we are going to discuss this month!

Learning is a life time activity for everyone. Our existence reflects our learning. Everyone wishes to lead a successful and prosperous life without any hardships and miseries. Mostly, evaluation of our lives and undertaking possible interventions depends on these questions - what we have. Where we are? How we are? The life facilitates learning from each and every movement. In this process, people learn by dealing with things, walking with fellow human beings, interacting with systems and mechanisms. They earn valuable experiences which need to be put into practice for achieving further development. For instance, when children burn their hands while trying to touch a burning candle, they immediately withdraw their fingers from the burning candle, and with this experience, they learn that touching a burning candle causes them harm, so from the next time, they learn not to touch a burning candle and also anything which is burning. This change brought about in the behaviour is what we call learning. It evolved through direct and also indirect experiences from the things, persons, incidents or surroundings we meet, interact and touch.

Learning starts first in the family. The kids start learning just after being born from the mothers' womb, by looking at their mothers, fathers, siblings and others and listening to their sounds. Gradually, the kids start using their five sensory organs such as eyes, ears, nose, skin and tongue. Children are curious; they want to make sense out of things and find out how things work. They never feel shy of doing experiments and learning new things. They are open-minded, perceptive and experimental. They observe things continuously and don't shut their eyes or ears to the new or complicated things. They touch it, taste it, move it, bend it, shake it, pound it, and break it to find how things work. They are bold and not afraid of making mistakes and they wait with patience to make things. They don't know about ego or other complexities of human nature yet. They do what they want and say what they want. They are rational and never depend on irrational things. They want to know everything by experiments or reasonable questions. They can tolerate unimaginable amount of uncertainty, confusion, ignorance and suspense.

Children are highly motivated and intelligent learners and they want to learn from their surrounding environment. They never sit idle. Everything in the world is worthy of exploration for the children. In their

world, everything is for learning and experience. It may be tasting a carrot, sight of sunlight, sound of music made with materials, wet with water, observing animals, playing with dolls etc., and they have inbuilt exploratory tendency and they actively participate with all their senses to investigate the things. They prepare tools and use the tools in the investigation. In this process, they strive to know about the things and develop skills and knowledge. They strive to discover things and the interconnection between the things. Most of the learning happens through direct experiences, experiments and explorations. Children develop at different levels and they have different interests based on their social, cultural, economic conditions and their upbringing.

Learning requires a minimum of four elements such as stimulation or exposure, values, beliefs and opportunities. The first element- providing right stimulation at the right time and facilitating engagement with natural and social environment is a vital element in learning. For instance, travelling across the country and watching diversified regions and people's different social, economic and cultural aspects. The second element- persons must value what is to be learnt and they have to prepare a comprehensive plan, invest time and efforts for the desired learning. Mostly, values are learnt by watching parents' actions instead of their words. The third element- persons have belief on once learning capacity and success. Belief or ability is designed by the persons' self-definition, their understanding about the world and their place in the world. The fourth element- opportunity, which means persons must have required time, space, resources and control.

Learning naturally happens within the broad limits, in a secure and facilitating environment. Children have a right on their own learning and their life. This environment is more important than acquiring knowledge and skills. The factors such as freedom and control on their lives are vital in the natural learning. Overall, learning naturally requires love, trust, respect, time, encouragement, support, recognition, praise and guidance. These elements play a critical role behind learning. In learning naturally, imitation plays a vital role particularly in the case of children. First, children start learning in the family. They keenly observe the parents' talks, acts, styles, habits, attitudes etc., and whatever they watch and observe from their parents, close relatives, friends, neighbours and other people. Mostly, parents are the role model to their children in many aspects. They are not confined only to listening to their parents' words, but also watch the relation between their words and actions. In their own way, they try to understand the difference between parents' words and actions, and practice those learnings in their later life. In this way, the child's learning is highly influenced by the parents' personalities.

Learning is not confined to only watching the demonstration skills of others and listening to people's knowledge and wisdom. Primarily, learning is engagement and involvement in various continuous activities. The activities which we are involved or engaged in help us earn experiences and learn some skills and knowledge. Most importantly, desire to learn has to come from self-first; it should not be an assigned task by others. Natural learners trust the learning ability of themselves, with their level of learning depending on the deep observation, focussed efforts, past experiences and maturity levels. One should to practice our learning continuously otherwise it fades out over time. Learning is NOT rote-learning and memorizing topics, without understanding the concept, for the purpose of the examination.

If persons do not use the learning in practice, there are chances we will forget them. Learning naturally is different. In learning naturally, persons participate actively with full interest, concentration and full engagement of their body and mind. Learning naturally is always contextual and should be practiced regularly according to the need. This method ensures them to not only remember topics but provides guidance in the concerned activities in future throughout our life.

In the childhood stage of life, kids tend to perform activities with more freedom in the families. They do not face any restrictions; as whatever activities children do, parents allow them while ensuring a safe environment to the children and their activities. This freedom and independence are crucial in learning naturally. Gradually restrictions are placed on children's activities and movements by the parents and later by relatives and others in the society. After entering into school, it appears that a complete paradigm shift has taken place from freedom and independence to structured, time - bound and restricted domain.

Learning naturally involves mainly four steps - making guesses, coming to approximations, practice and getting things done. This is the logic of learnings. One should make approximations which may reflect the reality. But these approximations, practice and outcomes depend on the persons' skills, knowledge, experience, expertise and wisdom. Approximations may go wrong and outcomes might not be as expected. These mistakes may be natural in learning process and may give positive learning and even facilitate new ways of thinking. Observation and reflection are the critical things in the learning process. Most of the times, we may not notice learning process which we have undergone in a subconscious manner. We learn what we need to develop success and survive. Raising questions has its value in finding answers in the learning process. In learning naturally, persons may not need certificates, ranks, rewards and punishments. They require continuous feedback on their plans and acts.

The primary purpose of learning naturally is not job orientation, acquiring ranks and socialization. It is not an obligation or taking responsibility assigned by others. It is not for job but is a part of life and is motivated by the desire, pleasure and engagement. In this method, others don't worry about the persons' learning. They learn from things by trial and errors method and by continuous efforts. What is needed, however is just to ensure a safe environment, encouragement and guidance? While the rest of the things are taken care of by learners. This is the essence and beauty of learning naturally.

Largely, one can say that, people are a product of their environment. The impact of environment is a key factor in the learning process. It influences learning capacity, direction and speed etc... Facilitating a suitable environment is critical in learning at home. A learning environment should encourage children's curiosity, independent exploration, problem solving and appropriate risk taking. Children's choices and interests play a vital role in learning. At homes, adults have to ensure freedom, protection of self-interest, safe environment, care and appreciation of knowledge. The truth of the matter is that children are more interested in finding answers themselves instead of receiving answers from adults.

Learning travels from simple things to complex things and lower level to higher levels. At the beginning, children learn most of the things from direct experiences. In later stages, along with their activities, they start understanding and learning from others' activities in similar conditions. Learners always want to



participate actively; as finding answers by themselves gives them a lot of enthusiasm instead of receiving answers. In Indian culture, people find answers through questions. It is the important mode of learning. Finding right answer by themselves and developing an idea is more important to the children than receiving the right answer or an idea. Even if those ideas may be wrong, they facilitate in-depth learning to the children.

Learning includes various ways such as - fieldwork, following families, induction and apprenticeship. In our country, most of the livelihoods are family based livelihoods. All of the family members involve in different activities at various stages of the livelihoods. In this process, children gain knowledge and skills of the particular livelihoods by assisting the elders in the livelihoods activities. It takes years, as it is a slow and gradual learning process without any specific structured and time-bound frame. Later, they start to do the activities independently with the guidance of the elders in the family. We can see this process in artisan activities, business activities etc.

In learning, particularly in children's learning, most of the time parents play a negative role. As by the time they are old they have stopped learning new things and are unable to tolerate the thousands of questions from children. If required, parents have to invest time on learning new things along with children to teach them. But they are unable to invest that time for their learning. Moreover in poor families, children have to do many household related things such as bringing water, cleaning, cooking, brining things and participating in livelihoods activities. Most of their time, they are engaged in activities assigned by the parents. Although they do learn skills and acquire knowledge from those activities, the children have little time to learn new, higher level things, and different things in creative ways as they wish. They do not have space and time for learning new things through trial and error method which gives them an in-depth understanding unlike any other method. The parents in the poor families prevent children's potentiality of learning. Conversely, in rich families, parents provide everything and make sure each everything is done by others for children. These children do not get a chance to do household related activities.

Confidence and arrogance are other important elements in the learning. Confidence is the ability to make judgements about what we can do? What we should do? What life is? What life might be? Confidence indicates the willingness to question and courage to appreciate our ignorance. But arrogance, on the contrary, is the fear to recognize ignorance. Dogma prevents learning naturally and makes life almost stagnant. No happenings and changes appear at a large scale and it makes us sit in a comfortable and safe place far from risk. But learning happens at the edges, where ideas, concepts, generalizations and understanding challenged and transformed.

Learning naturally requires freedom and exposure to diversified things and places. But one should remember that - freedom should always be practised albeit with some amount of restriction. Children cannot be allowed to do harmful things, which may hurt them severely or may attract more dangerous results. At the same time, practicing coercion on children also tends to damage the natural learning process of the children. The key to this problem is balancing freedom and restrictions. Usually people think that learning is a joyful activity. But in a practical sense, learning may not always be joyful. Learning requires disciplined, time bound and systematic efforts and one also has to go through hardships, pains

and difficulties. Only after making a journey on the rough, difficult road and reaching the destination, that the results may appear sweet and joyful.

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## 6. Role of Technology on Livelihoods and Linkages

If I were to ask you. What is omnipresent in our current lifestyle, redefining our lens of the world? What is subjected to momentary dynamism and constant up gradation? What is making and breaking human bonds?; What is impacting every form of life on earth? There can be, but one answer: 'Technology' and infinite off-shoots of it. For once we shut the screen in front of our eyes and look around, the power of technology stands evident in its own shape and utility.

### Role of Technology on Livelihoods & Linkages

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The study findings of 'Orleans Marketing' in 2017 stand out to give some interesting insights on the penetration and usage of Technology on the so called 'Social-being' Of the total 7.5 billion population, 3.8 billion use Internet today meaning 40% of the population of the world.

By 2020 it is estimated that 8 billion would be connected to internet

Google searches are made by 3.5 billion/day; 570 new websites are created each minute; 2 Billion active Users on Facebook; 500 Million tweets/day; 800 Million likes per day is the Social Media profile

The magnitude of technical information is doubling every 2 years, meaning even by the time an engineer is finishing half of his course, the knowledge he gained has completely gone outdated

In 2017 alone, 88 million people were born into the data and algorithm economy.

By 2020, it is estimated that 10 million self-driving cars would be on the road

It is forecasted that Quantum Computer may station in next 10 years with exponential computing powers. In the coming decade, it is expected that Artificial Intelligence is to replace manual labour.

Digital Marketing, Cloud specialist, Social Media Intern, IOS, Android Developer, Data Scientist, Bid Data Architect, Transformation Manager, VFX Artist, Computer vision Engineer, AI Research Scientist, Wireless Network specialist, Embedded system Programmer, Umer Driver are the top in demand jobs today that merely existed 10 years ago.

As on 2016, is the age of Big Data with 16 Petabytes ( $16 \times 10^{21}$ ) storage of unique data is the capacity.

Across 20 warehouses of Amazon, the number of robots stationed for operational work between 2013-2017 has gone up from 1000 to 45000

An estimate stands that by 2020, robots are to replace 5 million workers, also forecasting that 47% of the jobs shall disappear in the next 25 years.

### Livelihoods

What if you were told that the world population is estimated to cross 10 Billion by 2050? The even important question would be what are they going to do for survival? In other words, given a thought about what should be the magnitude of livelihoods to be generated or life is to generate for their living, amongst the world of increased automation, service-oriented jobs and white-collar jobs, the answer may tentatively be humungous. The solution may last in building on the existing, to secure a future of alternatives and choices.

India, a nation with nearly 70% of its population living in rural areas. Whereas agriculture and allied activities in marginal landholdings comprising the major livelihood practiced by 58% as on 2017. What stands significant beyond the forecasted Privatization of Agriculture and automation in irrigation, ploughing, sowing, harvesting, spraying is building a wholistic approach to make it a viable option to those practicing it. Understanding and appreciating the penetration of mobile phones and last mile connectivity; knowledge dissemination base on crop pattern, weather conditions, integrated farming techniques, Markets, best practices, insurance policy can be incorporated, which may sustain as a tool to informed farming. On similar grounds mobile phones can be a medium for transfer of information on Skilling, capacitating of farmers for diversification of crops and livelihoods if needed. Besides understanding the shift in preferences towards less drudgery jobs, as can be observed as an emerging trend amongst the current generation: mechanization of agriculture may stand an option for increased productivity and earnings besides promotion of the livelihood as an option.

With 8.10% being the share of Tribal population in India as per Census 2011. The unique component of these indigenous population is collective memory and oral cultures. The communities whose livelihoods are in symbiotic relation with nature have more challenges to be faced specifically in terms of livelihoods to compete with the living conditions across the world. As part of livelihood diversification, ICT (Information, Communication & Technology) can stand a powerful medium to achieve the very intent to ease out the issue of access. Digital contents in local language in schools, better market connectivity through m-apps (assuming the communication infra is established), m-interaction with banks for institutional loan availability may stand essential in the orientation of stakeholders employed in Tribal areas namely teachers, PHC staff trainings for further transfer of knowledge that might stand a way out to ensure diversification of livelihoods for Tribals considering the internet penetration rate in core tribal lands.

### **Linkages**

It was enumerated that for the first time in history, 4 generations which grew up in different communication era namely Traditionalist, Boomer, Gen X and Millennial are walking and working side by side and a new term namely, "The Silver Surfer" has evolved for 50+ year old who are using the internet on frequent basis, reminiscing the phase of different levels of Industrial and Technological Evolutions. What stands important is how do we balance the nexus between this diversity by not loosing on our traditional, indigenous knowledge and at the same time not falling out in this battle of up dation. The importance of Linkages plays an important role as ever for which technology can supplement as a tool than mere weapon of destruction. In this era of innumerable information, multiple sources of communication and fast changing technologies bridging these three dimensions to enhance linkages can be the key to come what may as humans Social Capital can stand no match to any. As human linkages is

an important to many, technology has an important role to play in improving market linkages, access to information, visibility, transfer of best practices, knowledge dissemination, marketing, transparency and accountability paving ways for better linkages which impact the contexts to better living.

Technology can be incorporated to create a repository of history, society, ethics, values, indigenous knowledge to secure and transfer the information for generations to come. Today stands the era in which distance is all erased due to better connectivity, however this is also the era encountering depleted quality of relationships. Incorporation of means to meet the ends of humanity and bonding may stand one of most significant virtue of being may be.

### **Challenges which Technology buys?**

Anxiety and Depression and physical disconnection in terms of human linkages

Dynamism, if not updated, left out forever in terms of both livelihoods and linkages

This generation is known for smarter phones and dumber people as it is cited across. However, though all the challenges aren't highlighted the up-side is to be ever emphasized for progress.

Finally, Where do we stand? Amidst contexts that are being exposed to continuous change. What is the resultant? The two bridges to mankind both 'Livelihoods and Linkages' are growing ever dynamic. What awaits? Heavy competition, vulnerability to grow outdated. What can be done? Appreciating the role of technology in uplifting lives, to improve livelihoods and linkages and negate the otherwise intensive usage issues caused, may rise as a solution to this inevitable need be it.

Image source: Google

\*7L - I Supplement - Livelihoods April 2019

## 7. Nurturing Leadership Traditionally

Everyone is a born leader; everyone has it in them to be a leader. As he/she grows up, his/her potential reduces as they get influenced by family, school, friends, society and various other elements of the environment in which he/she lives. The challenge comes up when one is to nurture leadership. Leadership needs to be nurtured from childhood. If the individual gets essential nurturing (for what he/she already have within them) at each stage of their life from the people and the situations or circumstances around him/her, then their leadership is enhanced.

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A person gets influenced by every act of his parents and inherently understands the nature around by the way of experimenting. He learns to not play with fire, once he comes into contact with it and has a little burn. It makes him learn that contacting fire would lead to a burn and he/she would not touch it ever again. But if the same person is taught to play with it in a safe way, and taught how to tackle the fire, then he would be a great master of playing with fire. The situation is the same for every child here. He/she gets caught with fire and if left just like that, the person would never touch the fire again. But if the same person is taught how to deal with fire in a simple structural way, he/she can create wonders. This fire is inherently available in abundance for every person. It's just that tinge of support and guidance that brings the real difference. So, firing up the zeal in every person is very much necessary, especially since childhood, because the energy a child possesses is of great value compared to an adult. Jija Bai, the mother of one of the greatest sons of India, Chhatrapati Shivaji Maharaj had inculcated leadership in him since childhood. A very simple act of her had taught him the art of war and guerilla warfare. Once in his childhood, she had been feeding the supper and explained him how to mix rice with dal and curries; while teaching this to him, she gave him an insight that if a person takes along everyone during war and does the war, it would be as tasty and as fruitful as the rice mixed with curry and dal which he had. This simple act could make him understand the art of war.

Today, in general, we have created a society where if a person fails in some subject, he/she is labeled a failure. While what we fail to realise as a society is that the same person has skill somewhere else, which

is unique and no one else possess. But branding a person as a failure would only demotivate the person and then, that there would be higher chances that the person actually becomes a failure. In Africa, if the native tribes want to chop off a tree, they go to that particular tree and start abusing it endlessly day after day, day in and out and surprisingly, the tree dies in just a few weeks. Imagine, if a beautiful tree can be killed in such a way, then how the person who gets abuse and badges like failure and jinx, would only make that abuse as real. That's the impact of words of the kind to a person.

If a person, gets a word of hope while in distress, that would definitely boost up the energies and would act as a catalyst for the person, to do better and better. But in case the person only gets abuses and badges for that incident, it would create a feeling of low motivation and would certainly lead to distress.

Education is a powerful tool to cultivate values in an individual. The purpose of education is to enrich the character, to inculcate the good, the true and the divine in one to constitute a moral life in the world. What we need today more than anything else is moral leadership founded on courage, intellectual integrity and a sense of values. Education is one such thing which brings out the inherent leadership qualities in every person. Here, the word education does not only mean formal education but education in every sense. For example, a sport educates a person on team building and the innate capability of working with the team. And inculcating leadership is a continuous process and doesn't happen overnight. Not every person in the cricket team of 11 can be the captain of the team. Why did MS Dhoni or Virat Kohli become successful captains of their team, why not others? Both have shown leadership qualities when they got the chance to lead the country. Virat Kohli was known for his arrogance and uncontrolled aggression during his initial career, but he moulded himself over the years, to the surprise e of many people, and became one of India's most successful test Captains. Dhoni is one of the greatest captains in the world of Cricket because of his unique leadership qualities like staying composed, calm and grounded in all the situations, sharing credits, leading the team from the front, encouraging others to perform, etc. Both have learned from their life events, failures and circumstances through which they have gone.

In Vedic education system in India, Guru has a very eminent place, the Guru was one who not only imparted his experimental and theoretical knowledge to his students, but he was also responsible for the overall development of his students. We have the great example of Chandragupta Maurya, Chhatrapati Shivaji Maharaj, Swami Vivekanand, who were the great leaders of their times, their gurus Chanakya, Samarth Ramdas, and Ramakrishna Paramhansa respectively had played a very crucial role in their life.

A person can be nurtured with leadership skills. It is not just hereditary every time, though the genetics of a person too have a great impact on leadership skills, but, if not nurtured well, without a doubt, it will vanish forever. The pair of Chanakya (also known as Kautilya) and Chandragupta Maurya is a classic example from our history. With the vision of Akhand Bharat, Chanakya picked up a kid from the kingdom, nurtured him with leadership skills and assisted him in his rise to power and establishing the formidable Maurya Empire. This is another such example which proves us that leadership can be taught and nurtured.

There are a few people who become leaders without leadership nourishment from a person like Guru. But in those cases, it might not be one person who taught him leadership skill, but the circumstances and

the nature had probably taught him leadership. So, leaders are not just born but are created either by nature or by nurturing from a guru. Let's create a world of leaders and never forget the basic tenet that a leader is a follower first.

\*7L - I Supplement - Livelihoods May 2019



## 8. Natural Livelihoods

People have always been dependent on earth for their basic needs like air, water and food. They have relied on natural resources for shelter, on water bodies for drinking water, on forest for wood, air etc. However, natural resources are decreasing year by year due to incessant, and often greedy, use by human beings.

People are using more natural resources than they need. According to the Living Planet report's calculations, humans are using 30% more resources than the earth can replenish each year, which is leading to deforestation, degraded soils, polluted air and water, and dramatic decline in numbers of flora and fauna.

If we travel down human history, it was just around 200,000 years ago, that we humans emerged as distinct species. While 10,000 years ago, there were only one million people living on the planet. Around 200 years ago, there were around one billion people. While 50 years ago, it touched the three billion figure. When it comes to the current times, the figure has increased drastically, as there are now over seven billion people living in the world. By the year 2050, the population could increase by nine billion people according to estimates. And by the end of this century, there will be at least 10 billion people or more living on this (by then beleaguered) planet.

Coming to the stats of our country, every year the population is increasing by leaps and bounds. In 1901, there were only around 24 crore living in India, but now a humongous 132 crore people. Every year, the population continues to increase in each and every country. With increase in population the utilization of natural resources also increases worldwide. If population levels continue to rise at the current rate, our grandchildren will see the Earth plunged into an unprecedented and disastrous environmental crisis.

In the context of India, the growing population requires more and more resources for the basic necessities of life and increased standard of living. As our population continues to grow, we continue to use more water, more food, more land, more transport and more energy. As a result, we are accelerating the rate at which we are changing our climate. For the sake of future generations, resources must be discovered and cleanly exploited, even as efforts to improve efficiency and increase recycling continue.

The problem is also getting worse as populations and its consumption needs are growing faster. In comparison to the rate at which technology is finding ways to expend, that which can be produced from the natural world. If we don't change the current trend, mankind would need not, one but two planets to sustain its lifestyle.

Earth is home to millions of species and is the only planet to host life in our solar system. From space probes findings, other planets' atmosphere, soil and climate are found, not conducive for nurturing of living species. Earth, on the other hand, has a safe atmosphere, fertile soil, comfortable climate, which gives us everything we need and continues to nourish life even while we wreck it, in our greed. But this won't do in the long run as earth is slowly losing its life in our race to growth. Therefore, we have to protect earth like the mother it is, if we want our posterity to live on this beautiful planet.

The earth and its ecosystems are our common home, and it is a necessity to promote harmony with nature. Emphasizing, the inevitability to attain a just balance between economic, social and environmental needs of present and future generations.

Earth is the living system and the only home we have. The Earth does not belong to any of us; we are all just a part of it. Nature is not just a set of resources that can be exploited, modified, altered, privatized, commercialized and transformed bearing no consequences. Our present ways of life, in particular our consumption and production patterns, have severely affected the Earth's carrying capacity.

Land, water and air, forest and biodiversity are the most vital natural resources bestowed on Earth, without which life cannot sustain. Turning a requisite to protect, maintain, and restore, these valuable assets for now and future. Unfortunately, we continue to exhaust these resources without even thinking about restoration. For which, proper management of natural resources has become the immediate necessity, so that our future generations can have enough of them.

Land is an important resource as it covers only about 30% of the total area of the earth's surface. While, around 95% of our basic needs and requirements like food, clothing and shelter are obtained from land. Land is home to many species of plants and animals, including humans, and so it can be termed the most valuable natural resource. Land as a resource is limited because only 43% of the total land area is plain which is suitable for agriculture activities, industrial development and set up of transport and communication systems and such economic activities. With around 27% of the total land area, covered with plateaus of moderate population. Mountains cover 30% of the total land area.

Land has further become a limited resource because of degradation taking place at a breakneck pace. Deforestation, water logging, construction of large dams, mining and over-grazing are only a few reasons. Modern farming techniques, which include usage of fertilizers and pesticides, mining and deforestation are resulting to the loss of soil fertility. Thus, essential to build and reclaim the existing, for to thou, not sight life shrouding in malnutrition.

Water is one of the important natural resource. People are using water for different purposes such as drinking, agricultural, industrial, household, recreational, and environmental activities. All living things require water to survive, grow and reproduce. About 97% of the water on earth is salt water, with fresh water constituting only three percent. Nowadays, the world is running out of clean drinking water. There is over-exploitation and stress due to growing needs increasing, due to population growth.

Around the world, people are facing a lot of problems due to water crisis. It has been estimated that roughly 1.1 billion people are facing difficulty in accessing water. A total of 2.7 billion encounter water scarcity at least once a month a year. Water borne illness such as cholera, typhoid, fever etc. is also a prominent problem faced by 2.4 billion people. Approximately, two million people, mostly children, die each year from diarrheal diseases alone.

Water bodies like rivers, lakes are drying up and exposed to over pollution, deeming them to be un-consumable. More than half the world's wetlands have disappeared. Also agriculture consumes more water with wastage occurring due to inefficiencies.

Climate plays a significant role on water resources around the world due to the close connection between the climate and hydrological cycle. Rising temperature is also one of the reasons for increase in evaporation leading to increase in precipitation, though there will be regional variations in rainfall. Climate change is altering patterns of weather and water around the world, causing shortages and droughts in some areas and floods in others.

Both droughts and floods may become more frequent in the future, while dramatic changes in snowfall and snowmelt are expected in mountainous areas. In the near future, two thirds of population may face water shortages, with ecosystems losing the balance.

Air is a critical resource for humans, plants, animals and all other organisms. Air in our atmosphere is a mixture of gases composed of 78% Nitrogen, 21% Oxygen and very small percentage of water vapor and other gases. The balance of gases in our atmosphere is just right for the nurturing of life. The oxygen in the air is essential for animals to survive. The carbon dioxide we breathe out is in turn required for plants to trap energy and prepare its food.

India is the seventh most environmentally unsafe country in the world. Most of the industries here do not stick to the environmental guidelines, regulations and laws. Pollution caused by burning fuelwood and biomass is one of the main causes of the Asian brown cloud. This cloud is the reason for delay of the monsoon as evident.

India is the third largest producer of coal in the world and about 70% of the air pollution is caused by vehicles. According to a NDTV report, Delhi is the most polluted city in the world after Beijing, with Industrial and vehicular emissions being the primary reason, as researched. It was found that, in Delhi each day, 1400 new vehicles hit the roads. Non-communicable diseases accounting to 62% of total diseases are showing increasing trends in India. Around 30% of children in Bangalore suffer from Asthma due to air pollution.

Prevention is better than cure. Consequently, India has been working hard to improve the air quality. For regulating air pollution, the Air (Prevention and Control Pollution) Act has been passed in 1981. However, there is a need to put in efforts of effectiveness to ease the situation at least a bit. Public awareness to be raised and stringent measures are to be facilitated to regulate the vehicular emission. Switching onto public transport and usage of energy efficient appliances through renewable sources is the need of the hour. There is strong propulsion to save our planet from air, water and soil pollution. Polluting the air by release of hazardous chemicals can threaten the existence of life and alter climatic patterns. If the same proceeds, mass-extinction is in the closest period possible.

Forests are an extremely important natural resource. The total forest cover in our country is 708273 square km, which is 21.54% of the total land in our country. India targets to bring 33% of its geographical area under forest cover.

Forests provide fuel for cooking and warmth, medicinal plants, food, wildlife habitat, clean water, spiritual, cultural touchstones etc. Approximately 70% of animals and plants make their home in forests, while more than 25% of the world's people i.e. nearly 1.6 billion rely on forest resources for their livelihoods; of them, 1.2 billion use trees to generate food and cash.

We cannot survive on this planet without forests. In a sense, they are the lungs of the Earth, absorbing carbon dioxide from our atmosphere and producing the oxygen we require in return. And as a result, forests help to regulate the global climate, absorbing nearly 40 percent of the fossil-fuel emissions, we humans produce.

World-over, deforestation and forest degradation are the biggest threats to forests. Since 1960s, over half of the tropical forests worldwide have been destroyed. And every second more than one hectare of

tropical forest is destroyed or degraded. Deforestation and forest degradation impact the lives of the 1.6 billion people whose livelihoods depend solely on forests.

Forest area continues to decrease at an alarming rate due to the expansion of agriculture, timber production, urbanization, and road constructions. According to the last Global Forest Resources Assessments released, each year more than seven million hectares of natural forests are being lost and 50 million hectares of forestland is set in ablaze. The only realistic way to conserve our forests is to apply sustainable forest management practices.

Plastic is very harmful for the environment. Our country generates around 25,940 tonnes of plastic waste a day, which amounts to 1.6 million tonnes a year. India consumes 16.5 million tonnes of plastic. Overall, 43% of plastics are used in packaging and they are single use plastic. Consumption has clearly outstripped India's capacity to recycle. Burning of plastic in the open air leads to environmental pollution due to the release of poisonous chemicals. The polluted air when inhaled by humans and animals affects health causing respiratory problems.

**Harmony with Nature:** The point to be reiterated is that earth and its ecosystem are our common home and we need to balance the economic, social and environmental needs of present and future generations to come.

The depletion of natural resources and rapid environmental degradation are the result of unsustainable consumption and production patterns. This is leading to adverse consequences for both the Earth and well-being of humanity. Our present way of life, in particular our consumption and production patterns, have severely affected the Earth's carrying capacity.

In order to meet the basic needs of a growing population within the limits of the Earth's finite resources. There is a need to devise a more sustainable model for production, consumption and the economy as a whole. Devising a new world will require a new relationship with the Earth and with humankind's own existence.

There is an inseparable bond between man and nature. For man, there cannot be an existence excluding nature. However, because of his thoughtless actions, the equilibrium in nature is getting disturbed; the pulse of human life is becoming erratic too. Air and water have become polluted. Rivers are drying up. New diseases are spreading. If things continue this way, the human race is in for a monumental catastrophe.

Mother Nature has blessed humankind with bounty. If we are not ready to change, Nature's boons will turn into curses. We cannot delay anymore. We must make the right decisions and embark on the right course of actions.

Our natural resources are getting affected more and more by our actions. Land is degrading, water percentage is decreasing, air is getting polluted, and Forest is degrading. People are suffering from health problems, drinking water crisis, decreased agriculture yields, unseasonal rains and less rainfall etc. The time has come for humans to get back into harmony with nature.

Modern agriculture practices have a major impact on the environment. Climate change, deforestation, genetic engineering, irrigation problem, pollutants, soil degradation, and waste are some of the concerns that are connected with agriculture. Excessive use of fertilizers such as urea, nitrate, phosphorous, along with many other pesticides is also affecting air, water, and soil quality.

In agriculture, people are using more chemical pesticides and fertilizers for better yields. Though they may get better yields for time being, they are facing losses due to increased input cost. These losses, are leading farmers into committing suicide. Yet, the spending hasn't come down leading to decreased soil fertility. Earlier, farmers were cultivating more food crops than cash crops but now the case is the reverse. Sustainable or natural farming can be a workable solution to ease these issues.

The textile manufacturing industry also consumes resources like water, fuel, and chemicals generating significant amounts of waste. Textile mills produce atmospheric emissions. Gradually, handloom industry was decreasing or dying due to the development of power loom industry despite the negative impact on the environment. The main environmental problems associated are caused by the discharge of untreated effluents released as outputs. It is good for environment to practice natural methods in weaving.

People in the country are doing different types of livelihoods like artisan livelihoods, construction works, non-farming livelihoods, businesses etc. and are practicing modern methods in their livelihood development to get more income. But these people are thinking of more income and not thinking about the environmental impact they create. Modern methods are harmful to the environment.

Unregulated Industrial pollution is a big issue as most of the pollution is caused by industries, making it the most significant form of pollution on the planet. Industrialization, while important for the economic growth and development of a society, can also be harmful to the environment. Industrial process can cause climate change, pollute air, water and soil increasing health issues, extinction of species and more.

Uttar khand was there

Chennai was there

Kerala was there

North east was there

Nepal was there

So, we are, not far away from it. We cannot run away from the consequences. Nor can we stand back with our voices shut. Time to gather and restrain all our senses to take a U-turn in life to listen, see and above all feel the reality of the vulnerable, for, one day, theirs can be ours.

\*7L - II Supplement - Livelihoods October 2018

## 9. Handloom 'Naturally'

Today, the Handloom industry of India boasts of a wide range of products across its length and breadth. But what sets our handlooms apart are the coloured designs, motifs made using the age-old methods of natural dyeing! The two trades of handloom weaving and vegetable dyeing are inextricably intertwined. This mutual complimentary nature of both these arts has been one of the greatest strengths of our country's handloom sector.

### **Introduction to Handloom**

Human beings have transformed from being barbarians, who wore leaves and animal skin into sophisticated people who not only wear clothes for protection but also to quench their aesthetics, style and luxury.

It is not known with certainty, when exactly was weaving first adopted by our ancestors. However, weaving was already known and established about 8000 years before Christ. Coming to Indian handloom history, the fact that 5000 year old Egyptian mummies are found wrapped in Indian silks and muslins of the finest weaves proves the high artistic skills of Indian weavers of the past. India has been a producer of cotton-cloth of superior quality and repute from time immemorial and is generally regarded, the birthplace of the cotton manufacture. Today, the Handloom industry of India boasts of a wide range of products across its length and breadth. But what sets our handlooms apart is the coloured designs, motifs made using the age-old methods of natural dyeing. The two trades of handloom weaving and vegetable dyeing are intertwined. This mutual complimentary nature of both these arts has been one of the greatest strengths of our country's handloom sector.

### **Brief History**

Weaving is the process of warp and the weft entwining into a fabric according to a design. A loom is termed as 'handloom' when it is actuated by human power. A handloom can be adjusted to weave from a simple plain piece of fabric to a varied or complex figured or patterned fabric. Adding to the beauty are the dyes that bring out the colours like blues, yellows, pinks of handlooms.

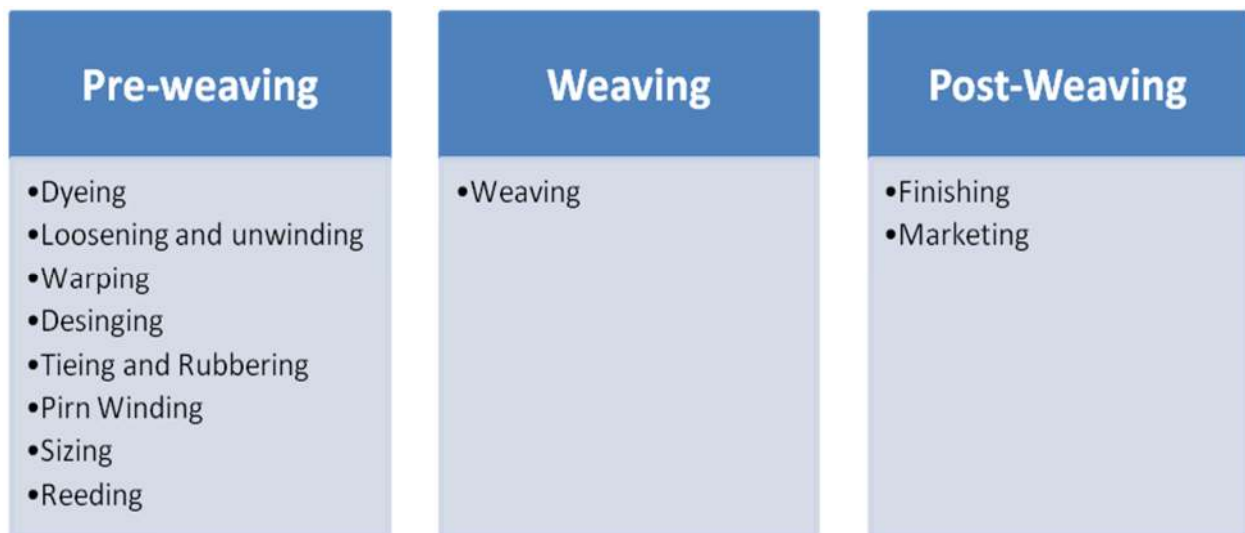
In India, Handloom weaving is accredited to the dumping of mill-made yarn by British, while the spun-mill sprouted handlooms & Khadi have always been part of our country. Handloom and Khadi are like cousins. When a fabric is made entirely by hand, including spinning of yarn, it is called Khadi. When a fabric uses mill spun yarn, but uses hand in all other processes, it is called a handloom fabric. The handloom weaver is common to both Khadi and Handloom.

For ages, the Handloom industry has been source of livelihoods for millions of people in our country. According to Ministry of Handloom & Textiles report, about 10 million people directly depend on the industry for their livelihood, while million more depend upon allied activities. The industry constitutes one of the major sectors employing the largest number of persons, next only to agriculture.

With regard to production, the handloom industry is meeting one-third of the total cloth requirements of the country. In India, the variety of handlooms include - Madras checks from Tamil Nadu; Ikats from Andhra Pradesh, Telangana, and Orissa; Tie and Dye from Gujarat, Telangana and Rajasthan; Brocades

from Banaras; Jacquards from Uttar Pradesh; Daccai from West Bengal etc..

### Processes of Production



Handloom weaving involves a number of laborious processes. These processes involve pre-weaving, weaving and post-weaving activities. The following displays the different processing operations in weaving.

The steps involved in the cotton fabric production are:

- Spinning the Yarn from raw cotton
- Processing, tying & dyeing the yarn
- Weaving the yarn into fabric

Post processing like tailoring, ironing etc.

### Handloom clusters in India

The strength of handloom lies in the ease of introducing new designs, which cannot be replicated by the Power loom sector. The role of the handloom industry in the economic development of the country is large owing to its inherent advantages such as less capital intensive, use of minimal power, eco-friendly quality, the flexibility of small production and adaptability to market requirements. It is a natural productive asset and tradition at cottage-level, which has sustained and grown by transfer of skill from one generation to other. Handloom weaving is largely decentralized and the weavers are mainly from the weaker sections of the society, for most of whom it is the only source of income. However, Handloom weaving saw a considerable decline in some parts of India.

To curb this trend, handloom clusters have been formed across India in recent years. The state wise cluster details are as follows:

Handloom Clusters in India		
S. No	State Name	Cluster Names
1.	Andhra Pradesh	1. Chirala 2. Dharmavaram 3. Mangalagiri 4. Ponduru 5. Pedana 6. Venkatagiri 7. Uppada
2.	Assam	1. Bijoynagar 2. Sualkuchi
3.	Bihar	1. Bhagalpur
4.	Chhattisgarh	1. Champa
5.	Gujarat	1. Patan 2. Bhuj
6.	Himachal Pradesh	1. Kullu
7.	Jammu & Kashmir	1. Srinagar 2. Kanihama
8.	Jharkhand	1. Bhagaiya
9.	Karnataka	1. Ilkal 2. Molakalmuru
10.	Kerala	1. Balarampuram 2. Kannur
11.	Madhya Pradesh	1. Maheshwari 2. Chanderi
12.	Maharashtra	1. Paithani
13.	Manipur	1. Imphal
14.	Odisha	1. Bargarh 2. Sonepur 3. Nuapatna
15.	Rajasthan	1. Kota
16.	Tamil Nadu	1. Kancheepuram
17.	Telangana	1. Pochampally 2. Koyyalagudem 3. Gadwal 4. Narayanpet 5. Puttapaka
18.	Uttar Pradesh	1. Barabanki 2. Varanasi (Banaras) 3. Mubarakpur 4. Bijnore
19.	West Bengal	1. Phulia 2. Bisnupur 3. Burdwan



### **Dyeing & Its Importance**

Natural dye enhances the appeal of the hand-woven cloth manifold. Without dyeing, the variations of the designs in the woven cloth may not be apparent and their uniqueness may be totally lost. The use of natural dyes had been the trademark of most of the handloom varieties in India. Indigo color is one of the oldest natural dyes in India. Moreover, the art of Calico printing is said to have originated here. India's superiority in natural dyes and in developing excellent color designs and fastness of shades was undisputed till the last century.

But the advent of synthetic dyes with their easy availability, comparative ease of application and the simultaneous availability of mill made yarn and cloth, made the artisans change from vegetable to synthetic dyes and from handloom to mill cloth; without thought to the repercussions it would have on their health, traditional art and the environment. Like many other traditional methods, the art of vegetable dyeing, which had been the handloom sector's USP, slowly faded out due to the lack of vision, flickering only in isolated pockets.

But it is a happy omen that with increasing consciousness to protect our environment and traditions, the natural dyes are slowly coming into their own in our country.

In recent years, along with the art of using natural dyes being widely promoted and practiced, with the help of clusters, the art of handloom weaving is starting to thrive again in various parts of the country such as Paithan, Patola, Pochampally, Ponduru Khadi, Koyyalagudem, Gadwal, Kota, Maheshwari, Chanderi, Tangail, Dhuniakali, Cuttack, Sanganer (Baandini), Venkatagiri, etc.. Moreover, the block printing is also seeing a revival in Kalamkari printings and Pedana printings.

### **Ponduru Khadi**

The Ponduru village boasts of weaving the best quality Khadi cloth from a special variety of cotton, namely, Punasa cotton, and hill cotton, both White and Red, of very short staple grown in the District. The farmers in the area raise these indigenous varieties of cotton without the use of pesticides /fertilizers and supply the same for weaving Khadi cloth. This cotton is ginned with the help of the jawbone of a specified fish, a unique ginning process. An age-old relationship also exists between the farmers and the weavers in this region.

### **Pochampally**

Pochampally Saree or Pochampally Ikat is a saree made in Bhoodan Pochampally, Yadadri district, Telangana state, India. They are popular for their traditional geometric patterns in Ikat style of dyeing. The intricate geometric designs find their way into the hands of skillful weavers and make it to the market as beautiful sarees, lehengas, and dress materials. The city is popularly known as the silk city of India. Here, weavers' houses contain both semi-open and enclosed spaces for saree weaving.

- **Pochampally Handloom Park:** This Handloom Park is one of the largest parks in Asia. Here, Ikat cotton and silk textiles for apparel and home textiles are mainly produced. They have received training on dyeing cotton with natural dyes and have been supplying material dyed with natural dyes. More than 200 weavers are working in this unit. The Government has a

proposal to turn the whole unit into a natural dye unit. They have around 5% of their production in natural dyes.

### **Koyyalagudem**

Koyyalagudem village belongs to Choutuppal mandal, Yadadri district, Telangana. This village is near Pochampally handloom cluster. It is representative of the architectural tradition of this region. The Plan of weavers' houses is developed from the livelihood needs of the inhabitants. During construction, attention is given to details pertaining to functional needs, such as positioning of pits built into the floor of the house for placing of the weaving looms, and lighting requirement for the loom through window/ skylight etc. Koyyalagudem is famous for cotton fabrics such as Bed sheets, cotton sarees, dupattas, dress materials, and home furnishing etc.

### **Kalamkari Printings**

Kalamkari is an ancient style of hand painting done on cotton or silk fabric with a tamarind pen, using natural dyes. The word Kalamkari is derived from a Persian word 'kalam' which means pen and 'kari', meaning craftsmanship. This art involves 23 tedious steps of dyeing, bleaching, hand painting, block printing, starching, cleaning and more. Motifs drawn in Kalamkari, span from flowers, peacocks, and paisleys, to divine characters of Hindu epics like Mahabharata and Ramayana. Nowadays, this art is primarily done to create Kalamkari sarees.

### **Pipad village**

India has centuries' old tradition of use of natural dyes for dyeing and printing application. Rajasthan holds a unique position in natural dyeing and printing. The art of producing natural dyes on textiles is being practiced in many villages by dyers and printers in Rajasthan. Pipad village in Jodhpur district of Rajasthan is famous for natural dyes works on cotton fabric by block printing method.

### **Vegetable Dyes:**

In nature, vegetable dyes are organic. These are derived from various parts of plants. They are the exact opposite of synthetic dyes, which are obtained through chemical reactions in factories or industries. The vegetable dyes extracted from natural sources are organic compounds with complex structures, containing coloring matters in a single dye. The composition of the Indigo colour is blue indigotin. But natural indigo leaves also contain small amounts of reddish and yellowish colours thereby, giving colours unmatched by the synthetic indigo. There are some other popular examples of dye yielding plants apart from Indigo such as:

1. Madder or Manjishta - roots yield a rich red dye;
2. Safflower - flower gives yellow or orange dye;
3. Annato tree - the seeds of the fruit yield a bright orange colour;
4. Turmeric - gives a bright yellow colour;
5. Pomegranate - rind of the fruit;
6. Parijatha flower, etc.

While most of these raw materials are widely dispersed and available in various parts of the country, there are some plants, which are only available in limited pockets in some remote parts of the country; e.g. saffron in Kashmir or Oak and Khum in Manipur, Assam, and parts of Northeast India. In these raw materials, some are common to the Ayurveda and Siddha medical systems.

Till recently, there were no clear-cut records to plants which yield the dyes. And each artisan had been following the practice of what their forefathers had been using in the part of the country. Identification of the numerous dye-yielding plants in various parts of the country is a painstaking process. Recently, some attempts have been made in this regard. Some of the researchers have presented a list of 138 dye bearing plants, with their botanical names and also the part of the plant that has to be used and the colour that will be obtained from it. In comparison to the Japanese methods of Indigo cultivation, our methods seem to be primitive as the yields are comparatively low and of poor quality. In the interests of promoting vegetable dyes in India, the tasks of survey and increasing of yields has to be taken up in all seriousness, at the earliest.

Most vegetable dyes are extracted by pulverizing, grinding or soaking the herbs. Some plant materials like Indigo leaves, however, need to be fermented to release the glucosides of the dye. The Indigo plant is, therefore, steeped in specially constructed water tanks, called vats, churned, left to settle, and the sediment collected and dried in the sun to get the Indigo cake. There are two ways of application of natural dye- directly on cloth instead of yarn, Kalamkari, and Block printing. Both of these traditional Indian crafts, which were in oblivion, are slowly coming to enjoy a period of renaissance. These are specialized arts by themselves.

### **Natural Dyes**

Colors derived from nature have certain depth and unique characteristics not found in synthetic chemical colors, however, sophisticated the formulations. Even dyes extracted from the same single plant, with the age of the plant, have variations in colour. It is due to the variable nature of the dye yielding plant product which is influenced by age, climate, soil conditions and the nature of water used, etc. While these may cause difficulty in standardization, these very factors give naturally dyed textiles a special beauty and character and set them apart from synthetic dyes. Tonal variations should not be specified closely. Another major uniqueness of the vegetable dyes is that they are eco-friendly. There is no question of their poisoning the atmosphere or causing pollution.

The synthetic dyes, especially the azodyes and benzidine derivatives, have severe toxic effects, releasing harmful amines, allergens, carcinogenous and other poisonous compounds which may cause allergy & cancer and are detrimental to human health & environment.

The textile industry is one of the most polluting today, with harmful effluents discarded by the chemical dyeing process causing irreparable damage to our ecosystem. Chemical dyes are proving harmful to our health as well, as they contain components that are carcinogenic and toxic to our system causing chemical sensitivity. Some may get headaches, nausea to hyperactivity and behavioural problems in children. The ground water and water sources are also polluted, causing our food to be poisoned.

There is an urgent need to find alternatives in terms of natural dyes which are slowly finding their way back into people's lives. The Natural dyes are extracted from naturally available plant ingredients like indigo, Pomegranate, Myrobalan, Kasimkari, Arecanut juice, Jack wood and other natural materials. Alum, a naturally available mineral, is used as a mordant. The water used for dyeing is safe to be treated in water plants and reused. There are no harmful chemicals used in the entire process, thus, making this environmentally friendly. The naturally dyed clothes are easy on the skin as well.

There are two types of dyeing processes in practice:

**Hot Process:** This involves steps like scouring, where the yarn is boiled in a huge tank of water to remove impurities, then dipped into a mordant like alum. Then the yarn is dyed in the dye broth according to requirement of the color shade. Finally, it is dried naturally and evenly.

**Cold VAT process:** In this process, the raw materials are mixed in a pot where they are left for 1-2 days to ferment. The yarn is dipped one or more times, depending on the desired shade. Indigo dye and Areca dye are prepared using this method.

#### **Marketing of vegetable dye products**

Naturally dyed products are a little more expensive than a similar product using synthetic dyes. It is purchased for the sake of its aesthetic appeal by the connoisseurs. There is really no competition for market between the natural dye sector and the synthetic dye sector. Both have their own clientele. Even if the natural dyes sector expands as it must, still, there will be a limit to it because of constraints of raw material availability, transportation, region specific varieties, types and designs. The availability of plant sources for natural dyes is limited and cannot meet the demands of modern textile industry. A large volume or weight of the materials may be required to produce a small quantity of the dye. It is suggested that where a raw material is not widely available in the country and is confined to some remote pockets, the dyes derived from there should be used only locally. It would not be economical to transport raw materials over long distances. It should be ensured that a balance be maintained between the products of natural and synthetic dyes. Attention has to be given to ways of bringing down the cost of natural dye products by increasing the yield of the raw materials like for instance indigo, and also improving the marketing.

Naturally dyed fabrics are being sold in the market at a premium price much higher than synthetically dyed fabrics. Due to this, counterfeit textiles are appearing making consumers lose faith. Even traders in this field face problems in identifying genuine natural dyed fabrics. A study was undertaken to explore the possibility of identifying natural dye fabrics at the field level without employing the advanced instruments. Fabrics dyed with different natural dyes were subjected to treatment with solvents at different pH levels to observe the changes for the possibility of using it as a precursor for identification. Experiments were conducted with organic and inorganic solvents and different buffer solutions. Finally, a simple precursor for identification of natural dyed fabrics has been arrived at and patented.

#### **Advantages and Disadvantages of Natural Dyes**

**Advantages:** There are many advantages of natural dyes like minimal environmental impact

(Biodegradable and disposing of them and do not cause the pollution), renewable (No harm to the environment), color pay-off (It can help soft hue or soothing shade) and safe (no health problems).

**Disadvantages:** There are some disadvantages of natural dyes such as color pay-off (sometimes this products may fadeout), availability (natural products may not be available entire year like flowers, seeds, and others), sustainability (Producing them require vast areas of land).

#### **Ahimsa / Peace Silks**

The Silk industry in India is over 2500 years old and India is the only country in the world which produces the four different kinds of Silks such as Mulberry, Tassar, Muga and Eri. As amazing as the creation of a pearl inside the oyster is the making of Silk by the tiny Silk worm. Continuous lengths of fine quality lustrous silk fibre, resulting in good weaving, is procured from intact or whole cocoons after boiling, steaming, fumigating and killing the pupae inside.

Eco- Friendly Peace or Ahimsa Silk goods are made from yarn derived from empty and damaged cocoons from which the pupae have emerged as mature moths to breed, regenerate and complete their lifecycle. Shorter and coarser strands of Silk threads, the entangled outer flossy layer of the cocoons, their stems and other jumbled threads normally regarded as silk waste are mostly hand spun, hand woven and recycled into varied products such as scarves, mufflers, stoles, dupattas, shawls, saris and dress materials; besides home furnishings like curtains, cushion covers, bedspreads, throws, mats, runners and rugs in myriad colours and designs.

Contrary to even surfaced and smooth textured regular silks, Ahimsa or Peace silks are normally heavy and thick, with slubs, knots and uneven selvedge. They are available as pure Tassar fabric or are blended with other silks, besides, cotton, wool, linen, and viscose and banana fibre for softness, strength, variety and price. They yield to both chemical and vegetable dyeing and printing, besides embroidery beautifully.

[Source: <http://ahundredhands.com/work/ahimsa-peace-silks/>]

#### **Conclusion**

From 'Soul' to 'Cult', this long we reached in this journey of Handlooms. When need is prioritized choices need more reflection, when made. The waste we generate from synthetics is equivalent to the generations we borrow from future. It is high time that every step we make detours to cleaner foot prints. Handloom 'Naturally' should become a definite choice for mankind which is not easily possible when not dealt at Policy level. The closest to paradigm shift in Textile sector & industry across, should become the resonance of our very own spirit. Societies, Governments, Community Based Organizations, we should build co-existence in every frame we live. Closer to the natures bed collectively we should stand to sing & display 'naturally' our very own heritage of Symphony -'Hand'looms.

[Source: The role and development of vegetable dyes in Indian handlooms by Ganesh S,

<http://nopr.niscair.res.in/handle/123456789/585>]

\*7L - II Supplement - November 2018

## 10.LINK‘AGES’ (SAMBHANDH)

Numerous are the needs we have. Whatever we are, is due to a series of mutations and inheritances. Links we versioned and envisioned. Let us Link-'ages' of joy and rejoice. Behold the story of Solidarity!

As Sirivennela Sitaram Sastry garu puts it beautifully across in Nammaku ee reyini (Don't trust the darkness) song from Rudra Veena, wherein he ends the song with these lines -

“Padhuguri soukhyam pande dhiname panduga kaada  
Aanadu vasantha geethalu palukunu kada”

(The day when everyone rejoice their comfort is the festival day, isn't it? That day even the spring would recite its symphony of joy.)

In another song from Swades, we have Javed Akhtar ji compose these lines -

“Yeh Tara who tara har tara, Yeh sab saath mein  
Joh hai raat mein, Toh jagmagaya aasman sara  
Yeh sab saath mein”

(This star, that star, every star; when they all come together in the night; then the whole sky shimmers with the shining stars.)

Mark Shephard writes in a song -

“When we open our eyes, then we start to realize  
Together we can change the world”

Quite a time, we all are engrossed in our own individual battles, looking for diversion or giving into it. Anything but wise, a simple tang of music can lead us into an ocean of convergence. Diving in the flow, moments of confrontation and contemplation walk in hand to make us realize the art of freeing each other, to attach those strings with detachments and be lead by the universe, where “Sama- niti, nyaya, dharma” are triggered to meet the greater salvation of “Liberation” together.

Like in a musical symphony, where each of the ‘Notes’ resonate with the pulse of the world; how would it be, had each note across this globe meets to Connect, Exchange, Reflect, embracing the spirit of being “Tolerant” to convene, converge and integrate for the greater “Use” of “Being”?

How would it be, had we woken up to a Breaking News that ‘Barter System is being implemented all across India from tomorrow’? Would we be open to this? If yes, what do you wish to Exchange first?

What if you were told that the idea you gave would change the phase of the world and be implemented everywhere? What if all like-minded people contributing to common good of all come together? What if somebody told you that they are ready to partner on your idea? What if somebody told you that they would join your cause? What if somebody told you, “let us interchange and I shall give you something that you don't have for something you have in excess?”

‘What if’ delights an array of possibilities while ‘why not’, drives one.

Partnerships, Convergence, Collectives, Collaborations, Collaborative Consumption and many more;

Where is this to begin? What it can do? Link-'ages' to rejoice these moments of realities, to only lay stronger foundations of 'Us' rather than 'I'. Can it be a simple thumb-rule of Coexistence? May or May not be/ shall or shall not be? Being lead-lead-making one lead; a legacy in general, a transformational evolution in exceptional cases of altruism....Isn't it?

#### **LINE OF THOUGHT**

Have you thought about what made a number of apes come together, instead of living in mere isolation? Why is it that those apes are popularly called Social beings? Why is that we lay emphasis on 'relationships', 'bonds'? How would the world look like otherwise? Why is social capital enumerated? What role does discussion hold in our day to day lives? What gives us strength, when we come together? Do all of us have all the skills in this world to excel? Are we all equally equipped to manage all situations? Do we have all the time, energy & resources in this world to master all the crafts & not rely on rest for help?

Better, we all urge and strive for. There are two aspects to it, I may 'Need' or I can 'Give' something in the process. In either of the cases, an 'Opportunity' to complement is anything but a healthier possibility. How about we plan to seek and come together on principle, to constantly reap the benefit of fairness? How would it help in better access of the limited resources we actually possess?

Bargaining & Negotiation powers determine the plight of lives across the world. Trigger may be initiated with one ideology i.e. a point of influence. But for it to become a revolution to move lives under subjugation, solidarity can be the only way out.

For the many inequalities in this world, the weaker are going weakest, unable to access their very own constitutional rights and entitlements. What would it be like, when each of those suffering collect, partner, converge and collaborate to pursue a cause of "Life with dignity & living, than mere existence"? Micro-Finance models, Self-help group model, Social Enterprising model hugely rest their success on such linkages and are standing exemplary; being identified by masses as platforms for transfer of issues, dilemmas, hope, faith, skills, ideas - information & best practices apart from the regular economic benefits.

Reputation Capital is an evolving trend in the wake of collaborative consumption with the ideology bounded by 'Access being more important than Ownership'.

#### **WHY HUMANS FORM LINKAGES?**

Humans are seen to form many linkages on both individual as well as group levels in terms of social needs, resource needs, spiritual needs etc. Is it that we are the only beings forming linkages? If we closely observe the nature, it is all about linkages. Is it like we must link? Somewhere yes! The more we incline towards being self-dependent in terms of resources, the more we disturb the natural linkages and we are well aware of the consequences that are being faced. But the one thing very common about the human linkages is "Needs". In recent times, we have witnessed collaborations of telecom companies, was it a mere decision or a necessity? We have always come together with the purpose of our needs or to grow, be it socially or resourcefully, else it is very evident that we as a race enjoy being above each other rather

than being in one parallel platform. In other words, that feeling of inaccessibility of goal makes us push our boundaries and form common spaces to exchange what we have. Thus, we have different types of linkages, different levels of linkages, different spaces of linkages.

Here are some advantages of linkages:

1. Improved access to resources - With linkages, we increase our access to resources. Where one declares their surplus, which may fulfill the purpose of another one low on that resource. There have been cases where the “waste” of one person is a “raw material” for another with proper equipment. Thus, with the right knowledge shared we make the best possible use of the available resources.
2. Improved access to services -The biggest advantages of linkages are sharing of knowledge and making their presence known. There are instances where people are willing to give, organizations / institutions are willing to provide services and facilities but unable to facilitate.
3. Improved outcomes and impact - If the above two scenarios are fulfilled with the proper resources available, with the best available services and best output. It will surely improve the outcomes and impacts.
4. Improved quality of product (any goal) - We also can't deny that we absolutely cannot be pioneers of everything. Expertise has its own advantages. It would be the best practice to invest on mastering one service and form linkages with other such services to give the best of the output.
5. Shared risks - Linkages bring accountability of each other; thus, sharing the risk factors.
6. Mutual reinforcement - This is a bonus advantage which can also be termed complimenting power. Where we mutually share our strengths to overcome each other's weakness. More than being an advantage it is a necessity to happen, else the purpose of linkage may die.
7. Better assessment of situation - The knowledge of availability and things around us helps us to plan better and innovate.
8. Increased efficiency.
9. Lower the cost - The world is a costly place to survive, if everyone individually must invest in everything they need. But with linkages, it's easy to know the available resources and services, access them and get the best out of it. Thus, lowering many costs of finding and availing.

Other than all these, there are numerous social advantages like solidarity, sharing, warmth, more community behavior etc. It is all about announcing your haves and wants.

Until now, the grass looked green. If with so many advantages, why are intentional linkages so unpopular? It is simple, because the linkages are purely dependent on the values and fragile principles to which everyone in the mesh must adhere. Trust and Honesty being the core of the values and other values like persistence, equity, commitment, self-responsibility, and importantly, respect. It is not easy to trust and what makes it the care value of linkage is: the meaning of linkage lies only when you can trust others for your needs and not spend resources in ensuring/ securing your self-sustenance and vice versa. And honestly lies in equal and respected exchange of resource. Many aspects like accountability, transparency, communication and valuing what each one has to offer plays an important role in managing



and strengthening the linkages. It constantly needs equal amount of energy levels, efforts, dedication etc. from all the links to keep up the feeling of equity and mutual benefit. Which makes leadership a key aspect to keep up the linkages and nurture it.

### **LEADERSHIP IN LINKAGES**

Owing to our inability to do everything on our own, the need to amplify the existing tools and skills becomes fundamental for our survival. In this journey:

- Paying attention to our intuitions.
- Mobilizing those with like-mindedness into groups.
- Placing efforts as a team by drawing mutual inspiration.
- Efficient and effective planning.
- Optimum utilization & management of resources.
- Practicing & Coordinating.

Become critical when intensity is not to be compromised;

Be it a partnership, a collective, an activity of convergence or collaboration, a need for an indelible coordination is a prerequisite to sustain and conquer.

Power of convening is a string essential for building a stronger anchor of hope. All in all, a stronger 'Legacy' in both thoughts and actions is necessary. To pull in all efforts together by identifying, engaging, employing & demoting specialists in spaces needed in appropriate times. A follower he/she can be, a leader we may believe to call. Leadership plays a key role to ensure proper facilitation of any exchange or linkage or living. Compiling all musical bits to recreate a symphony of social impact rests in the hands of a leader, which would essentially not stop with one, bridging an unbreakable link.

### **THOUGHTS FOR CONTEMPLATION**

How would it be like, had there been no place for agreement or disagreement?

Nexus, we built for a reason! Let us breathe together to break the shackles of intolerance and ignorance to rebuild a world of greater convening power, with solidarity being the foundation to our very life.

Let us partner! Let us lose the urge to own! Let us converge! Let us collaborate! Let us evolve! Let us Collaboratively Consume! Let us link-'ages'!

For, it never was a bad idea.

As an African proverb quotes, "Wisdom is like a Baobab tree, no one individual can embrace it"

Signing off-

"We shall overcome

We shall overcome...someday" (We pledge/sing/pledge to sing/sing to pledge)

\*7L - II Supplement - December 2018

## 11. Flagship Programmes

Despite being one of the fastest growing economies in the world, Poverty is still a significant issue in India. Of the total population of 1.3 billion, nearly 70.6 million live in extreme poverty. Government of India implements flagship programmes to reduce poverty in the country. These programmes play vital role in poverty alleviation in the country. Flagship Programmes are major/important programmes of the central government to achieve certain goals.

Despite being one of the fastest growing economies in the world, Poverty is still a significant issue in India. Of the total population of 1.3 billion, nearly 70.6 million live in extreme poverty. Government of India implements flagship programmes to reduce poverty in the country. These programmes play vital role in poverty alleviation in the country. Flagship Programmes are major/important programmes of the central government to achieve certain goals.

There are different types of flagship programmes being implemented to improve the living condition of the population. These flagship programmes are categorized based on the rural and urban areas. Most of the programmes are designed to target rural poverty due to higher incidence of poverty in rural areas. Targeting poverty is challenging in rural areas due to various geographic and infrastructure limitations. The main classification includes Food Security Programmes, Social Security Programmes, Self – Employment Programmes, Wage Employment Programme etc. in the country. Also there are different types of flagship programmes in implementation namely women & Child Development, Health, Education, Employment, Agriculture, social Assistance, Infrastructure, Economical, Girl child, Women Empowerment, etc. in rural and urban areas of the country. Flagship programmes are centrally sponsored schemes and are implemented by the state governments on federal system. Funding between center and state is different but central funding percentage is more than the state.

In this article, 20 flagship programmes of rural and urban are introduced and also given links for more details about schemes.

**Integrated Child Development Services (ICDS):** Integrated Child Development Services (ICDS) scheme was launched on 2 October 1975. It is one of the flagship programs of the Government of India. It is one of the world's largest and unique programs for early childhood care and development. ICDS is a nationwide program which aims at promoting health and nutritional requirements of children up to six years and expectant and nursing mothers. Beneficiaries are children in the age group of 0-6 years, pregnant women and Lactating mothers.

Objective of the ICDS scheme is to reduce the incidence of mortality, morbidity, malnutrition and school dropouts and enhance the capability of the mother and family to look after the health, nutritional and development needs of the child. ICDS provide different services like supplementary nutrition, pre-school non-formal education, nutrition and health education, immunization, health checkup and referral services.

For more details: <https://icds-wcd.nic.in/icds.aspx>

**National Health Mission (NHM):** The National Health Mission has two sub-missions i.e. NRHM and NUHM (NUHM was newly launched). National Health Mission (NHM) was launched by the Government of India in 2013.

**National Rural Health Mission (NRHM):** NRHM is a sub-mission of NHM. NRHM is an initiative to address the health needs of under-served rural areas. It was launched on 5 April 2005 to provide accessible, affordable and quality healthcare to the rural population, especially the vulnerable groups in the country. It seeks to provide effective healthcare to rural population throughout the country with special focus on 18 states, which have weak public health indicators and/or weak infrastructure. The NRHM will cover all the villages in these 18 states through approximately 2.5 lakh village-based “Accredited Social Health Activists” (ASHA), who would act as a link between the health centers and the villagers.

**National Urban Health Mission (NUHM):** NUHM is also a sub-mission of NHM. It was launched on 1 May 2013. The scheme will focus on primary healthcare needs of the urban poor. NUHM envisages to meet healthcare needs of the urban population with the focus on urban poor, by making available to them essential primary healthcare services and reducing health expenses. This mission is implemented by the Ministries of Urban Development, Housing & Urban Poverty Alleviation, Human Resource Development and Women & Child Development.

This Mission will be implemented in 779 cities and towns with more than 50,000 population and cover about 7.75 crore people. It would primarily focus on slum dwellers and other marginalized groups like rickshaw pullers, street vendors, railway and bus station coolies, homeless people, street children, construction site workers.

For more details: <http://www.nhm.gov.in/nhm.html>

**National Social Assistance Programme (NSAP):** National Social Assistance Programme was launched on 15 August 1995. NSAP is a combination of National Old Age Pension Scheme, National Family Benefit Scheme, and National Maternity Benefit scheme. NSAP is a Centrally Sponsored Scheme of the Government of India that provides financial assistance to the elderly, widows and persons with disabilities in the form of social pensions. NSAP is a welfare programme, it is implemented by the Ministry of Rural Development. This programme is being implemented in rural areas as well as urban areas.

- The National Social Assistance Programme (NSAP) consists of five sub-schemes which are as follows. **Indira Gandhi National Old Age Pension Scheme (IGNOAPS):** **IGNOAPS is a non-contributory old age pension scheme. Indians who are 60 years and above and live below the poverty line are eligible to apply for this benefit.**
- **Indira Gandhi National Widow Pension Scheme (IGNWPS):** IGNWPS was launched in 2009. It will provide a pension for widows who are living below poverty line.
- **Indira Gandhi National Disability Pension Scheme (IGNDPS):** Eligibility is for Individuals aged 18 years and above with more than 80% disability and living below the poverty line.
- **National Family Benefit Scheme (NBS):** In the event of death of a bread-winner in a household, the family will receive lumpsum assistance of 20,000. The bread-winner should have been between 18–64 years of age.
- **Annapurna Scheme:** This scheme aims to provide food security to meet the requirement of those senior citizens who, though eligible, have remained uncovered under the IGNOAPS. Under the Annapurna Scheme, 10 kg of free rice is provided every month to each beneficiary.

For more details: <http://nsap.nic.in/> and [https://en.wikipedia.org/wiki/National\\_Social\\_Assistance\\_Scheme](https://en.wikipedia.org/wiki/National_Social_Assistance_Scheme)

**Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA):** National Rural Employment Guarantee Act (NREGA) was passed in 2005, later, it was renamed on 2 October 2009 as Mahatma Gandhi National Rural Employment Guarantee Act. The main aim of the scheme is to provide livelihood security to people in rural areas. The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) is also known as Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS). The scheme provides a legal guarantee for 100 days of employment for every household whose adult members volunteer to do unskilled manual work.

Initially in 2006, it was implemented in 200 districts and was extended to 130 additional districts in 2007-2008 in the country. With effect from April, 2008, this scheme was implemented in the entire rural areas of the country.

For more details: <http://nrega.nic.in/netnrega/home.aspx> and

[https://en.wikipedia.org/wiki/National\\_Rural\\_Employment\\_Guarantee\\_Act,\\_2005](https://en.wikipedia.org/wiki/National_Rural_Employment_Guarantee_Act,_2005)

**Prime Minister Gram Sadak Yojana (PMGSY):** Government of India has launched the Pradhan Mantri Gram Sadak Yojana (PMGSK) on 25 December 2000 to provide all-weather road connectivity in rural areas of the country. The programme envisages connecting all habitations with a population of 500 persons and above in the plain areas and 250 persons and above in hill States, the tribal and the desert areas. The Pradhan Mantri Gram Sadak Yojana (PMGSY) is a 100% Centrally Sponsored Scheme. The Government has brought forward the target date by three years from 2022 to 2019 to achieve complete rural connectivity through all-weather roads under PMGSY.

For more details: <http://pmsgy.nic.in/>

**Backward Regions Grant Fund (BRGF):** Backward Regions Grant Fund programme was launched on 19 February 2007 at Barpeta, Assam. The BRGF is implemented in 272 backward districts and aims to redress regional imbalances by providing funds for infrastructure projects.

For more details: [https://en.wikipedia.org/wiki/Backward\\_Regions\\_Grant\\_Fund](https://en.wikipedia.org/wiki/Backward_Regions_Grant_Fund) and

<https://www.panchayat.gov.in/documents/10198/0/BRGFFINALGUIDELINES.pdf>

**Sarva Shiksha Abhiyan (SSA):** Sarva Shiksha Abhiyan was started in 2001 after modifying existing scheme District Primary Education Programme (DPEP). SSA is Government of India's flagship programme. It is for achievement of Universalization of Elementary Education (UEE) in a time bound manner, as mandated by 86th amendment to the Constitution of India making free and compulsory Education to the Children of 6-14 years age group, a Fundamental Right.

The programme seeks to open new schools in those habitations which do not have schooling facilities and strengthen existing school infrastructure through provision of additional class rooms, toilets, drinking water, maintenance grant and school improvement grants.

For more details: <https://www.aicte-india.org/reports/overview/Sarva-Shiksha-Abhiyan>

[https://www.gktoday.in/gk/sarva-shiksha-abhiyan-ssa\\_26/](https://www.gktoday.in/gk/sarva-shiksha-abhiyan-ssa_26/)

**Swachh Bharat Abhiyan (Clean India Mission):** Swachh Bharat Abhiyan was launched on 2 October 2014 on the occasion of 145 birth anniversary of Mahatma Gandhi. It is working under the Ministry of Drinking Water & Sanitation in Rural areas and Ministry of Housing & Urban Affairs in Urban Areas. Swachh Bharat

Abhiyan or Swachh Bharat Mission is a nation-wide campaign in India for the period 2014 to 2019 that aims to clean up the streets, roads and infrastructure of India's cities, towns, and rural areas. Swachh Bharat Mission has two thrusts, one is the **Swachh Bharat Mission (Gramin)** which operates under the Ministry of drinking water Sanitation and second is the **Swachh Bharat Mission (Urban)** which operates under the Ministry of Housing and Urban Affairs. The Mission aims to achieve a Swachh Bharat by 2019. The objective of the mission includes eliminating open defecation through the construction of toilets and monitoring toilet usage. The mission aims to achieve 'open-defecation free (ODF)' India by the Government of India.

For more Details:

[https://en.wikipedia.org/wiki/Swachh\\_Bharat\\_mission](https://en.wikipedia.org/wiki/Swachh_Bharat_mission)

<http://164.100.228.143/sbm/home/#/SBM>

<https://swachhbharatmission.gov.in/SBMCMS/sbm-mis.htm>

**Mid-Day Meal Scheme (MDMS):** Mid-day Meal (MDM) scheme was launched in 1995, it aims to give a boost to the universalization of primary education by increasing enrollment, retention and attendance and simultaneously impacting upon nutritional status of students in primary classes. National Program of Nutritional Support to Primary Education (NP-NSPE), popularly known as the Mid-Day Meal Scheme (MDM). The Mid-day Meal Scheme is a school meal program of the Government of India designed to improve the nutritional status of school-age children nationwide.

For more details: <http://mdm.nic.in/>

**Pradhan Mantri Awas Yojana (PMAY):** The Pradhan Mantri Awas Yojana (PMAY) was launched on 1 June 2015 is a social welfare flagship program, aims to provide affordable housing to the poor people in the country. The scheme focuses on providing low cost pucca houses to both rural and urban poor. The mission of this initiative is to provide housing for all by the year 2022. It has two components that Pradhan Mantri Awas Yojana – Urban for the urban poor and Pradhan Mantri Awas Yojana – Rural for the rural poor.

For more details: [https://en.wikipedia.org/wiki/Pradhan\\_Mantri\\_Awas\\_Yojana](https://en.wikipedia.org/wiki/Pradhan_Mantri_Awas_Yojana)

<http://vikaspedia.in/social-welfare/rural-poverty-alleviation-1/schemes/indira-aawas-yojana>

<http://vikaspedia.in/social-welfare/urban-poverty-alleviation-1/schemes-urban-poverty-alleviation/pradhan-mantri-awas-yojana-housing-for-all-urban>

**National Livelihood Mission (NLM):** National Livelihood Mission (NLM) has two Sub-Missions i.e. National Rural Livelihood Mission (NRLM) and National Urban Livelihood Mission (NULM).

**National Rural Livelihood Mission (NRLM)** was launched in June, 2011 and it is a one of the flagship program by the Ministry of Rural Development, Government of India. In November, 2015, the NRLM was renamed as Deendayal Antyodaya Yojana NRLM (DAY-NRLM).

This is one of the world's largest initiatives to improve the livelihood of poor in India. World Bank is supporting for this scheme. NRLM is to cover 7 Crore rural poor households, across 600 districts, 6000 blocks, 2.5 lakh Gram Panchayats and 6 lakh villages in the country through self-managed Self Help Groups (SHGs) and federated institutions and support them for livelihoods collectives.

**National Urban Livelihoods Mission (NULM)** was launched in 23 September 2013 by the Ministry of Housing and Urban Poverty Alleviation (MHUPA), Government of India by replacing the existing Swarna Jayanti Shahari Rozgar Yojana (SJSRY). NULM is renamed as Deendayal Anthyodaya Yojana (DAY-NULM). NULM is implementing in all districts headquarter towns and all other towns with population of 1 lakh or more as per Census 2011. Under the scheme, urban areas extends the coverage to all the 4041 statutory cities and towns, there by covering almost the entire urban population.

For more details:

<https://aajeevika.gov.in/content/welcome-deendayal-antyodaya-yojana-nrlm>

<http://mohua.gov.in/cms/about-day-nulm.php>

**Soil Health Card Scheme (SHCS):** Soil Health Card (SHC) Scheme was launched on 12 February 2015 by the Government of India. This is working under the Ministry of Agriculture & Farmers Welfare. Government issues soil cards to farmers which will carry crop-wise recommendations of nutrients and fertilizers required for the individual farms to help farmers to improve productivity through judicious use of inputs.

Under the scheme, all soil samples are to be tested in various soil testing labs across the country. The experts will analyse the strength and weaknesses (micro-nutrients deficiency) of the soil and suggest measures to deal with it. The results and suggestions will be displayed in the cards.

For more details:

[https://en.wikipedia.org/wiki/Soil\\_Health\\_Card\\_Scheme](https://en.wikipedia.org/wiki/Soil_Health_Card_Scheme)

<http://vikaspedia.in/agriculture/policies-and-schemes/crops-related/krisi-unnati-yojana/scheme-on-soil-health>

**Pradhan Mantri Gram Sinchai Yojana (PMGSY):** Pradhan Mantri Gram Sinchai Yojana (PMGSY) was launched on 01 July 2015 by Government of India. It is working under the Ministry of Agriculture & Farmers Welfare. The main objective of PMGSY is to take irrigation water to each and every agriculture field in the country and boost agriculture yield.

The total agricultural area of India is 200.8 million hectare, out of which only 95.8 million hectare (48%) of area is covered under irrigation and 52% area is not covered under irrigation. Farmers in India majorly depending on rainfall for irrigation and it leads to less production output from farms. PMKSY ensures protective irrigation to all agricultural farms in the country Har Khet Ko Paani (Water for every field) to produce Per drop More Crop and bringing much desired rural prosperity.

For more details: <https://pmksy.gov.in/AboutPMKSY.aspx>

**Pradhan Mantri Fasal Bima Yojana (PMFBY):** In 2016, Government of India launched Pradhan Mantri Fasal Bima Yojana (PMFBY). PMFBY provides a comprehensive insurance cover against failure of the crop thus helping in stabilising the income of the farmers. PMFBY envisages a uniform premium of only 2% to be paid by farmers for kharif crops and 1.5% for Rabi crops. The premium for annual commercial and horticultural crops will be 5%.

Pradhan Mantri Fasal Bima Yojana (PMFBY) aims are providing financial support to farmers suffering crop loss/damage arising out of unforeseen events, Stabilizing the income of farmers to ensure their

continuance in farming, encouraging farmers to adopt innovative and modern agricultural practices, ensuring flow of credit to the agriculture sector which contributes to food security, crop diversification and enhancing growth and competitiveness of agriculture sector besides protecting farmer from production risks.

For more details: <https://www.gktoday.in/gk/pradhan-mantri-fasal-bima-yojana/>

**Rashtriya Krishi Vikas Yojana (RKVY):** Rashtriya Krishi Vikas Yojana (RKVY) was launched in August, 2007. It is a National Agriculture Development Programme. It is a state plan scheme of additional central assistance. RKVY is to provide support to various kinds of interventions in agricultural sector to achieve 4% annual growth in agriculture. The key aim of this scheme is to make farming a remunerative economic activity. The eligibility of a state for the RKVY is contingent upon the state maintaining or increasing the State Plan expenditure for Agricultural and Allied sectors.

For more details: <https://rkvy.nic.in/#>

**Pradhan Mantri MUDRA (Micro Units Development and Refinance Agency) Yojana (PMMY):** Pradhan Mantri MUDRA Yojana scheme was launched on 8 April 2015. It is a flagship scheme of the Government of India to extend affordable credit to micro and small enterprises. PMMY has created three products i.e. Shishu, Kishore and Tarun. Shishu is covering loans up to rs.50,000/-, Kishore is covering loans above Rs.50,000 and up to 5 lakh and Tarun is covering loans above 5 lakh and up to 10 lakh.

For more details: <http://vikaspedia.in/social-welfare/financial-inclusion/pradhan-mantri-mudra-yojana>

**Pradhan Mantri Jandhan Yojana (PMJDY):** Pradhan Mantri Jandhan Yojana was launched on 28 August 2014 and implementing by the Ministry of Finance. Under the scheme, all households to ensure access to financial services like banking, savings, deposit accounts, remittance, credit, insurance, pension etc. account can be opened in any bank branch. This scheme is for weaker sections and low income groups. This is a zero balance account. Account holder can get cheque book and account holders will have to fulfill minimum balance criteria.

For more details: <https://www.pmjdy.gov.in/about> and

[https://en.wikipedia.org/wiki/Pradhan\\_Mantri\\_Jan\\_Dhan\\_Yojana](https://en.wikipedia.org/wiki/Pradhan_Mantri_Jan_Dhan_Yojana)

**Beti Bachao Beti Padhao (BBBP):** Beti Bachao Beti Padhao scheme was launched on 22 January 2015 at Panipat, Haryana to address the gender imbalance and discrimination against girl child in the Indian society. It is a joint initiative of the Ministry of Women and Child Department, Ministry of Health and Family Welfare and Ministry of Human Resource Department. This scheme is to aware people about the importance of girls in the society. It is to increase awareness among common people to save the lives of girl child by completely removing the female foeticide.

According to 2001 Census, the child sex ratio (0-6 yrs) was 927 girls per 1000 boys, which dropped drastically to 918 girls for every 1000 boys in 2011. According to UNICEF statistics, India was ranked 41 among 195 countries in this regard in 2012.

For more details:

<http://vikaspedia.in/social-welfare/women-and-child-development/child-development-1/girl-child-welfare/beti-bachao-beti-padhao> and <http://www.wcd.nic.in/bbbp-schemes> and

[https://en.wikipedia.org/wiki/Beti\\_Bachao,\\_Beti\\_Padhao\\_Yojana](https://en.wikipedia.org/wiki/Beti_Bachao,_Beti_Padhao_Yojana)

**Prime Minister Ujjwala Yojana (PMUY):** Pradhan Mantri Ujjwala Yojana was launched on 1 May 2016 in Ballia, Uttar Pradesh. Under this scheme, 5 Cr LPG connections will be provided to BPL families with a support of Rs.1600 per connection in the next 3 years. Pradhan Mantri Ujjwala Yojana is a scheme of the Ministry of Petroleum & Natural Gas for providing LPG connections to women from Below Poverty Line (BPL) households.

For more details: <http://www.pmujjwalayojana.com/about.html> and

<http://vikaspedia.in/energy/policy-support/pradhan-mantri-ujjwala-yojana>

**Pradhan Mantri Kaushal Vikas Yojana (PMKVY):** Pradhan Mantri kaushal Vikas Yojana was launched on 15 July 2015 on the occasion of World Youth Skills Day. This is the flagship scheme for skill training of youth. PMKVY is implemented by National Skills Development Corporation (NSDC) under the guidance of the Ministry of Skill Development and Entrepreneurship (MSDE). The scheme will cover 10 million youth during the period 2016-2020. Under this scheme training and assessment fees are completely paid by the government.

For more details:

[https://www.msde.gov.in/assets/images/pmkvy/PMKVY%20Guidelines%20\(2016-2020\).pdf](https://www.msde.gov.in/assets/images/pmkvy/PMKVY%20Guidelines%20(2016-2020).pdf)

<http://vikaspedia.in/social-welfare/skill-development/schemes-for-skill-development/pradhan-mantri-kaushal-vikas-yojana>

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## 12. Leadership -VUCA

Leaders are not born, but are generated from the problems of the society. A leader leads from the front with their example. Leadership comes to the fore when an individual faces difficult situations head-on and handles them in a matured manner and overcomes them as a leader. The leader's commitment to adapting himself in achieving his goals in a world of Volatility, Uncertainty, Complexity and Ambiguity or VUCA world, where things change drastically in a split second, is the secret of being a successful leader. The entire situations require leaders with qualities like vision, character, strength, and ability and urge to learn lifelong. The leader uses spontaneous decisions, knowledge updating, tools, resources utilizing, and new skills learning and improvises the situation with these abilities to overcome the problems.

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In this day and age, people, businesses, organizations, governments are facing many challenges, problems with the changes happening in the world and information available is too little or too much ambiguous information. While a person observes and thinks of how to overcome a situation and waits for more data, the real leader takes the decision spontaneously, and fastly and processing the huge information, where every issue is more interconnected to other situations than before. In that situation, there is a need to work with a different mind-set with focus on possibilities rather than on probabilities; as these days, an event happening in a corner of the world affects or has an influence on everything in the rest of the world.

The VUCA concept was first used by American Military at the time of cold war with USSR in 1990s. Let us try to explain VUCA world with an example: The Global Financial Crisis happened in 2008-09. At the time, Subprime Mortgage, Banking Crisis, Lehman brother bankruptcy etc., led to the collapse of the world economic market. This great recession influenced almost all the world's nations, even if they had direct relation with the crisis. Due to these situations, various nations' governments had to be bailed out, and also stock markets crashed down, companies' production came down, unemployment increased, and lakhs of families were down on the roads. Overall, it dented the economic conditions in the world. All these things raised awareness among people about the thinking of the new world. These situations were a warning to the nations for the future.

In the VUCA point of view, the Volatile situations change the Speed, Type, Volume and Scale. While in Uncertainty point of view, we are unable to predict the future events. In complexity point of view, there is full confusion and no connection with cause and effect. In the Ambiguity point of view, lack of precision, and multiple things' effects on the problem.

In the above situations, the key is to observe what is possible and what is impossible in the problem's context and then take multiple perspectives, frame a systematic vision and look at the whole structure;

and only then can we understand where we start and observe the situation, and find out a good solution with proper vision and strategy. Surviving all these challenges, which are very critical, depends upon the good leadership and strategy of a sound leader. In these situations, there is a need to take up an adaptive approach based on the situation.

**Adaptive leadership:**

Adaptive leadership is where leaders communicate with others clearly and ensure they understand the nuances of the problem very well. The adaptive leadership gives a fresh perspective to people, and helps create and develop collaborative leaders. They take temporary solutions to better gauge the situation instead of permanent solutions. They adopt to the situation and think divergently, and role-play depending upon the situation. The plan is decided spontaneously and decision making is taken up immediately to overcome the problems. The adaptive leaders develop individuals and build confidence and give motivation to the people and provide feedbacks, facilitate changes and maintain disciplines.

In 2004, the great disaster of Indian Ocean tsunami occurred, which affected the coastal region of south India and killed many people and massively damaged houses, boats, assets, etc.. In that situation, the local fisherman communities were the most affected as they lost their livelihoods, houses, assets like nets, mechanized boats, tools over etc... They were back to facing poverty and their support and coping mechanism itself was in a vulnerable situation at the time. Later, with the government, NGOs interventions, the fisher folks' lives gradually changed.

At the time, the fisher folks learnt and understood the situation and the problems like decrease in income, having less money for expenditure, reduced employment, increased risks, etc., combined to push them into a vulnerable zone. But these situations also facilitated them towards gaining new knowledge, skills, decision making, which later helped improve the people's situation. They were now aware of the situation, and began applying new ideas, learning new things, developing critical thinking skills, which changed their life slowly. As now people are aware of the risks and ready to face any challenges and adapt to situations to overcome the problems great changes have appeared in their life. They have adapted to the new emerging culture in tackling the challenges with leaders, and their new essential agenda is to mobilize, take the help of new technology; but it also creates more VUCA conditions. As the VUCA situations happen unexpectedly and affect related fields as well.

**Transformational leadership:**

In VUCA world, the traditional skills are not sufficient to survive in the 21st century. The leadership needs to change its thinking with time. So, there is a need to enhance the leadership qualities, skills, behavioural mind-set, tools, updating education intended to solve the traditional problems. Only then can we survive in this competitive world. Otherwise, we will be extinct in the world.

For example: In the 21st century, the automation process has increased over manual way of doing things. It means that science and technology play a key role to development in the society. So, the youth will get updated on learning new skills; which gives them the required knowledge to get more employment and also gives entrepreneurship opportunities.

**Volatility:**

We live in a world that's constantly changing, becoming more unstable each day, where changes both big

and small are becoming more unpredictable – and they’re getting more and more dramatic and happening faster and faster. As events unfold in completely unexpected ways, it’s becoming impossible to determine cause and effect. Day by day, the world is changing and it is unstable. The changes might be small and big but mostly unpredictable.

For example in Crude Oil market, day to day the products rates are changing due to international market and dollar rate considerations in this matter.

**Uncertainty:**

It’s becoming more difficult to anticipate events or predict how they’ll unfold; historical forecasts and past experiences are losing their relevance and are rarely applicable as a basis for predicting the shape of things to come. It’s becoming nearly impossible to plan for investment, development, and growth as it becomes increasingly uncertain where the route is heading.

**Complexity:**

Our modern world is more complex than ever. What are the reasons? What are the effects? – Problems and their repercussions are more multi-layered, harder to understand. The different layers intermingle, making it impossible to get an overview of how things are related. Decisions are reduced to a tangled mesh of reaction and counter-reaction – and choosing the single correct path is almost impossible.

**Ambiguity:**

“One size fits all” and “best practices” have been relegated to yesterday – in today’s world, it’s rare for things to be completely clear or precisely determinable. Not everything is black and white – grey is also an option. The demands on modern organisations and management are more contradictory and paradoxical than ever, challenging our personal value systems to the core. In a world where the “what” takes a back seat to the “why?” and the “how?” of making decisions requires courage, awareness, and a willingness to make mistakes.

\*7L - II Supplement - April 2019

## 13.How to Form and Run an NGO

The word NGO is frequently used on various occasions by many people. NGO means Non-Governmental Organization. It can be a Society, a Trust, a Cooperative, a Non-profit Company or even a Trade Union. NGOs are familiar with the voluntary work on certain issues affecting the vulnerable sections of the Society. And NGOs work purely on humanitarian and philanthropic concerns with nonprofit motive, and do lot of service to the suffering people. Hence a few passionate and committed people who are desirous of starting a useful service to their locality, community and suffering people can start an NGO that gives them a platform to act independently without waiting for Government, Political Party or some VIP to come to their rescue at minute level.

NGOs are voluntary in nature and they are of four types i.e., Society, Trust, Cooperative and not-to-Profit Company duly registered under the Acts that are prevalent in different States and Countries. These can be registered in India under – Bombay Public Trusts Act of 1950, The Societies Registration Act-1860, The State Cooperative Societies Act or the multi-state Cooperative Societies Act or the Companies Act of 1956, especially section 25 of the Companies Act. The Indian Trust Act-1882, Religious Endowment Act-1863, The Charitable and Religious Trust Act-1920, The Muslim Wakf Act-1923, The Wakf Act-1954, and The Public Wakfs (Extension of Limitation Act) Act-1959, etc.

The registration process for the NGOs whether Society, Trust, Cooperative or the not-to-profit Company under section 25 is more or less similar but differs only on the number of persons required and other small issues.

### **Differences between a Society, Trust and Not-To-Profit Company**

The Society, Trust and Not-to-profit Company are for all practical purposes the same, but they will have functional and organizational minor variations. NGOs can be distinguished into two groups: Operational and Advocacy NGOs. This may be interpreted as the choice between small-scale change achieved directly through projects and large-scale change promoted indirectly through influence on the political system.

### **Creating a Vision & Mission**

Vision of an organization is important as it continuously guides people associated with the organization. Organizations define their Vision and Mission statements as a living document of the organization. Vision and Mission statements have now become an important part of strategy-making exercise and managements are taking keen efforts to frame an effective statement of the organizations.

A definition of vision is 'An image of the future we seek to create'. It may describe how they see events unfolding over 10 or 20 years if everything goes exactly as hoped. Mission statement defines the purpose or broader goal for being in the existence or in the business.

A mission statement should include information about the organization's purpose, business, value and beneficiaries.

- Purpose of the NGO should address what the opportunities or needs that exist.
- Business of the NGO should address what we are doing to fulfill those needs.
- Values of the NGO should address what principles or beliefs that guide to tackle those needs and execute

our work.

- Beneficiaries of the NGO should answer the question that to whom we are doing these activities.

### **Registration of NGO and Society**

As per the Societies Registration Act-1860, for the registration of a society, a Memorandum of Association is required which contains the following things:

- The name of the Society
- The objectives of the society
- The names, addresses and occupations of the Governors, Council, Directors, Committee, or other governing body to whom ,by the rules of the society, the management of its affairs is entrusted.
- Consent letters of all the members of the Managing Committee
- Authority letter duly signed by all the members of the Managing Committee
- An affidavit sworn by the President or the Secretary of the Society on non-judicial stamp paper of Rs.20/, together with a court fee stamp
- A declaration by the members of the managing committee that the funds will be used only for the purpose of furtherance of the aims and objects of the Society

All the applications required for registration should be submitted in duplicate together with the required fee.

A copy of the rules and regulations of the society certified to be correct copy of by not more than three of the members of the governing body shall be filed with the Memorandum of Association.

Memorandum of Association should consist all aspects clearly, i.e.

- Scope,
- Memorandum
- Objects of the society
- Member
- Right of members of society to form association
- Director
- Governing body
- Constitution of Governing Body of College
- Supersession and Constitution of Governing Body
- Power to amend rules and regulations
- Rules and Regulations
- Effect of the registration of the Society

- Position of the Society as regards its members
- Society cannot do acts not within its objects

For Registration of any public charitable trust

- The trust deed, which should contain the aims and objectives and mode of management of the trust,
- The minimum and maximum number of trustees should be mentioned in the trust deed
- How other trustees may be appointed or removed etc.
- Trust deed should be signed both by the settler/s and trustee/s in the presence of two witnesses
- Trust deed should be executed on non-judicial stamp paper, the value of which would depend on the valuation of the trust property.
- Application should be enclosed with court fee stamp, registration fee required ranging upon Rs.3/ to Rs.25/ or more depending on the value of the trust
- Application should be signed in the presence of the regional officer or superintendent of the regional office of charity commissioner

A section-25 company may be established for 'promoting commerce, art, science, religion, charity or any other useful activity', provided the profits if any and other income is applied for promoting only the objectives of the company and no dividend is paid to its members.

- Application in prescribed form 1-A should be submitted to the registrar of companies for availability of name together with a fee of Rs. 500/- with three options of names
- Once availability of the name confirmed a detailed written application should be submitted to regional director of the company law board with the following
- Three type written or printed documents of the proposed company memorandum and articles of association duly signed by all the promoters with full name, address, occupation.
- A declaration by an advocate or a chartered accountant that the memorandum and articles of association have been drawn up in full conformity with the provisions of the Act and that all the requirements of the Act and the rules made under have been duly complied with, in respect of registration or matters incidental or supplementary thereto.
- Three copies with all details of the promoters with name, address, occupation, proposed board of directors, and details whether they hold positions in other companies
- A statement of assets and liabilities of the company, as on the date of application and an estimation of annual income and expenditure of the proposed company, specifying the sources of the income and objects of the company.
- A brief description of the work done by the association if any, the proposed work to be done after the registration, in pursuance of the section 25.
- Publish in the news media about the application of registration

## Benefits of a Registration

The due registration of the NGO (as a Society/Trust/Section-25 Company) will have the following benefits

–

- Regd. Society/NGO has more value than the unregistered Society/NGO.
- Registration is mandatory whenever certificate courses are taken up and certificates to the beneficiaries are to be given
- Name benefit
- Income tax benefit for the NGO as well as to the donors
- Recognition/affiliation can be obtained from any University/organization
- Eligibility of grants from Central / State Governments
- Land can be availed from the Governments
- 80 G certificate benefit under Income Tax Act
- Benefit of publicity
- Benefits under Entertainment Tax
- Expenditure made on society is an investment
- Benefits under Service Tax
- Funds, white capital can be raised for building construction and acquiring needed assets.

Documentary Requirements for 12A & 80G registration:

The following documents are required for the NGO to register to get benefits under 12A & 80G sections of the Income Tax Act of Government of India. Registration can take normally 70-90 working days.

- 3 sets of signed and stamped Trust Deed / Society Bylaws photo copies
- Registration certification of the NGO
- PAN card photo copy of the NGO
- Covering letter on organization's letter head
- Valid postal address with address proof, such as Electricity Bill, House Tax receipt etc, with no objection certificate from the House Owner.
- Evidence of welfare activities taken up along with progress report since inception
- Books of Accounts, Income Tax Returns (ITR), if any since inception

Benefits of 12A & 80 G Registration:

- The NGO can raise local funds from the public and donors
- Registration certificate of the NGO

- Donors can claim exemptions under 80G
- Covering letter on the NGO's Letter Head
- Central / State Government and other NGOs, Foundations funds and grants can be availed.

The founders should be clear about the area of activity. It is advisable to take guidance of experts in the field concerned and of legal experts. The proof documents and other legal papers should be submitted. In the application they should authorize one person to act on their behalf for all further dealings with the Government and public.

An NGO can be registered with the District Registrar of Cooperative Societies in the concerned district. For the Society registration 7 members along with two witnesses who have commitment and knowledge to work for the welfare of the selected people in the subject chosen are required.

The following members of Governing Council, Office Bearers or Board of Directors need to be identified—

1. President / Chairman or Chair Person
2. Vice-President/Vice-Chairman/ Vice-Chair Person or Chief Executive Officer
3. General Secretary/ Secretary or Chief Operating Officer
4. Joint Secretary /Chief Information Officer
5. Treasurer / Chief Financial Officer
6. Executive Committee Member
7. Executive Committee Member

This is generally enough in the initial stages till the organization consolidates and starts its activities. However there is no bar on taking more members in to this Committee provided functional participation of all members in activities is ensured and generally odd numbers like 7, 9, 11, 13 etc. are taken when to avoid stalemates while making decisions.

The NGO should have one permanent office location for registration. An affidavit of owner of the registered office is to be submitted for rent free accommodation. Since the NGO is not-for-profit and service oriented, non-commercial organization rent or any charges regarding office accommodation should not be incorporated in the expenditure.

The Board members should not claim any salaries or monthly remunerations from the NGO. However, they may take charges promoting the activities and even give salaries to the supporting staff. This should be consented by the Executive Committee and duly recorded in the prescribed registers and authorized by the Board of Directors/Office Bearers whatever the case may be.

The members should have technical, legal knowledge apart from the organizational and managerial skills. If they require they can take services from the qualified people by even paying service charges applicable at the minimum. For ensuring this transparent practice all financial transactions should be routed through a joint bank account of the NGO and at least 2 office bearers.

The executive committee should be convened by the General Secretary by taking permission from the



President and intimating the members in writing in advance giving considerable time for them to make up and attend the meetings regularly with preparation on the agenda circulated.

The President or the Chairman of the NGO should preside over the meetings being conducted monthly, bi-monthly or quarterly as decided by the Office Bearers, Board of Directors as the case may be and ensure the implementation of the decisions taken by the committee meetings. They should ensure that ratifications are taken for the emergency decisions of the available office bearers over the demanding situations that came across.

The Vice-President or the Vice Chair person should function the duties of the President in his absence and be a supporting person to the President.

The General Secretary is the key functionary and he should, apart from conducting the regular proceedings, maintain the records of the minutes, assets, activities and public relations. He should take total responsibility for the commits and omits of the NGO and act as chief functionary motivating and coordinating the committee members and taking the organization to the gross root beneficiary targeted. In coordination with the Treasurer he should oversee the accounts and all financial matters of the NGO including fund raising campaigns. The General Secretary should prepare reports, proposals for future works and circulate for discussions and conduct meetings to oversee that decisions are taken by involving all members in democratic manner. This process of involvement coupled with transparency in conducting the regular activities of the NGO attains strength and gains acceptability among the targeted groups and public at large.

The Joint Secretary should assist the general secretary in discharging his duties and act on behalf in the absence of The General Secretary.

The Treasurer should maintain all accounts in prescribed registers and maintain bank transactions in transparent manner and give periodical reports to the office bearers , Executive Committee meetings and general body meetings as well as annual gatherings getting them audited by qualified accounting agency for getting statutory benefits from Government and funding donor agencies. The maintenance of accounts is the major criteria in healthy functioning of the NGO in the eyes of members and public.

Generally most of the NGOs get into a mess and lot of quarrels and litigations arise leading to splits and fragmentations even indulging in hostile campaigns against each other by not abiding to the above established democratic norms of functioning of the Office Bearers and Executive Committees. General criticism will come in case of the NGOs participating in relief measures, charity activities and in undertaking development projects with the support of funding agencies, Governments, Foundations that the NGOs are selfish and mismanage the funds.

The general practice in the Society is that they come to a conclusion taking one or two rare examples of adverse functioning and spread rumors about the NGOs role itself. These aspects are to be strictly observed by the development workers and the organizations that are vigorously working for the poor and vulnerable groups and exerting influence on the policy making which is under reported in the media and Society, thus themselves should become role models and protagonists for the good cause the NGOs are delivering.

## Bylaws

Bylaws are the rules of operation for a non-profit organization's Board of Directors. These operational rules play a pivotal role in how board members make business decisions and set the direction for internal divisions and the entity as a whole. Usually, bylaws are kept brief outlining the parameters in which organizational decisions will be made. It is better consult a lawyer or other professional before adopting bylaws. Since these documents are legal and binding, a non-profit Board of Directors though feel restricted, should abide by bylaws rigidly. Use this sample bylaw template to help you write bylaws for your NGO. The below template will give you an idea of what to include.

### Sample Bylaw Form

#### I. Name

The name of the organization/agency/group shall be [Name

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#### II. Board of Directors

The Board of Directors shall serve without pay and consist of [number of] members.

[Eligibility criteria, if are any.]

Board members shall serve [number of years, usually two to four] terms.

Vacancies shall be filled by the Board, with the recommendation of the Executive Director.

Board members with [number] of absences shall be dismissed from the Board.

III. Officers The officers of the board shall consist of a Chair, Vice Chair, Secretary, and Treasurer nominated by the Board.

Elected officers will serve a term of one year.

The Chair shall preside at all Board meetings, appoint committee members, and perform other duties as associated with the office.

The Vice-Chair shall assume the duties of the Chair in case of the Chair's absence.

The Secretary shall be responsible for the minutes of the Board, keep all approved minutes in a minute book, and send out copies of minutes to all.

The Treasurer shall keep record of the organization's budget and prepare financial reports as needed.

#### IV. Committees

The Board may appoint standing and ad hoc committees as needed.

#### V. Meetings

Regular meeting shall be held on [frequency and time of meetings]

Special meetings may be held at any time, when called for by the Chair or majority of Board members.

Agendas shall be provided at least [number of days] in advance.

## VI. Voting

(a) A majority of board members constitutes a quorum.

(b) In absence of a quorum, no formal action shall be taken except to postpone the meeting to a subsequent date.

Passage of a motion requires a simple majority (i.e., one more than half the members present). [Or whatever you board's decision-making process is]

## VII. Conflict of Interest

Any member of the board who has a financial, personal, or official interest in, or conflict (or appearance of a conflict) with any matter pending before the Board, of such nature that it prevents or may prevent that member from acting on the matter in an impartial manner, will offer to the Board to voluntarily excuse him/herself and will vacate his seat and refrain from discussion and voting on said item.

## VII. Fiscal Policies

The fiscal year of the board shall be [start date to end date]

## IX. Amendments

These bylaws may be amended by two-third vote of Board members present at any meeting, provided a quorum is present and provided a copy of the proposed amendment(s) is supplied to each Board member at least one week prior to the said meeting.

### **Activities, Records maintenance and Reports:**

After applying for the registration with the registrar office, the officials verify and give registration certificate within 10-15 days normally, but number of agencies and persons are exploiting the ignorance in this matter and making money and propagating short cut methods of registrations thus influencing and luring the Authorities in numerous ways. This is resulting in considerable number of bogus registrations.

It is advised to follow general procedure taking advice of learned people and legal experts for furthering genuine NGOs network. Once registration certificate is received from that onwards proper office maintenance has to be established. Communicating the formation of your NGO to the Government authorities, public and media by taking up some activities with own resources and initiative is essential. Then keep on involving members for sorting out the issues to be taken up by mingling with the targeted group or community. This practice of people involvement in longer run will garner support to the organization; give moral authority to mobilize public and monetary contributions from the affordable donors, involving members and will enhance your credibility to your more and more satisfaction thus acting as self-invigorating factor to take up varied activities in a planned manner.

This process of activities is to be recorded and legible documentation is to be developed with participating photographs, News items, enlisting public satisfactory response with suggestions to improve the activities. This requires office establishment and man power, which is to be enrolled from enthusiastic participants on part time and voluntary basis to further the NGO from strength to strength. Here many NGOs fail in some aspects, though they take up activities, but reports and records are not maintained which will evaporate their enthusiasm in continuing the NGO activities further they will be exhausted to take up

more activities since monetary involvement and legitimacy come under shortfall with the result that those NGOs are short lived. This is exactly reflected in our country where as for every 400 Indians there is one registered NGO present leaving aside unregistered ones, but effect and impact is not up to the mark shows the functioning of the NGOs. This requires the strengthening of NGOs functioning by recruiting supporting staff not exceeding the establishment cost from 10% of the NGO's budget. The healthy and effective norms suggest restricting establishment expenditure to 5-7% of total outlay of the NGO.

Here comes to the fore the crucial issue that more and more voluntary services are deserved in the development sector. Keeping the proportion of poverty, illiteracy, challenges in the enhancing of livelihoods, taking of health hazards, taking care of vulnerable sections of the society and working out sustainable and eco-friendly developmental modules for the vast population in India, large number of committed volunteers are needed. For these better managerial skills are required in NGO management and recruitment of the committed workers for remunerative payment is the need of the hour.

### **Accounts maintenance and Fund raising Programs**

#### **Accounts maintenance**

A foolproof accounting system is required for smooth running of the NGO and transparent methods are to be adapted in accounting system. The NGO should open a joint bank account with more than two persons for transparent bank transactions. The sources of the funds and how they are utilized should be recorded. Because all NGOs accounts are tend to be closely scrutinized, and an effective check is to be observed to deal with the misuses of non-profit book keeping and reporting practices. To establish a perfect accounting system it is often required to take the services of the accountant in maintaining the Accounts Books and Records as well as financial reporting in the NGO.

The book keeping system may be either cash or accrual. Cash based accounting is a system where

- Revenue is recorded when added to a bank account
- Expenses are recorded when money is withdrawn from the bank.

Accrual based accounting records:

- Revenue that is earned (may be before or after it is received)
- Expenses when incurred (may be before or after payment).

In general it seems that the information provided through accrual based accounting system is more useful to an organization than cash based accounting because it paints a broader financial picture. It allows an NGO to see not just its immediate payments and deposits, but also what kind of money they owe or be receiving in the future. This allows an organization to be more aware of its financial status.

Once the NGO decides the mode of book keeping system, it is essential to maintain that all financial transactions are documented and recorded into financial journals by the bookkeeper. Transactions should be numbered and put in chronological order and thank you notes are essential for every donation received. Thank you notes should be copied and added to the journals as well as check stubs and deposit receipts. The bookkeeper must be well organized in order to prevent the misuse of funds and ensure efficient spending for programs.

## **Fund Raising Programs**

The NGO should plan the activities in a precise manner and approach for donor contribution with seriously executing its programs, the dearth of funds position will not arise as long as credibility is not at stake.

Money required for an NGO to operate primarily goes into social programs and overall administration, utilities, and projects (surveys and programs). Both the Board of Directors and the President/Chairman should be active participants in fund raising and it is important that writing grants, seeking contributions, and other fund raising skills are acquired skills early in the NGO development. The Governing Council should assess the needs and identify what sources can best fulfill these needs. The Board of Directors should chalk out a plan to tap-

- Government Schemes
- Donations from corporate, foreign funding agencies, charitable trusts
- Individual donors
- Members contribution
- Fund raising drives with “channel” partners, schools, associations, and ladies clubs
- Selling products-made by self, made by others (obtained free or at a discount), old / new goods, jumble sales
- Events, e.g. dramas
- Weekend activities for families-in or by a non profit
- Providing volunteers to other organizations-ongoing or event based
- Rendering services-e.g.-making clothes for a shop; keeping an area clean, tending a garden
- Teaching skills e.g. folk-dance to kids group, how to provide support
- Training e.g... For Corporate personnel e.g. team building skills
- Getting adapted e.g.by a corporate, Rotary Club
- Publishing Newsletters or doing research in some form, etc.
- Professionalism, Communication and accountability are crucial for building trust with a potential donor and useful in soliciting them to contribute for a second time or even continuously.
- Approaching Independent Foundations, Community Foundations, Corporate Foundations, and Religious Foundations.

It may take one year before these fund raising programs prove to be successful. Finally at the end of the first year it is important to review the mission, goals and vision to assess if the NGO has stayed on track. Reviewing programs and activities to see what can be continued or be changed is also beneficial.

## **Functional Rules and Ethics**

For an NGO to be successful, its functioning should be democratic and ethical. There should be

democratically drafted vision and mission document, with democratically evolved planning and execution. Since the constitution of the Board of Directors is based on some passion to serve the targeted group of disadvantaged people, its functioning should reflect these values for the NGO to sustain. The NGO should be

- Non-profit, non-commercial, non-Government, legally registered, and
- Subscribing to universal humanitarian values
- An established head quarters
- Democratically adopted constitution
- Separation of policy makers and executive
- Policy makers should represent the beneficiaries of the NGO
- The NGO has existed for at least two years
- It is not politically partisan
- It does not use or advocate violence

The factors that help to build an NGO of good quality are

- Clarity in goals, values and ethos
- Should be clear about the field in which you are developing specialization
- The approach whether you are taking advocacy or implementation
- Better to adopt single objective which is easier to achieve
- Building good relationship with the beneficiary group to have goodwill and respect on both sides
- Maintaining strong contacts with other NGOs, Government and people.
- Build your professional capacity and build partnerships with other groups.
- Good practices are to be based on SWOT exercises, (Strengths, Weaknesses, Opportunities and Threats) in taking up the projects
- Good strategies have to be based on a good understanding of all the actors, potentials, limitations, needs, problems, leadership structure, etc.
- Transparency in taking of activities, principles should not go away
- All the people should have a say in the NGO, and all should feel included and present their opinion
- Ethnicity, disability, poverty, gender in equality should not be shown in involving the members
- Special preference should be given for women and children problems.

## **Auditing**

The maintenance of the NGO accounts are liable to be scrutinized by everyone, whoever is concerned and is part of the organization, because it is meant for public service with not-to-profit motive. Transparency and accountability is the key criterion for the NGO to command respect and support from the authorities and common public. Generally the accounts should be audited annually by the qualified auditors and balance sheets and statement of accounts are to be kept available for scrutiny of Governing Council Members. Accounts statements are to be submitted along with reports to the concerned Government authorities as and when required.

Since NGOs are expected to get funds from the Governments, Foundations, and Individual Donors as well as from the public at large all the accounts are to be maintained by the qualified or well-trained person and the Board of Directors of the NGO should monitor them regularly with minute details.

\* How to Supplement? - Livelihoods September 2012

## **14.How to Maintain Accounts for NGOs?**

Regular maintenance of accounts is crucial to a well-functioning organization. Often, NGOs ignore this aspect and maintain their accounts haphazardly. This creates problems while closing accounts for the year or when seeking new funds. Accounting system for an NGO is not very different from that of other organizations. This 'How to' supplement provides a step-by-step guide to maintaining accounts for an NGO.

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### **Accounting books**

The basic accounting books any organization should maintain are:

- Vouchers books
- Receipts books
- Journal
- Ledger
- Cash book

Cash book for local funds (non FCRA grants)

Cash book for FCRA funds

Petty cash book

- Bank Book

### **Other Books which finance section of an NGO needs to oversee / manage:**

- Fixed Asset register
- Advance Register
- Salary Register
- Stock Register
- Cheque issue register
- Bank Pass book / Statements
- Bank Reconciliation statement
- Vehicle Log Books
- Minutes Book



- Grant Register
- Contract / Agreement Register
- Telephone Register
- Attendance Register

Vouchers and receipts are the most basic documents in accounting. Journals are made on the basis of vouchers and receipts. Ledger is prepared based on journal and cash book is prepared based on ledger. The final accounts summarise all of these transactions.

### **Voucher Books and Receipt Books**

These books capture a transaction as and when it happens.

Voucher is a document recording a liability (payment) or allowing the payment of a liability, or debt. A voucher would be held by the person or company who will receive payment.

How to write a voucher:

- Develop a format that suits your organization. Ensure that it has the organisation logo and name
- It should have place for date, serial or voucher number
- Record name of the person, organization and kind of transaction (salary, rent, etc.), reason for transaction, amount in words and amount in Rs.
- Ensure the voucher is signed by the payer

Receipt is a written acknowledgment of having received a payment or goods, etc.

How to write a receipt:

- Follow a standard format - date, receipt number, transaction type, amounts etc.
- Signature and seal/stamp are a must after the completion of the transaction

### **Petty Cash Book**

Record day-to-day small or “petty” expenditure in the ‘Petty Cash Book’. The opening balance of the petty cash book represents the cash in hand of the office. All expenditure and revenue recorded in the petty cash book are verifiable by vouchers.

Record day-to-day small or “petty” expenditure in a petty cash book

The opening balance of the petty cash book represents the cash in hand of the office.

All expenditure and revenue recorded in the cash book are verifiable by vouchers.

Record all transactions in a journal. This is the fundamental accounts book in an organization. The other accounts books are based on the journal. A fundamental principle of Accountancy is that every transaction should have debit (cash outflow) and credit (cash inflow) entries. The journal records these in detail.

Ledger: Ledgers give you a clear picture of the funds spent and received under each head every month and the overall picture in one year. Ledger is prepared on the basis of the journal. It records the

transactions in a systematic, account wise format. Ledger entries are recorded under heads such as salaries, administration, programme, travelling, etc. Project-wise, funding agency-wise ledgers can also be maintained.

Spend some time once in a month to update all the ledger balances and prepare trial balance to check the accuracy of the accounts. The journal does not show the balance available in an organisation, the ledger does. Calculate the trial balance in the ledger. Trial balance is the difference between the debit and credit.

### **Cash Book**

The cash book records all the transactions in terms of receipts and payments. If the organization has a FCRA then two cash book are maintained, one for national projects and one for international projects.

Cash book is based on the journal entries. All cash inflows are recorded in the receipts column and all cash outflows are recorded in the payments column.

Trial Balances help reveal mistakes in accounts. If the book-keeping has been done properly, both sides of the trial balance will tally. In a double-entry system (each entry on debit side has an equal entry on the credit side), total of all entries on the debit side will match the total of all the entries on the credit side.

### **Trial Balance for a ledger:**

$$\Sigma \text{debit entries} = \Sigma \text{credit entries}$$

### **Financial Statement**

Financial Statements are prepared once a year, on the basis of account books maintained by the organisation. There are three main statements that a non-profit normally prepares:

1. Receipts and Payments Account
2. Income and Expenditure Account, and
3. Balance Sheet

These are then checked by the auditors, who issue a report. This is called an audit report. The audit report is an important document. It gives important information about the organisation's financial health.

### **Receipts and Payments Account**

The Receipts and Payments account records cash inflows and cash outflows. It is basically an annual summary of the cash book usually, the Income and Expenditure statement of an NGO shows a tally between the two sides. However, any surplus is liable to tax and can be carried forward to the next financial year.

### **Income and Expenditure Account**

Income and Expenditure Account is like an activity report for a year. It shows all the income for the year on one side (right hand side) and all the expenditure on the other side (left hand side).

The difference between the two sides is shown as 'surplus' (higher income) or 'deficit' (higher expenditure).

Usually, the Income and Expenditure statement of an NGO shows a tally between the two sides. However, any surplus is liable to tax and can be carried forward to the next financial year.

### **Receipts vs. Income**

All receipts are not income. For example money received from sale of fixed assets, loans taken, advances from customers, etc. is not income. Similarly, all income may not be received during the year. For example, money for credit sales may be received in the next year. Interest earned on fixed deposits

### **Payments vs. Expenditure**

Similarly, all payments are not expenditure. For example, money paid for purchase of fixed assets, loans repaid or given to others, advances to contractors, etc. are not expenditure. In some cases, an expense may occur but may be paid for later. For example, you may have organized a mela in February '12, but the bill of the tent house may be paid later in April '12. In this case, if you are following accrual accounting, then this will be shown as an expense in 2011-12, and as a payment in 2012-13.

### **Balance Sheet:**

The Balance Sheet is like a status report. It depicts the assets and liabilities of the organization on a particular date (usually the end of the financial year).

Liabilities are obligation of the organization arising from the past events.

Assets are the resources controlled by the organization as a result of past events and from where future benefits expected to flow.

Steps to write balance sheet:

- Identify all your liabilities and assets from various books/entries
- Ascertain the values of assets and liabilities. (Refer to the rule of depreciation and discounting while deciding the values)
- Both sides should tally

### **Tips for an efficient accounting system**

- Use single master bank account which is also eligible to receive foreign funds.
- Maintain project-wise ledgers / accounts for donor reporting.
- Update books of accounts regularly. Write cash book daily.
- Avoid alterations / over writings. Do not use whitener (Eraz-ex). Cut and write visibly.
- Minimize cash payments, encourage bank payments.
- Avoid pre signed blank cheques. Fine alternatives to overcome problems related to availability of signatories / trustees.
- Avoid multiple cash books.
- Reconcile your bank account regularly.
- Conduct Physical Verification of Assets at least once in a year and document the findings
- Take care of your old books and records

\* How to Supplement? - Livelihoods January 2013

## 15. How to do Recruitment in NGOs

Human resource is the key for any profit or not for profit organization to achieve its goal. As many NGOs work public welfare on project basis and are largely dependent on the funding agencies/ donors to support their activities, it is essential for them to handle the project/ activity with utmost transparency and dedication at each level. This requires possession of suitable and talented human resource/ employees for the organization.

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Just as in many other business models, there are times when a non-governmental organization may experience a higher than normal turnover rate among employees. Or a new project is to be implemented which require additional human power/employees with suitable talent and experience to carry out the project. Both the situations require the organization to employ human resource depending on the specific job requirements, for which they have to take up recruitment and selection process.

### **An organization can recruit in many ways.**

It can directly carry out the recruitment process – as in case of small NGOs and Community Based Organization or

If it is a reasonably big organization having separate wing for HRM, each department can send their requirements to the board and recruitment is carried out on a single phase for several odd jobs – many big organizations or SOs.

If the organization does not have the time and expertise enough to recruit the candidates, outsourcing the task of recruitment to a third party agency, who has expertise in it can be a savior.

Recruitment can be defined as the set of activities for an organization to attract candidates who have the capabilities and attitudes needed to assist the organization accomplish its goals.

The success of recruitment depends upon its ability to create a large pool of competent applicants. There are numerous sources of recruitment which may be categorized into two-

1. Internal – within the organization i.e. existing volunteers, contract employees, permanent employees but in different departments or cadre looking for better position etc.
2. External – talent pool outside the organization i.e. people with or without experience in development sector.

Once candidates are identified from recruitment, an organization can begin the selection process. Selection can be defined as "the process of choosing among available applicants, the individuals who are most likely to successfully perform a job". Selection is one of the most important functions of HRM because wrong selection of employees hampers organizational performance enormously. An ideal selection process comprises some steps such as filling up application forms, initial screening, group

discussions, preliminary interview, employment tests, written examination, comprehensive interview, background examination/ reference check, medical examinations, and job offer.

A typical recruiting and selection process is complex, time consuming and involves numerous constituents, including recruiters, hiring managers, approvers, interviewers and candidates. Because of the complexity, many users find that there is little consistency and transparency in the overall process, which negatively impacts hiring quality, timeliness and effective decision making.

There are four essential steps involved in the recruiting and selection process, with each step flowing from the previous one:

- a) Talent needs assessment: Assess the talent requirements for the specified job responsibilities. This may include educational qualification, experience, trainings undergone etc.
- b) Sourcing management: Recruit for an open position both internally and externally – advertising the available vacancies and job requirements in different platforms.
- c) Candidate evaluation: Evaluate candidates' skills and competencies and managing the interview process.
- d) Offer and on-boarding management: Manage job offers and transition candidates to employment.

Talent needs assessment:

First step in this process is to identify the vacant position or new requirement in the organization. This is the responsibility of the respective heads of different sections (or departments if any) in the organization.

The vacancies can be of any type - regular staff, project staff, service staff, contract staff or part time staff. This can also be a paid vacancy or seeking volunteers.

Inform the vacant positions to the board of directors of the organization to initiate recruitment process.

Develop specific job descriptions for all new positions that are to be filled by the head that identified the requirement.

This job description should include the following elements: • Position summary • Description of duties and responsibilities • Conditions of work • Qualifications and prior experience if any

Repeat this process until vacancies in all departments are identified. Identifying all vacancies and calling for recruitment will reduce the cost of hiring for the organization as well as time and energy.

Define the scale and payment details for the specified jobs (if paid job).

Recruiting

Once all the vacancies are identified, the board of directors has to give approval for filling the vacancies.

After getting approval from the board, it is time to advertise about the recruitment drive in the organization.

If the board is intended to select the candidates from the existing employees themselves i.e. internal recruitment, then they need not advertise publicly.

Information about the recruitment can be circulated within the organization informing the employees that those who have requisite qualifications and interest can send their CV for the respective department head as well as board of directors for consideration.

Volunteers offering their time to the organization can often be considered as prime candidates for recruitment. As strong support for the organization's mission has already been identified, as well as a volunteer's work ethic and effectiveness on the job, many in charge of recruitment for organizations often approach unpaid staff first in the hopes of finding individuals who are interested and available for open positions. Understanding that this is an often-used NGO recruitment process, many people deliberately volunteer to help certain organizations in the hopes of someday securing a permanent paid position with that organization.

If the recruitment panel decides to hire talent externally, they can approach different methods.

- By publishing classified ads on various print publications,
- Using technology - national not-for-profit newsletters, organizational website/ portal
- Using social networking sites as good platforms to advertise such as face book, linked-in etc. The advertisement that is to be placed should provide Job description in detail along with scale of pay (if voluntary service or payment is negotiable,
- Roles and responsibilities – expected output from the candidate is selected
- Qualifications including prior experience
- Job conditions
- Selection process – Walk-in-Interview or follow a series of selection process after sending a CV. This advertisement should instruct the candidate on the way to convey their interest. This can be done by
- Call for walk-in-interview
- Asking the interested candidate to send curriculum Vitae (CV) of the candidate with specific focus on the qualifications as well as experience either through e-mail to the specified e-mail address or sending through postal service (hard copy). The CV should cover the candidate's prior experience and educational qualifications along with reference details of his previous employers.
- Ask the candidate to attach a cover letter of showing his interest to join the organization and the reasons.

As print publications are proved to be costly as compared to that of e-publications, depending on the job requirement, most of the print advertisements should refer the candidate to visit a specific website for complete details of the recruitment process.

Now a day's social networking sites such as face book, linked-in etc are playing major role in communicating the opportunities to many people through word of mouth. Hence it will be beneficial for the organization to post the vacancy details in their respective page in order to reach more. However it is to be considered that this approach can be useful for high profile jobs only because many front line jobs may not reach the targeted talent pool.

Whatever is the mode of recruitment, mention the last date for applying for the job very clearly. It is advisable to give a minimum time for the candidate to respond such as one week to one month depending on the number of vacancies and job profile.

Make sure that your advertisement stays still in the non-print media such as organization website, newsletters and employment portals so that different candidates referring the site at different times will be informed about the vacancy.

If your organization is maintaining a website, create a page of recruitment and update at every stage of development in the process so that the process will be transparent and the candidates will be updated about the process.

### **Selection:**

#### **Candidate evaluation**

Depending on the job profile and description, organization can be inundated with record numbers of applicants and resumes as job seekers significantly outnumber open positions. Here the recruiting officer or the board whoever is involved in the hiring process plays crucial role.

A candidate cannot be simply selected based on the CV he/she has sent. However these CVs can be used as a basis to filter the candidates based on the organization's requirements and candidate's qualifications.

The cover letter showing the interest, qualification and experience of the candidate in brief is one of the most important aspects of an application as it displays a candidate's communication skills. Hence this can be used as a prior filter for the right candidates. This can be followed by filtering using CVs.

Once the candidates are shortlisted for specific job, selection of the right candidate is the next step.

An organization can follow different procedures depending on its size, availability of HRM and specialized recruitment panel or budget.

#### **Procedure – 1:**

**Direct interview:** this is the most sought after method of selecting candidates. If the organization is small enough on budget, they can call the candidates directly for interview instead of asking them to send CV first. In both the cases, the recruitment panel should interview the shortlisted candidates one by one there by evaluating their abilities to contribute for the organization.

For a small organization, board members as well as the department head that is well aware of the job requirements can form the interview panel. However it is advisable that the panel strength should not exceed two to three members.

The panel should test the candidate on several aspects such as

- Document verification to prove the genuineness of the candidate on the specified qualifications
- How committed the candidate is for the seeking job • Attitude towards the organization as well as the sector chosen
- Future plans with or without the organization (if the job offering is contract based or temporary)

This interviews round can long for 10 minutes to 30 minutes depending on the candidate as well as what the panel is expecting to check in the candidate.

Also gather some information about the candidate's family back ground and nativity. This is useful because a candidate coming from a rural background who is well aware of the problems and challenges can suit to the work environment and develop rapport with the beneficiaries if the job is to stay at field where as a candidate with urban background may find it difficult to adopt to the same environment.

Give marks for the candidates based on their response during the interview and select the candidate who has scored satisfactory or highest marks among the competitors.

**Second method:**

In this method, any organization that is willing to recruit more number of candidates for similar kind of job in different locations (generally in case of big organizations); can follow multiple step approach for selection of right candidates.

In this method, filter the candidates in multiple steps such as

Written test – either objective or subjective to test the candidate's knowledge, basic skills and awareness about the present job on demand. Based on their performance in the written test, filter the candidates who have satisfactory performance.

Group discussion (Optional) – again this step is optional for the organization. However an organization can make use of the GD to observe the candidates ability to work in a team and check leadership skills to lead the project.

**Final interview:**

By the time you approached this round, most of the unsuitable candidates are filtered out and a few hopefully suitable candidates are left to choose from. However it will be difficult for the panel to select among them because almost all candidatures have proven that they are better than the filtered out candidates and are suitable for the present vacancies.

At this time, the panel should be very careful while interviewing the candidates because any omission of the observation may lead to lose a right candidate.

At this round check the commitment and willingness to stay with the organization for a long period of time because all the energy spent on the candidate during and after selection will be in vain if they leave the organization for better opportunity.

You can ask the candidate to sign an agreement to stay for a minimum period of time.

Some organizations who do not have expertise and time in recruiting fir their organization can hire an external agency to the task for them. There are number of third party entities that have good knowledge on the organizational requirements and experience in selecting right candidates for the right job same as the HR department of any other company. However this method attracts expenditure from the organization as payment for the party.



Board of the organization (or HR department) should keep all the costs and time involved in each and every step of recruitment and selection; calculate the economics to decide whether to recruit directly or outsource the responsibility.

### **Offering**

After the interview, rank or give marks to the candidates based on their performance in several evaluation tools and finally select the candidate. If your organization requires the candidate to work in robust conditions or require traveling a lot depending on the requirement, it is important to make sure that the candidate is medically fit for the present requirement prior offering the appointment letter.

For this either ask the candidate to bring a medical fitness certificate from a registered medical practitioner or conduct medical tests under your surveillance at your or candidates cost.

After giving offer letters to the selected candidates, give induction/ on-job training to the candidates (if fresh candidate) or place them directly in the job location.

Induction plays an important role in determining whether the selected candidate who found to be suitable for the selected job during interview can indeed fit for it or not. During induction or on job training which may last from one month to 3 months depending on the offered job, observe the candidate's attitude, dedication, commitment, behavior with team members as well as beneficiaries and decide whether to retain the candidate or not. However this is useful for paid jobs (which are regular).

\* How to Supplement? - Livelihoods March 2014

## **16.How to Start an Enterprise?**

India is home to crores of small and medium entrepreneurs. These enterprises are spread across rural and urban areas. Street vending, running small whole sale shops and retail shops, service centers and small production units are major SME enterprises in the country. They are popular especially among unemployed youth and women. These SMEs vary in size and management. This “how to” supplement serves as a guide to set up and run a good SME.

### **Selecting the Business**

An enterprise is born out of an idea. The entrepreneur usually tries to fill in a gap in the existing demand. This would mean two things: a) the enterprise recognizes there is a demand for a particular service/product in the market, and b) whether she has the capacity/skill to fill this gap. An enterprises rests on its market, the entrepreneur has to meet the demand of the customers, or convince customers to want their product. The aspiring entrepreneur could talk to existing players in the market.

### **Assessing resources**

After assessing the market and skill set of the entrepreneur, the resources available to start the business – skills, technology, finance, infrastructure, human resource should be surveyed. If the aspiring entrepreneur does not have the required skill, she can acquire the skill through training or working under someone else in the business.

For instance, Raghu, a garment shop owner in Mahabubnagar District used to work at another garment shop before he set up his own. While working there, he learnt about running the business and understood the market well.

Similarly, the entrepreneur should also identify where to source the other resources from. It is also important to select a suitable/viable location for the enterprise. For instance, a motorbike repair shop is likely to have more customers on the main road rather than an interior street.

### **Preparing a business plan**

Once the aspiring entrepreneur does the preliminary study of the market and resources available, a business plan should be developed. A business plan helps in putting the business idea, strategies and resources in an organized manner. The business plan should be appraised for feasibility, viability, cost effectiveness, productivity, equity and sustainability.

Ensure that the business has comprehensive marketing strategies. However powerful the business idea maybe, poor marketing strategies would lead to its failure.

Generally small entrepreneurs run their business by themselves or involve family members. In some cases, they hire labour too. These enterprises run with limited investment, space, expertise, production quantity, information availability, technology, market and customers.

The business plan should also have a Strengths-Weaknesses-Opportunities-Threats analysis of the business.

## **Seeking Resources**

### **Financial Resources**

The entrepreneur could approach banks, SHGs, money lenders, friends and relatives for getting loans and credit to start the enterprise. The entrepreneur could also avail government schemes in which banks give 60% as loan, government gives 20-30% as grant and the entrepreneur's contribution will be 10%. These schemes are implemented by Municipal bodies in urban areas and Mandal Development Office in rural areas. The terms of the loan – interest rate, installments, repayment period should be negotiated at the time of taking the loan.

**Inputs:** Establish linkages with input supplying companies to procure stock for the enterprise. The entrepreneur could also buy goods in the wholesale market.

**Human Resources:** Estimate the personnel required for running the enterprise and hire them locally. The entrepreneur could also engage family members in the business.

### **Establishing the Business**

Once the resources are arranged, the entrepreneur should select the location for the enterprise. The enterprise could be registered under a relevant department (eg. Agriculture department for agriculture inputs enterprise) or even the Companies Act.

### **Operations**

Evolve the operations in the enterprise. Establish the supply chain – how will the procurement be done, how many times in a week/month, what is the procedure after procurement, how will it be stored, marketing, etc.

### **Business Strategies**

#### **Expenditure**

Calculate the different types of costs:

- Fixed costs: The investment made on the assets for the business, it is a onetime cost.
- Recurring costs: cost incurred in the regular activities of the business – marketing, procurement, etc.

#### **Money Management**

A part of the income the entrepreneur earns should be invested back into the business to help it expand. The income should also be used to meet the recurring costs of the business – salaries, bills, etc. Maintain an accounting system to record the cash inflows and outflows in the business. Conduct a statutory annual audit. File the applicable taxes without fail.

The entrepreneur could also opt for an insurance to shield the enterprise against potential threats.

\* How to Supplement? - Livelihoods December 2012

## **17.How to Form and Run a Collective Enterprise?**

### **Choosing the Product**

Identifying the product for the collective enterprise involves two stages: a) livelihoods mapping; b) market scanning.

Study the existing livelihoods portfolio in the area. Focus specially on enterprises and self -employment. Note the supply of each product, seasonality, cost of production, etc. For this, speak to 2-3 major producers of each product in the area. This step can be skipped in case the members of the potential collective are already engaged in some enterprise.

Conduct a market scan in the local area. Study the demand for various goods, selling price, profit margins, value addition, etc. Speak to 2-3 major traders in each product in the local market to get an idea of the market

Match the livelihoods map with the market scan. This would reveal potential gaps and opportunities. The product which has the most market demand should ideally be chosen as the enterprise product.

Demand estimation for the product will include sum of all the demand exist in local market, block, and district and to an extent state markets.

Study the value chain of the identified product. Value chain of a product is essentially the various stages it goes through from producer to consumer. (Refer October 2012 Supplement – ‘How to do Value Chain Analysis’). The value chain analysis will reveal gaps for further interventions.

### **Building Institutions**

Institutions are the foundation of a collective enterprise. These institutions could be either producers’ company or a Mutually Aided Cooperative Society (MACS).

The existence of primary institutions of the poor such as SHGs/CIGs/JLGs would help to judge the ethos of community to work in groups/collectives.

Organising the community into smaller groups (SHGs/CIGs) at the village level would help inculcate the discipline of working groups. The collectives could be formed either with the federations of these smaller groups with individual members.

### **Orientation and Training**

Organise training sessions for the producers - bookkeeping, leadership, learning to work in collectives, technical training for the product, marketing training, enterprise development, etc. Enter into partnerships with existing training centres, universities to conduct the trainings.

Facilitate the collective to build a shared vision. This process would infuse enthusiasm among the producers. Planning

Develop a business plan for the enterprise. In the plan, lay down strategies for the business – including marketing, production, scale, etc. Make a detailed budget for the plan. This process would help the collective and facilitators in gaining clarity about the business and also help in securing funds from donors.

Map resources – including natural, physical, human, technological, economic - available with the community. Identify the resources required for starting the enterprise.

Enable adequate backward and forward linkages for the collective by establishing tie-ups, partnerships, etc.

### **Operations**

#### **Decision-making**

Facilitate the formation of a committee to make decisions for the collective. This committee would consist of a few elected members (proportionate on the number of total members). A chairman should be chosen from among these members.

This committee would be in-charge of running the collective – including securing linkages, setting price, getting raw material, etc.

The committee members would be accountable to the collective as whole. It should have a fixed tenure.

#### **Bookkeeping**

Regular bookkeeping is necessary. Records of source of expenditure and income must be in clear entries, payments to the producers, service providers, input suppliers etc. must be maintained. Bank account must be updated from time to time.

Refer -

Planning, controlling and monitoring of day to day business

- Production manager will take a stock of finished stock and raw materials used in the production.
- Monthly planning for production
- Maintaining In bound and Out bound logistic register
- Regular maintenance of machineries
- Marketing division must ensure distribution, planning for transportation and maintaining daily sales report.
- Finance must keep track of working capital and cash book entries.

#### **Risk reduction and diversification strategies (Forecasting, planning, diversified investments, insurance Life and general etc.)**

- This will include reducing piling up of stocks and production of items which are in demand
- Investing in other businesses which are supplementary or complementary in nature
- Insuring life of employees and members producers
- Insuring machineries from natural and man-made disaster.

## **Production and Distribution**

Production can happen in small, individual units or large units where all the producers work together.

Inputs for the production can be obtained locally or can be bought from the market. The collective could also tie-up with raw material suppliers. Ensure that enough raw material is available to meet market demand. Also, there should be suitable infrastructure to store perishable items.

Remember that quality of raw materials determines the quality of the end product. However, make sure that the cost of production is kept reasonable. The cost of production is important in determining the price of the product.

## **Marketing**

- A good marketing strategy makes or breaks a business. It includes the distribution strategy, promotion strategy.
- Tips for better marketing:
- Packing, branding, certification would help the producers win the approval of consumers.
- Packing should be clean and hygienic. Local consumers should be able to connect with the brand name.
- Certification ISO/AGMARK/Handloom, etc. would help the producers win the confidence of consumers.
- Look at different distribution patterns – to wholesale traders, retailing, tying up with major companies,
- buyback options with the raw material providers
- Use pamphlets, banners, community radios and advertisements through print and digital media to
- promotion the products

## **Quality and Pricing**

In Kesla the producers are paid according to the quality of the birds reared by them at the end of a batch i.e. a period of 45 days; for this, the Efficiency Index of the batch is calculated. The EI captures the livability, Feed Conversion Ratio (FCR), weight and the numbers of days the birds have been reared. A minimum EI of 160 is required for the producer to get a decent return on the birds. A score less than 160 accounts for negative points and the birds are sold at the basic price. For every point above 160, the producer gets 1 paisa more. The birds usually weigh 2-2.5 Kgs at the end of the batch. Since the poultry industry is prone to volatile fluctuations in price and is determined by the Hyderabad prices. MPWPCL has a committee to negotiate and fix prices. The committee has two members, one from MPWPCL and the other from the cooperative.

Efficiency Index = Liveability (%) X Avg Body Wt (Kg) X 100/F.C.R X No of Days. This ensure price as per quality and also a process to reach a rational pricing/payment system for the producer.

## **Promotion Strategies of Jwaja Aloe Vera Collective**

Aloe vera collectives in Jawaja produce aloe vera juice. They pack the juice in containers of various shapes

and make available for retail and selling in bulk. The collective uses organic packing to attract the customer not only with the product but also its look. The collective uses pamphlets and banners to advertise its product. It also distribute free samples from time to time. Along with that they create awareness about the use and benefits of aloe vera juice.

#### **Issues faced by collective enterprises:**

Issues of Collective Enterprises Issues related to mobilizing producers, creating awareness and interest to form groups/collectives etc. providing trainings etc. Social issues like class and caste issues, rich and poor members of cooperatives/collectives and economic problems like addressing day loss (during initial days) of the producers in training and in attending meetings. Registration and arrangements of documents etc. Financial issues like fund raising, collection of initial capital and working capital management etc. Identification of seller of inputs, Purchase of inputs, demand assessment, forecasting, Production planning pricing of the products, identification of buyers, marketing and sales of the products and services. Sharing of profits, equity etc. Scaling up in other places

#### **Scaling up**

Collective enterprises started by a group of entrepreneurs/producers can be scaled up to include larger number of producers. Generally, smaller producer groups (SHGs/CIGs) are federated at village/block/state levels as MACs/Producers Companies. These large collectives demand more sophisticated management and operations.

#### **Case Study: Kesla Poultry Society**

Introduction PRADAN was established in 1983 and has since been a pioneer in creating sustainable models that have enhanced the livelihoods of the poor. It has presence in 8 states in northern and eastern parts of India (Rajasthan, Bihar, Madhya Pradesh, Jharkhand, Chhattisgarh, Assam, Orissa and West Bengal) where it works with 206, 298 families in 4, and 138 villages. The majority of the families that PRADAN works with belong to the SC and ST communities.

PRADAN's key activities include SHGs promotion, natural resource management, promotion of forest-based livelihoods and micro-enterprise development. In micro-enterprise development, it has focused on Tasar yarn production in Bihar, Chhattisgarh and Jharkhand. The strategy it has followed was to organize the rural women into "reeler" or "spinner" groups and PRADAN helps to market the products (half-finished and finished). As of 2009, the Tasar yarn production activities has benefited 2, 468 families.

Another intervention of PRADAN's under micro-enterprise development has been in developing small holder poultry cooperatives. Them to sustain their families.

The focus of the intervention has been to rope in the women of the tribe, who are already members of Pradan's SHGs

#### **Key Processes**

- When entering a new area, PRADAN conducts a rapid assessment that has two core components:
- socio-technical feasibility (understanding the local livelihood portfolio and checking road and water access, prevailing wage rate, share of member in family's livelihood portfolio);

- Market & financial feasibility (understanding prevailing market conditions- demand, input supply, margin per bird);
- They approach existing producer/potential producers who are already organized into SHGs and have a good track record in transactions;
- The members are trained in the methods of broiler poultry rearing. The training lasts for a whole cycle of production and is carried out under the supervision of the technical supervisors;
- Once the training is done, each member is given a batch of 300-400 birds to rear. Each producer is also given a book to record all the transactions made. The vaccination for the birds is administered through the feed;
- The birds are procured from a local hatchery that the federation has tied up with and distributes them among the members;
- 15% of the total feed is manufactured by the cooperative's own feed factory because the raw material to make this content is less expensive than buying the final produce. This 15% is added to the final feed before it goes to the producers. The feed factory has strong monitoring systems in place so the quality of the feed is maintained, the inventory, items procured, the date of the procurement, the date they are sent out, etc. The factory follows a strict first in first out rule so that the feed is sold at the earliest and does not expire;
- A paravet is chosen from the community and trained to monitor the birds every week;
- The producers are paid according to the quality of the birds reared by them at the end of a batch i.e. a period of 45 days;
- For this, the Efficiency Index of the batch is calculated. The EI captures the livability, Feed Conversion Ratio (FCR), weight and the number of days the birds have been reared.

Livability (%) X Avg Body Wt (Kg)

$$\text{Efficiency Index} = \frac{\text{Livability (\%)} \times \text{Avg Body Wt (Kg)}}{\text{F.C.R} \times \text{No of Days}} \times 100$$

- A minimum EI of 160 is required for the producer to get a decent return on the birds. A score less than 160 accounts for negative points and the birds are sold at the basic price. For every point above 160, the producer gets 1 paisa more. The birds usually weigh 2-2.5 Kgs at the end of the batch.
- Since the poultry industry is prone to volatile fluctuations in price and is determined by the Hyderabad prices. MPWPCL has a committee to negotiate and fix prices. The committee has two members, one from MPWPCL and the other from the cooperative.
- When an order for buying the birds arrives, the buyer is to first go to the cooperative office and place the order and pay the amount. With the receipt that the cooperative office issues, he procures the birds from the village;
- A meeting for the cooperative is held on the 5th of every month where representatives of the villages come to share experiences and information on the financials of the cooperative.



### **Institutions involved, role played**

- PRADAN- initiated the intervention and evolved the model, right up to the formation of the producers' company. It was instrumental in forming the first groups, the cooperative and later the producers' company.
- MPWPCL- is the federation of the 9 poultry cooperatives in Madhya Pradesh. It purchases the raw material required for the

### **History of the Intervention**

PRADAN's earliest experiment in small-holder broiler poultry rearing was in Kesla, a predominantly tribal block in Hoshangabad district, MP. The chief sources of income in the area in the 1980s were rain fed agriculture and migration. PRADAN made interventions on various livelihoods themes, especially NTFP collection, but poultry rearing emerged as the most successful among them.

The origin of the intervention dates back to 1988. Most tribal households kept some poultry in their backyard and these earned them Rs. 1,200-1,500 annually. Considering the importance of poultry in the local livelihood system, PRADAN decided to take measures to enhance the income of the producers. This was possible if the size of the poultry and efficiency in rearing the birds was enhanced.

In 1992, the growing demand for broiler birds in the local market prompted PRADAN to facilitate some of its SHGs to rear broiler birds. The production period for broiler birds lasts 40-45 days, thus enabling the producer to take up 6-7 batches in a year. PRADAN promoted broiler birds also because they were less prone to disease as compared to the native ones.

PRADAN pointed out the barriers that prevented the small holders in poultry from entering the market:

- Technology;
- Scale of production: most poultry farms are large in size
- Investment
- Most broiler farms have sprung close to major towns and cities.

Though most broiler farms are large in size, PRADAN was convinced that small holders too could break into the market. Given the lack of access to the latest technology, PRADAN thought it best to keep the poultry farm small in size to maintain hygiene and prevent disease among the birds.

Later, in 1997, the Kesla Poultry Samiti was formed to cater to the increasingly felt need of having a localized management system for the poultry producers. There are 900 members in the KPS today has been considered as a model in small-holder poultry rearing. Taking inspiration from the successful evolution of the model, PRADAN has replicated elsewhere in Madhya Pradesh, Chhattisgarh and Jharkhand. In 2001, model saw another milestone with the formation of the Madhya Pradesh Women Poultry Producers' Company (MPWPCL), registered under the Companies Act, 1956.

### **Achievements**

- MPWPCL has a membership of 9 Cooperatives;

- It registered a turnover of Rs. 3108.61 Lakhs;
- The company has 100% women membership of which 93% belong to the SC or ST communities;
- The company has its own feed factory that produces 15% of the bird feed content; it has assets worth 100 lakhs;
- The company has set up a trust called the National Small-Holder Poultry Trust that provides financial and technical assistance. It lends to the poultry producers at 6% interest;
- The company is now looking to establish its own hatchery to provide 100% forward and backward linkages;
- KPS has the distinction of being the first successful small-holder poultry model across the country. It has been an inspiration for replication elsewhere;
- For the year 2010-11, KPS recorded a turnover of 16.81 Crore with producer payments amounting to 1.67 Crore;
- The monthly placement of Day Old Chicks (DOC) has risen from 8,000 in 1993 to 4 lakh in 2010, making it an important broiler rearing centre in the country;
- The members of the cooperatives yield an income of Rs. 100 a day (for 400 birds);
- The cooperative society has its own brand of chicken known as Sukhtava chicken;
- There has been a significant drop in distress migration among the members and rise in investing in acquiring assets, education and health has been registered;
- Each cooperative has created 15-20 jobs for the local youth to meet its staffing requirements;
- Efforts are on to federate the cooperatives across the three states into a national level institution.

### **Target Group**

The members of the cooperatives are women who belong to the Dalit and tribal communities in Madhya Pradesh.

In Kesla, most members belong to the Gond tribe who mostly inhabit the forest areas. They are generally landless/small land holders. The livelihoods portfolio of the Gonds traditionally includes NTFP collection, farming and livestock rearing. Over the years, with the breakdown in traditional livelihoods across rural India, distress migration became rampant among the Gonds. Working as daily wage labour became a common phenomenon among the tribe. These livelihoods fetched them incomes that barely enabled them to sustain their families.

The focus of the intervention has been to rope in the women of the tribe, who are already members of Pradan's SHGs

### **Key Processes**

- When entering a new area, PRADAN conducts a rapid assessment that has two core components:
- socio-technical feasibility (understanding the local livelihood portfolio and checking road and water

access, prevailing wage rate, share of member in family's livelihood portfolio);

- Market & financial feasibility (understanding prevailing market conditions- demand, input supply, margin per bird);
- They approach existing producer/potential producers who are already organized into SHGs and have a good track record in transactions;
- The members are trained in the methods of broiler poultry rearing. The training lasts for a whole cycle of production and is carried out under the supervision of the technical supervisors;
- Once the training is done, each member is given a batch of 300-400 birds to rear. Each producer is also given a book to record all the transactions made. The vaccination for the birds is administered through the feed;
- The birds are procured from a local hatchery that the federation has tied up with and distributes them among the members;
- 15% of the total feed is manufactured by the cooperative's own feed factory because the raw material to make this content is less expensive than buying the final produce. This 15% is added to the final feed before it goes to the producers. The feed factory has strong monitoring systems in place so the quality of the feed is maintained, the inventory, items procured, the date of the procurement, the date they are sent out, etc. The factory follows a strict first in first out rule so that the feed is sold at the earliest and does not expire;
- A paravet is chosen from the community and trained to monitor the birds every week;
- The producers are paid according to the quality of the birds reared by them at the end of a batch i.e. a period of 45 days;
- For this, the Efficiency Index of the batch is calculated. The EI captures the livability, Feed Conversion Ratio (FCR), weight and the number of days the birds have been reared.

Livability (%) X Avg Body Wt (Kg)

Efficiency Index= ----- X100

F.C.R X No of Days

- A minimum EI of 160 is required for the producer to get a decent return on the birds. A score less than 160 accounts for negative points and the birds are sold at the basic price. For every point above 160, the producer gets 1 paisa more. The birds usually weigh 2-2.5 Kgs at the end of the batch.
- Since the poultry industry is prone to volatile fluctuations in price and is determined by the Hyderabad prices. MPWPCL has a committee to negotiate and fix prices. The committee has two members, one from MPWPCL and the other from the cooperative.
- When an order for buying the birds arrives, the buyer is to first go to the cooperative office and place the order and pay the amount. With the receipt that the cooperative office issues, he procures the birds from the village;

- A meeting for the cooperative is held on the 5th of every month where representatives of the villages come to share experiences and information on the financials of the cooperative.

#### **Institutions involved, role played**

- PRADAN- initiated the intervention and evolved the model, right up to the formation of the producers' company. It was instrumental in forming the first groups, the cooperative and later the producers' company.
- MPWPCL- is the federation of the 9 poultry cooperatives in Madhya Pradesh. It purchases the raw material required for the cooperatives and passes it on to the cooperatives, manufacture feed (15%), conduct internal audit, provides training to the stakeholders when required.
- KPS- was the first step towards inducing robust management into the system. It is an important link between the producers and the producers' company.

#### **Human Resources involved**

- The cooperative has one CEO to manage its day to day affairs. Each cooperative has a technical supervisor who makes regular visits to the poultry farms and conduct check-ups on the birds ever week. There is also one paravet who is identified from the community to assist the supervisor in his working.
- Each cooperative also employs an accountant to manage the financial transactions of the cooperative.

#### **Costs and Funds and other resources, Support received**

- 75% of the cooperatives' turnover goes to the hands of the producers while 25% is retained by the cooperative to meet its expenses;
- Financial help sought through SGSY to construct the poultry sheds

#### **Costs and Benefits, Per Capita/Unit Costs**

- It is estimated that Rs. 60,000 will be the per-beneficiary cost incurred in making this intervention. This includes infrastructure, capital and capacitating the producer.
- The technical supervisor is paid 55-70 paise per bird after the completion of one batch i.e. every 2 months, he tends to 10,000 - 30,000 birds in one batch (45 days);
- The feed factory employees are paid on a daily basis.

#### **Challenges, Constraints and Externalities**

- It took 20 years to evolve the model. This speaks volumes of the challenges faced during the implementation.
- The initial challenge was to make the producers aware of the potential in poultry rearing. Only after PRADAN's first few attempts on other livelihoods themes failed, did the producers take up poultry rearing.
- Even though poultry is a common species of livestock among the tribals, the rearing of broiler birds would be an entirely different ballgame for the producers. The technology intensive process made many hesitant to take this up as a primary livelihood.

- Initially, MPWPCL has tried to sell the birds on wholesale to a butcher in Bhopal but found it to be an unviable option as most transactions were made on credit basis and the commitment was repeatedly violated by the butchers.

Disease control is another major problem. Though the farm size is small with better hygiene, the birds have faced the threat of deadly viruses such as the avian flu, ranikhet and others.

\* How to Supplement? - Livelihoods February 2013

## **18.How to Write a Project Proposal**

A project proposal is an important document designed to present a plan of action by the implementing agency, which outlines the need for implementing it, ways to manage and focused outcome and convince the reader (donor) to agree with and approve the implementation of the actions recommended in the body of the document.

This 'How to' supplement explains the process of developing a proposal.

Before we start writing a proposal, it is important for us to do some research. No matter how small or big the project is, some kind of reference to existing literature or data should be made. Usually, it is expected that the NGO has enough information at hand about the problem or the project before writing the proposal. NGOs have to gather all related information about the issue they are working on. In some cases, donors sponsor pre-proposal research so that organizations have enough evidence, both at field and in literature, before developing the actual proposal.

It will also be useful to go through the following information about the donor:

- Aid priorities and issues of the donor
- Proposal Guidelines
- Previously funded projects and programs

### **Key stages of Proposal Writing**

A project proposal is a detailed description of a series of activities aimed at solving a certain problem. The proposal should contain a detailed explanation of the:

- Introduction to the organization
- Problem statement
- Project justification
- Project Goals and Objectives
- Project Strategies, methodology and Activities
- Project Results
- Project Implementation
- Human Resource
- Monitoring and Evaluation strategies
- Log frame
- Budget

The project proposal should be a detailed and directed manifestation of the project design. It is a means of presenting the project to the outside world in a format that is immediately recognized and accepted.

### **Introduction to the Organization**

In the background about the NGO it is necessary to briefly explain about previous information relevant to the project, important NGO activity, facts about the organizations and governance, financial matters about the organization.

To ensure that there is adequate information about the organization in the proposal, it is important not only to copy information from previous documents, but also carry out discussions with staff and key stakeholders about the project.

The Strengths Weaknesses Opportunities and Threats (SWOT) tool comes handy here. Once this framework is ready, it will be quite easy for us to write the proposal and answer the sharp questions of any proposal format.

### **The Problem Statement**

A problem statement is a clear description of the issues, it includes a vision, issue statement, and method used to solve the problem. A problem statement is a clear concise description of the issue that needs to be addressed by the NGO for their program. The 5 'W's - Who, What, Where, When and Why - is a great tool that helps get pertinent information for a discussion to arrive at the problem statement. Problem Statement/Project Rationale is a brief analysis or summary of the problems identified relating to the project or issue to be addressed by the project.

### **Project Rationale and Scope**

Project rationale gives an explanation about the issue that is being addressed by the project and why it needs to be addressed. It also argues in favor of implementing the project in the proposed area in the existing conditions. Information we can use in this section includes: Country, region, area details (location in region, government, population etc); Poverty information, including information on the state of the economy, Employment/unemployment; Gender issues; HIV/AIDS situation; Health and education. Important points to be remembered while developing the Problem Statement/Project Rationale:

- It has to be precise and point-to-point basis.
- Use of quotes, live examples, case studies references, research data and press articles would be very helpful.
- It has to be very specific to donor issues and priorities.
- Giving references to other NGOs, organizations working against similar problems in other areas would be very useful

### **Stakeholder Analysis**

A Stakeholder is any person, group or organization who can be positively or negatively impacted by, or cause an impact on, the actions or activities proposed. Stakeholder analysis is critical to the proposal writing. The first step in the process of stakeholder engagement is stakeholder identification—determining who your project stakeholders are, and their key groupings and sub-groupings

### **Project Goal**

A project goal is a general, high-level and long-term objective of the project. It is different from project

objectives because the latter are very specific and have to be addressed alone by the project. But a goal cannot be achieved by the project on its own since there will be other forces like the Government and other agencies as well working to achieve it. It is a major benchmark to compare work between different projects. Usually there is one project goal only and it can be reflected in the title of the project also. It should ideally support the overall policy of the government or the donor agency.

For example, The Goal (the long distance vision) was to enable the community to resume normal life through rebuilding the houses and infrastructure to poor households, after the floods.

### **Project Objectives**

Project objectives are the specific objectives for which the project works to achieve them within a stipulated time. They should directly address the problem mentioned in the Problem Statement. They should be specific: the more specific it is the better to design activities, indicators and the Logical Framework Analysis. Specific objectives also help address the problem stated and convince the donor easily.

- Think about what success means for your project and how you would show that success
- Refer to the results you expect from the project
- Describe the focus population and the desired change among the population
- Include the location and time period for each objective
- Reflect the intended changes in systemic conditions or behaviors that must be achieved to accomplish the goal/strategic objective
- Objectives should have measurable indicators which show what, when, and how conditions, behaviors, and practices will change
- Objectives must be verifiable at some point during the execution of the project For example: “To increase the income-level of women farmers from 5% to 15% in the district.” Some Relevant Words

To be used while writing Objectives:

- Decrease; Increase; Strengthen; Improve; Enhance; etc
- Some Inappropriate words not to be used while writing Objectives
- Train, Provide, Produce, Establish, Create

The purpose of setting goal and objectives is to convert the vision into specific performance targets, the results and outcome the organization seeks to achieve. They function as yardsticks for tracking the organization’s performance and progress. Goal and objectives also relentlessly pursue the employees to strive hard to achieve the set goal and objectives. Goal and objectives should be stated in SMART form; it means objective should be.

S = Specific

M= Measurable

A = Attainable



R = Realistic

T = Time bound

**Specific:** Great goals are well-defined and focused. “Obtain wage employment for 2 thousand tribals in Khammam district under MGNREGS” is more meaningful to mobilize than “to get more employment under MGNREGS for tribals”.

**Measurable:** Numbers are an essential part of any project. Put concrete numbers in your goals to know if you’re on track.

**Attainable:** Most often, NGOs set goals that are beyond reach. No one has ever built a training centre overnight. NGO proposals many times get discarded as proposal and plans of them have strange goals. Dream big and aim for the stars but keep one foot firmly based in reality. Check with your NGO and target groups you are associated with to get a hand on realistic understanding to set smart goals.

**Realistic/Relevant:** Achievable goals are based on the current conditions and realities of the issue and environment the project is dealing with. For example, an NGO may desire to have a goal to increase business of Micro Finance Institutes revenue by 50%, but if an economic recession is looming and many new competitors are in, then your goals aren’t relevant to the realities of the situation.

**Time-Based:** Goals and objectives just don’t get done when there’s no time frame tied to the goal-setting process. Whether your goal is to increase incomes of poor people by 20% or find five new livelihoods for women in rural areas, there is a need to choose a time-frame to accomplish the goal.

**Example:** GOAL: Reduced infant mortality rate by 1% to the current situation among rural woman of Mahbubnagar district by three years.

### **Purpose of the proposal**

What final result are you trying to achieve? This is the purpose of the project. This should be clear and brief.

**Example:** To increase the School attendance and literary skills of 6-14 year girl children of coastal mandals of Prakasam district.

### **Strategies and Activities / Interventions**

Examples:

*By teaching pregnant mothers about the importance of exclusive breastfeeding through six months*

*By encouraging pregnant mothers to establish good breastfeeding patterns at birth, by providing incentives and rewards to pregnant mothers whose infants remain free of diarrhea through the first year,*

*By teaching mothers about the value of local foods for infants who are being weaned,*

Proposals are required to outline how the objectives of the project would be achieved. Here, it will be necessary to mention the Strategies and the Activities to be implemented in the project. There is lot of difference between strategies and activities. Strategies are broad concepts under which activities are placed.

Strategies in a project can include:

- Capacity-building/ increased awareness
- Advocacy
- Micro-finance and CBO development Strategy
- Participatory Infrastructure Development Strategy

Activities can include:

- Training workshops, street shows, rallies
- Staff selection, staff training
- Baseline, PRA, FGD, mapping
- Conferences, meetings, articles, publications
- Establishing shelter homes, counseling, legal support
- Forming SHGs and cooperatives
- Building irrigation tanks, demo plots

Activities necessary to achieve the results/outputs were listed. Activities are expressed as actions. For each output, the necessary activities that needed to be carried out were developed.

### **Performance Indicators and Risks & Assumptions**

A Performance Indicator is a measure of the result. It gives a sense of what has been or that is to be achieved. For example, the number of households keeping their surroundings clean and hygienic or the number of women participating in training programs. There are two types of indicators, namely, "Process Indicators" and "Results Indicators." Process indicators define the indicators for a process or an activity like „number of women participating in the training on gender development" and Results Indicators refer to the indicators that indicate the result achieved from the implementing the activity like „number of women aware about gender rights."

**Risks & Assumptions:** Risks and Assumptions are part of the concept based on the principle that we have less and less control of the project results as we go down and down implementing the project. For example, Government policies/ officials are supportive of the project activities" or „ongoing peace and stability may get hampered by sporadic violence.

### **Results/Outputs**

The results/outputs are expressed as objectives which the project management must achieve and sustain. The combined impact of the following results were considered as appropriate and sufficient to achieve the project purpose. Results are changes that we expect to take place after implementing the project activities. The results are generally positive experiences undergone by the beneficiaries.

Results are divided into three types:

#### **1. Outputs**

## 2. Outcomes

### 3. Impact

Outputs are immediate results that we achieve soon after the completion the project or any specific project activity. For example, if a training on human rights is carried out in a project, the output or the immediate result of it is “a greater understanding of human rights amongst the participants.”

Outcomes are results that have been or that are to be achieved after a period of time, but not immediate. In the above example, it could that “the participants have gone further to communities to inform them about human rights or carrying out policy advocacy in favor of human rights.”

Impact is the longer-term result that has happened because of the activities undertaken in the project. The impact in the example given above could be “policies are framed by the Government to protect the human rights of the people.”

### **Sustainability**

The organization should specify how the project undertaken is going to sustain for an extended period to achieve the desired goal or result. They can specify the abundance and availability of the resources, readiness and willingness showed by the targeted area communities to participate and undertake responsibility in the project for their own development and benefits.

The organization can play a withdrawal mode of role in the project implementation thereby gradually handling over the responsibilities to the community members and beneficiaries.

### **Project implementation**

The project implementation plan should describe the activities and resource allocation in detail.

Key elements of Implementation plan are:

Activity Plan: Includes specific information and explanations of each of the planned activities including their sequence and schedule.

A Gantt chart can be used to express the activity plan.

Resource Plan: Should provide information on the means necessary to undertake the project. From these resources, cost categories are to be identified in terms of units, quantity per period and estimated unit cost. This gives the required information for budget preparation.

Time line must talk about the implementation of the activities in various phases. This will be further plotted in a time and activity matrix. This matrix will talk about the entire project cycle and expected schedule, like initially activities will be divided into years, then in months and then weekly.

### **Organisation Structure and Human Resource**

The proposal should explain how many what kind of human resource is require to implement the project,

This includes -

- Various layers of people/reporting structure

- The hierarchy of the personnel included in the implementation of the project
- Skills set of the personnel

The people engaged in the project should possess certain requisite skills which are essential for the successful implementation of the project. These skills again depends on the type of the project planned and its requirements, such as

**Technical:** the personnel should be competent about the task to be undertaken.

**Financial:** Should be competent enough to look after the budget plan - allocation of funds, monitor the expenditure and maintain records.

**Admin / HR:** As the project involves human power, it is important to pool and allocate the skilled and unskilled personnel based on the requirement and hence HRM is required.

**Job description, roles and responsibilities.**

Every person in the project will have certain skills and hence he holds some responsibilities which the others cannot. Hence the organization should provide details about every job involved in the project, its roles and responsibilities, so that anyone who reads the proposal will get a clear idea.

**Monitoring and Evaluation and Learning**

The proposal should also outline a plan for monitoring evaluation and learning system in the project. The Management Information Systems (MIS) is often used as a mechanism to undertake monitoring. The baseline information is critical to the monitoring process. Involving external entities such as donors, government people, consultants etc in monitoring would give a good opportunity to collect feedback, provide exposure to the work and also explore new options. Evaluation is carried out by an external agency during the mid-term or in the end part of the project.

**Budget**

A budget is the key element of proposals. An effective proposal budget outlines a proposed project in financial terms and helps reviewers to determine how the project will be conducted. Budget information about activities planned and personnel who will serve on the project provides reviewers with an in-depth picture of how the project will be structured and managed. Budget details usually reveal whether a proposed project has been carefully planned and may ultimately be feasible. The budget should be complete; that is, it should include all the costs of any personnel, supplies, and activities required by the project. The project needs to be feasible within the budget presented. If major cost areas are omitted or underestimated, the project, as proposed, will not be considered feasible.

The budget should be reasonable; that is, it should be based upon actual costs when possible. Reviewers are often familiar with costs that are common to many projects, such as computers, special equipment, travel, postage, and telephones. Cost items in the budget do not need to be based upon formal price quotes. Nonetheless, all costs should be based upon available price information.

The budget of a proposed project serves as a blueprint for spending the project's funds. The proposed budget must give an accurate assessment of all cost items and cost amounts. If the project is funded, the budget will become the financial plan used by the funding agency to provide support.

**Budget components:**

Budget consists of two cost components depending on the project's requirement. Fixed cost components: These are the items whose cost is not affected during the implementation of the project.

Ex: Expert fee, Administrative costs, building/ office rent, salaries for office staff, computers etc.

**Variable cost components:** These are the items which will be affected directly during the implementation of the project. Variable cost varies with the change in quantity and time as this considers the unit cost concept. The cost of a particular component is calculated by considering the number of units required and the time multiplied by the unit cost of that particular unit for a certain period of time.

Ex: Travelling expenses, wages for skilled and unskilled labor, materials supplied for the project

**How to prepare a budget**

A budget should project all the costs incurred in implementation of the project for the specified time period. As there may be changes in the cost structure once the project progresses, the budget should project the expenditure breakdown for the entire project period, per year, per month and per week depending on the requirement.

**Log Frame**

The Log frame has four columns and five rows. Its main purpose is to link the project goals and objectives to the inputs, processes and outputs required to implement the project. The general structure of the Log Frame is given in the following table:

An ideal indicator should be independent, specific, verifiable and accessible. It should answer the questions regarding the progress of the project—in which quantity—what quality—by how much time.

\* How to Supplement? - Livelihoods March 2013

## **19.How to Facilitate a Visioning Process**

Visioning is a long-drawn, iterative process. It could take several months to finalise the vision and the strategic plan to achieve it. Visioning can be done for a team/organisation, individuals as well as the community/beneficiaries. The visioning process would vary depending on the participants. The ideal team-size for an effective process is 5-20. If the visioning is being undertaken for a large organisation, it is advisable that it the staff be divided into smaller teams.

An NGO/Social Enterprise may also include the community/target group in the visioning process. The visioning process is essentially a series of consultations held with various stakeholders associated with the project/organization.

### **Personal Vision of the Team Members**

It is more likely that an organisation would have a meaningful vision when the participants are involved in the visioning process. It is even more effective when the personal aspirations of the individuals are aligned with that of the team/project. This would ensure that that the individuals perceive the system/organization as a means to achieve their own goals and therefore build ownership.

Therefore, the visioning process begins with each individual developing a personal vision for themselves. During this process, certain common aspirations of the participants will emerge. These common aspirations are the foundation of a shared team vision.

Begin by setting the vision first. The vision is generally set for 10 years. It should answer three specific questions: what the individual will be doing, what they will possess and what they will have achieved.

### **Building a Vision for the Team**

With the personal vision fresh in their mind, the participants will now be in a better position to build a vision for the organization/community.

Start by asking each participant to state a vision for the team/project/organization/ community. A volunteer may note down all the visions. Once this is done, sift through the visions and identify three-four major points.

This vision is not final, it will undergo many revisions before being fixed. However, this interim vision would be used to move forward in the visioning process.

Once a vision is established, the facilitator should ask the team/project/organization/community to decide a mission statement. Mission can be defined as the purpose or raison de etre of the team/project/organization/community.

### **Values**

Values are the guiding principles of the team/project/organization/community. They are non-negotiable which would not be compromised under any circumstances. Values help decide the right course of action.

It is ideal to have 4-5 values, having too many values may prove to be a hindrance or too restrictive.

### **Approach, Strategies, Activities**

The facilitator then guides the participants to agree upon the key approach and strategies for achieving the vision. Some of the old approach and strategies could continue while some may be entirely new.

The activities under each strategy need to be discussed. Here, the facilitators' role would be to expose various possibilities the team could explore. Once the activities are decided, the participants should be encouraged to put them in a timeline. Also, a budget may be prepared for the vision plan.

Apart from deciding the activities, also discuss the structure of implementing agency, the HR required to implement the plan and the governing structure.

Results each activity would have corresponding measurable outputs. These could be listed out and also indicated in the sequence in which they would be achieved.

### **Presenting the Vision**

The vision and the strategic plan may be documented and circulated to the stakeholders. Also, the head of the organization/community may present the vision to the staff, community and other stakeholders.

Then, ask the participants to assess their present status vis-à-vis their vision. Ask the participants to list their strengths, weaknesses, opportunities and threats.

With the vision, current realities and SWOT in mind, ask the participants to judge their chances of successfully achieving the vision.

Finally, each member must make an action plan to achieve their vision.

The vision is not permanent. The team/individual are bound to change it as they progress and gain new experiences and learning. However, it will help set a direction for the team/ individual and help them work systematically.

\* How to Supplement? - Livelihoods April 2013

## 20. How to Prepare a Business Plan

A business plan is a document that describes your business, its objectives, strategies, target market and financial forecasts. We can say it is a blueprint to your business's future. It helps in projecting your way of dealing a business and to obtain financial support.

A business plan is a document that describes your business, its objectives, strategies, target market and financial forecasts. We can say it is a blueprint to your business's future. It helps in projecting your way of dealing a business and to obtain financial support.

The procedure to prepare a business plan is shown below.

Topic Index:

- Background
- Introduction to the business
- Production and operation strategies/management
- Marketing and distribution strategies
- Human resource management
- Financial strategies

### **Background:**

Before giving your business statement, it is good to provide a brief idea about the background or the base on which you have chosen the project.

For this you have to explain why you have chosen the particular business.

Whether –

- You have good experience in working in this field of business and decided to start your own?
- You have done survey of the market, consulted the experts and came to know that this particular product or service has good potential in the market.
- You have a strategy to cope up with the competition and reach the targeted customer base.
- You can mobilize the funds required for the start-up and operation of the business.

Gather all the data you can on the feasibility and the specifics of your business concept through survey and advice from experts. State the recent trends and rising demands in that particular sector and scope for a potential and enthusiastic entrepreneur start a business.

You can use the survey reports of government, externals and the own research made by you about the sector.

### **Introduction to the business:**

#### **Description of business activity**

Type in here a concise description of your proposed business including what type of goods or services it



provides and to what type of market.

Entire product or service range offered by the business is to be explained here.

Ex: I plan to market a complete line of bathroom accessories including squeezes, soap dishes, toothbrush holders, coat hooks, and towel bars.

**Mission statement:** A mission statement is aimed at your customers and should sum up in simple terms what you do, how you do it and why.

Ex: Shuddha Swaad is a trendy and healthy place to eat, combining an intriguing atmosphere with excellent, interesting food that is also very good for the health of people who eat there. A rewarding place for employees, which is reflected in their service delivery.

### **Goals and objectives:**

Goals are destinations-where you want your business to be.

Ex: to become a healthy, successful company that is leader in customer service.

Business objectives define what the business is aiming to achieve.

Ex: annual sale targets.

Objectives should be measurable and include a mix of short and long-term goals.

Sales of Rs. 200,000 the first year, more than Rs. 400,000 the second. Profitable in year two, better than 9% profits on sales by year three.

You can also show the exit strategy and passing to the children. Consider how your exit strategy fits with your business and personal objectives.

### **Business structure**

You have to state the legal structure under which the business is operating: whether it is a sole proprietor, a collective or a company?

Explain the reason for choosing the particular structure –

You have sufficient owned funds or can raise from external resources and the scale of your business is small enough so that you chose sole proprietor ship.

### **Products and Services**

Give an in-depth description of your product (s) or service (s) including

- Width and depth of the product range
- Technical specification of each and every product
- Drawings, photos, sales brochures etc.

Specify the competitive advantage of your product - explain the uniqueness of your product or service, why there is a need or demand for it and what benefits it offers the customer.

Compare the offerings of your business and your potential competitor and what makes your product

different or better.

Good product quality, better Customer Relation Management etc.

Owner details

If your business requires financial support from formal institutions like banks, they want an assurance that the people responsible for running the business are potential and competent.

Provide an overview of your qualifications, training details and experience related to the business sector. Include your special skills, prior successes in running a business.

Product Manager at ABC Imports Co In \_\_\_\_\_ school I participated in the following activities (student council, student body officer, sorority/fraternity, clubs, etc.) I have also taken the following courses and seminars: My Own Business Internet Course, \_\_\_\_\_, \_\_\_\_\_.

Also provide the relevant details of all the owners, key personnel along with their qualifications, skills and attributes.

### **Operation Strategies/ Management:**

Explain the daily operation of the business, its location, equipment, people, processes, and surrounding environment.

Explain how

- You are raising funds for the business,
- Your own funds, loans etc.
- setting up the unit,
- Personnel required for the smooth run of the business,
- Management, Who is who, what does he/she does
- Production,
- Where to buy raw material, production technology, how much to produce, storage of inventory
- pricing of the product,
- Profit planning, Break Even Point
- Marketing.
- Who will be your targeted customers, promotion and distribution?
- After sales
- Preparation of financial statements
- Customer Relation Management

### **Production:**

Explain your methods of:

- Production techniques and costs -Give a brief idea about the production technique and cost of production involved in it.
- Quality control Describe the quality control measures you are undertaking to maintain and increase the customer base and product credibility.

Implementation of Six-Sigma Technique to minimize the wastage and improve the product quality

### **Inventory control**

Specify which method of inventory management is to be adopted to suit your business. Ex: FIFO, LIFO etc. It is advisable to give the rationale in selecting the method.

- What kind of inventory will you keep: raw materials, supplies, finished goods?
- Average value in stock (i.e., what is your inventory investment)?
- Rate of turnover and how this compares to the industry averages?
- Seasonal build-ups?
- Lead-time for ordering?

### **Customer service**

Customer service is to be maintained keeping the goal and objective of the business.

Ex: Adoption of Customer Relation Management

### **Suppliers**

Identify key suppliers

Type and amount of inventory furnished

Credit and delivery Policies

If the supply costs are fluctuating, how would you deal with the changing costs?

**Location:** Qualities of the location:

**Physical requirements:** amount of space, type of building, availability of power and other utilities.

Accessibility: Location should be convenient to transport and suppliers.

Lease check-off list

**Cost:** Estimate your occupation expenses, including rent, maintenance, utilities, insurance, and initial remodeling costs to make the space suit your needs. These numbers will become part of your financial plan

### **Legal Environment:**

- Licensing and bonding requirements
- Permits

- Health, workplace, or environmental regulations
- Special regulations covering your industry or profession
- Insurance coverage
- Trademarks, copyrights, or patents (pending, existing, or purchased)

### **Pricing strategy**

It is believed that you have done a good market survey and thus prepared your pricing strategy to enter and sustain in the market. Explain your method of setting prices. For most small businesses, having the lowest price is not a good policy. It robs you of needed profit margin. Usually you will do better to have average prices and compete on quality and service.

Does your pricing strategy fit with what was revealed in your competitive analysis? Compare your prices with those of the competition. Are they higher, lower, the same?

How important is price as a competitive factor? Do your intended customers really make their purchase decisions mostly on price?

What will be your customer service and credit policies?

### **Marketing and distribution strategies**

#### **Marketing Strategy**

Market research is the very important step, which gives clear idea about your potential target customers, competitors etc.

You could do your own traffic count at a proposed location, use the yellow pages to identify competitors, and do surveys or focus group interviews to learn about consumer preferences.

Can also depend on secondary research ex: trade journals, newspapers, magazines, census data available in public libraries, government agencies etc.

Identify your targeted customers, their characteristics, and their geographic locations, otherwise known as their demographics.

Now outline a marketing strategy that is consistent with your business.

**Promotion:** How to get the product close to customers? What image do you want to project? How do you want customers to see you?

**Advertising:** What media, why, and how often? Why this mix and not some other?

Have you identified low cost methods to get the most out of your promotional budget?

**Promotional Budget:** How much will you spend on the items listed above?

#### **Proposed Location**

Probably you do not have a precise location picked out yet. This is the time to think about what you want and need in a location. Many start-ups run successfully from home for a while.

You will describe your physical needs later, in the Operational Plan section. Here, analyze your location criteria as they will affect your customers.

Is your location important to your customers? If yes, how?

If customers come to your place of business:

Is it convenient? Parking? Interior spaces? Not out of the way? Is it consistent with your image?

Is it what customers want and expect?

Where is the competition located? Is it better for you to be near them (like car dealers or fast food restaurants) or distant (like convenience food stores)?

### **Distribution Channels**

How do you sell your products or services?

Retail

Direct (mail order, Web, Catalog) Wholesale

Your own sales force

Agents

Independent representatives

Bid on contracts

### **Human Resource Management:**

Explain the details of the personnel who look after the business on day to day basis, their roles, and competencies required for those roles.

Provide position descriptions for key employees

Describe how you are going to employ them for your business.

For a small scale business, recruitment procedure is not much important as you can simply hire skilled and unskilled personnel.

Ex: Labor on daily basis, skilled labor, technological advisor, accountants etc.

Also provide the details of professional and advisory support:

Ex: Insurance agent, Banker, consultant(s).

### **Financial strategies/ Management**

The first step is to establish a realistic budget by projecting your operating costs. The operating budget will reflect your priorities in terms of how you spend your money, the expenses you will incur and how you will meet those expenses

Operating budget normally would include the following expenses in addition to any specialized expenses related to your particular business

Personnel  
Insurance  
Rent  
Depreciation  
Loan payments  
Advertising/promotions  
Legal/accounting  
Miscellaneous expenses  
Supplies  
Payroll expenses  
Salaries/wages  
Utilities  
Dues/subscriptions/fees  
Taxes  
Repairs/maintenance

Your financial plan should also include any loans you may need to apply for and/or plan to repay, a capital equipment and supply list, balance sheet, breakeven analysis, income statement (profit and loss statement) and cash flow projection. The income statement and cash flow projections should include a three-year summary, detail by month for the first year, detail by quarter for the second and third years, and a brief analysis of these statements.

We need to prepare a budget plan which gives a clear idea about the start-up and operational expenditure and revenue.

A financial plan should consist of 12 month profit and loss projection, a cash flow projection, a four year profit and loss projection (optional), a projected balance sheet and a break even calculation. These are to be prepared based on the data collected from experience, research, secondary resources and have a careful and clear idea about the source.

\* How to Supplement? - Livelihoods May 2013

## 21. How to do Appraisal

In this how-to supplement, we provide a brief idea about steps before taking up any project appraisal and different appraisal aspects for a development project in brief.

What is a project appraisal?

A typical project cycle comprises of 6 stages as given below.

1. Identification
2. Formulation
3. Appraisal
4. Implementation
5. Monitoring
6. Evaluation

The third phase in the project cycle is appraisal.

Appraisal is a comprehensive and systematic review of all aspects of a project proposal. It involves a careful checking of the basic data, assumptions and methodology used in project preparation, an in-depth review of the work plan, cost estimates and proposed financing, an assessment of the project's organizational and management aspects, and finally the validity of the financial, economic and social benefits expected from the project.

It should highlight the weak areas in the project with the ultimate objective of strengthening them adequately to ensure final success of the project.

If a project is well formulated and thoroughly appraised, a good follow-through on the subsequent stages of the project cycle will see to its goals being achieved.

Points to be kept in view:

Before taking up the project appraisal, it is important to understand the environment in which the project is to be implemented and has to sustain itself.

The appraisal team should have good knowledge and competency in their respective fields – technology, finance, economic and environmental.

Project should be appraised within a time bound program– any undue delay distorts profitability projections and success of the project becomes a difficult proposition.

Steps and methodology for appraisal:

Before taking up for detailed appraisal

Step-1 Verification of Information

Step-2 Inspection

First Step

The first step in detailed appraisal is in regard to the information submitted by the entrepreneur.

The team has to check and verify whether –

Adequate data has been furnished by the entrepreneur

Prime facie, information furnished is correct or not.

During this stage, personal discussions between the financial institutional personnel and the borrowing concerns are necessary and desirable, as this may reduce avoidable correspondence and facilitate expeditious disposal of the application.

After verifying the data, the team can proceed to appraise the project in detail if: If it has priority according to government guidelines

- The promoter inspires confidence
- The technology to be adopted is well proven
- The product to be manufactured produced has a market potential
- The price of the product is not unreasonably high
- The promoter's contribution is not unduly low.
- Profitability estimates are conservative and indicate repayment of the loan within reasonable time.

You can reject a project application without detail appraisal if it has some of the below features:

- Banker's report on the applicant/ promoter of the project is not satisfactory
- The applicant reported to have indulged in illegal and anti-social activities
- Cost of the project is unduly high • Promoter's contribution is unduly low and he is reluctant to increase it.
- Process know-how/ Technology to be adopted has not been proved successful in commercial scale or has been obsolete
- Second hand equipment to be equipped (if any) is too old and will not have trouble free residual life.
- The project is violating any government guidelines
- Product price is unduly high and not in par with the market competitors
- Profitability estimates are unrealistic.

The team can give preference to the project / proposal if it:

- Utilizes any industrial waste or agricultural surplus as raw material
- Is export-oriented or import-substitutes
- Is employment oriented?
- Is located in specified backward or less backward areas



## Second step—2

Second step is the site inspection by the appraisal team. During inspection, the appraisal team should:

- Give attention regarding suitability of the site, distance from railway station, sources of raw material, national highway, market for end-products, timely availability of utilities.
- Scan the environment protection arrangements
- Ascertain the sources of skilled and unskilled labor
- Availability of social infrastructure
- Collect market report on the financial strength, credibility and capacity of the promoters.

If the team is satisfied with the inspection result, then it can proceed to the third and most important step – Appraisal.

### **Appraisal of a development project**

Appraisal is needed not only for the sake of satisfying the donors but also to ensure that the community selects appropriate projects to fill the gaps it identified as a part of the sub-project cycle. Hence, the process of appraisal should include technical experts as well as the community too.

The following six criteria are to be considered during a project appraisal:

1. Feasibility
2. Viability
3. Sustainability
4. Productivity
5. Equity
6. Cost-effectiveness

### **Feasibility**

Feasibility means whether some idea will work or not i.e. whether the proposed project is possible under the given circumstances is to be ascertained:

To check this the team have to ascertain

- Suitability of the proposal to the social and cultural setting.
- Whether and wherefrom the necessary technical know-how to convert the idea into a tangible product may be available? If available, suitability of it to the present condition is to be ascertained.
- What would be the investment requirement and whether can be raised as expected?
- Affect on the economy and ecology is to be verified.

Economy: Whether the investment proposal contributes to the developmental objective of the country and whether this contribution is likely to be large enough to justify the use of scarce resources such as

capital, skilled labour, managerial talents etc. that would be needed to implement and operate the project. In economic analysis, input and output prices are adjusted to reflect true social or economic values

Ecology: What is the likely damage caused by the project to the environment?

- What is the cost of restoration measures required to ensure that the damage to the environment is contained within acceptable limits?

### **Viability:**

The team has to ascertain whether the proposed project will yield adequate financial returns or not.

If the person or community decide to keep the money in bank instead of investing it in the proposed activity, he would have received interest on the deposit without facing much risk.

- Will the proposal yield higher returns than the bank rate without unduly increasing the risk?
- Will the persons involved realize higher wage returns for their time?

If the answers to these two questions are yes, the proposal can be considered viable. The assumptions behind the calculations will have to be checked for consistency and feasibility.

The team can use some of the tools to check the financial viability:

- Rate of Return,
- Total Benefits/Total Costs
- Sensitivity analysis
- (Financial tools are explained in detail in the attachment – Appraisal of business/ commercial project)
- Economic viability: Whether the project falls under Banned items – non bio-degradable products, IMFL, tannery, dyeing, activities involving child labour, activities hazardous to health.

### **Sustainability**

The team can consider investing resources in the project only if the proposed benefits of it are going to continue for an extended period of time.

Also check for the sustainability of the benefits economically, environmentally, operationally. Community understanding and involvement in the project has a great affect on the sustainability of the project.

### **Productivity**

Productivity constitutes positive changes in one or more of the four arrows of livelihoods of the poor. A proposal need not be invested in if it does not contribute positively to any one of the arrows of the poor people.

This means the team has to verify whether it provides enabling environment so as to:

- Increase the productivity – increase in yield, quality, income
- Decrease in expenditure;

- Creating assets; Generation of employment for the poor; Skill building;
- Reduce risks

### **Equity**

The proposal should be such that it does not cause suffering to even a single poor person. This is the negative test for the proposal. The benefit caused to several poor people is not a justification for a poor person to suffer.

For example, for the benefit of several thousands of farmers who gain from irrigation created by a dam, a few hundreds of farmers should not suffer submergence of land. If there is no other way for the dam to be built, the farmers whose lands are submerged should be compensated with a benefit equal to that the farmers downstream would receive from the dam.

Gender Equity- verify whether women are benefited directly, Increased burden/drudgery to any woman, Increased decision-making, New (other than traditional so called 'feminine') Skills acquired by women, New non-traditional jobs to be done, New assets created on/transferred to women's names or joint titles, Resistance from the family or Resistance from the men for women to participate in the process, Curtailed mobility of any woman.

Child Equity – Verify whether Child Labor not increased, Decreased work for children at home, No decrease in attendance at schools, Children's health unaffected, Childcare unaffected

Cost-effectiveness: The appraisal needs to consider whether alternative methods have been examined and whether the proposed method is the least cost method among them all.

- Check whether there is
- Reasonable cost per unit or not
- Availability of other cheaper alternative
- Benefit to beneficiary is more than wage rate

In some cases, the proposal may be passed by the community but may be found not suitable by technical experts. Then a discussion is to be organized between the community and the experts so that the knowledge of the community and that of the technical experts gets integrated and a newer solution or method would emerge in the place of the proposal. This would also build the capacities of the community to appraise the proposals by taking into aspects they had not considered earlier.

Thus the objective of an appraisal is not to disallow a proposal but to make the proposal much stronger. The appraisers have to consider the proposal and suggest ways to improve the proposal to meet all the criteria for appraisal.

\* How to Supplement? - Livelihoods June 2013

## 22. How to do Fundraising

Development work need funding and every organization that are into implementation of development projects need funds to accomplish their goals. Funding remains a challenging task ever since from the beginning of the development activities. And hence it is important to understand and know how to raise fund for the organizations/initiatives to implement its projects and programmes.

Development work needs funding and every organization that is into implementation of development projects needs funds to accomplish its goals. Funding remains a challenging task ever since from the beginning of the development activities. Hence it is important for the organizations/initiatives to understand and know how to raise funds to implement their projects and programmes.

Fundraising is an intensive and continuous process. It has various forms and phases. Before going for fund raising we have to know why we need funds, how much we want, who will give us, and what must be the quality of funds. This has to be discussed at organization level, by their directors or by the executive board.

To raise the required funds, fundraising must be categorised into two main parts—one is developing the fund raising strategy and the other one is to identify various ways to raise the funds.

To develop an effective fundraising strategy before executing the activities to mobilise the funds we must know some of the important questions, which require answering to draw the strategy.

Some of the fundamental questions will be:

- What funding is needed – how much and when?
- Where will funds come from?
- What activities need to happen to raise funds, when do they need to happen and who will do them?
- Support and resources required to mobilise the funds.

These questions will direct us towards an effective and efficient fund raising strategy to mobilize quality funds for the organization and its initiatives.

We have to know at first place about how much fund do we need, and when do we need.

- Look into the project requirements and budget.
- Assess your working capital requirements.
- Find out the fixed cost items.
- What is the human resource you need to maintain?
- Calculate all this for other projects and programmes too.
- Project/programme timeline should be understood to know when we require funds.

We must figure out, where funds will come from?

- Who are the potential donors?
- Where are they located?

- How are they funding so far.
- Are they your existing donors or received funds from them anytime?
- What are their norms and their requirement to give funds?

Activities required to raise funds, when do they need to happen and who will do them?

This is the creative part of fund raising which will convert your suspect into prospect and prospect into your funder.

- What are the pre and post fundraising activities to be done
- Which activities will be dependent and which will be independent
- Where do these activities will be taken up?
- When to start which type of activity?
- Who will coordinate, who will support and who will be executing directly

A strong case for support is a must for effective fundraising

Many small and big NGOs, representing a variety of causes, seek financial support from the public to operate and strengthen their services. Out of them, only some achieve great success where others fail miserably and many fall somewhere in between with sporadic successes.

One of the reasons for such differences in results is that the successful NGOs have thought of their "case" and are able to articulate it clearly. They tell existing and prospective donors, orally and in written appeals, what the organization does, how well it does it, what human needs it meets, how much it costs to meet those needs and how a donor's financial contribution will help to serve their clients more effectively. In other words, they tell donors why their NGO needs and deserves their support. This justifies the NGO's request for funds. It also educates and inspires people, wins their trust and motivates them to make financial contribution. The case always relates to the cause the NGO serves, be it reduction of poverty, promoting adult literacy or preventing substance addiction.

It is easier to make the case to the external public if an NGO has prepared a comprehensive internal document that centralizes all information on the organization. This would serve as a database from which a case for support of different programmes could be prepared. This document may be of 10 to 30 pages depending on the size and scope of the NGO. It can be computer-generated, nothing fancy or colourful.

It should contain the following important elements:

1. History of the organization and its achievements in serving people over the years.
2. A Mission Statement that tells donors and prospective donors why the organization exists.
3. Goals of the organization.
4. Objectives of the organization.
5. Programs and Services of the NGO.
6. Delivery of Services.

7. Staffing of the organization

8. Financial information.

9. Fundraising Plan.

10. Evaluation of Fundraising.

### **Types of Fund Raising:**

#### Tele marketing

This is one of the fundraising techniques widely used by many organizations across the world and in India too. Tele caller calls people to discuss about the organization and issues for which they called. They seek contribution for education of orphans, children, elders etc. Tele calling is considered to be the cheapest way of raising funds.

For telemarketing the following steps are important.

- Selection or appointment of Tele-caller
- Collection of data base of potential donors
- Intensive calling and follow up
- Effective collection channels like bank accounts etc.

#### Door to door campaign

This is a new trend coming up now a days. Organization hires people or they take volunteers, students to raise funds from individuals. They visit door to door and collect cash or kind.

For example Joy of Giving collects in kind whereas CRY collects cash. This is similar to door to door sales.

This can be done in following manner:

- Hire experienced marketing and sales professional/students/volunteers
- Train them about the work and purpose of funds
- Assign them particular area and give some targets
- Provide a good incentive on conversion
- Monitor and support them

#### Special events

We can conduct some special fundraising events like musical nights, fashion shows, dramas, painting competitions etc. to express our views and collect funds.

- Fix the theme and design the programme
- Find a known venue in your locality or anywhere which is easily accessible
- Invite prominent personalities or people who can help you in long run

- Give adds in newspaper and other media
- Organize the event

#### Membership

Membership drives are mostly carried by political organizations and social clubs. Sometimes it is also a strategy for fundraising for non- profit social organizations. This can be done in various forms.

- Through online website
- Locality wise membership drives
- By establishing a forum or group.
- By partnering with various organizations

Some of the potential funding Organizations in India.

#### **List of some International Funders:**

- European Commission (EC)
- ICEF (India - Canadian Environment Facility)
- OECD/Hunger Campaign
- United Nations Centre for Human Settlements (UNCHS)
- United Nations Food and Agricultural Organization (FAO)
- UNESCO
- JAPAN: Japanese Embassy in India
- NETHERLANDS: Royal Netherlands Embassy in India
- NEW ZEALAND: New Zealand High Commission in India
- SWITZERLAND: SWISSAID
- U.K.: Overseas Development Administration (ODA now DFID)
- USA: V.I.T.A. (Volunteers in Technical Assistance)
- AUSTRALIA: Quaker Service Australia
- SPAIN: Foundation Centro Sri Aurobindo
- U.K.: Commonwealth Human Ecology Council (CHEC) Findhorn Foundation OXFAM

#### **Funding-Government of India**

- Building Material & Technology Promotion Council (BMTPC)
- Ministry of Education
- Ministry of Environment
- Ministry of Human Resource Development
- Ministry of Non-conventional Energy Sources
- Ministry of Rural Development
- Ministry of Science and Technology
- Housing and Urban Development Corporation (HUDCO)
- Indian Council of Philosophical Research (ICPR)
- Indian Renewable Energy

Development Agency (IREDA) • National Wasteland Development Board (NWDB) • District Rural Development Agency (DRDA) • Indian Non-Governmental Organisations & Businesses • All India Books • Aurofood • Auroshikha • Bombay Natural History Society • Credit Himatsingka • Indian Oil Corporation • Indian Tobacco Company • INTACH • Janagri • J.R.D. Tata Trust • Modi Charitable Trust • New Horizon Sugar Mills • Oil and Natural Gas Corporation • Sri Aurobindo's Action • Sri Aurobindo Memorial Fund • Sri. Dorabji Tata Trust • Sri. Ratan Tata Trust • Tata Energy Research Institute

Fundraising became the most important element for all organizations, local as well as international organizations. These organizations are designing many programs to raise funds. There are more fund raising programs like selling products or services, conducting social events etc. Grant, aid, loan, contribution, revolving fund, membership, fee from visitors etc. are also included in fund's raising.

Fund raising is the core element in any organization. Almost an organization's sustainability depends on its fund raising strategies.

\* How to Supplement? - Livelihoods July 2013



## **23. How to Start a Social Enterprise**

Social enterprise is a business which trades the services and goods to the betterment of the poor. In this enterprise marginalized, vulnerable and downtrodden people are the main stakeholders.

Social enterprises have emerged to address needs in education, health, employment, rural development, sanitation, environment, social empowerment, poverty reduction. A social enterprise has three major characteristics - viability of products and services, social objective and social ownership.

The social enterprise could benefit the poor by involving them in the enterprise itself or by delivering benefits to them. In the former, the poor are involved in the production of the product and the social enterprise acts provides production and marketing support. In the latter case, the social enterprise offers goods or services to the poor at affordable costs. Either way, the profits so earned are invested back into the business rather than being accrued to the owner. Besides this, a social enterprise also differs in ethos from a regular enterprise. The prime motive of the social enterprise is to deliver goods and services to the poor at an affordable rate, not profit. This brings a marked shift in the venture's approach to doing the business.

Research, finance and planning are three critical precursors to starting a social enterprise. The entrepreneur should have a clear understanding about the aim, capacities and risks involved in the venture.

### **Research**

The issue or gap that the social enterprise wishes to identify needs to be identified first. A thorough research of the current market scenario of the product/service needs to be undertaken. The existing players and the end consumers need to be analysed.

A study of the product or service should also be done. Value chain analysis, sub-sector study of the product would shed some light on the gaps and areas for intervention.

The potential target group of the social enterprise must be studied. The patterns of usage, preferences, income strata all need to be assessed.

Based on this research the social entrepreneur should look at the plausible interventions to address the gap. The social entrepreneur should also assess the financial and human resources available to start the enterprise. The social entrepreneur should also assess her skills and competencies to run the social enterprise.

The entrepreneur has to select a viable idea and could use the PEST (political, environmental, social and technological) analysis tool. This analysis identifies issues in the market and facilitates solutions to overcome the problems.

### **Planning**

Based on the research, the social entrepreneur must draw up a plan to start the enterprise. The plan could be presented in the form of a business plan. Like all business plans, the plan for a social enterprise should also present in detail the vision, mission, values, approach, strategies, budget and resource mobilization avenues. The Plan should also indicate the pricing mechanism of the goods and services and how and

when the breakeven point would be reached.

The plan should provide in-depth knowledge of the product or service, customers profile, competition, location, pricing policy, marketing strategy and also identify the resources and barriers of the business idea. After making feasible study social entrepreneur has to plan how to market the product or service and make advertising and promoting policy and assess marketing cost in-terms of money and time. Marketing is ongoing process and organization should acquire skills and expertise according to market requirements. In feasibility study some important points will scan but there are more points which influence the business. These points should consider and the points are such as social aims / impact, legislation, critical successful factors, systems, capital/ cash, suppliers, profit, cost, promises, legal structure, banking and staffing. If possible pilot study is better thing before starting business and approaches the consultants and explains business for advice.

The business plan should also explain the organization structure including legal and management structure with mission statement, staff details, external relations, description product or service activities, the market, social purpose, social impact, business environment, industry analysis, critical success factors, sustainability, financial planning, suppliers, production quality and action plan.

The plan should be appraised by a third-party. The appraisal could be based on six points— feasibility, viability, cost-effectiveness, productivity, equity and sustainability. The plan could be revised as per the inputs of the appraisal team.

The social entrepreneur may then approach donors with the final business plan.

### **Starting the Social Enterprise**

The social entrepreneur should then go about gathering appropriate resources for the social enterprise. A team consisting of the required professionals needs to be put in place. The systems for financial management, governance, HR, monitoring and evaluation should be put in place.

The enterprise should be registered, either as a section 25 company or a Trust or Society.

Periodic assessments of the enterprise's performance needs to be done.

### **Social Business Models in India**

Social enterprises importance has been growing for the decades. Above social enterprises are making difference in lives and livelihoods of the poor by providing quality services or products. These organizations have professionalism and work culture, so they can run the social enterprise in successful way and able to meet the common person needs. There is lot of need of these social enterprises to the poor people.

\* How to Supplement? - Livelihoods August 2013

## 24. How to Conduct Process Monitoring

Process monitoring is an audit of the processes of implementation of a project. It is a major tool used to assess the effectiveness of a project. The other commonly used tools - Management Information System (MIS) and progress monitoring capture outputs and outcomes respectively. Process monitoring focuses on the processes of implementation, correspondent with input-output and output-outcomes. Process monitoring focuses on the efforts and their quality which led to the results. It provides understanding about what works and what doesn't and helps improving the quality of the implementation processes.

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Process monitoring is based on a plan. It entails the study of plans v/s implementation - what was planned and how much has been accomplished. Process monitoring identifies the bottlenecks in the implementation. Conclusions are drawn on the basis of observation, data collection, and data analysis. It identifies gaps in the fields and suggests the solutions for better results. The process monitoring exercise is therefore best done in regular intervals, allowing for midcourse corrections.

Prior to the process monitoring exercise, the following activities need to be carried out—

- Financial estimation and preparation of fund mobilization plan
- Identifying the key themes
- Identifying the areas
- Deciding process monitoring frequency and rounds
- Selecting the samples and size
- Designing methodology
- Selecting the tools
- Preparing the template for reporting
- Preparation of templates for documentation of best practices and case studies
- Identifying training and preparation tool kit for community resource persons to

Monitoring

- Designing nature and scope of the study
- Preparation of Terms Of Reference (TOR) for external agencies
- Issuing the Expression of Interest (EOI) to external agencies for bidding

The organization should assign the responsibility to a competent professional to supervise the process monitoring.

**External Agency Selection:** The organization should select the agencies which have experience in process monitoring in development projects and competent resource persons. The agencies should have 6 to 7 years' experience in process monitoring to the organizations which are working at state or national level. It is better to make agreement with concerned for stated assignment. After observing the agency performance organization can go for long term agreement with the agency for process monitoring.

A process monitoring team consisting of 3-4 people per theme per location. An action plan needs to be drawn out before commencing the exercise.

**Sample Size and Distribution:** The sample sizes are determined according to the selected themes and areas. Average sample size may be 25% in total number of families. The facilitators may also consider groups as a sample for the exercise. Organizations should include the community, field staff, managerial staff and others involved in the implementation in the process monitoring sample. And it also includes other concerned stakeholders in project in the sample. The sample should represent the selected themes and it should give the real on ground situation.

Key Themes for process monitoring need to be prioritized. This could be done on the basis of the MIS heads, issues that come up frequently during review meetings, field visit reports and internal documents. Case studies and best practices must be documented as they serve as evidence for the findings.

Reporting template is critical in determining the monitoring process. The design must include size, style, and content, details of the sample, data source, tools design and methodology. The findings should be presented to the staff. If the organization considers the findings relevant it could conduct workshops to inculcate the learnings. Key findings and best practices and case studies should be placed on the organization's website/other forums.

\* How to Supplement? - Livelihoods September 2013

## 25. How to do Micro Planning

Micro means small and Micro planning means planning for smallest units in order to incorporate to the highest possible needs and insights of the all individuals and communities in the planning. Particularly in the context of rural development, micro planning facilitates participation of different communities in village.

Micro means small and Micro planning means planning for smallest units in order to incorporate to the highest possible needs and insights of the all individuals and communities in the planning. Particularly in the context of rural development, micro planning facilitates participation of different communities in village.

Every village or area may have specific requirements and resources. We can't apply general plan which designed at top level for the development. Within the village, different communities' requirements and visions of the village development will be different. For example, in the village tribal and dalit people/ animal husbandry dependent communities need that grazing lawn must be preserved as grazing land But other communities' may think that bringing that land under cultivation will lead to development of the village. Within households, people may think building the roads and community halls is signs of development. However, women may put priority on sanitation and drinking water facilities. Children may have very different requirements. So, every community and individual opinions and insights about development should be discussed and included in the plan. This is a challenge to the development designers. This challenge can be addressed by the micro planning process. Micro planning got more relevance after the introduction of 73rd Amendment which gives power to the elected Panchayat members to prepare and implement local area development plans. Constitution gave control to Gram Panchayats on the natural resources like water, land, forest etc. and it also gave power to monitor and implement development projects at village level. Gram Panchayat became administrative unit at grassroots level to plan and implement development projects in the village. One of the main bottlenecks is lack of participation of Panchayat ward members and different community's group's representative's in designing and implementation of plans for village development. Facilitating the members and groups leaders is the solution towards village development. Micro planning was designed to achieve this goal.

Micro planning provides opportunity to every-one in designing the development plan and meeting requirements in the part of village development. Micro plan is a consolidated plan of ward level plans which incorporates problems and possible solutions, starting at the ward level. It reflects the perception of communities at the ward level about the development of the village. Micro planning is nothing but the participatory appraisal of village development. The planning includes both economic and human development. This process contributes towards

- Enhancing orientation about the village problems such as sanitation, drinking water sources, electricity, transport etc. for the village development
- Tapping the natural, physical, financial and human sources for the village development
- Designing suitable solutions to the specific problems of the village
- Increasing unity among different types of community people in the village
- Developing the village through people's participation
- Developing a shared vision and plan for the development of the village

In the micro planning process there are some key activities such as organizing the Panchayat members and other group's leaders for mapping village resources, identifying the problems, analyzing the causes ,

identifying the solutions, preparing the plans and budget allocation, fixing the responsibilities getting approval from the Gram Sabha and submitting the to line departments.

Micro planning requires that the community has the capacity or builds the capacity to map resources, finding problems and designing solutions and preparing development plan. Micro planning may takes months to two years. It depends on the size of the village, and capacity of the people and the facilitating organization.

There are three phases in micro planning as follows:

- Pre-planning phase
- Planning phase
- Post-planning phase

**Pre-planning Phase:** Preparations and orientation activities will are covered under in this phase.

#### **Step 1: Identification Gram Panchayat**

- Identifying the village, it may be roadside village or remote village and small or big size village
- Collecting secondary data regarding population details, households, community groups, geographical information, resources and livelihoods of the people
- Ensuring the legal rights to utilize natural resources like forest
- Meeting with Gram Panchayat President, members, village elders and Community Based groups (CBOs) leaders and explain the purpose of the micro planning
- Transect walk to observe each and every area and note situation and history
- Taking primary information from the villagers about occupations, resources, facilities and caste groups information
- Giving orientation to the Panchayat members on micro planning

#### **Step 2: Identifying All Communities and Groups in the Village**

- Identifying all types of communities and groups such as SC, ST, BC, minorities, disabled persons, women, elders, children and others
- Understanding relationship and inter-dependency among the communities
- Inviting all types communities and groups to the meetings and introduce the micro planning
- Conducting separate meetings for those who can't participate in general meetings and introduce the micro planning and ensuring in meeting all communities without any exclusion, particularly marginalized

#### **Step 3: Orientation to People**

Send invitation to local government department staff giving advance notice to attend the meeting, since that they may be busy in various other work. Orientation should cover crucial points of micro planning as follows:

- Difference between central planning and local planning
- What is micro planning and need of micro planning to the village development?
- Various steps and activities in micro planning process
- Role of Gram Panchayat president and members in micro planning
- The need of different communities and groups involvement in micro planning
- All the resources of the village, natural, physical
- Financial sources of the village
- Designing the way forward
- People's participation in planning including who will do? What work are needed to be taken up? Time period for the completion of the work.
- Working committee formation with villagers to implement the micro planning

**Planning Phase:**

**Step 1: Problems and Solutions Identification**

Assigning to working committee members to collect ward level problems and possible solution by interacting people at ward level

- Problems should be prioritized based on the severity of the problems and the number of people suffering with that problem
- Ensure the prioritization problem for implementation because it is impossible to take up all the work at the same time.
- Committee members should engage with the community and facilitate the process of finding solutions
- Identifying further information relating financial and technological aspects

Information and Data Collection: Using the template, assigning task to working committee members to collect list of problems at the ward level and possible solution by interacting with the community members at ward level. Committee member should conduct ward levels meetings with different community's people to collect information. This facilitates the people to get awareness about their problems, resources availability and utilization. The information should have following things

- Social map of the village including houses, infrastructure, facilities, details about the community such as caste, age, sex, occupations, education status
- Resource of the village including natural and physical resources (forest, land, water sources, tanks, canals, check - dams, roads, wells, storages etc
- Resources utilization and accessing facilities
- Assets like land, livestock, and machines information
- Livelihoods mapping

- Agriculture information, labour needs
- Information about CBOs
- Village development history and grounding schemes and completed works and the sanction works

### **Step 2: Data Consolidation**

Solution is the critical thing in the process. Identification of possible and suitable solution leads to next level information collection and micro planning preparation. For this putting information according to similarities and difference, component-wise and priority –wise is necessary for consolidation. After, ward-wise data collection in small groups, large groups meetings should be conducted on collected data and discuss with the larger community together to come to a common understanding about the problems and solutions. Solution can be identified by the ‘Tree Diagram. Consolidating data means formulation of micro planning. To formulate micro plan facilitators should conduct community –wise and group-wise meetings.

### **Step 3: Micro Plan Finalization**

After micro plan finalization, facilitators should invite line department staff like Block Development officer, Agriculture officer, Bank officer and health and education department concerning officers to the Panchayat meeting. Micro plans should be presented by the ward representatives to the government officials in order to get them on board and cooperate in implementation.

**Funds Mobilization:** Funds are key component for any activity. Funds plan should be designed and how much money can be mobilized by contribution and how much money can be mobilised from the various government departments. The main purpose of conducting meeting with government department officials is to mobilize. In the village, people may contribute both in cash or kind, place and time.

**Revisiting the Micro Plan Implementation:** The identified solutions may relate to individual level and collective level and short-term and long –term nature. Revisiting solutions and what was done and how much work done should be asses and should map

**Post –planning Phase: Implementation and Review of the Micro Plan:** Good plan is only starting point. Actual journey starts through implementation. It is the critical thing and challenge. Every -one can be involved in planning but monitoring is a difficult task. Village committee/ smaller groups should be formed with community members who can actively oversee implementation process Along with village committee, women’s groups, youth organizations, farmer’s organizations etc. will play key role in implementation phase who will do what? How will it be done? When will it be done? What support is required? These things should be planned in the meeting. Steering committee should form to review the activities on periodical basis according to the plan.

Review process should be conducted as follows

- Steering committee should lead the review meeting
- Revisiting the planned activities to assess the progress
- Review what works done and what works are not done so far
- Find-out the solutions for setback



- Appreciating the contributions of the community in implementing micro plan
- Promote good practices through media

**Precautions in Doing Micro Planning:** In micro planning people's participation is the central thing and it should be the key part of Gram Panchayat which is lowest administrative body of the governance. Proper implementation of micro planning ensures the decentralization of governance. Facilitators should see to it that the following does not happen:

- Excluding the marginal groups in the village
  - Allowing the influence of dominant groups or persons the micro planning process
  - conducting meetings and discussions in closed rooms which may restrict the marginalized/ untouchable groups
  - Partiality among communities, groups, works and areas
  - Giving false or impractical promises
- Benefits of Micro Planning:** Micro planning is the people's plan design by them and for their development. There are benefits of micro planning as follows
- Gives space for the marginalized sections people's participation
  - Proper utilization of village resources
  - Creates unity among the people
  - Enhances transparency and accountability in village level governance
  - Facilitates activities in faster way and also low cost method
  - Leads to sustainability of development in the village

**Conclusion:** Micro planning is the one of the best way for the village development. Present small things, local situations and marginalized section's people's insights are placing in center in development projects. In this context micro planning will ensure the village development.

\* How to Supplement? - Livelihoods October 2013

## 26. How to do Induction

Induction is a process of orientating new staff to the Organization. This process is significant for many reasons and achieves multiple objectives in a planned manner.

### **Introduction:**

Induction is a process of orientating new staff to the Organization. This process is significant for many reasons and achieves multiple objectives in a planned manner.

- A well-organized induction process reduces the learning time taken by new staff
- Gives opportunity to voice doubts and provides space to answer questions
- Opportunity to interact with senior staff of the organization
- Builds perspective on various aspects of the organization

Induction program helps newly recruited staff get an impression of the kind of work they are going to be engaged with, with all its ideals to ground level practicalities and difficulties. It needs to be realistic, neither over stated nor under stated, as this process creates lasting impression on minds that are fresh and young.

### Why is Induction Important?

Induction is an important process as usually when new staff are recruited, whether fresh pass outs or with experience, they come with different understandings. Through induction, they are given an overview of how the Organization works and are brought on board. Induction also prepares new staff and gives them due importance as they begin their work with a new organization.

### Who Needs to be Inducted?

All new staff, whether fresh out of college or with experience, need to be inducted, though the design may vary. These two groups may not be clubbed together for an induction, since their levels of understanding and exposure would be different.

The newly recruited staff, who have just passed out from college, may need more rigorous exposure to both theory and practice, i.e., the vision of the Organization and how the day to day work happens. The internal systems of the organization, HR policy, employee benefits need thorough discussion with people for whom this may be their first job.

Whereas, people who come with experience may have the advantage of knowing some systems and procedures, but it may be the case that such process may differ from organization to organization and they will need to know how the current organization works. Also, if the experienced persons have worked in a different sector, for example on issues relating to water and has been recruited by an Organization working on Child rights, the person will need an orientation to child rights, how it is understood and worked upon by the current organization.

### Broadly, an Induction Process Needs to Cover Two Areas:

- Origin of the Organization, vision, achievements, major changes and rationale

- HR policy, employee benefits, career path

### **How to Plan for an Induction:**

There again are 2 basic parts to organizing an induction program. Logistics, which means planning the venue, speakers, travel etc. This is very important to organizing any event. And since induction forms the first impression for the new recruits, this needs to be planned in detail.

The second, is the overall framework of the induction. How various components like reading material, movies made on the issue, field visits, meeting senior staff, meeting outsiders who work in the sector, fit as a larger whole. This is important in order to avoid loose ends of a process which may create anxiety or may not achieve the best results for the process.

The person or team who design the induction process needs to know educational backgrounds and past work experiences of the staff for whom the induction is being planned. This group also needs to collectively think through the process to the extent possible. This is not to preempt the program, but to be able to anticipate the direction of understandings and discussions.

### **Some more important points to be kept in mind while planning the induction:**

#### **Larger Perspective:**

It is important in an induction that the collective learnings and understandings of an organization are shared with the new entrants. The organization, having worked on an issues in a region is likely to have an enriched perspective and would have added many layers to the core of its focus. Sharing this with new entrants helps stopping reinventing the wheel, as well as, for new entrants to get a feel of the depth of work. However, this needs to be shared in a careful manner without making it sound like “we know it all” or overpowering.

#### **Theory and Practice:**

For fresher’s, it is important to connect to Theory and Practice. People who come without any work experience need to understand the everyday struggles of an organization. They need to understand the necessity of being strategic. There may be a lot of round about ways of resolving a situation and they may not all become clear right away.

#### **Group Dynamics:**

Whether induction is planned for a group of new entrants, or for few, or just one person, new entries to any organization impacts the existing work atmosphere in an organization. It helps to be aware of that and channelize the stirrings in a positive direction. While the ideas of the experienced people need to be respected, the new entrants must be made to feel the freedom to ask for clarification. Favoritism of any kind must be avoided. Above all, faced with any situation, the group must be made to try collectively to resolve differences of opinions or outlook.

#### **Group Cohesiveness:**

Continuing the above point, a group of new entrants or a group consisting of new and old, would have differences in working style, understanding, strategic thinking and capabilities. It is important to acknowledge these differences and work towards a cohesive working relationship. One need not agree

on everything, but at the same time, it is very important to find ways of working together with letting personal differences take over. The organization and its vision needs to be established as a bigger loadstar to work towards keeping differences aside.

#### **Fundamental Concepts:**

There are always few concepts that are sacrosanct and non-negotiable to an organizations. These needs to be communicated and discussed. For example, putting the community as the primary focus, taking immediate and uncompromising action against financial embezzlement and sexual harassment etc should be openly endorsed as non-negotiable so that it's etched forever in the minds.

#### **Principles of an Organization:**

The new entrants need to understand as well as see the principles of an organization at work. If the organization boasts of being democratic, it must be understood by the people that there is every attempt to be democratic. There would be occasions where it may not be possible, but the fact that the Organization always tries to be democratic, is important to be understood, especially by people new to the organization...

#### **Who Should be Involved in Induction From The Organization:**

While inductions are importance, it is also very important that the organization owns up the induction process. As far as possible, induction should have a mix of people in its team. Senior members, HR, people involved in direct implementation of the project, people handling finance and administration. Induction provides a good platform to see the various departments in sync and working together to achieve a larger purpose.

#### **Resource Persons:**

It is good for an induction program to get people outside of the organization to speak about different issues in the sector, challenges and share experiences and world view. As much as an induction program is organized by the organization, to get new entrants ready for work, it is also an opportunity to orient the new entrants to larger development challenges and issues. A well-organized induction process leaves a lasting impression on fresh minds and prepares them beyond the immediate.

#### **Exposure to The Community:**

Even though, the new entrants are expected to have understanding of marginalization and marginalized communities, it is important to have community stay during the induction process. Some organizations plan the induction after 3 months of joining, so that the new staff have spent time in the actual place of work and are able to view issues in that perspective. Depending on the focus of the organization, this stay could be rural or urban. Doing exercises like 24 hours with the community members, taking affirmative action to understand how the development project impacts the disadvantaged in the community, like women and single women, tribal communities, senior citizens/ physically and mentally challenged and the BPL community forms an essential part of getting exposure by staying with the community. The new staff must be told to maintain a Diary and present their observations and thoughts from this visit.

During these exposure, it is essential to live with the community, ideally for one to three months, to spend

time understanding how they manage resources, their everyday struggles, access to social capital, community structures, community governance, social networks etc as well as to link with larger policy implications at the grassroots, larger changes like climate change etc., and how they impact community and impact them differently and how they are coping.

This exposure is not to come up with solutions, but to purely understand and get this understanding under the skin of each development worker.

\* How to Supplement? - Livelihoods November 2013

## 27. How to Start a Producer Company

Starting a business in India requires one to choose a type of business entity. In India one can choose from five different types of legal entities to conduct business. These include Sole Proprietorship, Partnership Firm, Limited Liability Partnership, Private Limited Company and Public Limited Company. The choice of the business entity is dependent on various factors such as taxation, owner liability, compliance burden, and investment and funding and exit strategy.

### How to start a producers company?

The concept of producers company come in as an advantage in the scenario where more small producers are willing to come together to operate. The act which was introduced in 2002 facilitates such small producers to form an entity called Producers Company.

### What is a Producer Company?

According to Sec. 581C (1) of the Companies Act 1956, Producer Company is a company where there are ten or more individual, or each of them is a producer in any two or more producer institutions.

It can also be combination of ten or more individuals or producer institutions. It should be desirous of performing a Producer Company.

It should have its objects specified under Sec. 581B of the Companies Act of 1956.

A Producer Company should also comply with the other provisions of the Companies Act of 1956.

The members of a Producer Company have necessarily to be 'primary producers,' that is, persons engaged in an activity connected with, or related to, primary produce.

### What is primary produce?

In terms of the Act it is a produce of farmers arising from agriculture including animal husbandry, horticulture, floriculture, pisciculture, viticulture, forestry, forest products, re-vegetation, bee raising and farming plantation products: produce of persons engaged in handloom, handicraft and other cottage industries: by - products of such products; and products arising out of ancillary industries.

### How to form:

Any ten or more individuals, each of them being a producer, that is, any person engaged in any activity connected with primary produce, any two or more producer institutions, that is, producer companies or any other institution having only producers or producer companies as its members or a combination of ten or more individuals and producer institutions, can get a Producer Company incorporated under the Act.

The companies shall be termed as limited and the liability of the members will be limited to the amount, if any, unpaid on the shares. On registration, the Producer Company shall become as if it is a private limited company with the significant difference that a minimum of two persons cannot get them registered, the provision relating to a minimum paid-up capital of Rs. 1 lakh will not apply and the maximum number of members can also exceed 50.

Members' equity cannot be publicly traded but be only transferred. As such, "producer companies would

not be vulnerable to takeover by other companies or by MNCs." What can be done under a producers company?

The objects of producer companies shall include one or more of the eleven items specified in the Act, the more important being:

- (i) Production, harvesting, procurement, grading, pooling, handling, marketing, selling, export of primary produce of members or import of goods or services for their benefit;
- (ii) Processing including preserving, drying, distilling, brewing, venting, canning and packaging of produce of its members; and
- (iii) Manufacture, sale or supply of machinery, equipment or consumables mainly to its members.

The other objects include rendering technical or consultancy services, insurance, generation, transmission and distribution of power and revitalization of land and water resources; promoting techniques of mutuality and mutual assistance; welfare measures and providing education on mutual assistance principles.

It is to be noted that private limited or public limited companies are not hamstrung by such restrictions as to their objectives, provided they are legal.

Procedure for incorporation of Producer Company:

The following steps are involved in the formation of Producer Company

1. Applicant:

- Any of the following combination of producers can incorporate a Producer Company
- Any ten or more individuals, each of them being a producer
- Two or more producer institutions
- A combination of ten or more individuals and producer institutions

2. Filling Name application:

- Select a few suitable names which should indicate as far as possible the main objects of the proposed Producer Company with producer limited company as the last words of the name of such company.
- File an application in form 1-A along with a fee of Rs.1, 000/- as per the mode of payment. The application shall be made to ROC (Registrar of Companies) of the state
- On receipt of communications from the ROC intimating that the name of applied for is available, get the Memorandum of Articles of association (MOA) of the company drafted and printed (usually it is done by qualified chartered accountant ) and MOA should be prepared in accordance with sections 561F and 581G.

3. Stamping MOA:

MOA should be printed and stamped by the appropriate authority (collector of stamp) in accordance with the requirement of Indian stamp act, 1899 either electronically or physically and then each member shall write in his/her own hand , his/her father/husbands name, occupation, address and the number of shares

subscribed by him/her.

#### 4. Object of the Producer Company:

The object clause of the Memorandum of association of the Producer Company must specify all or any of the matters specified in section 581B.

The areas of operation where it intends to operate must be mentioned and the areas of activity it envisage to get into in future should also be included to provide a clarity that company can also expand further in future into diversified activities approved by law under Producer Company amendment act.

#### 5. Appointment of first directors:

The first directors of the Producer Company are to be named in the articles of association of the company who will hold office till directors are appointed within a period of 90 days.

In case of inter state cooperative society which has been registered as Producer Company under section 581J, the first director can be appointed within a period of 365 days.

#### 6. Registration and filling Fee:

Promoters must make sure to remit to the ROC, along with the above forms/documents, the prescribed registration fee and fee for filling forms as per the rates contained in the schedule X of the Companies Act 1956.

#### 7. Documents need:

- There should be minimum 10 members required to start a company.
- All members should have minimum of one ID cards listed below as primary ID proof: Ration card, Voter identity card, Driving license, Nationalized bank account pass book with photo.

Having one of the ID cards or SSC certificate will facilitate them to get PAN (Permanent Account Number) Card which is a must for each member as a directors number (DIN) will be allotted to them, which is legally mandatory to be part of a company as a member.

In addition to having an ID as photo identity proof each member must also have an address proof.

With all the requisite documents listed below, ROC is approached for company formation.

The list of necessary documents:

- Identity proof of each members (as mentioned above Voter card, ID card, Ration card or Adhar card)
- Address proof of each member (Any above mentioned id or electricity bill of the house hold or rental agreement of the house if residing in a rented house, municipality bill etc.)
- PAN Card for DIN
- Address proof for registered office (Rental agreement, lease deed or property documents if the premises is owned by the group)
- Duly stamped MOA, AOA (Article of Association), MOU (which specify objectives of the company)



- 2 Photographs of each member

#### 8. Certificate of incorporation:

After the ROC fully satisfied that all the requirements of this Act have been complied with respect of registration and matters precedent and incidental thereto, he shall within 30 days of the receipts of documents issue a certificate of Incorporation under this act.

Registrar (ROC) shall issue the certificate of incorporation bearing a corporate identification number (CIN) consisting of 21 digitized within 30 days of the receipt of the document required for registration

#### 9. Starting of operations:

Starting of operations include opening a bank account among other crucial things. A current account with a minimum amount of Rs.10, 000/- has to be opened in any bank for company transactions.

Documents needed for opening a bank account are

- List of authorized persons to operate account (usually one or two directors are authorized by the board to operate as official signatories)
- 2 photographs of the persons
- Company incorporation certificate copy
- Address proof of the location
- Rs.10, 000/- towards opening the account

#### **Management:**

(a) Every Producer Company is to have at least five and not more than 15 directors. Minimum prescribed for private limited is two and for public limited three, while the maximum will depend on the number mentioned in the respective Articles. Usually the maximum is pegged at twelve.

(b) A full time chief executive, by whatever name called, is to be appointed by the board. He shall be an ex-officio director and will not be liable to retire by rotation. He shall be entrusted with substantial powers of management as the board may determine. This provision differs from that applicable to limited companies — a private limited need not have any chief executive while public limited companies, only with paid-up capital exceeding Rs. 5 cores, have to have a managing director.

(c) A stipulation that could dismay company secretaries is that only producer companies having an average annual turnover exceeding Rs. 5 cores in each of three consecutive years need have a whole-time secretary. It is not mentioned what would happen to the incumbent, if the turnover falls below this minimum. This is in contrast to the mandate that private and public limited companies having a paid-up capital of Rs. 2 cores or more should have a whole-time secretary.

#### **Members' benefits:**

Members will initially receive only such value for the produce or products pooled and supplied as the directors may determine. The withheld amount may be disbursed later either in cash or in kind or by allotment of equity shares. Members will be eligible to receive bonus shares.

An interesting provision is for the distribution of patronage bonus (akin to dividend) after the annual accounts is approved — patronage bonus means payment out of surplus income to members in proportion to their respective patronage (not shareholding). Patronage, in turn, is defined as the use of services offered by producer companies to their members by participation in their business activities. Incidentally, there is an error in drafting — the powers of the board include "determination of the dividend payable" — it should have been "patronage bonus payable."

**Reserves:**

Every Producer Company has to maintain a general reserve in every financial year and in case there are not sufficient funds in any year for such transfer, the shortfall has to be made up by members' contribution in proportion to their patronage in the business.

**Audit:**

An unnecessary stipulation is that "without prejudice to the concerned sections in the Act," the auditors of producer companies have to specially report on some additional items such as debts due and bad debts, verification of cash balances and securities, details of assets and liabilities, loans extended to directors and details of donations and subscriptions.

**Internal audit:**

It is mandated that every Producer Company should carry out internal audit of its accounts by chartered accountants. The Act has not so far made it compulsory for limited companies to carry out internal audit, although listed companies, by virtue of the clause in the listing agreement relating to corporate governance, are to have a full-scale internal audit system.

**Resolution of disputes:**

Any dispute relating to the formation, management or business of producers companies is to be settled by conciliation or by arbitration under the Arbitration and Conciliation Act, 1996 as if the parties to the dispute have consented in writing to such procedure. The arbitrator's decision shall be final.

**CASE STUDY:**

Vanilla India Producer Company Limited (Vanilco) is a new venture, promoted by Indian vanilla farmers to protect the long term interests of vanilla growers all over the country. Vanilco is a Producer Company with the twin objective of promoting vanilla production and processing vanilla as per international standards. Vanilco is owned by farmers and it works in tandem with them to produce and market the best vanilla beans and extracts. Its goal is to ensure a just and fair value for the farmers' produce at par with the international markets and standards. The company procures, processes, benchmarks and markets the farmer' produce and generates profits that are distributed to shareholders as handsome dividends. Today Vanilco is recognized as one of the most reliable suppliers of natural Vanilla in the market, thanks to the technical know-how, quality of products, commercial expertise and knowledge of global markets.

\* How to Supplement? - Livelihoods December 2013

## **28. How to Write an Annual Report**

An Annual Report is a public document prepared by an Organization to disseminate its work in the previous one year. The purpose of an Annual Report is to first, report about the progress and challenges, keeping its stake holders, donors, supporters and well-wishers informed as well as to keep them interested and convinced about the objectives and purpose of the Organization.

### **Why is it important?**

An Annual Report is an important document which communicates the vision, purpose and implementation aspects of an Organization. The presentation of information in an Annual Report signifies the depth of understanding and level of achievement of an Organization.

The Annual Report is very important document for the donors. Besides progress on activities for which the donors have provided financial assistance, the Annual Report needs to have the audited account statement for the year.

Organization establishes its accountability towards their donors through the annual report. In the annual report, donors should be given concrete evidences of activities for which they have contributed and how the activities are benefitting the community, both tangible and intangible.

Annual report of an NGO also helps in generating their trust in the society. It is the ideal tool to demonstrate its transparency and readiness to keep its accounts and records open for public scrutiny while also reaching out to a wider constituency.

Given below are some generic guidelines on how to write a simple annual report for a NGO.

Groundwork to be done before beginning to write an annual report:

Keeping in view that it is the report that tells about the contributions, work and achievements of the organization, substantial ground work has to be done before writing it.

- Identify all the works and projects that were undertaken by your organization during the past twelve months in a time lined manner.
- Key honours and achievements by the organization
- Audited financial statement of the organization

Important parts or contents of an annual report in order:

- Introduction
- Contact details
- Statement by Chairperson or Vice-Chairperson
- Vision and mission
- Values
- Governance body/ organizational governance
- Advisory Council

- Human resources
- Donors and supporters
- Key achievements in the year
- Project Interventions
- Capacity Building
- Research Studies & Evaluation
- Advocacy and Communication
- Scaling up the pilot projects
- Publications
- Financial Summary

### **Introduction**

Essential information about your organisation should be included in the Annual Report. The information provided must enable a reader to understand your organization and contact you if required.

### **Contact details:**

- Full name of the organization. Also include acronyms if your organization is better known in such a way. For example the organization, 'Child Rights and You' is well known as CRY.
- Contact information - address, telephone numbers, and e-mail addresses, names of key contact persons with designation and website details.
- Registration information – whether registered as Society / Trust / Section 25 Company, FCRA registration status.
- Income Tax exemption details pertaining to 12A/10(23C), 80G exemption details.
- Name/s of Banker/s.

This information needs to be in an easy to spot location in your Annual Report so that a reader can easily get in touch. The inner front or back cover is a good place for these details, inside a box.

### **Vision and Mission:**

Vision and Mission statements are the guiding force and the key elements of an organization's strategic planning. An organization's vision defines its purpose and serves as a source of inspiration.

The mission outlines how the organization will accomplish its vision in realistic terms. The mission must be compatible with its legal purposes and must meet the requirements for not for profit or charitable status.

### **Values:**

Values influence an organization's activities, its relationships with stakeholders and its reputation. Values may be expressed as beliefs, guidelines or rules, and may be set out in a code of conduct.

- Information on the origin of the organization, its Mission and Vision alongside the message from the Chief Functionary.
- Core values can include integrity, accountability, ethical practices, being client focused and responsive.
- Objectives for the reporting year and their implementation strategies can be included. These provide a concrete base to understand your programme.
- A clear connection between organizational objectives and Mission/Vision

#### **General Board:**

All information pertaining to the organizational governance must be provided in a manner consistent with the type of organization

Brief description about the people sitting on the board is to be provided here. Brief profile and achievements of Chairperson can be given in single paragraph.

#### **Advisory Council**

Give a brief description about the people sitting on the advisory council.

#### **Statement by Chairperson or Vice-Chairperson**

Place a one or two page note by any one of them that will explain the overall impact of the organization which has been made in the entire financial year. They can also mention about the major success stories and overall growth of organization in various aspects.

#### **Donors and supporters**

- NGOs may consider it their moral obligation to disclose their sources of funding.
- Give the details of all your donors/ funding agencies and supporters with their brief profile and support for a specific programme if any.
- If you have received non-monetary support – in the form of expertise or materials, list these details as well.
- Mention individuals or organizations that have provided strategic or technical support and provide relevant details.
- Also include community contributions or cost sharing by community if any – even if it is not included in your books of accounts.

#### **Human resources**

The vision of an organization is shaped by its employees. 'People power' is of particular significance to NGOs, most of whom are understaffed. According to studies, nearly 73.4% NGOs have one or less paid staff. With recruiting and retaining staff emerging as a challenge, including them in the Annual Report is a good way to motivate them.

Information about the organizational structure should preferably supported by an organogram to depict the hierarchy.

Special mention of staff contributions and achievements along with awards won.

Details of social security measures offered to employees. Special policies such as child protection or employment to special groups of people can be mentioned.

### **Acknowledgements**

Acknowledgements should be given to Board as well as advisors of organization. Also the Funding Agencies, Corporates & Government Departments who have funded the organization through various projects.

### **Key achievements in the year**

Quotes stating the success of the organization on one single page

### **Project Interventions / programme performance**

Programmes are the heart of a NGOs work. They outline the steps being taken by the organization to bring positive change in the lives of the people it seeks to serve.

This includes detailed report about the implementation of a particular project which explains the nature of activities undertaken, number of beneficiaries served through programme, achievements, nature of partnerships, new initiatives as well as scope for replication. It can also include the Success Stories

Photographs are very important as they give a visual impression of the work of the NGOs and must be included in this section which will be self-explanatory for various activities.

- Details of main activities undertaken during the reporting year. You could also show this as a logical flow from your organizational objectives, programme approach, strategy etc

### **Capacity Building**

Here you can mention about your efforts that you undertake to train the staff of your organization. It should explain all the components which you focused for capacity building of their own NGO. Number of training programmes, photographs, number of staff who attended the same should be written in this section.

### **Research Studies & Evaluation**

Explain about your monitoring & evaluation systems which will support your efforts. Write about your how research activities help in the work and which were undertaken throughout the year. Give the information in such kind of documentation which will support your advocacy efforts.

Explain about brief subject of research. Explain about your geographical focus. Explain your sample size and design followed by key findings.

You can have a separate text box for the information of any activity which has been undertaken in the direction of research and advocacy.

### **Advocacy and Communication**

Explain your advocacy and communication strategies and initiatives. Give details about the people to whom you approach through advocacy efforts.

### **Scaling up the pilot projects**

Give description about the pilot projects which you have started to implement. It also explains the opportunity for the NGO across the sector.

### **Networks & alliances**

Today, networks play a crucial role in virtually every aspect of society across the globe. Using their collective strength, networks can draw attention to critical issues and bring desired social or policy level changes through their bargaining power. Networks can also enable NGOs to access funding and other resources through pooled in competencies.

Provide a list of the networks that your NGO is a part of. Provide a brief description of the network's mandate, how it fits with your organization's philosophy and mandate, its activities and how your organization's association with it in the reporting year.

### **Publications**

Give the names of all your publications and the brief introduction about each of them- periodicals; print and electronic publication details are to be mentioned with respective contact details for subscription or enquiry.

### **Financial Summary**

Financial transparency is a key component to good governance. It is therefore imperative that NGOs become more transparent and accountable. Information provided has to be both reliable and timely for effective regulation and monitoring by beneficiaries, donors and governments.

- An abridged financial statement and an income and expenditure statement.
- Financial statement analysis and segregation of assets and grants.
- Internal audit with details including:
  - Type of internal audit system of the organization
  - Frequency of audit system
  - Persons involved in the audit
- Provide disaggregated statements of your funds / grants
- Organizations that raise resources through sale of commodities like craft items made by their beneficiaries should consider disclosing information about it.
- Provide detailed financial statement as an annexure or provide a link / address from where any interested reader may access it. Also ensure that all statements are signed by office bearers to validate them

The annual report e-copies or printed copies should distribute to all stakeholders of the organization.

\* How to Supplement? - Livelihoods January 2014

## 29. How to do Performance Appraisal

NGOs play an important role towards development of the country by providing large range of services i.e. poverty alleviation through micro credit, women empowerment, employment, ensuring education and health etc. As a service providing organizations, NGO's development depends on their human resources performances. However retaining talented human resource became a challenge for many NGOs. Hence it became important to put increased accentuates on performance appraisal practices to not only improve their performance but also apply as a motivating tool.

NGOs play an important role towards development of the country by providing large range of services i.e. poverty alleviation through micro credit, women empowerment, employment, ensuring education and health etc. As a service providing organizations, NGO's development depends on their human resources performances. However retaining talented human resource became a challenge for many NGOs. Hence it became important to put increased accentuates on performance appraisal practices to not only improve their performance but also apply as a motivating tool.

Performance appraisal is a systematic and periodic process that assesses an individual employee's job performance and productivity in relation to certain pre-established criteria and organizational objectives. It is a structured process to review and discuss an employee's performance of assigned duties, achievement of goals and fulfillment of responsibilities over a specified time period.

Many think that performance appraisal is required for a commercial or for-profit organization in order to increase the performance of the employees and thus the organization's profit. However it is also equally important for not for profit organizations to appraise their staff. This allows them to check whether they are striving enough to reach their goals of serving their target group.

This is essential especially for the frontline staff because they are the people who carries the objectives of organization and helps in reaching its goal.

It is the process through which an organization keeps information on how well an employee is doing her or his job.

This also helps in identifying the strengths and weakness of their staff to improve their productivity.

Performance appraisal has two important uses namely developmental and administrative. Developmental issues include providing performance feedback, identifying individual strengths and weaknesses, recognizing individual performance, assisting in goal identification, evaluating goal achievement, identifying individual training needs, determining organizational training needs, improving communication.

Administrative uses include documenting personal decisions, deterring promotion of candidates, determining transfer and assignments, identifying poor performance, deciding retention or termination, deciding on layoffs, selection criteria, meeting legal requirements, making reward or compensation decisions.

### **Performance assessment/ appraisal**

Steps in performance appraisal:



Measuring performance requires the use of relevant criteria that focus on the most important aspects of job. These criteria depend on the nature of the job and the goals that are set for the job.

### **1. Designing of performance appraisal system:**

The first and foremost step in performance appraisal is designing of the appraisal system for the organization. This can be done by the board of directors of the organization who are well aware of the organization's goal, objectives and values. A typical NGO can determine its employee's performance by seeing the results at the end of the financial year or after the annual report submission. From this, the goals that are targeted for that year and achievements are identified, based on which the employees will be rated.

However this appraisal system should be interactive and transparent between the developers, evaluators and employees. They should always know ahead of time how and on what basis evaluators are going to appraise them.

A tailor made appraisal system for specific job requirements will be beneficial when diversified roles and responsibilities of different jobs are concerned in an NGO.

The extent to which an employee meets the performance standards is typically evaluated or assessed by using different types of documentation processes. These documents can be designed by the human Resource department of the organization in consultation with the board of directors, supervisors or higher level members such that the criteria of assessment is identified based on the nature of the job and the employee can be assessed in a right manner and required training needs are determined to improve his/her performance.

Though there are different methods to asses an employee such as

360 degree assessment: where feedback about the employee is gathered from all directions i.e. employee's supervisors, subordinates, peers, customers (here the beneficiaries of the project on which the employee is working) on different aspects such as employee performance, behavior with others, team work, dedication etc.

One to one assessment: This method is widely used where assessment become a tedious work depending on the nature of the job. In this method, the supervisor to whom the employee is directly reporting reviews employee's performance on a specified time interval.

### **2. Goal setting meeting: Discussion with the employee**

For a new employee or assigning a new project to an existing employee, employee is to be clearly informed by the supervisor or the trainer about employees Key Result Areas (KRA) i.e. the exact job content of that person, responsibilities, targets or goals to be reached in the stipulated time, objectives of the job, appraisal system of the organization – criteria of the job based on which employee's performance is to be evaluated and the time interval.

This can be shown in the form of an organizational chart for each person showing employees designation, KRA, reporting structure and relationship with other employees.

A typical small NGO appraises its employees based on the targeted goals versus their achievement.

These goals, criteria of appraisal are to be discussed and made transparent to the employees by the supervisors while commencing a project or the financial year.

### **3. Appraisal process**

There is no specific time reference for performance appraisal. Depending on the nature of job, type of work or project it could be a midyear review followed by end year review or mid project review followed by final review after the project completion.

Organizations can decide when to appraise the employees after discussing with them. This method is more convenient for NGOs who cannot spend much time on appraisal.

#### **Midyear review:**

As we know that assessment is a continuous process throughout the performance of the employee, it would be beneficial to have a midyear or mid project review by having a discussion with the employee such that the supervisor can observe the progress of the project or to check the employee's performance goals are on track.

Midyear review can avoid any surprise performance dissatisfaction for the supervisor or negative feedback to the employee.

Midyear review need not be documented unless there is any change in the objectives or goals after having the discussion. However a record can be kept with the date of meeting along with the signatures of both employee and supervisor.

#### **End of year / project review:**

In this method, the appraiser can use different documents with specific criteria that are designed initially to measure the employee's performance.

The employee could be rated on absolute scale i.e. individually based on his own capabilities to carry out a given task. On the other way he will be compared with the other employees who are performing the similar tasks and are ranked accordingly on different criteria/ traits.

However comparison method is largely discouraged in many organizations because it may show some negative effects on the employee relations.

End year appraisal process can be carried out in two ways.

In the first method, the employee himself can be asked to give self-rating based on employee's achievements and understanding. This will be further reviewed and discussed with employee's supervisor. This method helps the employee to know their strengths and weaknesses. Discussing with the supervisor will help in determining the training and capacity building needs of the employee.

In addition to the review of self-appraisal, the supervisor or appraiser can take different methods to appraise the employee in other aspects.

The important factors are considered while appraising an employee

- Traits - Certain employee traits such as attitude, appearance, and initiative

- Behavior – means to reach the end? Helpful, friendly
- Work results – what is the end result? Output

Absolute method of appraisal to determine the competency of the employee that required for the specified job.

In this method, the supervisor rates the employee's each competency that required for the job on quantitative or qualitative basis. In absolute method of appraisal, there could be a rating scale on which employee will be rated on different criteria with reference to a benchmark.

For example, an employee's ability to understand and carry out the given task in a stipulated time is rated on a scale of 5 or 10 points.

Another method of rating an employee is categorizing them in to buckets – Excellent, good, satisfactory, need improvement, bad. These tools is to be supported by the supervisor's/ appraiser's remarks suggesting any capacity building or training needs for the employee on the weaker sections.

**Description of ratings:**

- 1 = Unsatisfactory
- 2 = Need improvement
- 3 = Successful
- 4 = Excellent

It is important to note that the performance evaluation must focus on individual employee based on the KRAs given to employees and should not compare with other employees at the same position.

In case any other employee performs far better than employee's colleagues, there are ways to reward their performance, but their performance should not affect the performance evaluation of others. This is because the NGO management is setting the expectations from the employees at the beginning of the year through KRAs and the fair way to evaluation is to stick to these standards.

Care to be taken during appraisal process:

1. The appraiser must be aware of the objectives and requirements of the employee's job.
2. Employee should be able to continuously or frequently monitor the behavior or performance of the employee.
3. The appraiser should leave any bias towards the employee because this may affect the result of appraisal in adverse manner.

**Problems in performance appraisal:**

Performance appraisal is perceived as a negative phenomenon by both employees and appraisers in many organizations because it becomes difficult for the appraiser to give feedback when the performance is not well. Also the employees may perceive the feedback as criticism, which deter their performance further.

There can be occurrences of some errors while giving rating for the employee such as

1. If the appraiser does not observe the employee regularly and may consider any one positive performance that appraiser is aware of and generalizes it, it may lead to undeserved higher rating.
2. On the other hand, if the appraiser consider any one bad performance in employee and generalizes it, may result in under rating.
3. Both are detrimental for the employee because undeserved higher rating may encourage employee to continue his performance in the same manner whereas underrating may discourage the actually well performing employee and thus his overall performance.
4. Personal bias or stereotyping of the appraiser such as gender, race, and age effect the appraisal rating. The appraiser should keep the above said points in consideration to make sure that the appraisal is not erroneous.

**Discussion/ sharing the appraisal with the employee:** The appraiser should share the result of appraisal with the employee in order to take furtherer steps. During this, both supervisor and employee should discuss the outcome in an interactive manner. At least an hour is to be spent with the employees so that they can get any clarifications that are needed and both together develop performance improvement plan for any area s that needs improvement.

#### **Performance development plan**

##### **Steps forward:**

After the appraisal process, the supervisor should write a report to the higher order for the further action such as

Hike in payment if performance is good

Recommend for promotion

Recommend for changing job assignment

Recommend for training or capacity building programs

Recommend for disciplinary action in case of poor and detrimental performance in convincing manner.

\* How to Supplement? - Livelihoods February 2014

## 30. How to Write a Case Study

Case study is a unique method of showcasing achievements or drawing lessons from past experience to aid learning. It describes a situation or a series of activities that led to the situation.

Case study is a unique method of showcasing achievements or drawing lessons from past experience to aid learning. It describes a situation or a series of activities that led to the situation. It is a preferred style of documentation among donor agencies and organizational heads, as it brings out the multiple dimensions inherent in the situation, without deviating much from the main narrative. Its length can be varied to suit the different audience. Most importantly, it is rooted in the programme intervention or project impact. It could be centered on a person, situation, an institution, a system, a community or an entire programme.

The richness of case study, evolves from it being more than a mere narrative- by bringing into it analysis, that otherwise goes in the minds of the actors involved, their motivations and reasons for making various choices. Therefore, information provided in a case study is very specific to the context described and is rich with qualitative data. The entire narrative is from the perspective of the persons involved and thus puts the reader in the situation with appropriate briefing, in other words, it reflects the vision, aims and ambitions with which an activity was started. The travails and dilemmas which the project went through, and the manner in which the persons experienced the outcomes.

In addition to presenting the achievements, case studies are also used as research tools and as a teaching and training method. The presentation of case studies for such other uses, differs from the manner in which case studies showcasing achievements are written.

### **When case studies are appropriate:**

Case studies are appropriate, when there is a unique or interesting story to be told. Case studies are often used to provide context to other data, offering a more complete picture of what happened in the programme and why.

We take different types of case studies in different contexts: as a part of project, as a part of evaluation of projects and programmes and also for magazines, etc. We interact with different people in different contexts to collect information for writing case studies. We discuss with people on their livelihoods and other issues, by which time we can identify whether the story has the potential to be a case study or not.

Organizational staff meet the people on the project from the beginning. They share the project's benefits with people in the project area; some beneficiaries' stories are highly interesting and are very effective in giving an overall view. At that time we can find the type of cases in the field to write case studies. What is the process for conducting case study?

The process for conducting a case study research follows the same general process, as is followed for other researches: Plan, Collect data, Analyze data, Disseminate findings

#### 1. Plan:

- Identify stakeholders who will be involved in projects
- Brainstorm a case study topic, considering types of cases and why they are unique or of interest.
- Identify the information which is needed and from whom

- Identify any documents needed for review
  - List stakeholders to be interviewed or surveyed and determine sample, if necessary
  - Ensure research will follow international and national ethical research standards, including review by ethical research committees
2. Develop instruments:
- Develop interview protocols –the rules that guide the administration and implementation of the interview. Put simply, these are the instructions that are to be followed to ensure consistency across interviews, and thus increase the reliability of the finding. The following instructions should be included in the protocol:
    - What to say to interviewee when setting up the interview
    - When beginning the interview, ensuring informed consent of the respondent
    - Respondent is included in the interview
    - What to do during the interview (fill notes, audiotape, both)
    - What to do following the interview (fill in notes, check audiotape for clarity, summarize key information for each, and submit writ ten findings.
    - Develop an interview guide that lists the questions or issues to be explored and includes an informed consent form. Please note that you will likely need interview guides for each group of stakeholders, as questions may differ.
    - Where necessary, translate guides into local languages and test translation
3. Training on case study: We mentioned above that there are different types of case studies - on ongoing projects, during evaluations, for magazines etc. Organization's staff know about beneficiaries, but they may not know how to write a case study in a systematic order. Organization has to give orientation to staff, on how to write case studies. Grass-root workers are the main drivers in any project.

**Presenting achievement:**

Case studies are equivalent to/as good as a live demonstration, an opportunity to illustrate your product or service in action. Case studies have varied uses. They are structured depending on the purpose of which they are used. It is a method of presenting a document effectively, as a research tool to collect qualitative data, as well as a method of teaching and learning.

Case study as a method of presentation, is typically written once a process/program is complete or has reached a conclusive stage. Case studies are particularly useful in depicting a holistic portrayal of a project experience and results regarding a programme. For example, it helps to evaluate the effectiveness of a programme's processes, including its strengths and weaknesses. It enables the writer to capture an intervention from all angles and present different perspectives. Generally, a case study will have a tone, and one can easily make out whether it is sharing a success or failure of an intervention/ program. Most case studies are used as a source of information to get glimpses of an entire process, as well as to learn about the programme's benefits. There are no suggestions or recommendations made at the end of a case study.

**Teaching tool:**

A case study is a methodology of teaching, which emerged in the fields of medical and legal education. The method began to be used in management education in the Harvard business school, and has since gained popularity, the use of case study as a learning tool is particularly helpful to develop skills for problem analysis, judgment and communication. Case studies are also used as powerful learning tools to understand the process and its impact through examples from real life situations. With the emphasis of education shifting from mere memorizing facts to analysis and problem solving, case study method has entered in several other fields as well. Examples include economics, Social work, etc.

**Reaching method:**

As a tool for research, case studies are used to organize a wide range of information about a subject and then analyze the contents by seeking patterns and themes in the data and by further analysis through cross comparison with other cases. A case can either be on individuals or programme or any unit, depending on what the objective of the case, to examine through in depth analysis and comparison. It is a strategy that uses multiple sources of evidence.

**Advantages of case study:**

Case studies make in-depth study possible. It allows one to collect data from various sources, using different methods like interviews, observations, secondary data analysis etc. It can be used to study one dimension or one specific area or may include various aspects to give a holistic picture.

It is the best way of studying and capturing unique things/phenomenon. By keeping the narrative simple and the presentation more attractive, case studies can be easily readable. It gives flexibility of choosing the length of the document or use only illustrative like graphs and photographs.

Since, the case study is a way to add the human element, anecdotes and other personal stories are used in the narrative.

- The primary advantage of a case study is that it provides a much more detailed information about a particular case, than what is available through other methods, such as surveys.
- Case studies also allow one to present data collected from multiple methods to provide the complete story.

**Limitations:**

Can be lengthy: Case studies provide detailed information about the case in narrative form. It may be difficult to hold reader's interest if it is too lengthy. We have to take care to provide correct, good and rich information, in writing the case study.

Concern that case studies lack rigor: Case studies have been viewed in the evaluation and research field as less rigorous than surveys or other methods. Reasons for this include the fact that qualitative research in general, is still considered unscientific by some and in many cases, case study researchers have not been systematic in their data collection or have allowed being judgmental in their findings. Being systematic in their data collection and taking steps to ensure validity and reliability in the study, is a must.

Not Generalize: A common complaint about case studies is that it is difficult to generalize from one case to another case. But case studies have also been prone to over generalization, which evidence that they are typical or representative of this population. Yin, a prominent researcher, advises case from experimental results to theories.

**Elements:**

Case studies do not have set elements that need to be included; the elements of each will vary, depending on case or story chosen, the data collected and the purpose. However, case studies typically describe a programme or intervention put in place to address a particular problem. Therefore, we provide the following elements and example on which you might draw:

- The problem
- Results
- Challenges and how they were met
- Beyond results
- Lessons learned

**Structure of a case study:**

In the many forms it can take 'a case study is generically a story; it presents the concrete narrative details of actual, or at least realistic events. It has a plot, exposition, characters, and sometimes even dialogues'. Case study reports often include the reactions of various stake holders as well as the organization's conclusion or opinion on how successful or unsuccessful the initiative was. Because case studies tend to be exploratory. Most end with implications for further study. It is a good practice to introduce the situation in the area of the case intervention. Link it to the person or subject. Outline the specific problem. Present events in chronological order. Highlight the problems, struggles, and challenges. Acknowledge the role of the external supporters and enabling factors. Add the positive impact and achievement. Include emotions, support, resentment, hostility, and the personal experience and responses. End with unfinished tasks, and the areas that the subject (person or group) will address.

Remember, the case only illustrates a point and is not a formula for success. A typical case study has:

**Back ground:**

- Description of the background-situation before the change
- Geographical, demographic and issue-related content
- The process through which the existing situation was assessed/comprehended
- Profile of the individual/organization/project (5 'w's are who, where, when, what and why, one is how it is.)

**Presentation:**

- Record events in chronological order
- Outline of the problem/conflict and options available
- Factors determining the choice of action
- Details about the factors leading to change-strategies used
- Accounts of process-struggle and conflicts

**Support information:**

- Role played by support system
  - o SHGs and NGOs
  - o Local leaders
  - o Government functionaries Impact and achievement of the case subject
- Direct impact
- Responses from other agencies/individuals closely related with the change process
- Development perspective



## **Lessons learnt**

- Tasks ahead
- Challenges faced
- Learning and insights
- Future action

**Guidelines for writing a case study:** Keep your audience in mind. Mostly, you will be writing for people who may not be familiar with the background, details, and terminology of the situation. Do not take your audience for granted. Provide all the details even though they seem trivial to you. Use simple, appropriate and accurate language. Plan carefully. Develop an outline or a framework before you start writing. This will allow for a clear flow of ideas.

Put a title to describe a project or focus of case study. Arrest attention with headline (maximum 3 lines) and describe the project or the focus of the case study in the title. Use the headline style to catch people's attention. Use simple, appropriate and accurate language to project aims/objectives. Why was the project developed? Give some background on reasons for the project. Where is it located? What group is the focus of the project? Provide all details (approx. 200 words). Check facts for accuracy and pitch the story into a very interesting event. Move narrative forward with interesting human angle.

### **The project-How, who, when? (Approx .350 words)**

- Funding- Who provide funds and other resources?
- Stakeholders- Who ran the project, who else was introduced and how did they contribute?
- Community participation- How did you involve the community and stakeholders in the project
- Implementation- What were the steps in carrying out the project?
- Time frame-what was the time frame for the project and the short-term and long-term development?

Follow logical order and illustrate point or issue that relates to the main focus of case study. Do not be judgmental. Relate to wider linkages?

### **Results/Evaluations (approx.200 words)**

- How did you mentor /evaluate the project?
- What changes/benefits happened for the target group from the project? (Short term and long term)
- Did the project achieve its aims/objects?
- Were there any unexpected outcomes? What are they?

Use quotes, data in the form of tables/graphs, boxes. Photographs enhance readability.

Sustainability - present clear picture of future action. Can the project be replicated in other areas? (Approx.150 words)

Learning and insights-What did you learn? What were the main challenges? How did you handle unexpected events? Would you repeat or change such a project in any way? Any advice for others implementing a similar project (approx.200 words)

Leave the reader with some picture of possible future action and unfinished tasks that emerge from learning and insights from the case study. Write the end note, linking it with the beginning to complete the loop.

**Writer's checklist:** Case study is a sample format that packs a lot of punch in a small space. For maximum impact, invest most of your writing time in research-gathering the facts and quotes you need to give your case immediately and credibility.

Ask yourself?

- Why are you writing?
- What is unique to the case?
- What needs to be highlighted?
- What additional information needs to be included?

#### **Think of the reader**

- Picture a typical reader
- Be accurate, brief and clear
- Use gender-free language Capture the reader's attention, then keep it
- Compete for the reader's attention
- Create a strong title or headline
- Keep the reader's attention at the opening
- Show how your subject affects people and, if possible, even the reader
- Appeal to the reader's interest: health, knowledge, wealth and curiosity
- Show the benefit to the reader
- Use illustrations - Have a single message - Have a clear message - Give solid information - Create emotion
- Be technically factual
- Quote directly from people
- Use examples
- Never relax in the competition for the reader

#### **Make the reading easier for the reader**

- Build a smooth, straight highway of information
- Use sub heading
- Use lists

- Keep sentences and paragraphs short
- Use about 20 words a sentence

**Make sure the reader will understand what you are saying**

- Assume that readers may not know what you are talking about
- Add details to make sure the readers understand
- Use words the reader can understand
- Define words the readers may not know
- Avoid loading your text with abbreviations, acronyms and initials. If you cannot avoid them, then explain those you use
- Avoid footnotes. Build reference into the text if you must
- Explain statistics write clearly and simply
- Be specific, not general, definite, not vague; concrete, not abstract
- Remove unnecessary words
- Look for short, simple words
- Avoid jargon make your writing sound the way you talk
- Make the words work for you
- Make verbs do the work - Focus on people, not the function or the process - Use the first person rather than the third
- Use active verbs
- Break up strings of nouns - Watch for words ending in '-tion' and - Make relationships clear

**Check and recheck**

- Heading and subheads
- Create a strong title or headline. Titles, sub-heads and captions must be catchy. - Captions should be short. Don't explain the obvious
- All tables, illustrations and graphs should have a caption. If not they should be numbered and explained in the next
- Since these are generally done at the end. It is most prone to mistakes
- Double check the headings, the sub-heads and the captions in the final proof
- Graphs, figures, photographs, tables and texts should tally
- Check that all bullets start with a capital and end with a full-stop Be positive and straight forward • Avoid words such as 'not' because the reader's eye tends to skip over smaller words. Use them as the first word of the sentence if you must

**Evaluate what you are doing:**

Survey readers and get feedback

**Good Practices:**

- Avoid clichés
- Do not use abbreviations etc
- Phrases in parenthesis (however relevant)
- Follow Ralph Waldo Emerson's rule: 'Don't quote. Tell me what you know'
- Do not use more words than needed. It is usually superfluous
- Be specific as far as possible
- Do not use double negative
- Do not exaggerate. It is better to use understatements

We must collect more case studies because case studies are extremely useful for evaluate persons or organization or projects. Case studies can tell where we are. Case studies give inspiration and learning for persons/organization/projects.

\* How to Supplement? - Livelihoods April 2014

### **31. How to Write SHG's Books**

Bookkeeping is a critical thing to Self Help Groups (SHGs). Every SHG needs bookkeeping to achieve its goals and evaluate its resolutions, to inform the transactions to all members, to ensure transparency of group transactions (particularly financial transactions), and to build confidence among members. Banks, facilitating organizations and other agencies those who want to support the SHGs also require group records to assess the status and performance of the SHGs.

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SHGs are small homogenous groups. SHG form with 10 to 20 members from similar socio-economic conditions and the same location. They elect two or three group leaders as representatives of the group.

The SHGs conduct meetings every week/fortnight/month, on a scheduled day, time and place. In the meeting, the members pay their savings and loan repayments, interests and fines. And also members take internal loans and make resolutions regarding financial and non-financial matters. The SHGs book keepers have to record all these transactions, discussions and resolutions in books in the meeting.

#### **Bookkeeper Selection Criteria:**

A literate member of the group, willing to work as a Bookkeeper, shall be selected. If there is no literate member, the group can select and engage any outsider willing to work as a Bookkeeper.

The Bookkeeper should have the following qualities or characteristics...

- Should be a local person and shall be available for all the meetings
- Must have studied up to 7th class
- Must be good at Arithmetic
- Should possess legible hand writing
- Must respect women and be loyal to the group
- Should not be a relative of the group leaders
- Should be patient and service minded
- Should be a person hailing from a poor household
- Women members shall be given preference

The group members select the Bookkeeper and pay monthly remuneration from the group. The bookkeeper has to come to the group meeting before 10 to 15 minutes and take all related books from responsible persons and check the books. Meeting starts at the scheduled time with the anthem.

After the prayer, bookkeeper has to do the following things

- Take attendance in register
- Start with minutes book
- Write meeting number, date, time and place in minutes book
- Facilitate members to discuss meeting agenda (Agenda points in the meeting)
- Write meeting agenda, which is prepared by the group members

Ensure that the agenda items are as follows...

- Review of the last meeting
- Loan repayments like installments and interests
- Regular savings
- Fines
- New loans
- Leader's report of federation meeting and group works
- Other issues

*Write minutes of the meeting topic-wise, as stated in the agenda*

*Write the savings details in members individual passbooks and ensure leaders' signatures in the individual passbooks*

*After meeting, read the minutes of the meeting and present financial statement of the group*

*Write general ledger, transaction book based on minutes book*

*Write promissory notes for the new loans (If needed)*

*Take the signature of participating members, leaders and visitors in the minutes book*

*Submit the books to the group leaders*

Bookkeeper's primary responsibility is to write all group related books and applications. In some places, bookkeepers write books at their home and get involved in the group's financial transactions which is not good to the SHGs. Bookkeeper has to know which should not be done in the group as follows...

**Don'ts:**

- The bookkeeper should not be involved in the cash transactions of the group.
- The bookkeeper should not influence the decisions of the group.
- The bookkeeper should not take the records to the house.
- The bookkeeper should not take loans from the group; if she/he is not a member of the group.
- The bookkeeper should not disclose the group's information, decisions and resolutions to outsiders.
- The bookkeeper should not record any transactions, which do not take place in the meeting.

- The bookkeeper should not be biased towards some members.
- The bookkeeper should not be short-tempered/display irritated behavior during the SHG meeting, etc.
- The bookkeeper should not make entries in the records outside the meetings.
- The bookkeeper should not smoke or chew tobacco during a SHG meeting.

**Performance monitoring of Bookkeeper:**

The performance monitoring of bookkeeper should initially be done jointly by SHG/VO/MS and the concerned members. Assessment of each bookkeeper should be done in the monthly meeting of VO. Till such time as the VO is formed, the review of the performance by bookkeeper should be done by the SHG members, at least once a month.

If any Bookkeeper fails to perform the assigned tasks, respective SHG/VO/MS will give the suitable advice/support to the bookkeeper for improvement.

If Bookkeeper fails to do so in two consecutive months, then the concerned SHG/VO/MS will issue a warning.

If Bookkeeper fails to do so in three consecutive months, SHG/VO/MS should recommend a substitute for the non-performing bookkeeper with an already identified and trained bookkeeper.

If in case the bookkeeper leaves, the concerned CRP/CC/APM and members should ensure continuity in maintaining the book of accounts, till another bookkeeper is identified.

**SHG Books:**

Meeting minute's book

1. Savings cum Attendance Register
2. Loan ledger for small loans and big loans
3. Cash book
4. General Ledger
5. Individual savings cum loan passbooks for members
6. SHG Maasanivedika (monthly report)

**How to write**

**Meeting minutes book**

This is the main book in which all the transactions, decisions and resolutions are recorded by the Bookkeeper.

This is the source book for all other registers.

The SHG members shall ensure that all the transactions, decisions and resolutions are recorded at the first instance in the minute's book.

## **Agenda Points:**

### 1. Prayer:

- All the members sing a group anthem
- The song will help the member to keep in view their common goal, concentration and develop enthusiasm to achieve it.

### 2. Members' introduction:

- Members introduce themselves by their name, group's name, their positions in the group and higher level federations, village organization's name and their savings amount.
- The practice of members' introduction will improve their ability to speak freely without shyness and will develop self-confidence.

### 3. Members' Attendance:

- While the members are introducing themselves, the bookkeeper will record the attendance in the register.
- The names of the absentees members and late comers and the fines to be imposed, will be recorded as per the group norms.
- This practice will act as a deterrent to the members and make them alert and disciplined for their meetings.

### 4. Review on previous meeting's decisions:

The bookkeeper read out the decisions of the previous meeting and the group will review the following items...

- a. Fines to be collected from the previous meeting's absentees and late comers.
- b. Loan installments to be collected from defaulters of the previous meeting.
- c. Check previous meeting's savings not paid by members, if any.
- d. Purchase of assets, through the loans disbursed in the previous meeting.
- e. Asset verification report on the loans by the non-loan members.
- f. Remittance particulars of cash balance of previous meeting in the bank account.
- g. Handing over the previous meeting's cash balance to the present meeting.

### 5. Collection of savings:

In the meeting, the presiding member will collect the individual savings from all the members and the bookkeeper will record the transactions including the names of the members who did not give savings.

### 6. New Loans Sanction:



In the meeting, after collecting savings, fines and loan installments; the group will sanction new loans to the members, based on the priorities of the members and their needs. The Bookkeeper will record member-wise loans sanctioned in the meeting.

#### 7. Community investment Fund Loan from VO:

Loan amount sanctioned by VO:

- No. of installments;
- No. of installments repaid;
- Monthly installment - Principle and interest;
- Installment amount repaid till the last meeting;
- Installment proposed to be paid as per the demand; now.

#### 8. SHG Bank linkage:

- Loan amount sanctioned;
- No. of installments;
- Monthly installment principle and interest;
- No. of installments repaid;
- Installment Amount repaid till the last meeting;
- Installment proposed to be paid as per the demand; now.

#### 9. Receipts and payments statement:

The Bookkeeper prepares receipts and payments statement and place it in the meeting for discussion and approval of the members.

#### 10. Social issues:

The members discuss on priority, the social issues like child labour, children's education, nutrition support to pregnant and lactating women, child marriages, domestic violence, alcoholism etc.

#### 11. Govt. Programmes:

The members discuss government programmes like National Rural Health Mission (NRHM), Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) , Indiramma Housing, Pavala Vaddi, Arogyasri etc, will be discussed on priority.

#### 12. Signature of the members:

At the end of the meeting after presenting the transactions details and group resolutions, the bookkeeper obtain the signatures of all the members who attended the meeting.

Attendance cum Savings Register: Importance:

- In this register, member-wise attendance and collection of weekly savings are recorded by the bookkeeper

- It gives the details of the number of meetings held, number of meetings attended, and percentage of attendance, number-wise total savings collected and total savings in the group.

c. Cash Book:

- The Bookkeeper writes the cash book during the meeting and record all the transactions like savings collected, fines collected, loans repaid, amounts withdrawn from bank; including opening balance on the receipts side and savings refunded if any, new loans sanctioned, amounts to be remitted to the bank account; including the closing cash balance on the payments side and tally the cash balance.

- After writing the cash book, the bookkeeper make entries into the loan ledger, individual passbooks, general ledger, etc.

d. Loan ledger for small and big loans:

The members take various small loans in the weekly meetings for consumption, health, education etc... These small loans will be recorded in the loan ledger, indicating loan amount, purpose, No. of installments, interest etc.

e. General ledger:

- In general ledger, head of account-wise folios are allotted. The Bookkeeper will post entries under each head of account from the cash book.

- From the general ledger, balance available under each head of account will be known.

- From the general ledger, the Bookkeeper will prepare receipts and payments statements and income and expenditure statements, if necessary.

f. SHG Member Savings cum loan Passbook:

- The group will supply each member with an individual savings cum loan passbook where the members savings, small loans, big loans' details will be recorded

- Each member knows their savings in the group, small loans and big loans sanctioned, installments repaid, overdue if any, and loan balance etc

- The Bookkeeper will write the members passbooks in the meeting and hand over to them respectively g. SHG Maasanivedika (Monthly Report):

Every month the group prepares a monthly report (Maasanivedika). It contains the details like number of meetings to be held, number of meetings actually held, savings collected, percentage of members' attendance, financial status of the group in terms of loans borrowed from different agencies, amount repaid, over dues if any, loan balance etc. • It also contains income and expenditure statement of the group, a detailed portfolio of the members' loans in a separate format and any other social activities taken up by the group etc. • Maasanivedika enables monitoring of a SHGs' performance on a monthly basis. The Bookkeeper prepares this report once in a month with support of the group members and handover it to

the group representatives. • The group representatives furnish their report to the Village Organization (VO) in its monthly meeting.

#### h. Auditing of books

The SHGs accounts must be audited at least once in a year for transparency. Auditing is a systematic verification of the accounts by persons other than the SHG members. Its purpose is to check if there are any errors or omissions, to rectify errors and help to avoid errors in the future.

#### **Capacity Building of bookkeeper:**

In the first phase:

- The bookkeeper will be imparted orientation-training of 5-10 days, preferably residential. This training will focus on understanding the SHG processes, book of accounts, introduction to monthly reports and preparation of monthly reports. This training will be imparted by CRP/DRP/CC/APM and representatives of IKP/SERP
- Post orientation-training, the bookkeepers should get on-the-job training/handholding support by the CRP/ CC/APM to explain the nature of the job, intricacies of accounting, entries etc., for at least 4-8 meetings

In the second phase:

Training to bookkeepers will be given on the concept of social mobilization and facilitation, importance of community based repayment mechanism and timely repayment and bank account opening. This training should be completed by the end of third month of selection of the bookkeeper.

In the third phase:

- Training will be given to bookkeepers on micro credit plan, micro planning, bank linkages process, presentation of various utilization certificates (UCs) and other documents.
- Apart from the training, it is expected that the members along with the CRP/DRPs will provide regular support to bookkeepers to enhance their capacity.

#### **Payment to Bookkeepers:**

Bookkeeper writes for 5-10 SHGs in the village and the Village Bookkeeper (VBK) writes for 20 SHGs under a VO in the village. Bookkeeper gets a fee of Rs. 50/-100/- from each SHG, depending on their requirements and rules

Date and regulations by the VO/MS. Besides this, VO pays Rs. 1000 – 3500 depending on repayments of loans taken from the SHGs. They get paid through a cheque by the VO.

#### **Where to keep the SHGs' books?**

The books can be kept at the SHG leader's home. The leader will bring the books whenever a meeting takes place and will give them to the Bookkeeper. Bookkeeper writes all books (Minutes book, Savings and loan book, cash book, individual passbook, general ledger, deposit and payments book) at place of the meeting only.

**Bookkeeping and Management Information Systems:**

To maximize the benefits, group-level bookkeeping must be linked with a Management Information System (MIS), that helps each stakeholder in making effective and efficient decisions. The goal of a Management Information System is to provide accurate and timely information for making decisions. The quality of a MIS for managing SHGs depends on the quality of the following components.

**SHG Bookkeeping:**

Standard records maintained at the SHG level include -the member' passbooks, receipts, vouchers, ledgers etc. These records provide the raw data that is fed into the MIS. Their accuracy and timely maintenance determine the overall quality and usefulness of the MIS.

**Financial Statements:**

Standard financial statements such as the Receipts and Payments statement, Income and expenditure statement and the Balance sheet, inform the SHG and its observers about the SHG's financial position. Timely preparation of these reports ensures that all stakeholders are vigilant about the group's position and any irregularities.

**E-bookkeeping:**

The broad objective is to expand access to finance for poor people in rural Andhra Pradesh (AP), leveraging the Community-Based Organization (CBO) infrastructure in place. At the end, transactions of Self Help Groups (SHGs) and their federations are captured on real- time basis.

This e-bookkeeping was introduced by the Society for Elimination of Rural Poverty (SERP). Instead of manual bookkeeping, they introduced e-bookkeeping in SHGs. The SERP, which works for the benefit of poor women through SHGs, trained about 35,000 women from villages across Andhra Pradesh to use Laptops to maintain their financial records.

SERP has selected the women who can identify English alphabets and aware of terms such as income, expenditure, loan and repayment.

E-bookkeeping was not being done actively and those who are doing it are facing some technical problems. Therefore, instead of e-bookkeeping, with the support of technical people, SERP has introduced mobile bookkeeping for SHGs/VO/MS transactions.

**Mobile Book Keeping:**

Mobile Book Keeping is intended to replace manual bookkeeping systems in SHGs, with a view to ensure transparency in operation/transactions, accuracy, avoiding drudgery, clerical work, enabling detailed and analytical MIS for decision support system both at CBOs and at project level. Mobile bookkeeping is being done across the state, covering more than 10lakh SHGs since November 2011.

Precautions / Arrangements of M-bookkeeping

- Use the mobile only at SHG meetings.
- Use the mobile only for SHG purposes.

- Charge / maintain battery full, every day before commencing work
- Ensure SIM is activated
- If SIM is not activated report full details of Mandal, VO, Mobile number etc to DPMU/TPMU
- Mobile is provided with pre-loaded GPRS balance (500 MB for IDEA and 250 MB for BSNL) per month only and do not use up the same for other works
- Write details on paper before you input data into mobile
- Wait and retry in case of delay in uploading data to server by mobile (occasionally)
- Ensure that the data is saved and sent successfully
- Check the reports on mobile for correct up-dating of balances

M-Bookkeeping activities:

Group details

Member details

Meetings (date, place and time)

Mobile Usage

- Enter IVRS
- SMS
- E-mail
- Enter in Portal

Members' information

- Member savings
- Member loans

SHG information

- SHG Investments
- Funds and Grants
- Savings and Loans

Data verification

- Master data capturing
- Synchronization with mobile
- Resilient & Integrate
- Data Source

Member Information

SHG Information

Project Information

This information goes to CC, APM, DPM and Project Directors (DRDA)

**Challenges and Requirements for Book Keeping in SHGs:**

Book keeping is a difficult task for SHGs. Most SHG members are minimally educated (if at all), and may be illiterate or semi-literate. Regardless, every SHG should be aware of the status of its outstanding loans to members, the status of its loans from external institutions, and the member's payments due at the next meeting. This information is required for financial planning, pursuing delinquent payments, and deciding whether to issue further loans to a member. Knowing the credit history of each member helps in deciding upon future loan disbursements. Accurate and timely bookkeeping ensures that accounting procedures are followed and are in compliance with the rules of the SHG.

The reporting of financial information is also a vital task and is crucial for accurately representing the SHG to outside agencies. Financial reports indicate the profitability and financial position of the group, which can be used by banks and other commercial financial institutions to judge the credit-worthiness of a SHG. There are many other potential users of this information. In addition to the SHG and financial institutions, the SHG Promoting Institution (SHPI) can use performance reports to target training and capacity-building activities, and apex-level agencies such as NABARD (National Bank for Agricultural and Rural Development), SIDBI (Small Industrial Development Bank of India) and RBI (Reserve Bank of India) can use aggregated reports to judge the overall health of the SHGs.

\* How to Supplement? - Livelihoods May 2014

## 32. How to Form a Village Organization

Community Based Organizations (CBOs) are common in villages in the country. There are various types of village level organizations such as Self Help Groups (SHGs) village organizations, farmers' organizations, labourers' organizations, artisans' organizations, disabled persons' organizations, old age people's organizations, water users associations, youth organizations and Vana Samrakshana Samitis (VSS) etc. are working for their members development in the village.

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Village Organization (VO) is an institution of the SHGs in the villages or habitations. The poorest and poor women are members in the SHGs. VO aims to develop SHGs, provide financial services and address social issues in the village. It accesses government programs and services for the poor people in the village.

VO is a key institution of poverty eradication missions, poor people's forums, mediatory institutions between poor people, government and non-government institutions. It is an institution for multiple developments in the village.

VO is a very important organization for SHGs' strengthening and women development. There are many uses due to a VO, it is as follows...

- Strengthens SHGs
- Revives default SHGs
- Facilitates best practices in SHG's management, book-keeping and meeting process
- Facilitates to form new SHGs with left over poorest and poor women in the village
- Provides financial support for the SHG's members for their social and economic development through SHGs
- Arranges trainings and capacity building programs for SHG's members, through resource persons and staff
- Addresses social issues, particularly women problems
- Contributes towards social integration by bringing together all communities such as Scheduled Castes (SC), Scheduled Tribes (ST), Backward Classes (BC), Other Castes (OC) and Minority women
- Eliminates middle men system, which exploits the poor in procurement and selling their produce
- Creates awareness to members about government programs and services
- Organize collective procurement centers and other collective enterprises
- Facilitates link between SHGs and banks for financial support

Steps in VO Formation:

- Orientation on VO formation and management to Resource Persons (RPs) and staff
- Identify eligible SHGs
- Orientation to SHG members and leaders
- General Body (GB) Formation
- Executive Committee (EC) Formation
- Office Bearers (OB) Formation
- Sub-committees Formation
- VO Account Opening
- VO Registration
- VO Books
- VO Office and staff
- VO Visioning

**Orientation on VO formation and management to Resource Persons (RPs) and staff:**

Project takes the decision to form VOs with eligible SHGs in villages. Project should give orientation to RPs and concerned Project staff members on VO concept, formation and management. Orientation program should be designed with both classroom training and field experiments. Staff members should support at stages to the RPs in VO formation.

**Identify eligible SHGs:**

RPs should identify eligible SHGs to form VO. The eligible SHGs have to follow best practices. There are some qualifications required to SHGs to join in VO. Eligible SHGs should have these qualifications as follows...

- Minimum six months seniority
- Regular meetings
- Regular savings
- Regular internal lending
- Prompt repayment
- Proper book keeping
- Collective enterprises
- Solidarity activities
- 'A' grade SHGs



Orientation to SHGs' members and leaders: RPs should give orientation program in two phases. In first phase, training should be given to all eligible SHGs' leaders and active SHGs' members on VO concept, formation and management.

In second phase, RPs should give orientation to all eligible SHGs' members on VO concept, formation and management, in SHGs' monthly meetings or special meetings (If required). RPs should facilitate the SHGs' members to make resolutions, regarding willingness to join in VO and selecting SHGs' representatives to VO and contributions as corpus fund to join in the VO. Along with resolution and representatives' selection, members have to pay share capital, membership fee and admission fee as contribution for VO corpus fund.

**VO Corpus Fund:** The aim of VO corpus fund is for internal lending to SHGs, collective enterprises and VO management. The corpus fund mobilization varies from place to place. There are approximately three types of fund mobilization methods. In first method, each SHG member should give Rs. 100 as share capital, Rs. 10 as admission fee and Rs.1 as admission fee. Total each member should give Rs.111 to VO. In second method, each SHG has to give Rs. 500. In this method all SHGs contribute equal amount to the VO. In third method, SHG has to give minimum amount to open the VO account and this amount depends on the number of SHGs in the VO.

**Savings in VO:** RPs should facilitate savings in VO. Regarding savings there are two methods. In first method, each SHG has to pay Rs. 50 to Rs. 100 per month as monthly saving to VO. In second method, each member has to pay Rs. 10 as monthly saving to VO. Regarding savings, it can start at the time of joining SHGs or later.

**SHGs' Representatives' Selection:** RPs should inform the SHGs' members about the number of SHGs' representatives to VO. Number of SHGs' representatives depends on number of eligible SHGs in the village. VO can be formed with minimum five SHGs to maximum 30 SHGs. If in the village there are only five to 10 eligible SHGs, members can select three representatives from each SHG. If there are 11 to 20 SHGs, they can select two representatives from each SHG and if there are 21 to 30 SHGs, they can select only one representative from each SHG, for VO. Members select SHGs' leaders as representatives or one leader and one active member as SHGs' representatives. These two methods are in SHGs.

After the completion of orientation to SHGs' members and representatives' selection, RPs should inform all eligible SHGs about common meeting date, time and place of the meeting for VO formation. Place should be accessible and convenient to the all SHGs members. The RPs should inform about VO formation and particularly guidelines and invite the people's representatives like village president and ward members. RPs should inform about VO formation guidelines, particularly VO leaders' selection guidelines to the people's representatives. Informing guidelines clearly to people's representatives prevents unnecessary involvement in VO leaders' selection.

**VO Size:** VO can be formed with minimum five SHGs to maximum 30 SHGs within the village or habitations. In a village if there are more than 30 SHGs, RPs should plan to form two VOs in the village. This should be informed to the SHGs members in the meetings and their advice taken regarding forming more than one VO. The division should be bases on geographical area and other related things (Caste etc.). If this is the case, RPs should form one after another VO and plan, two separate dates for VOs formation and inform the members.

**General Body (GB) Formation:**

In all SHGs' members meeting, RPs should form GB with all SHGs' members. RPs once again should give precise orientation to SHGs' members about VO and particularly guidelines regarding leaders' selection. RPs can ask the SHGs' members for the suitable name for VO and ask to send forward their representatives to VO. RPs discuss with the SHGs' members to design norms for VO's financial transactions and governance. RPs should inform GB about collected corpus fund from the members. RPs should inform the roles and responsibilities of GB as follows...

- It is superior body of the VO
- It conducts meeting once or twice in a year
- It has the authority to changes in EC or OB members
- It can approve new member SHGs
- It verifies the financial yearly transactions and approve the VO budget
- It has final authority to approve changes in by-laws of the VO
- Every SHG member has the equal right in the GB
- Every SHG member should participate in the GB meeting

**Executive Committee (EC) Formation:**

RPs should form EC with the SHGs' representatives. After the EC formation, RPs should discuss norms for EC's functioning and inform the roles and responsibilities of the EC as follows...

- It has a key role in implementation of the resolutions of VO
- It meets once or twice in a month
- It plans activities and allots responsibilities to the EC members
- It organizes GB meeting
- It facilitates VO auditing
- It submits the report in the GB meeting and changes in committees
- It elects Sub-committees
- It monitor VO staff
- Every EC members should attend EC meetings

RPs should ensure equal representatives from each SHG to the VO. Number of members in the SHGs cannot decide the representatives' number. For example, SHGs may have members from 10 to 20 SHGs, but each SHG should send equal representatives, as fixed by the number of SHGs in the village.

**Office Bearers (OB) Formation:**

After the EC formation with SHGs' representatives, RPs should give clear guide lines to the EC members about OB or VO leaders' selection from EC members. RPs should facilitate VO - EC to elect Office Bearers

(OB) which consists of five members such as President, Vice-president, Secretary, Joint-secretary and Treasurer. In these five members, mainly President, Secretary and Treasurer represent the VO and these three members are authorized signatories in the agreements with government and non-government institutions and maintain bank accounts of the VO. As per guidelines, priority should be given to Scheduled Caste (SC) or Scheduled Tribe (ST) women to the President Post, Backward Class (BC) women to Secretary Post and Treasurer Post for Other Caste (OC) women, from EC members. If there are more members competing for the leader posts. RPs should wisely facilitate the leaders' selection based on vulnerability or size of family among the eligible EC members along with caste criteria.

The OB consist mainly of President, Secretary and Treasurer. Their roles and responsibilities are as follows...

President:

- Preside in the GB/EC meetings
- Prepare meeting agenda in consultation with members
- Take responsibility of EC/GB resolutions
- Custodian of the VO records and assets
- Act as first signatory in VO bank accounts
- Act as VO represent in Mandal/ Block level federation meetings and other meetings

Secretary:

- Inform members about GB/EC meeting date and send proposed agenda
- Make necessary arrangements for the GB/EC meetings
- Ensure proper record keeping
- Preside in the GB/EC meetings in the absence of President
- Act as secondary signatory in bank transactions
- Ensure audit of the VO and submit audit reports in GB/EC meetings
- Attend Mandal/Block level federation meetings along with President
- Ensure to implement GB/EC resolutions

Treasurer:

- Responsible for all VO receipts and payments of savings, loans, repayments, fines, contributions etc.
- Ensure maintenance of all VO banks transactions
- Prepare receipts and payment statements, income and expenditure statements and submit them in the VO - EC meetings
- Act as a secondary signatory in bank transactions in absence of secretary

Sub-committees Formation:

After OB formation, RPs should explain the need of Sub-committees and facilitate the EC members to select Sub-committees from EC members. There are a minimum of four Sub-committees required as follows...

- SHGs' Monitoring Committee
- Asset Verification Committee
- SHGs' Bank Linkage Committee
- Social Action Committee

Along with above mentioned committees, EC can form other committees based on need. Every Sub-committee needs three EC members. RPs facilitate EC members to come into Sub-committees voluntarily or other EC members can suggest the suitable members for Sub-committees. RPs should give the roles and responsibilities of Sub-committees members as follows...

- Planning and implementation
- Conduct Sub-committee meetings according to need
- Take support from the EC
- Submit report to EC in monthly meeting
- Participate in trainings

VO Account Opening:

After completion of formation of all committees, RPs should discuss with the EC about VO account opening and required documents for bank account. VO, requires some documents and items as follows....

- Three group photos of OB leaders (President, Secretary and Treasurer)
- VO resolution and application for opening account
- VO seal and OB leaders' seal
- VO's leaders' address proof Xerox certificate
- Amount to deposit

Along with above documents and items, OB leaders and RPs should approach bank manager or field officer and submit the required items to the bank manager. After verifying the submitted documents and received deposit for account, field officer may ask them to come in two to three days to collect VO's account book. RPs suggest OB leaders to collect account book from bank. After the completion of VO's account work, RPs should note the VO account number and give it to the staff.

VO Registration:

RPs should give awareness to EC members on registration and bi-laws preparation. They should facilitate EC members to prepare bi-laws for VO. Submit the required documents for VO's registration. The documents are as follows....

- VO's resolution

- Bi-laws copy
- EC members and OB members' photos
- OB members' address proof documents

VO Books:

RPs should provide awareness to the EC members on VO's book keeping. The VO requires different books for its management. Book keeping is crucial in VO's development. The VO's books are as follows...

- Minute book
- Attendance register
- Assets register
- General ledger
- Cash transactions book
- Voucher book
- Receipt book
- Payment book

VO staff and office:

RPs should give awareness to EC members on VO's staff and office management. VO needs a book keeper for book keeping. EC members have to select the book keeper. Book keeper should have knowledge on accounts and commitment to fulfill the book keeper's job chart. EC members have to establish an office for meetings. In initial stages, EC members can take a small room of the EC members, free of cost or take room with minimum rent.

VO's Vision:

RPs should give training to EC members on VO's visioning and facilitate them to design VO's vision. According to the vision, EC members have to make action plan towards achieving VO's vision. Vision is very important to the VO's development. Continuous efforts are required to achieve the vision.

Best VO's Characteristics: RPs should motivate VO - EC members towards achieving the best VO's position. The best VO's characteristics are as follows...

- Support to the SHGs
- Norms implementation
- Train the members on practice good values and best qualities
- Regular meetings
- VO's vision
- Ensure unity among all SHGs

- Self-management and financial sustainability
- Equal importance to all SHGs in the VO
- Leadership change
- Responsible to the SHGs
- Concern on SHGs' problems and provide financial support from VO or other institutions
- Act on social issues
- Strive towards sustainability in long-run
- Collective enterprises
- Establish good relations with other institutions to provide services to the SHGs

VO's Services: VO plays a crucial role in providing various services to the SHGs' members. The services are as follows....

Social Services: VO plays a key role in addressing the social issues which are hampering the development of individual or society. There are many social issues such as liquor, gender, child marriages, dowry, illiteracy, child labour, untouchability, superstitions and health problems. VO addresses these problems.

Economical Services: VO provides different economical services like equal savings, voluntary savings, direct loan (loan from VO), indirect loan (loan from banks or other financial institutions) and social corpus fund.

Technical Services: VO facilitates technical services such as auditing, providing entrepreneurship skills or other support and trainings.

Cover all Poorest and Poor Women in the SHGs: VO identifies the poorest and poor women, who are not in SHGs and facilitates them to form SHGs, it is a key step in poverty eradication.

SHGs' Monitoring and Strengthening: VO monitors SHGs by discussing SHGs' monthly progress reports, facilitating the sharing of experiences of SHGs, addressing the problems of the SHGs, providing required support to overcome the problems.

Insurance Services: VO provides insurance services to the SHGs' members through linking with institutions like Life Insurance Corporation (LIC) etc.

Linkage With Other Institutions: Linking SHGs with line departments and other institutions is an important step to access programs and services. VO establishes linkages between SHGs and other institutions.

\* How to Supplement? - Livelihoods June 2014

### **33. How to Start a Community Newsletter**

Rural people are still away from empowerment and development. They cannot raise their voice on their issues in society. They wait for someone who will listen to their issues and problems, this is where community newsletters come in. Every community needs their newsletter to share knowledge and information among themselves, to enhance their skills and to convey their issues to the mainstream society and governments. Communities can own and manage their community newsletters for their empowerment. Here, 'livelihoods' has focused on 'Community Newsletter'.

Rural people are still away from empowerment and development. They cannot raise their voice on their issues in society. They wait for someone who will listen to their issues and problems, this is where community newsletters come in. Every community needs their newsletter to share knowledge and information among themselves, to enhance their skills and to convey their issues to the mainstream society and governments. Communities can own and manage their community newsletters for their empowerment.

Information is important for peoples' empowerment. It is also one of the reasons why people do not get empowered. Now, communities do not have to wait for someone to provide information, they have to work to access and share information for their development.

At present, only some of the community organizations are sharing information in their working areas. But it is yet to happen in all places and even the information provided is too little, more community organizations need to share information for their peoples' empowerment. Communities are getting a little bit of information through different methods like verbal, newspapers, televisions, magazines, newsletters etc.

Community newsletters are sharing information about health, education, nutrition, sanitation, women issues, local issues, livelihoods, schemes, collective initiatives, case studies, best community-based organizations, local innovations, interviews with best practitioners etc., for community empowerment.

Community newsletters are publishing by societies, associations, organizations, companies, Community Based Organizations (CBOs) etc., to share information to its members, customers, employees and communities.

People need to raise their voice on their issues like rights, empowerment, education, health etc. Community newsletter plays a key role in development as it raises awareness, gives a voice to the poor on their issues, disseminate information in a way that reaches the poor and the women. It is a very important mechanism in the rural community, as information is not available to the poor at the village/mandal/block level.

There are many reasons for the establishment of community newsletters. The reasons are as follows....

- Farmers want to know more about agricultural information like seeds, fertilizers, pesticides, agricultural loans, schemes, market information etc.
- People want to know about information on health such as immunization, pregnant women-care, infant - care, personal hygiene

- Women want to know more about their rights to combat problems such as domestic violence and other such issues
- Poor people want to know about small businesses requirements such as financial, inputs, skill development and marketing assistance
- People want to know about schemes that benefit them and need information on how to access them
- Villagers want to raise the issues such as water, drainage, street lights etc. They need to know the right method to raise their voice

People need different types of information on education, market-rates for produce, agriculture loans, safe drinking water, sanitation etc. People do not get the above information in their locality. That's the reason communities need to start a community newsletter to get information and raise their voice on their issues through community newsletters.

Community newsletter aims to amplify the voice of the poor, to put rural community or women in charge of news coverage, to place information within the reach of the rural poor, to adopt journalism as a tool for the empowerment of women and rural people.

Before start a community newsletter have to do some work.

A successful newsletter needs mainly enthusiasm and ideas, but also thought and planning. Three things that are most likely to make newsletter a success as follows...

- Involving community in all stages from planning to distribution of the news letter
- Making different committees and assign the specific roles to the committees
- Good organization which can mobilize funds and collect content from the different fields

Spending a bit of time to think and plan at the initial stages is really important. The first step is to have a full discussion, a community meeting, to talk through everything properly. At this meeting, there are a number of things that are useful to discuss.

Below are some useful questions that can be discussed at the meeting, as a starting point:

1. What is the need to start a community newsletter?
2. Is it going to be in hard or soft copy?
3. Who are the target readers for newsletter?
4. Who will do and what will do?
5. How often will it be published?
6. What size will it be?
7. What are the distribution strategies?
8. What is the advertisement policy?
9. What are the funding sources?



10. What is the arrangement plan for the financial, writing and technical persons?

11. How much amount is required for the newsletter?

12. How many committees are required for running the newsletter?

The First step, form core committee and have a full discussion at a committee meeting. Make sure you allow enough time to talk everything through properly. At this meeting, there are a number of useful things to discuss.

Take all members' views on community newsletter or for developing content. For design work, someone in the committee has to do the design work of newsletter. If no one has an idea about designing, then they have to take training on designing work or hire a technical person from outside.

The committee has to do a SWOT analysis as they must know about their strengths, weaknesses, opportunities and threats before going to start the newsletter.

Committee has to decide the frequency of the community newsletter. Committee have to think carefully about how often it wants to produce the newsletter -weekly or fortnightly or monthly or in a period of three month or six months or one year. Initially, it will take time for understanding and settling to a correct frequency. A lot of groups find that a quarterly newsletter works well.

Committee has to select one good and simple name for community newsletter. Committee has to conduct meetings with community people, as it has to take suggestions from the community to select the name and size. Newsletter's name has to connect easily with the community. Committee has to decide the size of the newsletter with the support of community. Committee can maintain it regularly if they publish it with less pages.

Generally, people use folded sheet with the A4 size. Committee has to know in advance how much space they are trying to fill and how much it will cost them. Printing cost depends on size of the newsletter, number of copies and quality of the paper.

Local language is preferable. The community organization is publishing the newsletter for the whole community to understand and benefit from it. Therefore, committee has to publish the newsletter in the local language. Writers have to use local words (accent) in the article, for the community people to easily understand.

Community newsletter is expensive to print in full colour. Committee has to collect budget from their organization or they will have to find a generous benefactor to print the community newsletter.

Committee has to prepare a list of subscribers, because they have to know how many copies are to be printed for subscribers and they may also need some extra copies of community newsletters to distribute to new persons, visitors etc.

Trained designers have to design one good and sample design for the community newsletter. In the newsletter, divide space for heading, articles, images etc. But do not put more articles than necessary as it will give a congested look, which is not good for reading.

Committee has to decide the subscription charges for subscribers. The subscription charges for half-yearly, yearly or five years or for lifelong. Committee has to reduce subscription charges for long-term subscribers.

Mostly, their subscribers are their members and community people. Subscribers may include mandal samakhya, village organizations, women group members, farmers' groups, water-users' associations, grassroots' workers, non-government organizations, government organizations, gram panchayats, libraries, youth groups, schools, individuals etc.

Committee has to prepare a list of the distribution area with the list of the total number of villages and mandals for sending the community newsletter. Committee may send newsletter to non-government & government organizations, local groups and officers. Committee may send a soft copy online in a pdf file format to some people. Firstly, it has to collect all the addresses' of subscribers. Committee has to organise a network of volunteers who will deliver newsletter to their mandal and village. Initially, this may require organization, but is a good way of involving people. Sometimes, they may send newsletters to subscribers by post or hand to hand. Remaining community newsletters are distributed in the training sessions, to visitors, in meetings, book stalls etc.

**Budget:**

Before starting the community newsletter, committee has to mobilize the budget as follows...

- Prepare a budget plan
- Plan to mobilize resources
- Prepare an expenditure plan for salaries, printing, distribution and miscellaneous etc
- Plan to achieve sustainability

Committee has to divide budget for maintenance, printing, distribution and salaries etc. Initially, they may have to buy furniture, computers, tables etc and later the committee may have different expenditure for office-maintenance such as electricity charges, internet charges, stationery charges etc.

Committee has to create a separate place or take a small building for the purpose of the community newsletter, as it needs a place for the working of the staff, to keep hard copies of the community newsletter, to keep computers and to conduct meetings. Initially, but they may not need buy a new building.

Committee has to maintain books regularly. It needs books such as minute's book, cash books, ledger books, daily expenses book, subscribers address book and attendance register. It may not need separate accountant for book-keeping as there is not much expenditure. Committee may use technology like computers, printers, recording sets etc. Committee may get donated computers from district level offices. Otherwise, it will buy new computers, printers etc.

There is a lot of work involved in producing a regular community newsletter. Committee has to take all individual responsibilities to publish a community newsletter. Committee has to do all works like news collecting, articles-writing, editing articles, designing, distribution works etc. Committee may have eight to ten members who will take all the responsibilities. One needs to collect and write articles, one needs to edit the articles and one to distribute the articles.

After some days, if needed, more people can be added by the committee. Committee has to select good team members from their community. Employees like news collectors, writers, editors, and distributors will be needed. Committee has to select educated persons as news collectors, writers and editors; those who

have to have a minimum secondary school education and who are interested to work. Committee has to give responsibilities clearly to the newly appointed staff.

The community newsletter will also be more interesting if there are a different range of people involved. Be clear about what tasks are involved and who is going to do those tasks. The committee needs to know how long it will take for collecting the articles and for receiving the printed newsletters. There is a danger to underestimate the work involved at the different stages.

If possible, plan dates in advance, and come to an agreement with the various people involved. This will avoid unnecessary pressure on people and rush at the last minute.

Committee has to decide one date to get all articles. It is a good idea to advertise upcoming articles list in the previous newsletter. It has to collect articles from who have promised to write. Committee may need to remind people who have promised to write articles, a few days before the deadline.

Once committee has collected all articles for the newsletter, it has to meet to discuss on which articles are to be selected and where in the newsletter. Committee has to prepare one regular format for newsletter. At this point, committee might have decisions to make about what article needs to be included. Committee is not obliged to publish everything and everyone submitted article, as it might not be appropriate for your newsletter may not have enough space and not need. Committee may also need to precise articles that are too long.

Committee has to fix two dates: printing date and distributing date. The team has to prepare a final copy of the community newsletter for printing within the selected date. The team has to send the community newsletter to subscribers within the date.

Committee members need to meet whoever is designing their newsletter to go through the content and discuss how they want it put-together. And how much time the designer will need to do the design work, depending on the size of community newsletter. Committee agrees on a date with the designer, as to when they will get a draft copy of the community newsletter.

Before newsletter goes for printing, all team members or editorial team has to re-check the final copy of the community newsletter. It is very important to check it thoroughly to make sure there are not any mistakes. Proof-reading is a must before sending it for printing, it is as follows....

- Correct spelling mistakes and other errors
- Check the content of the articles
- look at the design and see if they want any changes

Committee has to set one date for collecting hard copies of the newsletter from printing press. And set one date to distribute hard copies to volunteers, members, to give the newsletter to the community members. Committee has to request volunteers and members to distribute within a certain time.

### **Training:**

Training is essential for staff, as they are new to this job. Staff can be reporters, content developers, editors, designers, distributors and photographers. Before going to field, committee has to give skill training for new staff with experienced resource persons and also give training on their roles and responsibilities.

Reporters: reporters are like drivers of the community newsletter. Resource persons have to give training on how to identify news, how to collect information from community, how to communicate with community, how to take pictures, what are the Dos and the Don'ts for reporters cum photographers. What are the steps to be followed in writing articles, how to write success-based case-studies and failure based case-studies, how to analysis the situation, how to present the information etc. Reporters have to follow What, Why, Where, When and How while collecting information.

Editors: Resource persons have to give training on content, required number of words for those articles, identification of the main information for articles, how to identify unnecessary information, how to select suitable pictures for related articles etc.

Designers: Resource persons have to give training to designers on how to design newsletter, how to select major articles and other articles, how much space should be given to the articles, how to present pictures, what is the font, font-size, spaces between lines, sentences and paragraphs etc., The number of columns that should be used for newsletter, where to put the ads etc. What is the size of the community newsletter size, the length and width that should be used.

Resource persons have to prepare modules for reporters, photographers, editors during the trainings. Committee wants the content of their community newsletter to be easy to read and enjoyable. If articles are too long and complicated, your reader will give up half-way through.

Committee has to plan step-wise to start the community newsletter. They have to plan from the starting of the Newsletter stage to publishing stage, form separate committees for management, team selection, for budget, for printing, for working area and to give responsibilities etc.

Planning is the ongoing dynamic activity of peering into the future for indications of a solution that may emerge. Failing to plan is planning to fail, so committees have to prepare a proper plan to start the community newsletter. A plan is needed in every stage but they have to prepare a plan beforehand to implement it properly. The plan as follows..

- Discuss the content for the community newsletter
- Setting the date of the submission for the articles
- Date to hand over the articles to designer
- Date to get a draft or proof copy
- Set a print date
- Set a collection date
- Set distribution strategies and date
- Set a date to conduct a meeting to discuss about improvement in the next issue

Committee has to set one date to brain-storm about how to improve the next issue. Committee members will have a bit of time to think about:

- What is the feedback from people on previous issue?

- What things went right? What things went wrong?
- What did readers like or dislike in the previous newsletter?
- What are the reader's suggestions for next issue?
- Are the people happy with the newsletter?
- Who is going to do what, next issue?

Committee has to discuss about content regularly. Committee has to think about what they are going to include in the newsletter and who are going to write the articles or collect the information from field.

**Registration:**

Registration is needed for community newsletter. For registration, committee has to select management body and executive body. After selecting the body members, they can apply for registration to the Rural Development Officer (RDO), committee has to mention three names in the registration application form for community newsletter. In those names, officers will suggest one name for newsletter. After registration, Committee gets identification from government, it may reduce postal charges, may receive advertisements from government and non-government organizations.

In Chittoor district Andhra Pradesh state, Self Help Groups (SHGs) district level federation (Zilla Mahila Samakhya - ZMS) has been publishing community newsletter 'Navodayam' since 2001 in an excellent manner. The SHGs members involved in all stages from collecting news to distributing newsletter.

Any community groups can start their own community newsletters to share information on development for the people of their community. Community newsletter is a boon for people. At present, community groups are publishing community newsletters, but these are not enough, community people have to start more community newsletters. The role of the network of volunteers' is essential for publishing community newsletters in rural areas.

\* How to Supplement? - Livelihoods July 2014

## 34. How to do Convergence

Convergence is a multi-pronged development strategy, which has been adopted by the Government of India to promote economic growth with social equity, by addressing the needs of the marginalized groups in the country. Different Ministries of the Government of India have a number of programmes for creating employment opportunities, social security measures, providing basic minimum services, building infrastructure, managing land, water resources etc., for sustainable development and thereby alleviating poverty. Here, 'livelihoods' has focused 'On Convergence'.

Convergence is a multi-pronged development strategy, which has been adopted by the Government of India to promote economic growth with social equity, by addressing the needs of the marginalized groups in the country. Different Ministries of the Government of India have a number of programmes for creating employment opportunities, social security measures, providing basic minimum services, building infrastructure, managing land, water resources etc., for sustainable development and thereby alleviating poverty. This strategy is facilitating the village economy to emerge from subsistence to self-sustenance.

### **Convergence with sector-wise push in development:**

The respective line Ministries/departments are issuing guidelines for preparation of sector development plans such as District Health Plan, District Education Plan, District Water and Sanitation Plan, District Agriculture Development Plan, District Rural Development Plan, etc. Increasing incidence of the preparation of those plans is coming in the way of preparing horizontal integrated plans for convergence. They are implanting various rural development programmes through a set of guidelines and by a separate set of administrative and institutional mechanisms for convergence in various levels.

In order to facilitate the horizontal planning process at various local governments' level and the tendency to build scheme-specific guidelines, there is need for modification to bring uniformity in planning, sanctioning, release of funds, implementation and monitoring and evaluation of the programmes.

Interestingly, all the guidelines stipulate inter-programme coordination and convergence. Broad procedures and processes are similar in many ways in these programmes. But the approval system and implementing agencies are different.

In this context, the Ministry of Rural Development has taken a major initiative to converge its various programmes with programmes implemented within the Ministry and other Ministries like agriculture, environmental and forest, etc.

### **Why is convergence needed:**

The central and state government are spending large amounts for the development of rural areas and improving the living conditions of the people. Several programmes have been launched to achieve these objectives. Many of the programmes planned and executed by different Ministries/Departments/Agencies have almost similar objectives and targeting the same groups/areas. This excess of efforts has been resulting in wastage of resources and failure to achieve synergies. Evaluation studies have been critical of the leakages. Inefficiencies and ineffectiveness of the programme transparency, use of obsolete technologies, lack of coordination among agencies, non-participation of the target groups in planning and

execution, lack of qualified personnel in adequate numbers and top-down approaches have been identified as some of the major determinants of the sub-optimal use of the scarce resources.

The continuance or slow progress in the removal of poverty, unemployment, food insecurity and environmental degradation are the outcomes of non-convergence and non-participatory planning processes. Other areas of concern are adoption of less productive technologies and limited institutional capacities. Development planning processes should be sensitive to these challenges.

Convergence is particularly important in backward districts, mandals and villages of institutions/line departments and welfare schemes. It is to be noted that, in the past, attempts have been made by some departments, officials and institutions to overcome some of the above mentioned constraints. However, these efforts are isolated and sporadic, organized attempts are needed to institutionalize the same. Such initiatives have paved way for the emergence of 'convergence planning' concept and this planning process aims at achieving maximum and sustainable benefits (outcomes) to communities and the poor from various development programmes. This is possible by pooling human, capital and technical resources in an organized and participatory manner for convergent action by all the stakeholders.

**How can Convergence be used:**

The convergence planning can achieve multiple goals such as maximization of returns from the investment, promotion of public private-community partnerships, sustainable development, meeting the unmet needs of the community and emergence of good governance. The instruments included pooling of resources, both human and capital, transfer of productive and eco-friendly technologies and value addition through provision of backward and forward linkages.

**Goal convergence among the stakeholders:** The achievement of objectives without compromising on essential conditions of the converging programmes will form the bottom line of partnerships. The discussions would facilitate realization among the stakeholders that convergence approach would help everyone to realize the common goal of poverty reduction and creation of quality and durable assets.

**Local needs, problems and other issues:** For local needs, problems and others the convergence should have a Bottom-up approach, as it has been the feature of decentralization. People's participation in planning and implementation of development programmes would provide more space to the socially and economically disadvantaged in the decision making and assigning priorities. The participatory planning process is expected to identify the local needs and problems and the convergence planning and implementation will ensure that the goals are fulfilled.

**Identifying potential areas/activities/schemes for convergence:** The existing perspective/annual plans of various schemes in the selected area will be studied and discussed in the District/Mandal/Village level consultation to address the identified needs for convergence.

**Technical know-how and administrative guidance:** For technical and administrative guidelines in the convergence, a top-down approach in dissemination of technical knowledge is usually followed in practice, but the characteristics of the technology should address the concerns of the functionaries as well as the community. Since technical up gradation or introduction of appropriate technologies is envisaged as an integral part of the convergence planning, the characteristics and consequences including risks if any, have

to be shared with all the partners. The convergence process is an opportunity to the technical institutes to reorient their rural and development activities so as to make them relevant to field problems.

**Activity:** Time charts for programmes/schemes converging and re-alignment, knowing of the activities which will be taken up during the project time-frame under the programmes considered for convergence is a pre-requisite for all partner agencies. This discussion on the timing, duration, fund and manpower requirements to execute the tasks and processes to be adopted and also the functionaries to be associated will help in working out the action plan.

**Role clarity among stakeholders:** The above exercise has twin advantages of bringing greater role clarity among the functionaries and also appreciation of the relevance of others' role. Such participatory processes will enhance respect for others while ensuring better coordination among the departments. This also provides an opportunity to resolve the problems/irritants among the stakeholders in convergence.

**Funds flow consistent with activity – time – frame:** Since timely flow off of adequate funds has been identified as one of the constraints in execution of projects without time and cost over runs, there is need to have some convergence fund at the district level to advance money in case of delays in release of funds. The quantum of this fund needs to be assessed by the district resources group and the centre and state governments need to support this. To begin with, if some flexibility is allowed for convergence and innovations, the problem can be solved to some extent in the convergence.

**Consultations with the stakeholders at various levels:** The district level proceedings will be shared with the stakeholders of the village/mandal in the consultative workshop to be held at the mandal level. If there are specific comments/suggestions, these will be sent to the district resource group chaired by the district collector for consideration. The exercise has to be repeated at Gram Panchayat/Village level. This iterative process will streamline the preparation of action plan for convergence.

**New activity mapping as per convergence plan:** The consultative workshops should enable the related agencies/departments to prepare the activity mapping and time-frame for collective action as per the outcomes/suggestions emerged in the workshop. This convergence plan should be prepared at the unit of planning which should be the reference point for all the stakeholders associated with the implementation of these programmes/schemes in convergence.

**Capacity Building:** Since the new working arrangements under convergence demand a new work culture and also different roles for various stakeholders at different levels, the capabilities of these functionaries and also community have to be built so that the action plan will be effectively and efficiently implemented. As far as imparting of knowledge inputs including technology is concerned, the functionaries need to be educated on the benefits, costs and risks associated with the new technologies in comparison with the technologies in vogue, while the elected members and community need to be informed in a free manner.

#### **Major Flagship Programmes for Local Area Development:**

In India, approximately there are 133 Centrally Sponsored Schemes (CSSs), which are being implemented by different Ministries of the Central Government. The following flagship programmes receive high priority in allocation of funds among the CSSs with purpose to attain national goals and objectives. More than 70%



of funds under CSSs are allocated to the flagship programmes. All the flagship programmes are under the ambit of Panchayati Raj Institutions, as per the 73rd Constitutional Amendment.

**Setting goals for Convergence:**

At present, the convergence exercise is confined to issuing of guidelines. No goals have been set in terms of physical and financial achievements and hence, in such a situation convergence guidelines do not impact the ground level.

**Convergence at Institutional Level:**

The committees are constituted by the respective line departments in accordance with Centrally Sponsored Schemes (CSSs) guidelines to bring the participatory approach in the implementation of these programmes. These committees are either supported by statute or an executive order. But, these committees do not have organic linkages with the respective Panchayat Raj Institutions (PRIs) and independent Panchayats. Any manner of parallel structures set up under the CSSs do not have accountability to the local people as most of them are nominated by the respective departments.

In this convergence, certain experts/professionals are also nominated into these committees. May be these committees are essential for scrutiny of the proposals at the district level, but there is no scope for inter-sectoral coordination as these committees are constituted by the respective line departments.

Every committee is appointed for local level planning and monitoring can be made accountable only if that committee actually functions within the PRI system. But certain committees are formed based on the state Act passed by the state legislatures. Hence, unless the relevant Act is amended, it is not possible to abolish these committees. However, there is possibility to work in close coordination with PRIs. In any case, the Sector/Departmental committees set up for different sectors at the village or gram panchayat level should be subsumed or networked with the respective committee of the panchayat and should be accountable to the Gram Sabha.

In the absence of institutional platform for convergence, departmental functionaries are raising questions on how to monitor the planned convergence, as the resources may be under the control of some of the agencies outside the fold of the main programme seeking convergence. Further, it is difficult to ensure inter-departmental coordination and resource pooling and facilitate convergence at the district level, as the line departments are under different line of command and control.

The convergence has been initiated by the Ministry of Rural Development and the planning commission should issue guidelines to ministries and state governments on 'convergence'. This should be monitored at the time of annual plan discussions, along with the exercise in decentralized planning. Institutions are also social entities. They cannot exist in isolation and require support of other institutions, both formal and informal, to implement their programs in a sustainable manner. Realizing this, IKP has encouraged the institutional convergence since the beginning and many of its programs such as NPM, Marketing, Dairy, Health and Nutrition etc. are implemented with the support of many other government and non-government institutions.

The line departments and NGOs have not only extended their helping hand to the institutions promoted by IKP but have also taken the help of these institutions in implementing their programs in the villages. Many

departments have identified beneficiaries for their programs like pensions, housing, subsidy loans etc., through this institutional structure. They are also appreciating this structure as a platform to take information related to various programs till grassroots level. Thus, convergence brings in a win-win situation to both the community based institutions and other institutions. Meetings with officials of other line departments and NGOs across the state, as part of the study, show that there is a widespread appreciation from all the line departments and NGOs about the programs of IKP and the scale at which they are happening. The commitment, dedication and the efforts of the staff and community leaders are very much appreciated by the line departments. However, it is felt that greater coordination can bring in better results in a much shorter span of time.

**Convergence of human resources:**

Functionaries of line departments are working at various levels of PRIs. But in majority of the cases, these functionaries are not under the control of PRIs in convergence. The respective official head of the PRIs is of lower rank than that of other line department functionaries. The line departments are not ready to accept the official functionary of PRIs due to various reasons.

Therefore, it is recommended that the functionaries of development departments may be placed under the control of political head of the purpose of coordination. The routine establishment matters shall be dealt by the respective line departments. To start with, all village level functionaries should be placed under the administrative control of Sarpanch. As suggested earlier, the standing committees on planning within various tiers of PRI can serve as an effective platform for convergence.

**MGNREGS and IKP Convergence:**

- The officials of District Water Management Agencies appreciate the efforts of VOs and the staff of IKP in ensuring all the eligible SHG members benefit from the scheme. However, they feel that there is a need to further strengthen the Fixed Labour Groups so that they can take active role in seeking the work and monitoring of the program etc.
- The DWMA officials are also feeling that there is a lack of coordination between IKP and their staff at different levels. If this coordination can be brought in the scheme, it can be implemented more effectively
- They also feel that there is a possibility to increase accountability and transparency in the program by involving CBOs in the program in an effective manner
- Apart from the above, many officials from various departments such as SC Corporation, BC Corporation, Housing, Horticulture, Animal Husbandry, Agriculture etc., expressed that they can deliver their schemes and programs more efficiently if there is a proper coordination with the CBO structure of IKP
- However, they feel that IKP staff and their CBOs are already overburdened with their own programs and they are not able to spare their time and energy to concentrate on the programs of other departments which are beneficial to their members
- They express that proactive measures should be taken by the district administration and DRDA to bring coordination among all the line departments and NGOs to deliver their services through the community-based organizational structure

**Conclusion:**

Given the various multidimensional challenges to convergent action, the use of a framework to plan and review convergence has the potential to enable systematization of a process that is often relegated to ad hoc actions. Convergence between line departments and flagship programs has long been recognized as a barrier to improving flagship programs. Some factors underlying the limited convergence include a range of multiple and diverse stakeholders, complexity of the technical issues, determinants of under nutrition that lie outside technical domains, and the view, based on experimental understanding among implementers, that convergent action is an almost insurmountable barrier.

While expression of the importance of convergence is a feature of policy documents in most sectors, it is less clearly backed by goals and strategies for convergence. Convergence itself, in turn, is perceived as a barrier to implementing policy change and scaling up. Convergence assumes particular importance in scaled-up programs where varying socio-cultural contexts, differential financing and planning approaches, and varying competencies need to be considered. Planning, implementation, and monitoring of convergence is an area that cuts across technical and programmatic boundaries and needs specific attention, particularly to address challenges with multiple determinants spanning several sectors, such as child under nutrition. The key challenges to convergence at scale appear to be shared vision, intensive capacity building, supportive supervision, and joint accountability.

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### **35. How to Nurture Community Leaders**

Community leadership can be defined as 'people of the community who are empowered to inspire and mobilise themselves and others, towards a common purpose, in response to personal and/or social issues and challenges, to effect positive change'. Community leaders are individuals who 'think for themselves, communicate their thoughts and feelings to others and help others understand and act on their own beliefs'. Community leaders play a vital role in community development. Nurturing community leaders is crucial. Facilitators should focus on developing the knowledge, skills, qualities, values and experiences which enable them to effect positive changes, whether it is at the level of their family, among their peers, in their community or in the wider society.

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Facilitators should build the capacities of leadership in other members of the group. This can be nurtured by encouraging leaders to share responsibilities. There are two types of people in a community: those who are leaders and those who are followers. At present, there are different types of community leaders who

lead various groups such as self-help groups, village organizations, watershed development committees, farmers' committees and youth groups etc. They work for their group members and design, implement, initiate, involve and lead activities for the development of poor people within their community. They are recognized as leaders by the people of their community. Facilitators should ensure that the group members elect two or three leaders in each group.

The present group or committee leaders are elected by their group members. The leaders are elected from among the group members. Mostly, active, initiative and talkative people are elected as leaders.

Some group members are not inclined to be a leader as they do not/cannot spend time for the activities of the group. Because leaders do not get any fee for their work, they take money only for the expenses for their work from group or sometimes they bear the expenses.

The facilitators should encourage the leaders to take up new tasks and implement norms. For example: group leaders of the SHGs have to take a lead on livelihood issues and on integrating women's participation in development activities. Some of the tasks the community leaders are expected to pursue are as follows...

- To Empower and install confidence in rural community by providing knowledge, tools and techniques for interacting with government systems, banks and other institutions at all levels
- To access infrastructure and services related to civil or basic amenities to strengthen the leadership qualities in women, dalits, minority groups etc

The role of the community leaders is very important in many aspects in community development. Facilitators should be aware about these and inculcate these aspects, which are as follows...

- Coordinate groups
- Work with group members
- Estimate group's activities
- Build good relations between members and create unity between members
- Facilitate members to participate in the works of the group
- Create relations outside of the group
- Bring forward groups
- Implement group's norms and policies
- Represent group in the meetings
- Write down the group's vision with the support of group members
- Take own decisions during emergencies
- Solve problems/issues of group members
- Motivate people to be involved in works of the group
- Be a role model with his/ her actions
- Coordinate and strengthen collectiveness among members
- Conduct the group's credit business: receiving savings, lending out or investing savings, supervising loan payments, etc.
- Keep regular records of all transactions
- Develop the linkages and liaisons with local government departments and other groups
- Convene meetings
- Create awareness about community development activities and welfare schemes

Facilitators have to acknowledge the traits of the people elected in positions of leadership. The position may bring or enhance the dictatorial tendencies in the leaders. So the facilitators have to be careful about the growth of dictatorial tendencies in community leaders. They should nurture democratic culture in the community leaders and should always focus on developing democratic leadership. They should inculcate some good practices in community leaders, which are as follows...

- Encourage team members for discussions
- Provide importance and respect to groups' members' ideas, needs and suggestions
- Do not differentiate between members and leaders and also promote leaders to integrate with members
- Encourage group members to become leaders

- Ensure that decisions are taken in democratic methods
- Inculcate honesty in words and deeds
- Identify skills in members and utilize these for the development of the group
- Create friendly environment among the members

Facilitators have to focus more on inculcating leadership qualities in the community leaders. Developing leadership qualities is a continuous process. Facilitators should focus on developing the following qualities in community leaders....

- Courage
- Commitment
- Ethics and integrity
- Impartiality
- Cooperation
- Forethought
- Priority on the work of the group over individual interests
- Accountability
- Transparency
- Awareness on roles and responsibilities
- Skills to solve problems and issues of groups
- Provide equal opportunities for group members
- Trust and patience
- Knowledge of the subject
- Discipline
- Facilitation skills

Facilitators should encourage change in leadership in community organizations. Change in leadership provides opportunity to new people for leadership positions, allow the existing leaders to shift for higher positions or other responsibilities and prevent negative tendencies such as dictatorship, lack of accountability and transparency etc. A change in leadership must be done once in two years.

Facilitators should give regular training to community leaders and also plan exposure visits to model Community Based Organizations (CBOs). The training should be planned keeping the community leaders' level of understanding and the use of various methods such as audio visual aids and case studies for making it more interesting and comprehensible, should be encouraged. Qualities of leadership like organizational capacity, communicable skill, self-development and articulation, communication and public speaking, organizing capabilities, negotiation and conflict resolutions etc., are an integral part of the training. Group

discussions should be incorporated in the training modules to encourage active participation. The official functionaries, from national banks, electricity department and investment agencies etc, should be invited to speak on their schemes and programmes. The interaction between trainers and the trainees results in bridging the gap between the groups and government authorities.

The sessions are planned in such a way that every person is involved in the session actively and also carries home a lot of experience and confidence with them. The trainers are chosen to cover all topics in the proposed module. Topics such as different governmental schemes available for the uplift-ment of the community, investment, safe drinking water, electric department facilities, income management and savings, time management etc., are emphasized by experienced trainers.

Community leadership has been shown to bring benefits to the people of the community themselves, to their communities and to the wider society. The competencies that make a good leader are the same qualities needed for a young person's successful transition to adulthood. Strong leadership skills help community people to make positive decisions in their own lives, to resist negative peer pressure and to avoid risky behaviours. Leadership skills bring a strengthened sense of self and build confidence. At the community level, young leaders are more able to act as effective role models to their peers and influence them positively. Leaders bring fresh ideas and energy to long-standing problems and are often more willing to embrace innovation and technology. Community leaders have particular strengths in encouraging intergenerational understanding and community cohesion. These benefits can be multiplied at the societal level, if people are given the freedom to exercise their leadership and to contribute meaningfully to decision-making, management and implementation. As a collective group, young people can bring dynamism and creativity as well as a wealth of experience, ideas and unique perspectives to development issues and activities.

In the process of nurturing community leaders, facilitators face some problems: as community people do not come forward to be leaders because they are scared, they think that they are illiterates and are also influenced largely by the social, economic and cultural conditions in the society; they also feel that the lack of exposure is also a major barrier for them to take leadership responsibilities. Facilitators should be aware about all these factors and understand community leaders' hesitations, fears, dependent nature etc. Facilitators should always promote and encourage the community leaders and explore their hidden skills and competencies in the community leaders.

Facilitators should encourage community leaders to take decisions independently, though the leaders may make some mistakes or may work in an inefficient way. But facilitators have to give chances to leaders to learn from their mistakes and to enhance their efficiency by continuous efforts.

In the process of nurturing community leadership, facilitators should remember the following points...

- **Real life Experiences** – Leadership skills cannot be taught but must be developed through experience. It is important to give young people the opportunities to exercise leadership in real life scenarios where they can hone and develop skills, values and competencies.
- **Relevancy and tailoring to needs and specific contexts** – Young people around the world are hugely varied in their needs, education and experience and will therefore respond to leadership development in

different ways. Successful leadership programming is rooted in a strong understanding of the needs of the young people it is targeting, and provides leadership experiences that are relevant to their lives.

- **The right level of challenge and risk** – Introducing risk and exposing young people to challenging situations can help accelerate their leadership growth, but it is important that this is done in a supportive environment. Young people should not be given responsibility or status without authority as this can have a damaging effect on their leadership development and their overall morale and personal development.

- **Safe spaces, mentoring and support** – In some contexts particularly in developing countries, there may be strong social and cultural barriers to youth leadership. It is important therefore that youth are given the opportunity to develop their leadership skills in safe spaces with the support of mentors who are equipped to nurture their leadership development.

- **Role models**– Role models are particularly important for community development and much literature emphasizes on how exposure to different real life success stories from peers can accelerate leadership development.

- **Reflection** – An important aspect of developing leadership potential is having the space to reflect on achievements, failures and lessons learned, ideally facilitated by mentors or other more experienced individuals.

#### **Encourage Individual Leadership Development:**

- Support varied styles of training such as formal training, peer-to-peer networking, and coaching in the context of the individual's particular circumstances
- Conduct human capacity building in conjunction with organizational capacity building efforts
- Look for opportunities to build skills among second-tier management or entry-level employees

#### **Find Opportunities in Transition**

- Make it viable for executive directors to imagine and pursue a transition
- Take time to clarify how the transition can benefit the organization
- Help the organization assess its health, needs, and resources and sharpen its mission, vision, and goals.

#### **Identify and Support Emerging Leaders**

- Value new ideas
- Revisit organizational structures and expectations that may need to be updated to retain younger staff and provide opportunities for new leadership
- Promote a healthier balance between work and personal/family life

#### **Suggestions for Facilitators:**

Below are some suggestions and tips for facilitators, to help them in nurturing the community leaders...

- Be aware of the physical environment and how it can influence group behaviour. You may be able to arrange things to provide for greater comfort of participants. Think about such things as room setup, audio-



visual needs, food or drink, distances between chairs, etc. If you are setting up the room, try arranging the chairs in a U-shaped semicircle, with the newsprint and the facilitator standing at the open end

- Orient group to the timeframe and task at the beginning of each session. Make sure everyone understands the purpose of the meeting
- Explain the product that is expected (e.g., small group key points; group decisions, etc.)
- Develop group ground rules, or norms for operating, and use them. Examples include: We're all colleagues—let's respect each other; it's ok to disagree; everyone participates, no one dominates; disregard rank/status
- If you don't have a co-facilitator, select someone to write key points on the flipchart
- If the group is large, use name tents to remember everyone's name. People like being called by their first name
- Additional Considerations
- Be certain in advance that your sponsor (client, representative) agrees with the purpose and is comfortable with the process
- Stay focused in the present but know where the group has been and where it needs to be
- Choose a decision making method BEFORE you need it. Suggest some options that the group could use to get them thinking
- Remember that people disagree on ideas. It's probably naive to think that there won't be moments of conflict in your group
- Call a "pulse check" and check in with the group as to how people are feeling or what they are thinking about at that time. This is good to do when the group seems generally blocked or confused
- If you have a lead facilitation role, close each session with recognition of the group for a "job well done."

Role modelling of desirable behavior is important with the recorder, other staff, and the group. Consider the potential impact of such things as a certain meeting location, a social versus a task-oriented agenda, the cultural diversity of attendees, and try to plan accordingly.

Your own self-development can make a difference. Be aware of your own biases and acknowledge them. Ask yourself where you are in your own development of cultural consciousness.

#### **Effective Communication Skills for Facilitators:**

Communication skills are critical for a facilitator. How you communicate can make a difference in gaining support and moving things along efficiently and effectively. Some skill points for communicating include the following:

Active listening: Be genuinely interested in other people's thoughts and feelings. Listen intently. Make eye contact.

Scanning/Observing: Nurture full participation from the group. Watch nonverbal cues in the form of body movement, facial expression, and gesture (may indicate loss of attention, confusion, or discontent) – take a break, change the pace, change the topic, etc.

Inclusion: Make sure everyone has an equal opportunity to participate. Encourage those who have been silent to comment. For example, say in a humorous way: “I’m being rated by my client on the degree to which I get everyone to talk!” One of the vital roles of the facilitators is to nurture community leaders and members achieve community development, in a sustainable way.

\* How to Supplement? - Livelihoods September 2014

### 36. How to do Supplements - Video Form

S. No	Month	Name of the How to Supplement	YouTube Links
1	Nov 2017	Form a NGO	<a href="https://www.youtube.com/watch?v=iehyhkXi0As&amp;feature=youtu.be">https://www.youtube.com/watch?v=iehyhkXi0As&amp;feature=youtu.be</a>
2	Dec 2017	How to start an enterprise	<a href="https://www.youtube.com/watch?v=SI7HIXpjl-8">https://www.youtube.com/watch?v=SI7HIXpjl-8</a>
3	Jan 2018	How to form and run a Cooperative	<a href="https://www.youtube.com/watch?v=vO5MffJENYg&amp;index=1&amp;list=PLcOu7cRdVVVo7XM6Im-TkyXzcGQ-SL3HLo">https://www.youtube.com/watch?v=vO5MffJENYg&amp;index=1&amp;list=PLcOu7cRdVVVo7XM6Im-TkyXzcGQ-SL3HLo</a>
4	Feb 2018	How to form and run an ESHGs	<a href="https://www.youtube.com/watch?v=mqrVDS_GvtE">https://www.youtube.com/watch?v=mqrVDS_GvtE</a>
5	Mar 2018	How to form and run FPO	<a href="https://www.youtube.com/watch?v=l3uWhXuuXJE&amp;feature=youtu.be">https://www.youtube.com/watch?v=l3uWhXuuXJE&amp;feature=youtu.be</a>
6	Apr 2018	How to Work with Poor People	<a href="https://www.youtube.com/watch?v=THXAI5G9Bsk&amp;feature=youtu.be">https://www.youtube.com/watch?v=THXAI5G9Bsk&amp;feature=youtu.be</a>
7	May 2018	How to Form and Run Village Level Federation	<a href="https://www.youtube.com/watch?v=PB1JJTVKhtc&amp;feature=youtu.be">https://www.youtube.com/watch?v=PB1JJTVKhtc&amp;feature=youtu.be</a>
8	June 2018	How to Form and Run CLF	<a href="https://www.youtube.com/watch?v=G8pnJg4nHYs&amp;feature=youtu.be">https://www.youtube.com/watch?v=G8pnJg4nHYs&amp;feature=youtu.be</a>
9	July 2018	How to Form and Run ZS/DLF	<a href="https://www.youtube.com/watch?v=qOGdhuahCgw&amp;feature=youtu.be">https://www.youtube.com/watch?v=qOGdhuahCgw&amp;feature=youtu.be</a>
10	Aug 2018	How to conduct LEAP (Social Map & Resource Map)	<a href="https://www.youtube.com/watch?v=6i0VCpWfEkY&amp;feature=youtu.be">https://www.youtube.com/watch?v=6i0VCpWfEkY&amp;feature=youtu.be</a>
11	Sep 2018	How to conduct LEAP Part-II	<a href="https://www.youtube.com/watch?v=jdSx8jkyc5Q">https://www.youtube.com/watch?v=jdSx8jkyc5Q</a>
12	Oct 2018	How to do Value Chain Analysis	<a href="https://www.youtube.com/watch?v=udUHXDNj3c&amp;feature=youtu.be">https://www.youtube.com/watch?v=udUHXDNj3c&amp;feature=youtu.be</a>
13	Nov 2018	How to do Sub Sector Analysis	<a href="https://www.youtube.com/watch?v=ejBz-JhZdek&amp;feature=youtu.be">https://www.youtube.com/watch?v=ejBz-JhZdek&amp;feature=youtu.be</a>
14	Dec 2018	How to do Supply Chain Analysis	<a href="https://www.youtube.com/watch?reload=9&amp;v=EFfdSfA4QQE&amp;feature=youtu.be">https://www.youtube.com/watch?reload=9&amp;v=EFfdSfA4QQE&amp;feature=youtu.be</a>
15	Jan 2019	How to Prepare Village Development Plan	<a href="https://www.youtube.com/watch?v=rrssNrI9lz8&amp;feature=youtu.be">https://www.youtube.com/watch?v=rrssNrI9lz8&amp;feature=youtu.be</a>
16	Feb 2019	How to Prepare Business Plan	<a href="https://www.youtube.com/watch?v=eG3j5BqF51s&amp;feature=youtu.be">https://www.youtube.com/watch?v=eG3j5BqF51s&amp;feature=youtu.be</a>
17	Mar 2019	How to do Market Analysis?	<a href="https://www.youtube.com/watch?v=_FF-8k_U2H4&amp;feature=youtu.be">https://www.youtube.com/watch?v=_FF-8k_U2H4&amp;feature=youtu.be</a>
18	Apr 2019	How To _ Investment Criteria	<a href="https://www.youtube.com/watch?v=4LNPXeXbfYA&amp;feature=youtu.be">https://www.youtube.com/watch?v=4LNPXeXbfYA&amp;feature=youtu.be</a>
19	May 2019	How to do Visioning	<a href="https://www.youtube.com/watch?v=bOX4KMWMqnc&amp;feature=youtu.be">https://www.youtube.com/watch?v=bOX4KMWMqnc&amp;feature=youtu.be</a>
20	June 2019	Comparison of Firms	<a href="https://www.youtube.com/watch?v=88csCtFVtxM&amp;feature=youtu.be">https://www.youtube.com/watch?v=88csCtFVtxM&amp;feature=youtu.be</a>
21	July 2019	Induction Program	<a href="https://www.youtube.com/watch?v=i0PHjelcATc&amp;feature=youtu.be">https://www.youtube.com/watch?v=i0PHjelcATc&amp;feature=youtu.be</a>
22	Aug 2019	Project Evaluation	<a href="https://www.youtube.com/watch?v=ozO_zDcKt7I&amp;feature=youtu.be">https://www.youtube.com/watch?v=ozO_zDcKt7I&amp;feature=youtu.be</a>

23	Sep 2019	Logical Framework	<a href="https://www.youtube.com/watch?v=avElw8SQ1zI&amp;feature=youtu.be">https://www.youtube.com/watch?v=avElw8SQ1zI&amp;feature=youtu.be</a>
24	Oct 2019	How to form and Mandal Mahila Samakhya	<a href="https://www.youtube.com/watch?v=LAZUR9QsSnc&amp;feature=youtu.be">https://www.youtube.com/watch?v=LAZUR9QsSnc&amp;feature=youtu.be</a>
25	Nov 2019	How to do Performance Appraisal	<a href="https://www.youtube.com/watch?v=ajuToQD3VLs">https://www.youtube.com/watch?v=ajuToQD3VLs</a>
26	Dec 2019	How to Plan Training for Community Worker	<a href="https://www.youtube.com/watch?v=ukGYT4baLV0&amp;t=1s">https://www.youtube.com/watch?v=ukGYT4baLV0&amp;t=1s</a>
27	Jan 2020	Books of Accounts - Compliances of the Farmer Producer Companies	<a href="https://www.youtube.com/watch?v=41w9XwDGL5I">https://www.youtube.com/watch?v=41w9XwDGL5I</a>
28	Feb 2020	How to do Profit Contribution Analysis and Breakeven Analysis	<a href="https://www.youtube.com/watch?v=IO-n7zqai64&amp;feature=youtu.be">https://www.youtube.com/watch?v=IO-n7zqai64&amp;feature=youtu.be</a>
29	Mar 2020	How to do Financing of FPOs?	<a href="https://www.youtube.com/watch?v=mfi8LNeHW_A">https://www.youtube.com/watch?v=mfi8LNeHW_A</a>
30	Apr 2020	How to do FPOs Compliances	<a href="https://www.youtube.com/watch?v=C9-1sXUp7Js&amp;feature=youtu.be">https://www.youtube.com/watch?v=C9-1sXUp7Js&amp;feature=youtu.be</a>

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