



# **Annual Report**

(April 2018 to March 2019)



**HUMAN DEVELOPMENT AND RESEARCH CENTRE**

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Human Development and Research Centre (HDRC) is a registered non-government organization working under the aegis of St. Xavier's Non-Formal Education Society (SXFES) since 1977.

HDRC is committed to ensure social justice and equity-based development of deprived communities, articulate and raises their issues, fighting social exclusion and discrimination by empowering the poor and marginalized. The Centre strives to develop CBOs, methods and tools to articulate the voices of deprived in collaboration with various stakeholders. HDRC contributed significantly in area of Human Rights, Social Justice, Governance and Microfinance with community mobilisation, organization, research, legal action, advocacy with the state and creating people's movement of the marginalized/ discriminated / excluded communities to achieve social justice and dignity within the human rights frame work and democratic mechanisms of the Indian Constitution.

### **Vision**

**"To promote and strengthen the people's organizations & movements of the marginalized / discriminated / excluded communities to achieve social justice and dignity within human rights framework and democratic mechanisms of the Indian Constitution."**

### **Mission**

"The Human Development and Research Centre is a secular, non-denominational, voluntary organization which exists to empower marginalized communities, particularly Dalits, Tribals, OBCs, Minorities and Women of these communities to bring about social change, by conceiving and conducting programmes of an educational nature, facilitating people's movements and creating sustainable livelihood options".

### **Strategy**

It combines two important aspects of developmental strategy: active involvement and direct intervention at the grassroots level through community organizing; and conceptualizing that involvement through research, training and through critical reflection.



## Key Roles:

- Strengthen Community Leadership among Dalit/ Tribal/ Women/ Marginalized/ Urban Poor through POs/CBOs
- Institutional support to address human rights violation through capacity building of human rights defenders and CBOs.
- Collaboration and Networking for policy advocacy with various platforms at state and national levels.
- Initiating innovative social intervention at the grassroots levels to respond to specific emerging situation

## Functional Areas

- Ensuring accountability in local governance, social justice and social inclusion of Dalits and other marginalized sections of the society in political institutions and their development.
- Promoting unity among Dalits and marginalized communities - Advocating issues of disabled persons, single women and destitute to demand their rights through their forums.
- Building collectives of urban poor to ensure housing rights and other rights and entitlements.
- Supporting Adivasis (indigenous people) to fight for their right over forest land and to cultivate forest land and for development there with the help of government run programs
- Networking with other like-minded NGOs and activists to make collective efforts and advocate, influence policy level changes for rights of the marginalized.
- Empowering Women through Savings and Credit Co-operative Societies and by ensuring land rights to women and improving their livelihood.
- Ensuring right to education for marginalized communities and enhancing the learning ability of children from Valmiki community and Adivasis.
- Building skills of marginalized youth for improved opportunity for employment.
- Conducting research to plan development interventions and advocacy measures through creating database.



## **Programs:**

1. Inclusive rural governance
  - a. Decisive Leadership of Women and Marginalised Communities in Local Governance for Inclusive Development and Human Rights
  - b. Promoting Effective Organisations, People Leadership for Equity and Social Justice (PEOPLESJ)
  - c. Ensuring land rights for tribals under Forest Rights Act
2. Urban governance and inclusive cities
  - a. Ensuring Rights and Entitlements of the Urban Poor and Inclusive Urban Governance
  - b. Empowering Valmiki Community in the Ahmedabad City
  - c. AAZ (housing rights)
3. Creating and strengthening mechanism to address Human Rights violation
4. Women's Empowerment
  - a. Developing Good Governance, Practices and Sustainability in Cooperatives
  - b. Women and Land Ownership and Women Farmer Information Centre (Swa Bhoomi Kendra)
5. Reducing dropout and enhancing learning ability among children from marginalized community.
  - a. Ensuring Right to Education (RTE) and enhancing learning ability of Tribal children
  - b. Kilol Kendra
6. Skill Development Program for youth from Marginalised Community
7. Research and Training Unit



## Target Group:

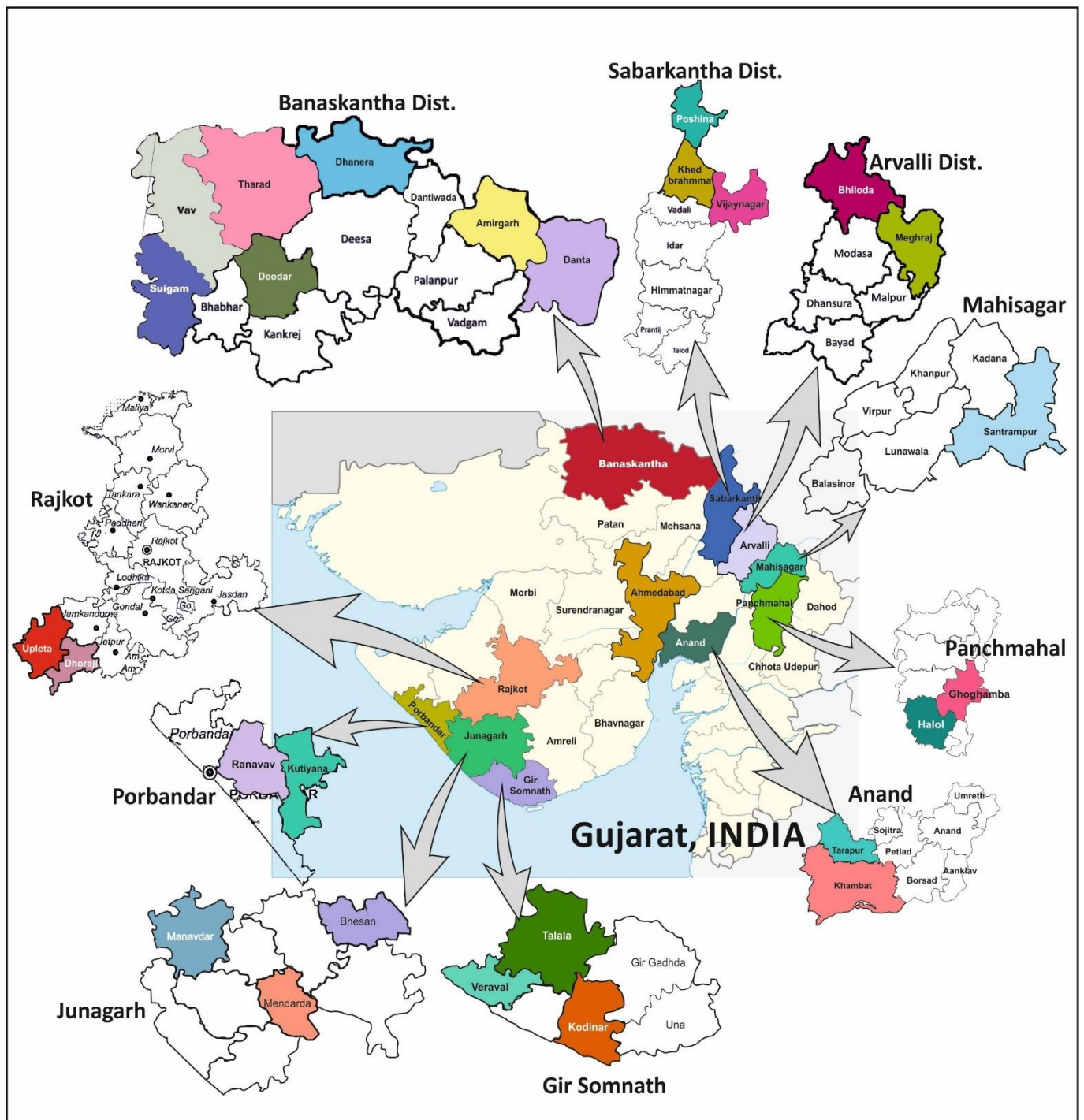
HDRC has been working for development, rights and empowerment of Dalits, Tribals, Other Backward Classes, Religious Minorities, Women, Children and Adolescents girls.

**Table 1: Details of Target Groups**

Program	Project	Area
Inclusive Rural Governance	Decisive Leadership of Women and Marginalized Communities	205 Villages
	Promoting Effective Organisations, People Leadership for Equity and Social Justice (PEOPLESJ)	150 Villages
	Monitoring the Implementation of the Forest Rights Act	
Urban Governance and Inclusive Cities	Ensuring Sustainable Housing, Health, Education and Livelihoods for urban poor	40 slums of Ahmedabad
	Empowering Valmiki Community in the Ahmedabad City	
Creating and Strengthening Mechanism to Address Violation of Constitutional Rights and Access to Justice	Victims of unjust structural violence, atrocities are supported to access justice in line with Constitution of India	Across the Gujarat, through the resource centre setup at Ahmedabad
Women's Rights / Empowerment	Developing Good Governance, Practices and Sustainability in Cooperatives	20 Cooperatives
	Women and Land Ownership and Women Farmer Information Centre (Swa Bhoomi Kendra)	2 Talukas (Meghraj and Bhiloda)
Ensuring Right to Education for Children	Learning and migration program (lamp)	70 Villages
	Kilol Kendra	20 Slum of Ahmedabad
Skill development Program for youth from Marginalised Communities	Skills to Succeed	4 centres in Ahmedabad, Palanpur and Halol
Research, Training and Publication	Support in baseline survey, mapping study, analysis, evaluation and preparing resource material etc.	



## Map of HDRC's Functional Area:





# 1

## Inclusive Rural Governance

### **A. DECISIVE LEADERSHIP OF WOMEN AND MARGINALIZED COMMUNITIES IN LOCAL GOVERNANCE FOR INCLUSIVE DEVELOPMENT AND HUMAN RIGHTS**

#### **GOAL:**

Build capacities of Dalits, Tribals, minorities and other marginalised groups and especially women leaders and women elected representatives from these marginalised groups to engage with local governance institutions for inclusive development, social justice and protection of human rights through legislative advocacy and interface with statutory bodies and justice system.

#### **Strengthen association of Social Justice Committee (SJC) at Block and District Level to Raise the Issues of Discrimination and Human Rights:**

To build linkages among SJC members, two rounds of training at block level and two District level conventions were organized. A study was conducted to know the status of the SJC at the village level. Study reveals that the SJC members are still facing difficulties in getting chairs and tables to run their offices and conducting meetings in the Panchayat office due to strong caste biases and caste mindset of the ruling community in the village who have more land and strong political relation. Efforts are being made to break out of this system through organizing people's organizations, creating awareness and strengthening local level association.

Organised one-day zone level convention at Junagadh and Porbandar district in which more than 500 SJC members participated from various village, block and district level. Three major advocacy issues emerged as the outcome of the convention (1) responsibilities on disposal of dead animal in the village (2) land rights issues of the Dalit in village (3) allocation of budget for SJC. In the convention, SJC members have decided to organise a state-level advocacy campaign in different stages and spread the campaign across the state. The SJC forum submitted a memorandum to the social justice ministry and SC/ST commission related to the land issues of the marginalised communities in Gujarat.

#### **Organise Zone Level Women Convention to raise the issues of women leadership in PRI institutions:**

Organised a one-day zone level women convention at Rajkot District with collaboration of Saurashtra Women Sangathan. More than 300 women leaders participated in the convention. Convention was aimed to discuss issues that the women leaders from PRI face and to enhance their leadership capability at grassroots levels. Four major issues were emerged in discussion (1) women's participation in the PRI meeting and decision making is less (2) The number of no-confidence motion against the Dalit women Sarpanch is increasing (3) women leaders require some kind of writing and communication skills (4) women related specific budget





provision in PRI and women issues needs to be taken in the village development plan. After the discussion of these issues, the women leaders have set-up committee to meet government officials and other concerned institute to resolve these issues.

### **Two days National Training on Dalit Rights-**

In collaboration with Human Rights Law Network, (HRLN) and other grassroots organisations 2-day training program was organised. Discussion was held on Dalit rights issues and providing legal support in the major cases of atrocities and violation of human rights. 53 lawyers and 103 grassroots activists participated. Lawyers shared their difficulties in handling atrocity related case in the lower and higher-level courts. Victims of some cases were invited to share their experience. Based on their experience a collective strategy was developed to fights atrocity related cases. HDRC has taken initiative to set-up a legal support centre with the help of HRLN and grassroots people's organisations.

### **Develop training module on "How to Mobilise PESA Gram Sabha"-**

This module is based on our experience of conducting Gram Sabha as per the PESA Act. The first part provides an understanding of the fifth scheduled and salient features of the PESA act, in the second part provides mobilisation technique of the PESA Gram Sabha based on real experience and third part includes question and answer. This module is relevant and useful for grassroots workers for mobilisation of PESA Gram sabha (it is in Gujarati language).

### **Implementation of PESA act in Tribal areas-**

Meetings organise in 55 tribal villages for implementing provisions of PESA Act in true spirit. Out of 55 villages, 23 villages are determined to implement PESA, 8 villages have already implemented these provisions and the process is ongoing in other villages. These 23 villages have natural resources and effort is being made to strengthening Gramsabha to pass resolution to manage these resources by them only.

Gram Sabha's were mobilised as per the PESA provisions in Dhuleta, Badmer, Ansoal, and Budhrasan village of Bhiloda Taluka, Baletha and Zinzodi Villages of Vijaynagar Taluka, Sikari village of Meghraj Taluka.

### **Public Consultation in 73rd amendment, PESA, RTI, RTE, PWDA, POCSO and Atrocity Act:**

Organised a public consultation in Dalit and Tribal area, 362 participants have given their input in the consultation. The government officials, academicians and policy makers realise that public awareness and community participation is more relevant for better implementation of these acts. The local organisation and leaders have taken responsibility for coordination with government and other stakeholders. As a result of these efforts, 3 cases of POCSO have registered in police station. Leaders has organise meeting for implementing RTE act properly.

After 4 rounds of trainings, women sarpanch members have developed skills and made aware of writing resolution/conducting meetings and argue their application in block and district level.



## Training for Trainer on Revenue Acts:

A three-day training program organised for members of Dalit and Tribal organisation from 12 talukas and other members of other organisations of 23 District participated in the training (total 46 participant). Training covers Bombay land revenue code 1905, Gujarat agriculture land ceiling act 1961, Gujarat, Gujarat land revenue rules 1972, other acts and different government resolution, court order and using internet for revenue.

## Organise Land Rights Legal Clinic:

Marginalised group of people have been facing problems in accessing their rights legally and they realized that court procedure is taken more time and money. They did not have proper guidance/advice and legal support. It became very difficult to get justice in property rights or land related cases. Through these land clinics the poor and marginalised community are getting free legal advice and support for land related issues. So far, 12 competent lawyers are providing legal advice in 46 major land related cases, in 20 such cases judgement came in their favour.



## PESA and Inclusive Development Awareness YATRA -

Organised sequence of awareness generation program related to PESA/FRA/CAMPA/Women-Child rights. In tribal area, 40000 pamphlets, posters and awareness generation materials distributed. Organised village level YATRA in 70 villages. The main objective of this YATRA was, to make aware of tribal people towards their rights and fights against injustice. In the YATRA, tribal women leaders have played significant role in organising meetings and sabha at village and block level.

## Challenges

The SJC members and forum in Dalit area have been facing persistence challenges due to a strong caste system and lack of support from the state authority. When the SJC committee members raise their voice in Panchayat and village the dominant caste members abuse them physically and mentally. PRI members mainly women Sarpanch have been facing many challenges particularly male domination and caste-based discrimination in the panchayat. There are three cases in the Dalit area where





higher caste panchayat members passed no-confidence motions against the illiterate Dalit women Sarpanch. The PRI members mainly women Sarpanch's are facing the problem in passing resolution/budget and other proceedings of the meeting as they are illiterate.

There is a risk in the implementation of PESA in tribal areas because the 73rd amendment and PESA Act both are simultaneously applicable as well as decision-making power is given to Gram sabha in both acts.

As per the provisions of PESA act, natural resource planning and management committee is mandatory but local people are merely aware of any such committee.

Violation of tribal rights and the exploitation of natural resources is another severe challenge. Their land, water, forest, minerals, etc. have been exploited by the governments and private moneylenders in the name of 'economic growth', disturbing their livelihoods and their roots. However, Tribals in most cases have remained outside the benefits of this growth.

## **B. ENSURING LAND RIGHTS FOR TRIBALS UNDER FOREST RIGHTS ACT**

### **GOAL:**

Ensuring rights of tribal community for management and control over natural resources by establishing individual rights, recognizing community rights and enabling Gramsabha

### **Individual Forest Right Claims**

In Sabarkantha and Aravalli districts of North Gujarat, more than 29000 individual claim forms were filed under the FRA act. In almost all districts, the SLC and DLC have not opened the claim files to verify attachment of the minimum required two documents and almost relinquished his liability and the litigation it was left to the forest department.

The status of individual claims submitted in 6 talukas is as follows:

**Table 2: Taluka wise Status of Individual Claims**

<b>Talukas</b>	<b>Total Claim submitted</b>	<b>Approved</b>	<b>Rejected</b>	<b>Appeal</b>
Khedbrahma / Poshina	6200	1930	4270	374
Vijayanagar	5723	1830	3893	132
Bhiloda	4782	1861	2921	286
Meghraj	2924	1200	1724	262
Danta	6077	2797	3280	51
Amirgarh	3411	1726	1685	93
<b>Total</b>	<b>29117</b>	<b>11344</b>	<b>17773</b>	<b>1198</b>



## Appeal against less area allocation

Under the Forest Rights Act, People had demanded land for agriculture and housing but the committee has allocated lesser than demanded land against the occupied land. Frustrated with the allocation of less land, people made appeal before the concern authority for reconsideration their claims.



In North Gujarat, HDRC has initiated the “Jal, Jungle and Zameen Zumbesh” (campaign for water, land and forest). Under this campaign Forest Rights Committee encouraged to use satellite imagery and GPS mapping while considering the individual and community claims. In 15 villages, rejected claims were reinvestigated through satellite imagery and GPS mapping consequently it became clear that the demanded land was being used for farming before 2005.

## Training and Meetings:

Trainings and meetings were organised on role and responsibility of Forest Rights Committee (FRC), GPS measurement, process of filing individual Forest Rights and Community Forest Rights etc. As a result, the FRC members have been made aware of their responsibility and mobilize Gram Sabha to act proactively in the matter of forest right claims. People were agreed to challenge the decision of the District Committee through Gram Sabha, claimants must perform GPS measurements and to register written protest against the measurement being done by the government. Constant training and follow-up enabled the committee members and claimants to be active. The members selected for the Sub-Divisional Committee have been able to raise the issues of the people.



To know the decision-making process of the Forest Rights Committee, minutes of the meeting were sought using RTI. So far, information has been received from Arvalli, Banaskantha and Sabarkantha districts.





## **C. PROMOTING EFFECTIVE ORGANISATIONS, PEOPLE'S LEADERSHIP FOR EQUITY, SOLIDARITY AND JUSTICE**

### **GOAL:**

The overall goal / objective of the programme is "to strengthen / capacitate value based voluntary leadership and people's organizations so that they are able to influence / strengthen self-governance institutions and constitutional statutory committees which will lead to access rights, justice and development by marginalized communities".

### **Program Area:**

The program is underway in 150 villages (25 villages of each taluka) of Khedbrahma, Poshina and Danta taluka in Sabarkantha district and Vav, Tharav and Suigam taluka of Banaskantha district.

### **Trainings and Meetings:**

To strengthen and capacitate value based voluntary leadership and people's organizations various training programs organised at taluka level. 1328 people (447 women and 881 men) got trained and capacitated on land right, PESA, strengthening people organisation etc., voluntary leaders and members of people's organisations were among them.

### **Women Participation:**

In view of enhancing decisive participation of women in every aspects of society focused training programs were organized particularly for women. 1135 women took part in these trainings, understood role of women's in society, women's rights, domestic violence, patriarchy, gender equality etc. Women were encouraged to develop leadership skills to take decisive leadership in local statutory committees.



- After receiving training at the taluka level and several meetings, women have started raising issues pertaining to their area.
- Women have got courage and confidence as they are equipped with knowledge. 3-4 women are empowered in every village.
- The women themselves have been able to celebrate the "Women's Day" at Taluka level.



## People's Organisation:

People's Organisation (POs) formed by the value-based people at taluka level to address any specific issues or to resolve any common issue while being fully self-reliant. Banaskantha Dalit Sangthan is functional in Vav, Tharad and Suigam whereas Adiwas Jan Jagriti Sangathan is taking initiatives in Khedbrahma, Danta and Poshina Taluka. Capacity and effectiveness of 251 members of these people's organizations is being enhanced through various training and meetings. During the capacity building process members were made aware of strengthening organisation, situation analysis, collective decision making, democratic functioning etc.



The POs have been holding meetings every 3 months at the taluka level for planning and further action required, if any. In the incident of atrocities or injustice, the POs have been at forefront along with the administration and police to provide justice to the victim.

In Motipawad village, a Dalit man was murdered by an unknown person, the PO took lead in filing FIR, build pressure on police to conduct necessary investigation, submit memorandum and staged a sit-in protest at district. In a result accused identified and lodged in jail under IPC 302.

In Panchmahuda village, a dalit girl was raped and killed. The police was considering the case of suicide, while it was clear from the scene that it was a case of murder. POs took lead and initiate a big movement, stage protest at taluka and district level. Finally, the police registered it in the murder case.

## Preparing Trainers through TOT

To sustain the vision and mission of program it is necessary that people assert their rights, monitor performance of the agencies and strengthen the local governance. To do so, 109 value based voluntary leaders are prepared as trainers at the village level. To enhance the capacity of these leaders deep understanding of various subjects related to local governance and guidance provided to them through hand holding trainings, group discussions and presentations.





### Develop voluntary leadership:

- All the 150 villages have groups of 8-10 women and men.
- After taking the training, leaders are now able to demand their rights.
- Village issues are being raised in the taluka office.

### Interventions with Statutory Committee:

- Out of 150 villages, in 115 villages School Management Committee (SMC) members are actively playing decisive role in the school's work.
- In some places 3 to 4 SMC members have started playing an active role in School Development Planning.
- Mid-day meals and regularity of teachers are being monitored in many schools.
- Out of a total of 85, Social Justice Committees (SJC) have started functioning in 44 grampanchayats.
- The SJC has started working for development of the deprived community such as RCC Road, water system, cremation land etc. through passing resolution in Gramsabha and getting approval from Taluka.
- In 75 villages, members of the vigilance committees have become capable and have resolved the issues related to PDS.
- Ensuring availability of entitled quantity of food grains at ration shop, making new ration cards and implementation of NFSA law has been done.
- The members of the Vigilance Committee have started raising issues at the taluka level by taking the lead themselves.



Social Animators and voluntary leaders have been made aware of various government schemes and the process has been initiated to get the benefits. This enables the leaders and POs to assist and provide necessary support to the needy people at village level in availing the benefit of such government schemes. Last year 1386 people (406 women and 980 men) got benefit from various development, welfare and assistance schemes of government.



## 2 Urban Governance and inclusive

### A. ENSURING SUSTAINABLE HOUSING, HEALTH, EDUCATION AND LIVELIHOODS FOR URBAN POOR

#### GOAL:

The urban poor live with dignity and as an integral part of the urban society, decisively participating in urban governance, with equal and equitable access to entitlements, civic services, social security and sustainable livelihood.

#### OBJECTIVES:

- Slum collectives of urban poor formed and strengthened to take systematic action on issues faced by them
- Building network/s of community facilitators, leaders of collectives, CBOs and CSOs as a platform to discuss strategies, policies and to engage with Government and other officials

#### OVERALL IMPACT:

The program covers 21 slums (3682 Families, Approximately Population of 14730). More than 79 applications submitted to respective officers of various government department for addressing basic amenities and entitlement issues such as; Housing Entitlement, Drinking Water availability, Sewage line, Street light, Gas Subsidy, Sharam Yogi Scholarship, Maa Card, Election Card, Manav Garima kits, Annapurna Yojna, Prime Minister Insurance Scheme, stop eviction, NULM, Ration Card and Sanitation.

Total 21 collectives with – average 17 members (ranging between 11 to 25 memberships) with 62 percentage women – total 357 members have been further strengthened, including 3 new collectives formed in 3 new slums.

92 collective leaders and members (28 women, 64 men) visited Government Departments for submission of their demands under RTE admission, DVA Complaint, Housing, Stop eviction, demanding for alternative shelter before eviction, Drinking Water, Drainage line, RTF and follow-up.

84 leaders (49 women, 35 men) from 21 collectives emerged and attended training programmes on government schemes and AMC budgets.

Dustbins worth Rs. 2 lakh from budget of Municipal Councillor for sanitation placed in the slums and garbage collection in Kalapinagar and Idgah area.





In the program area, by the intervention of collectives 62% issues resolved i.e. Drainage lines (Sewerage lines) well equipped in 6 slums out of 4, drinking water facilities improved in 2 out of 5 slums, Sufficient Street light in 5 out of 7 slums, Garbage Collection started in 1 slum, Roads, Stone Paving facilities in 12 slums out of 18 slums.

Stopped demolition in Chandkheda and Ghoda Camp Slums; Around 110 families in both the slums were about to be evicted by the Ahmedabad Municipal Corporation (AMC) on the name of widening the road and further development of the area, as the land belongs to the AMC. Collectives of both the slums were provided legal guidance and made prepare to file petition in the Hon'ble High Court if the AMC does not renounce their notices. Eviction has been stopped after repeated dialogue with AMC officials.



Organizing an Area Assembly (Area Sabha) in megacity is the most challenging task due to the prevalence and political engagement of public representatives. Despite that collective leaders successfully organized an Area Sabha in Eidgah area, which established dialogue between the Municipal Councillor and the local people. Not only that it provides a platform for local people to raise their problems and difficulties. The Councillor assured that, will make every effort to solve all the problems related to the basic needs of the people.

Self Help Group: 11 Sakhi Mandal (SHG) formed and linked with UCD department. SHG's of Kalapi Nagar, Eid Gah, Vatva and Mevaram got benefits of Rs. 1,10,000 as revolving fund and got sanctioned of Rs. 10,000 as loan. UCD department sanctioned loan of Rs. 1,00,000 to SHG group of Chepi Rog while 2 SHG members purchased sewing machine for their livelihood.

Through the media advocacy, an attempt was made to raise the problems faced by families living in the program area, which was published by many leading newspapers like DNA, Indian Express, Gujrat Samachar, Divya Bhaskar, Gujarati Akila News, Navgujarat News, and Counterview News.

An 8-year-old girl whose family belongs to Rajasthan was physically abused by her neighbour. She narrated the incident to her mother. Urban Team visited the affected family, counselled her family and prepared them for further legal action under the POCSO Act. The case is under process and referred to PEC (a NGO working on POCSO Act related cases).

#### **Aawas Adhikar Zumbesh (AAZ - A network for Housing Rights Campaign):**

A network of NGOs HDRC, CFD, SXSSS, Sahyog, Janvikas, Raah, Jivantirth, Manav Garima and Kranti have been collaborating to facilitate the formation and strengthening of the slum dwellers' organization. These NGOs support and made collective efforts to give voice to the



slum dwellers to assert their rights and entitlements at local levels. Intervention of AAZ focusses on housing schemes and evicted families under Redevelopment and Rehabilitation Policy (R&R)

**Table 3: Number of Areas and Families Affected by Urban Development Schemes**

No	Name of the Areas	No. of families	Name of the project/scheme which affected the families
1	Kelashnagar	8	Mega Metro
2	Amraiwadi	4	Mega Metro
3	Chandkheda	62	Rajiv Aawas Yojna
4	Odhav	1600	R&R policy
5	Halarnagar	148	R&R policy
	<b>Total</b>	<b>1822</b>	

Organized Meeting outside Sabarmati Railway Station where migrant tribal labourer have been living in temporary houses. Railway Authority demolishes these temporary houses saying it affects the bullet train project. These migrant labourers were forced to live under the open sky for 3 consecutive days, they had nothing to eat and no place to live. As soon as the information on this inhuman act was received, HDRC extended its support to the affected families and arranged food for these 100 labours. Applications were submitted to Division Railway Manager, Section Engineer and Sabarmati Police Station for providing support and alternate arrangements.

### Case Study

Area Name: Laxminagar, Chandkheda

Families: 62, Occupation: Labour Work, Community: Devi Pujak, Thakor, Marwadi

The slum dwellers of Laxminagar, Chandkheda were lived there for 25 Years. Most of them are engaged in casual labour and are small hawkers. For the past several years, these people were struggling for housing and basic facilities. The area had neither drinking water facilities nor clean sanitation facilities. One of the Collective leaders from power house “Mukesh Dantani” contacted them to understand all their civic issues and organized meeting to form collective with collaboration of HDRC. Repeatedly applications were given to government officials through the collective, officials were made aware of the difficulties facing by the slum dwellers. As a result, considering sympathetically 62 families have been rehabilitated in RCC houses equipped with all the basic facilities in Chandkheda.





## **B. EMPOWERING VALMIKI COMMUNITY IN THE AHMEDABAD CITY**

### **OBJECTIVE:**

Valmiki women's collectives from 20 Valmiki settlements of Ahmedabad city, are organized and capacitated to access Social, Economic, Health and Educational services for the community.

### **Build collective leadership:**

- 19 collectives are functional with 61 women leaders made efforts access their entitlements, basic amenities and services
- 13 slum collectives have applied for availing basic amenities in their respective slums during the year.

### **Income Generation:**

22 Valmiki women who are members in SHGs selected by UCD for training on sorting Dry/Wet garbage. Later, these women provided with job by UCD under Swachhh Bharat Mission. They started earning monthly 4000/- for part time garbage sorting work. Which is hygienic and safe in comparison to collecting garbage and cleaning work.

Inter loan worth a total Rs.60000/- disbursed to 4 SHGs in Poor quarters, Sabarmati, Shahpur and Gomtipur. Revolving fund worth Rs. 50000/- (10000 each) to 5 SHGs in Jubilee Mil, Gomtipur, Poor Quarters, Sabarmati, and Shahpur.

### **Health improvement:**

109 out of 121 women (lactating mothers and pregnant women) have started participating in H & N Day and receiving nutritious food and medical services (90%)

187 adolescent girls out of 285 have started participating in H & N Day and receiving nutritious food and medical services (63%)



85% (23 out of 27 women and adolescent girls- malnutrition/anaemic) have improved their health status and women and girls participated to the H & N Days.

53% of the total (Approximately 254 out of 480) children below age 6 attended Anganwadi regularly during the reporting period.



### Achievements/impact:

- Collectives have emerged, and they start meeting regularly for discussing their issues of lack of basic amenities and services in their respective slums.
- 3 to 5 leaders in each slum emerged. These leaders are sensitized towards identify and willingness to approach Government offices.
- Capacity building and Trainings for collective leaders resulted in forming active leadership among the community.
- Women leaders have emerged as key change makers in the targeted project areas.



### Case Study

In Hatkeshwar, issue of water and garbage logging was the long pending issues in the area because of gutter line chalked up. People were suffering from bad smell of gases and garbage. There was a serious threat of epidemic due to mosquitos. Men leaders have tried; they approached political leaders to solve it but being a ruling party, they were more kin to hide their failure in this matter. In addition, nexus of bureaucracy and politics are hands in gloves. Somehow, the local men leaders have stepped back because of negligence by the government officers.

Finally, the women collective came in action. Kusumben led the collective to approach to the ward office. Women leaders argued on basis of budget allocation. In the end, local officers have sanctioned cleaning of the water logging and repairing gutter line.





### 3

## Creating and Strengthening Mechanism to address Violation of Constitutional Rights

### GOAL:

Organizing social and legal awareness, building capacity of Dalit Human Rights Defenders and action in case of violation of constitutional rights and unjust practices

### OBJECTIVE:

To Promote a network of DHRDs, enhance their skills and capacity, develop monitoring and oversight mechanism, provide legal assistance to enable the marginalised groups access to justice and strengthen the dialogue with government institutions for improved enforcement of the anti-discrimination policies.

- Created a network of 250 Dalit Human Rights Defenders (DHRDs)
- Engaged with 72 lawyers including 18 women advocates and a network of around 20 lawyers created to provide legal support in case of violation of rights
- Judicially engaging in 8 cases filed under SCs & STs Prevention of Atrocity Act at trial court and high court level procedure and follow up, documentation and appearing with advocates for providing legal support in collaboration with HRLN, PEC, GDS and SDS.
- Support to Banaskantha Dalit Sangathan for filing PIL in the high court. Notice has been issued against to 5 respondents - state government Revenue and Health department, Collector of Banaskantha, Medical council of India and Galbabbhai Charitable trust
- Legal guidance and support provided to 32 survivors of atrocities
- Effective communication and coordination with 35 CBOs, CSOs, legal experts, and justice institutions developed
- Capacity of Local 261 DHRDs of 4 region's apart Gujarat built and strengthened
- Improved legal access for Dalits (especially women)
- Girand rape case-Shobhavad gangrape- Kinjal pocso case- Bhumi inter-caste marriage case
- Cases of abuse and violation of human rights monitored and documented for further action.
- Porbandar murder, Una mob lynching, Viramgam atrocity
- Improved perception of Dalit Identity among general public
- Mauliksinh Valthera – Dipak mahida HL collage
- Follow-up of Social boycott case in Gujarat several parts
- Enforcement of anti-discrimination policies improved, strengthened and ensured
- Visited a women commission- SC/ST commission-
- Social Justice and Welfare department- State vigilance office



## 4

# Women's Rights and Empowerment

### A. DEVELOPING GOOD GOVERNANCE PRACTISE AND SUSTAINABILITY IN COOPERATIVES AND NETWORKING AMONG THEM

Assumpta Society, HDRC and other Civil Society Organisations have been working with women's savings and credit cooperatives in Gujarat for the past many years. It has geared towards helping women's credit cooperatives promoted by the religious organizations as well as lay people, towards becoming more economically sustainable and empowered to be able to manage the daily running of the cooperatives.

#### GOAL:

Developing in connection with the Credit Cooperatives a cadre of women from marginalized communities, with required attitudes, knowledge and skills to address social and political issues of the communities they belong to and specifically issues faced by women with these communities.

#### OBJECTIVES:

1. Each Cooperative is able to follow and monitor its short and long-term plan.
2. Cooperatives become economically sustainable and its management processes systematised
3. Networking among the Cooperatives increases, social and gender issues is to be taken by each Cooperatives.

There are 6 cooperatives in North Gujarat, in which 4318 women from 139 villages are members. 7 cooperatives in south Gujarat in which 8240 women from 101 villages are members, 4 cooperatives in central Gujarat in which 4986 women from 51 villages are members, 1 cooperative in Kutchh in which 454 women are members.

Currently, we are working with 35 credit cooperative societies in Gujarat. About 30000 women from 900 villages have become members of these savings cooperatives. For the last 12 years, about 15 cooperatives have become self-reliant because of continuous efforts, training and guidance, while the process of making other cooperatives self-reliant is continued.

#### Central Resource Facilitators (CRF) trainings:

The resource team members are prepared to take up the 2nd line leadership and guiding and conducting training for their respective cooperatives and other cooperatives. The promoters, Presidents of the cooperatives and the secretaries were briefed about the formulation of the resource teams and their role.



Thus **20 resource team members** were briefed and trained to see the daily running of the cooperatives, developed better understanding of the PETA laws so that they can take up any issues regarding finance. Made aware of the savings and credits, the policies for credit and loan return, and are prepared to work on conflict management. They are also given responsibility to see that the cooperative is functioning with transparency, efficiently and democratically. Special emphasis was given in economic sustainability, management, book keeping, legalities of the Cooperatives.

### **Addressing issues of local governance and social change (gender):**

Social and gender issues identified by each cooperative. The participants were prepared and



guided to analyse the socio-political-economic and financial context that they are in and to understand their culture and tradition which is very rich and should not be forgotten or abandoned. The group discussion helped the leaders to analyse their situation and how they would like to bring changes at the personal level, village level

and the cooperative level.

### **The management process in the cooperatives are systematized:**

The participants were helped with the working knowledge of the MS-Excel and provided a soft copy to practise in their respective cooperatives. The resource team members received further training on book keeping and on the legalities of the cooperatives. The legalities of the cooperatives helped the team to be clearer in their savings and credits transactions as well and the norms of returning loans etc.

Specific training was organised on good governance and analysing the Government budget. It was a new concept for the members to prepare a budget and to analyse. They were guided to ask for the budget at the Panchayat level and the



way it has been implemented. The training made them clear about their role to bring awareness among the people to ask for their due rights.



### **Assessment:**

The assessment of 15 cooperatives is done with the view to gauge the current situation of each cooperative and where they want to take it in the coming 5 years. CMC members of each cooperative were present during the process. The members could realize in which areas they should concentrate more. All the cooperatives made their plans to increase the members, increase the savings and credits and increase the number of villages they are working. Besides, they would emphasis more on social issues like cases of domestic violence, PDS, SMC, attending gramsabha etc.

### **Impact:**

- Women understood their roles in the cooperative as well as the village level.
- Women members are made informed about how to get benefit of various government scheme e.g. Widow pension, Indira Awas Scheme, Self-employment etc.
- Confidence build among women after getting training of trainer, so they are able to speak and raising the issues before the Government officers.
- Women are implementing new ideas and experiments in their Cooperatives e.g. the insurance scheme, fix deposit, lucky draw schemes etc.
- Women started attending the gramsabha, panchayat meetings.
- Women come forward and started to take leadership in Panchayat, Gram shabha. Women took a stand to demand for their rights like PDS. They tap the online information and ask for their dues from the PDS. This mode of information has reached to the vast majority of the cooperatives.
- Women began to address issues like: not signing the registration book unless they attend the gramsabha and raise question on village development works.

### **Challenges:**

- The outside factor like consumerism has taken a toll on the women's cooperatives. The finance is utilised to compete with the latest trend.
- Since most of the women are occupied with agricultural activity during monsoon it was difficult to conduct any training during that time.
- To motivate the women to give loan with less interest for the education of the girl child has not been implemented.
- The CMC and 2nd line leaders still need motivation to work on long term plans and implement them.

## **CASE STUDIES**

Christi Nitaben Jayantibhai

Shri Thasra Women's Savings and Credit Co-operative Society Ltd. Dakor

Vishnagar village is about 6 km from Thasra taluka headquarters of Kheda District. The village is underprivileged with poverty and unemployment. Lack of interest and initiative from the local governance lead to further deterioration with hardly any government schemes reaching the poor. 35-year-old Christi Nitaben Jayantibhai, belonging to Vishnagar has been an active





member of the women cooperative. She has studied up to 7th standard and earn livelihood as a daily wage labourer. She has attended various training and awareness programs on government schemes, Public Distribution System, NREGA (National Rural Employment Guarantee Act), home-based industries etc. through the cooperative.

With the added knowledge and confidence, she received from there, Nitaben decided to take matters in her hand and work towards the betterment of the community as well as her family. She took initiative to start NREGA project in her village and discussed the same with the village sarpanch as a representative of the cooperative society. But the sarpanch was not cooperative; instead, he showed his power and ego by opposing the project and falsely informed that the scheme was already stopped by the government. Finally, Nitaben went to the Taluk Office and enquired about the NREGA scheme, and she came to know that the scheme is still going on, but there was no application from the village governance requesting the project for their village. She then explained to the officials about the problems in her village and the need for NREGA project. With her perseverance and enthusiasm, she managed to start the NREGA programme in her village, thereby earning Rs. 16,000/- Rs.17,000/-. The other underprivileged people in her village are also getting the benefits of the scheme, improving the socio-economic conditions of the community as well as increasing the productivity of the village.

With the added confidence and enthusiasm, after receiving information and awareness on Public Distribution System (PDS) through the cooperative society, she got herself introduced to Mamlatdar Office in charge of PDS. She fought for her rights on PDS and is currently receiving her share of ration from the PDS. Not stopping at her benefits, she motivates and guides other women also to avail resources and benefits due to them.

Currently, they are getting together and proceeding to take up the issue of proper drainage in their area within the village.

## **B. WOMEN AND LAND OWNERSHIP AND WOMEN FARMER INFORMATION CENTRE (SWA BHOO MI KENDRA)**

Land ownership empowering women and give them the control to make decisions related to the produce, which in turn adds to the food security of the family. However difficult the situation may be, women generally do not sell or mortgage the land. They use their income for the betterment of the family. Unfortunately, in India women do not have control over the land they cultivate. Even today, they are invisible workers on family farms or work as underpaid farmhands. Their position at home and in the community remains vulnerable, as they do not own productive assets.

### **OBJECTIVE:**

Empowering women to Create gender just society by challenging patriarchy and creating influential space for women in economic, social and governance sectors through leadership



and intervention of women in addressing issues related to land ownership and local governance.

### Swabhoomi Kendras

HDRC run the Swabhoomi Kendra at Meghraj which is supported by a state level network of more than 40 NGOs and CBOs called “The Working Group for Women and Land Ownership (WGWLO)”. WGWLO trains grassroots paralegal workers who run the Swa Bhoomi Kendra (centers) at the block level. WGWLO



started the “Swa Bhoomi” campaign 4 years back. Later it also started “Swa Bhoomi Kendras” that are functioning as centres for legal literacy and provide support to women in land based entitlement and organic farming related issues. Under the project, recently HDRC started work in 10 villages of Meghraj Block and 5 villages of Bhiloda Block.

35 awareness meetings held on land and sustainable agriculture in Meghraj taluka. Awareness campaign held in meghraj taluka on the issue of land and sustainable agriculture where total 183 women and 49 men participated. Awareness generation through distributing leaflets and publicity.



This year 22 widow women have got the ownership rights of the land (total 98 vigha land, the market value of this land is approx. Rs.194 lac). 14

daughters have got the rights in their family land, while the names of 2 women have been registered with their husband name in the revenue record as the land owners.

### Women and Sustainable Agriculture

- 10 oil Test completed of women farmer land.
- 10 Demonstration had completed of mango turmeric, mix crops (cron, tuver, adad & codra, lal juvar) seed treatment, SRI method (system of Rice Intensification), Vermi Compost, Drip & Mulching and preparing Amrut Pani & Panchgavya by local women. Drip & Mulching of watermelon and cucumber was our first experience in the last year.



- 46 women have registered their names as a farmer on the “I-Kishan portal”. 87 application filed for agriculture related schemes in the month of April.
- 15 women have received the benefits of various agriculture government schemes after registering on the “I-Kishan portal” managed by the Gujarat of Government. Such as goats, agri tools, kit of seeds (grain & vegetables).

#### **New initiative:**

- Seed bank and Tool bank started for women farmers in Navagra village of Meghraj Block which handle by local women farmer and also prepare rules for this bank.
- Rajgol village women preparing Amrut Pani, Panchgavya and Vermi Compost and also selling to local women of 10 villages.
- In this year, 1st time we kept stall in Mumbai food festival of Mango Turmeric and in Ahmedabad “Sristi Mela” of stall of Wheat and Maize and Mahuda no rotlo, chil ane methi nib haji and Makai (maize) no rotlo.
- Our paralegal worker Ms. Kamla Damor also participated in “Jagriti Yatra 2018 with collaboration of Kasturi Organization and WGWLO.



#### **Visits by individuals and organizations of Meghraj Swabhoomi Kendra:**

Azim Premji Philanthropy Initiative (APPI) Ms. Bhargavi, Kasturi Organization Ms. Mugdha Shah from Mumbai, SIT Graduate Institute intern News reporter Ms. Chhavi Sachdev from Delhi, Deusto University Intern all visited Swabhoomi Kendra (SBK) Meghraj and met the women farmers, Government officers and Sarpanch to understand the work of the Kendra.

#### **CASE STUDIES**

##### **SwaBhoomi Kendra Meghraj Case Study**

Land Tenure Rights Paralegal Worker: Atiben Varsat

“You never know when you might need this information. Because I myself am presently doing this work, if tomorrow, something happens to me, I myself know exactly what I need to do for myself. And, on top of that, I am happy to know how to help rural women support themselves.”

Country: India , Village: Pahadia, Taluka: Meghraj, District: Aravalli, Age: 32 years

Status: Paralegal worker who has been commanding workshops, trainings and activities around women’s land ownership rights



Atiben Varsat, (32), resident of Pahadia village, of Meghraj Taluka, of the Arvalli District, Gujarat, India.

When you first meet Atiben, you are immediately touched by her calming and peaceful presence. And it only gets better from there. When you learn that Atiben is tirelessly committed to helping Adivasi women (widows and single women in particular) secure their land tenure rights, saying it is both humbling and inspiring would never begin to cover it. To hear of her daily labors of love in this effort- making three or four trips (or sometimes more), for hours at a time, back and forth to women's homes, to help them fill out Varsai (inheritance) or individual land title applications, or helping older woman walk to office when they want to file a claim- it is a rare treasure to see people that dedicated to improving other's lives.

Even when HDRC asked Atiben about ways in which they could support her better on a personal level, she selflessly maintained, "my major concern is supporting widows. They struggle with having help with household duties, with knowing their rights, and with getting transportation to and from the TDO office, trainings and the like." She also stated, "sometimes, it is a challenge that my family asks why I mainly work with widows, and not other women, when I know they need the most support."

Whether putting on workshops and rallies to sensitize the community, coordinating the SBK table at the TDO office on Mondays and Thursdays, following up on applications, or coming to Ahmedabad for trainings, Atiben is always patient, gracious and compassionate- or at least where it counts. In wanting to overcome barriers for the women she works with, she gently but firmly pushes for the things that matter. She states "I don't want to have this process be so challenging for the women. The Varsai process is too long, and we should be able to accomplish filing the claim in one day, not in 30-45 days.

Atiben is no stranger to the difficulties and struggles that women farmers should not have to experience in Meghraj, but still face on a daily basis. She states "things can happen at any moment in this society. If there is a death in the family, or I am unable to keep doing this work, my main concern is that, the process will start and end with me. If I go, the whole process could end right there, and my absence will be felt." You can feel how much she deeply cares about making sure these efforts continue, with or without her, and her sense of urgency to create more leaders, hire more staff and get more people involved in spreading this message.

In considering Swabhoomi Kendra Meghraj's impact on her own life, Atiben states "because I am presently doing this work, you never know when you yourself might need to know this information. If tomorrow, this happens to me, I know exactly what I need to do in this process, for myself, and I am grateful to know how to help rural women support themselves."

Courage is a contagious thing, and Atiben's courage is, without a doubt, spreading like wildfire to those who come across her path.





## 5

# Ensuring Right to Education Among Tribal and Valmiki Children

## A: LEARNING AND MIGRATION PROGRAM

### GOAL:

**To reduce the extent of child migration and ensure that all children of ages 6- 14 years, especially girls, attend school for the entire academic year**

### Geographical Area of Operation

HDRC is working in 70 villages inclusive of 55 villages in Danta Block of Banaskantha district and 15 villages in Poshina Block of Sabarkantha District.

### Over 80% migrant children in 70 migration affected villages retained

We have successfully retained 81% of children in our intensive villages. This includes 87 migrant children retained through seasonal hostel and 504 through caretaker.

In 5 villages, the SMCs had passed a resolution to submit online applications for seasonal hostels, and as a result, 2 seasonal hostels were approved by the government, and were successfully functioned under the supervision of the SMCs. Moreover, they have been able to retain 57 children.

Our efforts consistently work to ensure the maximum number of children remain in their respective villages, even if their parents migrate to livelihood. After regular meeting with the community and efforts were made to retain the children by us with the support of citizen educators. As a result, the families who migrated for 5-6 months were convinced and ready to keep their children with relatives in their respective village.



### Monitor Seasonal Hostels run by SMC, through Citizen Educators (CEs) and other community members

In this year, Government have approved 2 seasonal hostels to retained 57 children (29 girls & 28 boys) and were successfully functioned under the supervision of the SMCs. Community



and citizen educators regularly interact with the children and the caretakers to ensure its proper functioning, and check in with SMCs on a consistent basis regarding their monitoring efforts.

### **Operate 1 Seasonal Hostel to ensure retention of 30 children from migration affected families**

The Model Seasonal Hostels in Dantral villages of Sabarkantha which was started from November, 2018 have resulted in successfully retaining 30 children (12 Boys & 18 Girls) of migrant parents.



This hostel was operated in community hall where an all-inclusive and accommodative strategy was employed to ensure the participation of the different stakeholders. Along with the members from the SH committee, SMCs, PRI, citizen educators, girls' group have also involved. Due to the involvement of all the stakeholders, the hostel have continuously monitored and safety and security of all the children particularly the girl

child have ensured.

The children who were in the hostel, also engaged with LRC activities and thorough LRC improvement were seen in their results and overall performance. The children regularly participated in the LRC activities which help them in improving their interest and learning levels in Language and Math.



### **Over 95% children in 70 villages enrolled in schools:**

Household survey carried out in the 70 villages at the beginning of the project year. Prior to enrolment, we analysed data to identify children who were eligible for enrolment or re-enrolment. As per the data, 284 children who were irregular from the school and 2,347 children (for class

1) were identified from the total population of 18257 children, ages 6-14 years old. Our team regularly engages with the citizen educators, girls' group and community members through village level meetings, rallies and campaigns to ensure a successful enrolment drive.

18046 children have been enrolled in schools (including 2314 children in class 1) means 98.84% enrolment have achieved in this year. Citizen Educators & Girls' group were successful in re-enrolled 63 children out of 81 dropout children, alongside the efforts of SMC and local leaders.



**Create an environment in the area that promotes education and encourages children, especially girls, to continue schooling:**

4 Learning Resource Centres were operational until July 2018. Thereafter, 2 LRCs were fully run by the facilitators and 1 LRC manager through community facilitator where LEP class was



run in the morning. The LRCs provides a variety of learning support services to promote student achievement and success. The parents and community leaders played pro-active role in effective functioning of the LRCs by providing adequate and appropriate support for running the centre and helped in monitoring. The LRC facilitators have created the unique and varied

learning profiles of our students. LRCs focus to strengthen skills and support academic success in reading, written language and math. As students discover how they learn best, they begin to develop effective learning skills and strategies, but more importantly, they develop a greater self-awareness and confidence in his or her own ability to learn and grow.

We have conducted Bal Melas in 45 villages, and reached out to 4265 children from the same schools were invited. These children were encouraged to attend sports and cultural activity programs in the school campus with the support of the citizen educators.

**Strengthen school governance through community participation, particularly within the purview of RTE Act, 2009**

2 rounds of issued-based meeting were held in all 45 villages and building the capacity of the 289 SMC members, 45 PRI members and 1110 community members. The issue-based meetings were objective to discuss the issues related to primary education and to sensitize the community to act on these issues.

2 rounds of training were completed successfully at cluster level to cover 226 SMC members and 41 PRI members in 45 villages. The training meetings for SMC and PRI members which resulted inactive participation of these stakeholders in school governance. These participants discussed the issues that were identified and their role to resolve these issues collectively.

**Strengthen SMC federation:**

In order to broader functioning and progress, 7 meetings cum training events were held with SMC federation members to discuss broader issues related of migration and seasonal hostel of 5 villages and issues associated with the equality of education delivered in terms of STP classes. These meeting have facilitated resolution for seasonal hostels in migration prone villages. Through these meetings, the federation have been effectively advocated and submitted resolution through SMCs for demanding of 5 seasonal hostels in migration prone villages. As the result 2 Seasonal Hostel were approved by Govt.





### **Increase transition rate from elementary (Grade 8) to secondary (Grade 9), especially that of girls**

Successfully organized Enrolment drive in 4 high schools for transition of 370 children in which 192 boys and 178 girls from 8th standard to 9th standard. There was a positive response from the parents, as participated in large numbers. Efforts has been made to enrolled 348 children in 9th Standard. Due to social and culture issues, 22 children (including 10 boys & 12 girls) remained for the enrolment in the schools.

The project field staff working organized monthly interactive meetings with adolescent girls in 25 villages and efforts were made to develop understanding of adolescents on key social issues which impact the lives of adolescents and also focused on to develop basic life skills so that they could established their own identity and self-esteem in male-dominated society.

### **Strengthening adolescent Girls' groups (grades 7-10) in 25 villages**

The project field staff working organized monthly interactive meetings with adolescent girls in 25 villages and efforts were made to develop understanding of adolescents on key social issues which impact the lives of adolescents and also focused on to develop basic life skills so that they could established their own identity and self-esteem in male-dominated society.

#### **Case Study 1**

Hathipagla Primary School is located in Danta Block of Banaskantha District, about 21 kilometres from Block head quarter. The connectivity to the block in terms of transport is very poor. There is a single bus plying to this village from Danta Block. Apart from the bus, there are local vehicles (jeeps) which is used for transportation.

There are approximately 150 families in the village— primarily migrant tribal population who have gradually settled here. Most of them are uneducated and poor and depend upon piece work in the fields and daily wages. Work in the fields is available only at the time of a seasonal crop; during the non-season period, the villagers have to look for other sources of livelihood. There is one primary school which has only 5 standards. Currently, the school has 216 children. It has inadequate infrastructure and small premises, which has no space for playground and higher classes. The school has 5 teachers including head teacher.



The four teachers travel to school together by own car, which frees them from depending upon local transport. One teacher comes alone by using bus and local transport.





The 4 teachers were commuting from a long distance to reach the school. The head teacher travelled 11 kilometers one way, while the other four teachers travelled 80-90 kilometers one way.

It was recognized in the issue based meeting conducted at village level that only the head master of the school was reaching on time and the other four teachers were never on time and even went back home early on the ground that they stay far away from the school. So it was realized in the meeting that the activities and timings of the school teachers need to be monitored. The SMC president along with other 2-3 members reached the school in the morning when the school starts and founds apart from the headmaster none of the teachers were present in the school. They reached the school very late and the president asked them to give a valid reason in written why they were late. The teachers apologized and gave assurance to the president that they would come on time. The activities and attendance of the school teachers were regularly monitored for few days. Since then it has been observed the teachers are always on time and don't take a leave without a valid reason.

Currently, they all have their own two wheelers, but it was not always so. Earlier, they managed by coming half way by public transport and then taking lifts from their colleagues. Today, the school is functioning in an efficient manner and the teachers are respected within the community as well as by the local officials. Taral Jamnaben, the SMC president who is a regular visitor to this school, shared that the teachers were



very regular and the classroom processes ran smoothly. Parents and SMC members echoed similar sentiments. As an SMC member said, 'Teaching is good. The teachers teach properly'. She explained that she knew what she was saying because two of her daughters have study in a same school and they are doing very well. The teachers not only regular but also punctual. The head teacher explained, 'We have jointly decided that we will all make sure that we are in school 10 minutes before the morning assembly begins'. They also were observed to work well together and communicate regularly with each other, especially when it's about student-related matters. Teacher concern was also visible in the case of a child with special needs who was struggling in school; the teachers tried to do what was best for her, including getting her a hearing aid and placing her case in SMC meetings. There was visible sense of hierarchy among the teachers and they were seen to take decisions in a participative manner. According to the head teacher, they all worked together as a team and had complete autonomy to decide which classes they wished to teach. He said, 'I say that whichever classes you wish to teach, you must decide yourself.'



## B. KILOL KENDRA

**Objective: To enhance education and human dignity among Valmiki children in the slums of Ahmedabad city.**

- 48 old dropout youth contacted by Community facilitators
- Meeting with youth girls for 4-wheeler driver. Training organized in Jubilee Mill, Guptanagar and Pravinnagar. Ms. Nosar Sheikh from JANVIKAS, Ahmedabad informed about DRIVER BEN (Lady Driver) project training and scope of employment.
- 1 meeting with youth organized on 20.9.2018 at Amaraiwadi. Mr.Rehan and Khurshid from Wayve youth foundation, Delhi inspired the youth for job oriented courses. 33 youth participated in the meeting. 18 youth have expressed their interest in study further.
- 5 boys and 3 girls are interested in joining NIOS (National Institution for Open Schooling) for further study. 2 boys and 1 girl are ready to take admission in Bachelor's Preparatory Programme in Baba Saheb Ambedkar Open University for graduation.
- 48% (73 out of 150 – as per 50 per centre/cluster) of the children out of total children from project location participate in three children friendly centres (June 2018 to August 2018)
- 53% (255 out of 475) of the children out of total from project locations participate in 20 Child Friendly Centres. September 2018 onwards)
- Total 52 Children from 9 areas found irregular in attending their daily classes. They have been motivated to go to school regularly.





- Educating younger children: Children group leaders helping younger children studying in lower primary. They teach them to read, write and count. 19 Children Group Leaders (11 girls, 8 boys) from Shankar Bhuvan, Jubilee Mill Compound, Sabarmati, Thaltej, Poor quarters, Suryanagar, Kamdar Medan, Vijay Mill, Keshvaninagar have taught 30 children of lower primary (class 1 to 4) and made them competent as compared to other children in their class. These children found it hard to grasp their school syllabus. They are now capable to grasp their class syllabus easily.
- More than 30 children have improved in articulating their thoughts through speech.
- 23 children- improved in discipline (attention in learning in class/ trainings, behaviour mannerism, not to use bad words/language, following rules and regulations)



#### **Take up issue of Child sexual harassment:**

In one of our working area Idgah (Identity of victim is hidden) an incident of child sexual abuse was reported in which a girl aged 5 years was the victim. A lonely person staying in the same chawl has called her to his house for chocolate. The girl was quite familiar with the man, so she entered in his house without any hesitations. The man has given her chocolate and then attempted for anal sex with her. The girl started shouting and ran back to her home. Mother of the girl asked the scared and crying daughter about what happened with her. She informed about horrible incident. Mother checked body parts and immediately called up her husband and filed an FIR against the accused. Meanwhile she has been taken for medical check-up and treatment. Local community animator and women leaders have linked with Peace and Equality Cell for further legal support and counselling process.

Compensation worth Rs.1, 00,000/- to the victim ordered by Sessions Court.

#### **Case study**

7 boys were going as Drummers with various Band Groups during social and religious festivals and they remained absent in schools during every festive season. These children have started participating in Children Groups activities, one-day camps, vacation camps and Killol Kedra. Gradually positive change occurred in the children. They have shown interest in study. Now, all the 7 boys have become serious towards study. Their teachers have informed HDRC's community educators; that now these children are regularly attending classes and they have stopped going as drummers. They also have been concentrating in their study.





## 6

# Skill Development Program for Youth from Marginalised Communities

### GOAL:

**To create an enabling environment for the youth of socially and economically weaker sections and motivate the youth to be engaged in enhancing and developing their skills towards improving their employment opportunities, inculcate entrepreneurial skills for self-employment.**

Organization has been working for the upgradation of the marginalized communities - Dalit, Valmiki, Tribal, Muslim and other communities who are deprived to access their rights and entitlements, social justice and live a life of dignity.

Skill development program is mostly for the youth of the marginalized communities whose are in the age group 18 to 25 years. This is the livelihood project which gives the youth meaningful appropriate jobs to lead the successful life be it personal or professional.

In Gujarat we run four skill development centres at Ahmedabad, Halol, Deodar and Bhiloda

**Quest Alliance** a Bangalore based organization is an active partner of our skill development program since March 2015. This year we are also partnering with **HSBC** skills for life program from January 2019 to cover 300 more young girls and boys.

Quest Alliance provides us the digital content of the course as well as the student's workbooks for the skill development program. Apart from the content we impart knowledge on gender sensitivity as it is required for all the students, by group activities learners know the values of team work.



### Mobilization:

Mobilization is one of the important parts of our program if we mobilize correct students there will be less drop out ratio. Various area meetings organised to mobilize students. Youth as well as parents made aware in the meetings so that they know the program well enough. Organise door to door visits, in some places specially in the rural areas in Banaskantha district



where the most of the people are engaged in farming and day time they are not available at home so we had conducted meetings at night with the parents and the youth of the village.

During the mobilization it was observed that youth who are from socially and economically weaker section have much aspiration to become successful person in the personal as well as professional life and want to improve their society status and contribute their level best towards the society and nation.

#### **Market Scan:**

This activity shows the current scenario of the market. At all our skill development centre in each batch we have done this market scan activity. In this activity we made the groups of the students and each of the group were given the 2 readymade questionnaire form which students have to go in the group and meet the HR person of the company and to ask the details and have to fill in the form. Market scan activity is the first step for the students to interact with employers of the company. In the city area students visited shopping malls, Reliance Fresh, Pizza hut, Dominos pizza, Sankalp Group, National Handlooms, Honda showroom, Call centers, Wagh-bakri tea group and many more.

#### **Alumni Meet:**

We are in touch with our alumni, they are brand ambassador of our organization. For each and every batch we organized alumni meet. They say an organization's alumni are the reflection of its past and representation of its present and a link to its future. We called our alumni who become successful in their professional life to share their journey with our current batch students.

#### **Exposure visit:**

Exposure word itself says learning new things. During the year we have organized the Industry visit or exposure visit at workplace. Students got to learn many things and experience reality how the work going on at the workplace. For the exposure visit we had to call HR or Manager of the company and fixed the time of the visit. We have to give the specific numbers of the students who are participated.

#### **Mock Interview:**

Mock interviews enable students to have a fair idea about the sort of things they are going to experience at actual interviews, and prepare them how accurately they can deal with it. It helps to reduce their anxiety about interviewing by training them for the typical interview questions. At our all the centres for every batch we organized mock interview activity. Through these practice students learnt from the feedback which was given at last by the facilitator or interviewer.

#### **Gender Workshop/ Sexual harassment at workplace act:**

As we believe that each one should get equal rights be it man or woman. We kept a half-day session for the all the batches. Experts from our office like Priyanka and Jenifer used to give gender training to our students but after they left our facilitator took the charge and now facilitator started giving training on gender and workplace safety act. As we have chapter on



gender discrimination in life skill workbook, we tried to give deep understanding on gender sensitivity and equality.

Girls and boys both participate in this workshop. We have a PPT on Gender training and sexual harassment at workplace act. Through the activity we tried to make our students understand on gender issues thoroughly. Students have some beliefs in their mind because the society constantly taught them how to treat the woman, what women should wear, how she should behave, what course or degree she should study etc.

#### **Job Fair:**

Quest Alliance has organized job fair at our office premises. All the partner organisation took part in this job fair. We got good responses from the employers. 32 employers who



participated in the job fair. Total 187 students participated and from that 50 students were from HDRC. Each student was given 3 or more chance to give interview to the interested company.

#### **Accenture Head Visit:**

Mr. Daniel from Accenture visited our Ahmedabad centre for

skill development. Mr. Vikrant Solanki and Alpan Parmar from Quest Alliance organized this visit as they wanted to see the work and also to visit a model centre. They interacted with our students and facilitators and alumni too. Mr. Daniel quite was impressed with our work with the youth. Students were also able smartly answer the questions asked by Mr. Daniel.

#### **Achievement of the program**

- We have imparted good values to our students so 2-3 our students brought back their wives to their respective home. They came to us and said because of this program they have changed their mindset.
- We have been awarded from Quest Alliance for Achieving 93% highest placement ratio among the partners organization across the India.
- Through this successful journey of skill to succeed program we have got the new project call HSBC skills for life
- Case study of our alumni made by Quest Alliance for the LinkedIn.
- We have promoted our alumni to become facilitator for our Skill Development Centre.



## Case Study

Nafisabanu Zulfikar Makrani

Education: 12th Fail

Nafisa resides in Baska village of Halol, Vadodara and student of our skill development center in Halol. Her father is an auto driver and belongs from poor family of Muslim community. When she failed in her 12th standard exam, she thought that now there is no scope for her

towards career and study. As in her community girls are not allow to study and work so her dream would never become true. She wanted to learn computer but their economic condition is very poor and not afford to go for private computer class. Her sister got to know that HDRC



Halol runs skill development center and that's how she took admission in the class. First time ever she has touched the key board, mouse and computer. Basic computer, English, Life skills, Retail management, work skills, Personality development and through different activities indoor and outdoor she learnt a lot.

Now she works in Cogent e-services Pvt. Ltd in Vadodara and earning 9000 a month and helping her father. She is very happy to be part of our skill development centre that guides her towards her career path.



## 7

## Research and Training Unit

The Research and Training Unit of Human Development and Research Centre functions as a support mechanism for different projects and also undertakes independent research studies to contribute to the existing knowledge base around the Centre's initiatives. The unit conducts, facilitates and participates in different training programs across projects and institutions. The unit also facilitates and overlooks the internship experience for the interns. The following report highlights the major activities of the unit for the 2018-19 annual year.

### A. RESEARCH STUDIES

#### CMI Evaluation 2018-2019

The CMI evaluation started in March 2018. After preliminary discussions the following focus areas were finalised for the evaluation.

1. CMIs Religious life in the Province and Governance for Mission;
2. CMI apostolic activities (education, pastoral, social, communication) and their relevance to the mission in context of Saurashtra;
3. Our collaboration and networking with 'others' (Dioceses, Civil Society Organisations, others); their relevance to the mission.

A total of 97 personal interviews were conducted with the primary stakeholders across the province. 43 group discussions were conducted with the secondary stakeholders. A total of 576 questionnaires were distributed and 568 were collected followed by data entry.

The personal interviews, group discussions and questionnaires data was analysed and presented with graphs. Draft report was prepared and shared with all the team members. The draft was then shared with the provincial and team.

#### Gender and Labour within Muslim Women in Ahmedabad

This study is in progress. The Study focuses on understanding Labour and gender perspective of Muslim women within Ahmedabad. As per the LFPR of the country, women of Muslim community are minimum to be engaged in labor force. The percentage is lesser than that of SC and ST women. The study would try to understand the concept of Labour within Muslim women, also the kind of Labour they engage with and how their understanding of gender affects the kind of Labour they engaged in.

This study has been undertaken with the collaboration to Centre for Development, Ahmedabad. The methodology designed for the study includes a questionnaire and focus group discussions. The areas with higher Muslim population were identified and finalized for the survey. They are Vatva, Danilimda, Sarkhej, Ramol, Kalupur and Bapunagar. The process of Data collection has been completed (Around 1100 forms have been filled from the areas





mentioned above). Six focus group discussions have been conducted. The data entry and report writing are in the process.

## **B. TRAINING PROGRAMS**

- ISABS Training on Human Process – Goa
- People-SJ Systemised Learning – Abu
- Group Dynamics for group of women and men – Mysore
- Women's Leadership Training Program – Vadodara (collaboration with Rural Development unit - Resource Person)
- Workshop on Democracy and inclusion – JESA West at Nasik
- Training at Vadodara on Human Process Lab with a group of women

## **C. OTHER WORKS**

1. Facilitated Interns from DEUSTO, Spain - Two Post Graduate Students' study orientation, data collection, and writing. July to August (Jimmy - Mentor)
2. Interns from MGLI - Facilitating four interns from MGLI to profile PDS, ICDS, Primary Education and Night Shelters in the urban project areas.
3. Visited Jhalod to explore and speculate possibilities, followed by a report submission.

### **Pictures at a glance:**

#### **CMI Evaluation**





## Gender Study among Muslim women:

