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Human Development Research Centre (HDRC)

Five decades of empowering the marginalised communities

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Human Development Research Centre (HDRC)

Five decades of empowering the marginalised communities

HDRC at a Glance

Human Development Research Centre (HDRC) is a secular voluntary organisation which works to empower marginalised communities, particularly **Dalits, Tribals, Minorities, Youth, Children, Women and other marginalised groups.**

HDRC was started by three professors from the St. Xavier's College, Ahmedabad in 1969. It was known as the Behavioural Science Centre under the college administration. It was formally **registered in August 1977** as a **Non-Governmental Organisation (NGO)** under the name of '**St. Xavier's Non-Formal Education Society' (SXFES)**. This registration helped to distinguish it from its formal college education system. The name was changed from Behavioural Science Centre (BSC) into HDRC in 2013-14 to capture its inclusive perspective on human development.

HDRC has over five decades of experience in working for **Dalit Rights, Women's Empowerment, Right to Education and Child Development, Land Rights, Forest Rights, Sustainable Housing and Livelihood Programmes** for the marginalised in Gujarat.

HDRC has also worked for inclusive relief and rehabilitation through **Emergency Response Programmes** during *Gujarat Earthquake 2001, Gujarat Riots 2002, Gujarat Floods 2007 & 2017* and the recent *COVID-19 pandemic in 2020*. During the COVID-19 complete lockdown, HDRC in just two and a half months reached out to 37 talukas in 16 districts of Gujarat and 5 States in the country.

Vision:

HDRC exists to promote and strengthen people's organisations and movements of the marginalised, discriminated/excluded communities to achieve social justice and dignity within human rights framework and democratic mechanisms of the Indian Constitution.

Mission:

HDRC 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

To carry out its mission, Human Development and Research Centre (HDRC) combines two important aspects of **developmental strategy**:

- Active involvement through **Direct Intervention Programmes** at the grassroot level through community-based organizations; and
- Conceptualizing and supporting that involvement through **Critical reflection, Research and Training.**

The essential principle is to empower the 'Local people' by creating Community Based Organisation (CBO) in intervention areas. **HDRC aims to strengthen CBOs through direct intervention programmes so that eventually it is owned, controlled and managed by the people.** This has remained at the core of all the HDRC interventions.

Key Functional Areas

1. Direct intervention programmes
2. Research and training programmes
3. Building collaborations and networks
4. Advocacy for rights and entitlements
5. Emergency response programmes

Current Programmes and Units

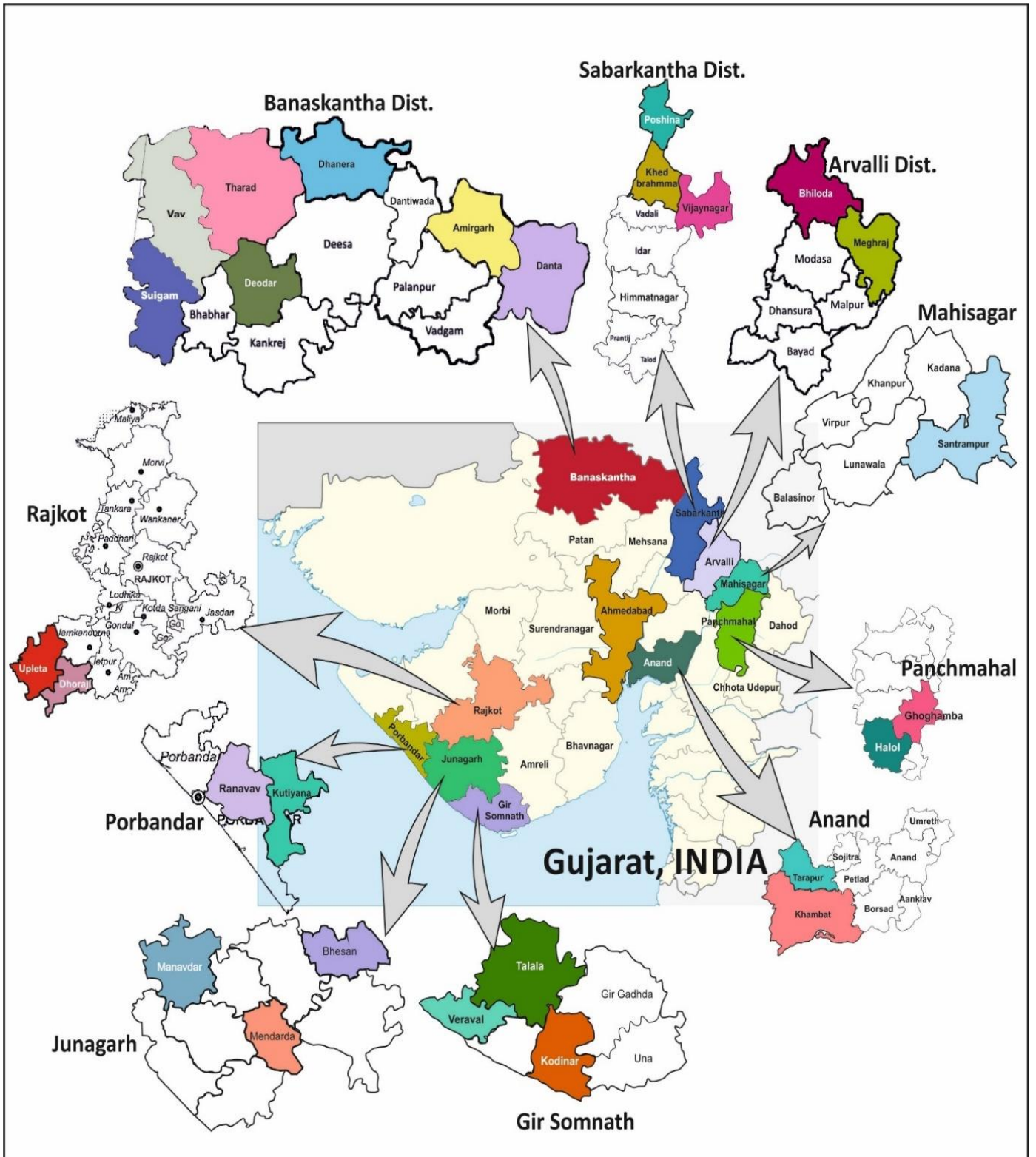
HDRC is working with civil society and the local government for social inclusion of all marginalised communities. Therefore, currently it has the following long-term programmes operational in Gujarat:

1. Inclusive Rural Governance Programme
 - a. Strengthening the Marginalised Communities and Supporting Civil Society in Gujarat;
 - b. Strengthening People's Organisations and Campaigns for Empowerment and Rights of the Marginalised Communities;
 - c. Accompanying the Tribals for Forest Land Rights and their Development.
2. Inclusive Urban Governance and Development Programme
 - a. Ensuring Rights and Entitlements of the Urban Poor and Inclusive Urban Governance;
 - b. Empowering the Valmiki Community in Ahmedabad City.
3. Improved Access to Justice for the Marginalised Programme
4. Women's Empowerment Programme
 - a. Developing Good Governance, Practices and Sustainability in Cooperatives;
 - b. Women and Land Ownership and Women Farmer Information Centre (Swa Bhoomi Kendra).
5. Child Rights and Child Development Programme
 - a. Ensuring Right to Education (RTE) and Enhancing the Learning Ability of Tribal Children;
 - b. Killol Kendra (Joyful Learning Centres) in Ahmedabad Slums.
6. Skill Development for Youth Programme
7. Emergency Response Programme
8. Research and Training and Publication Unit

Project Coverage Area

Programme	Projects	Area
Inclusive Rural Governance	Strengthening the Marginalised Communities and Supporting Civil Society in Gujarat.	205 Villages
	Strengthening People's Organisations and Campaigns for Empowerment and Rights of the Marginalised Communities	150 Villages
	Accompanying the Tribals for Forest land Rights and their Development.	7 Tribal Talukas
Inclusive Urban Governance and Development Programme	Ensuring Sustainable Housing, Health, Education and Livelihoods for urban poor	40 slums of Ahmedabad
	Empowering the Valmiki Community in Ahmedabad City	
Improved Access to Justice for the Marginalised Programme	Supporting Marginalised Communities to access justice in line with Constitution of India	Across Gujarat, through a resource centre setup at Ahmedabad
Women's Empowerment Program	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)
Child Rights and Child Development	Learning and Migration program (LAMP)	70 Tribal Villages
	Killol Kendra (Joyful Learning Centres)	20 Slums of Ahmedabad
Skill Development for Youth	Skills to Succeed	6 centres in Ahmedabad, Deodar, Halol Bhiloda, Veraval and Nizar
Emergency Response	COVID-19 Emergency Response	Reached 37 talukas in 16 districts of Gujarat and 5 states in the country in just two-and-a-half months of lockdown
Research, Training and Publication Unit	1. Baseline Surveys: - Baseline survey in villages - Baseline study of Urban Slums in Ahmedabad 2. Thematic Research: - Gender and Labour within Muslim Women in Ahmedabad - Understanding Socio-Economic Conditions of Migrant Labour - Understanding Social Boycotts in Gujarat 3. Trainings: On using Kobo collect for data collection for HDRC team	3 research study reports

HDRC Programme Area Map



HDRC Programme Highlights

Inclusive Rural Governance Programme

The programme focuses on promoting, strengthening and building capacity of Dalits, Tribals, Minorities, Women and other marginalised communities. It develops value-based voluntary leadership, People's Organisations (PO) and Community-based Organisations (CBO) to strengthen local self-governance institutions and constitutional statutory committees.

The aim of this rural programme is to enable marginalised communities to participate effectively in democratic and decision-making spaces by voicing their opinions and demanding their rights. The programme also facilitates their access to development entitlements and social justice.

Major Projects:

This programme has three major ongoing projects:

- a. Strengthening the Marginalised Communities and Supporting Civil Society in Gujarat;
- b. Strengthening People's Organisations and Campaigns for Empowerment and Rights of the Marginalised Communities;
- c. Accompanying the Tribals for Forest land Rights and their Development.

Strengthening the Marginalised Communities and Supporting Civil Society

This project focuses on empowering marginalised communities with a special emphasis on building decisive leadership amongst women as they are often the most vulnerable in the community. The project is implemented through Community-Based Organisations that facilitate engagement with governance institutions for improving access to social justice and inclusive development.

Major Activities:

The key activities taken up during the period are as follows:

1. Strengthening Resource Centres

The existing resource centres facilitated the formation of leaders' associations that take up cases of atrocities against Dalits and Tribals. These centres create awareness on the provisions of the Panchayats (Extension to Scheduled Areas) Act, 1996 (PESA), women's rights, conduct training and workshops, organise Block-level meetings, press conferences and other structured events to help marginalised communities access their rights and development entitlements.

Work this year focused on strengthening the existing two Resource Centres in Dalit and Tribal areas. Two new resource centres were also set up at the taluka-level in Veraval Gir-Somnath district and Manavadar Junagadh district. These centres are especially focused on supporting women's land rights. Participation of the local community has been significantly enhanced through these initiatives.

2. Conducting Village-Level Baseline Survey

A village-level baseline survey was conducted in 105 Tribal and 150 Dalit villages where detailed information about each village was collected. This data collected will help with taking up planned interventions in these villages as per the issues that emerge.

3. Empowering Community-Based Organisations

This year HDRC focused on strengthening the 12 existing Community-Based Organisations (CBOs), identifying voluntary leaders, and forming four new taluka-level CBOs.

The first round of taluka-level training-cum-meeting was completed for the existing CBOs, covering the themes of governance, rights and entitlements. Of the four new talukas, new CBOs have been

formed in three talukas and trainings are being planned there. In the Talala taluka, where work with the Siddi community (a primitive tribe) has been initiated, progress is slow.



4. Promoting and Empowering District-Level Associations of the Marginalised

In two Dalit and two Tribal areas district level association formation process has been completed through meetings. District level convention has also been organised in these districts. The district level association consist of 11 members including women who have taken up this responsibility as volunteers. Their main focus is on rights, entitlements and to raise voice against violation of constitutional rights.

5. Engaging in Discourse on Land Rights and Land Reforms

Land ownership not only provides livelihood opportunities for the marginalised communities, it also gives them dignity and is a mark of status symbol in the context of the Indian village. During the last year, taluka-level associations in Dalit and Tribal intervention areas submitted 32000 claims for land ownership where land was taken away from them. In the next six months, the taluka and district associations will follow up on these claim applications.



6. Synergising Key Stakeholders Workshop

Building linkages with CSOs, CBOs, media, academia and other stakeholders at various levels is an important part of the project

intervention. A one-day interactive workshop was organised for 60 key association leaders to

discuss core issues and to support each other. HDRC members participated in 33 National and State Level Trainings, Meetings, Workshops, Seminars, and Consultations.

Project Benefits

- Four resource centres have been set up in Dalit and Tribal areas.
- District-level associations have been formed in existing talukas and leaders identified in new talukas; associations have been formed in three new talukas.
- 2801 persons were successfully added to the government beneficiary list and will get their individual rights through various government schemes and entitlements.
- In 10 villages 114 Dalit families received agriculture land under the Land Ceiling Act.
- 20 Dalit families got homestead land in five villages.
- First information reports (FIR) were filed in four atrocity cases with support from leaders and fellows (Samajik Protsahak).
- Leaders have started taking up cases related to land, atrocities, murder, Protection of Children from Sexual Offences (POCSO) and domestic violence and discrimination in the use of panchayat budgets.
- The Social Justice committee has started to intervene in cases of atrocities, land cases and cases of caste-based discrimination.
- Filed application in case of no-confidence motion against women and Dalit Sarpanch.
- Panchayats (Extension to Scheduled Areas (PESA) Act has been implemented in 17 Tribal villages, ensuring self-governance through Gram Sabhas.
- 761 families received direct benefit of the government schemes.
- 3 villages integrated under the National Food Security Schemes with computer coupon.
- In both the Dalit and Tribal intervention areas, memoranda have been submitted by the taluka- and district-level associations as follows:
 - i. 16 taluka- and district-level memoranda were submitted in the case of the rape and murder of a Dalit girl, along with raising a collective voice at the state-level.
 - ii. 10 memoranda submitted by taluka-level association demanding the implementation of Land Ceiling Act, that redistributes land.
 - iii. 2 memoranda submitted by taluka-level association in a Tribal atrocity case related to the Forest Department.
 - iv. 7 memoranda submitted by taluka-level association in the issues of Forest Rights Act (FRA).
 - v. 7 memoranda submitted by taluka-level association for Tribal Rights and implementation of the 5th Schedule in Tribal areas, which grants powers to Tribal people over their land and resources.

Project Challenges

- Low participation of women in taluka associations;
- Active caste-based and group politics in villages;
- Agent system for implementation of government schemes;
- Traditional mind-set and beliefs;
- Individual interest instead of community interest;
- Many community-based organisation and religious sects;
- Lack of documentation for submission for claims and entitlements;
- Low literacy and lack of computer skills as all procedures for submission for entitlements are computer-based;
- Seasonal migration.

Strengthening People's Organisations and Campaigns for Empowerment and Rights of the Marginalised Communities

The project focuses on promoting and strengthening voluntary leadership and people's organisation among the marginalised for their empowerment and rights. Voluntary leaders of Dalit Adivasi and Disadvantaged Society have been empowered to activate local self-governing bodies and statutory committees and to strengthen taluka-level People's Organizations (POs) to give people their rights, entitlements and to empower women. This project is being implemented in 150 villages of Khedbrama, Poshina talukas of Sabarkantha district and Vav, Tharad, Suigam and Danta Talukas of Banaskantha district.

Major Activities

The major activities carried out during the period are:

1. Village meetings

Meetings were conducted at the village level to understand ideological issues and link with local issues like land rights, atrocities, injustice and also to identify other issues that need to be addressed. Summary of the meetings conducted is given in the table below:

Table-1 Details of Meetings

No.	Name of the Talukas	Issues discussed	Female	Male	Total	No of Villages
1	Khedbrama, Poshina and Danta	PESA Act, migrant, RTE, baseline survey, local issues, planning awareness yatra on forest land issues, atrocity issues, government schemes and women participation	3693	14976	18669	241
2	Tharad, Vav and Suigam	Awareness generation, strengthening of Lok Sangathan, awareness on social unity, grassroot issues, awareness on atrocities, injustice, local issues, awareness on rights, land issues, graveyard land issues, government schemes	4620	15950	20570	261
	Total		8313	34325	42638	502

2. Training for Capacity building at Village level

Trainings were organised at the village for Samajik Protsahak (Fellows), village-level voluntary leaders and women to increase their knowledge of governance, rights and participation in democratic spaces.

(1) For Samajik Protsahak (Fellows)

Training for the Samajik Protsahak focused on briefing them about project activities, Panchayats (Extension to Scheduled Areas) Act (PESA), Forest Rights Act (FRA), other Acts and regulations, statutory



committees, Gram Sabhas, social unity and on how to build local leadership and strengthen the Lok Sangathans (People's Organisations).

(2) Village-level voluntary leaders

Trainings were organised for village voluntary leaders on local issues, social unity, land rights, PESA, FRA, how to submit claims for land rights, increasing women's participation and how to plan awareness yatras on forest and land issues. These trainings were organised in all six talukas, in which both women and men participated. Seventeen village-level trainings were organised. Profile of villages and leaders is being prepared along with information on public distribution system (PDS), school, Anganwadi, resources and facilities in 75 villages of Khedbrama, Poshina and Danta talukas. This will help the team take up focussed intervention on issues faced by the village. It will also provide information on the information, skills and capacity of the leaders to help plan for the further capacity building

(3) Capacity building and training for women

Half the participants in the village-level trainings were women. Thirty women from six talukas took the lead in their areas and visited the Anganwadi, school, health centre and attended the Gram Sabha and raised questions about the functioning of these institutions. It has also been seen that women's participation has increased in terms of attending meetings, trainings, Gram Sabha and holding programmes at the taluka level.

3. Training and Meetings of Lok Sangathans (People's Organisation)

Each Lok Sangathan at the taluka level has 20 executive members (10 women and 10 men). Seventeen trainings were organised for the Lok Sangathan at the taluka level covering the roles and responsibilities of the sangathan, social unity, how to address local issues, understanding on land issues, forest land issues, PESA and Prevention of Atrocities Act, Right to Education, gender, other Acts and regulations. In all six talukas the executive members were active. Of these, 60 members (18 women and 42 men) have presented area's issues to government officers. Organisational spirit has been awakened among the leaders and POs. It has also made a good impression in the government system and has been noticed by the media.



In Vav-Tharad, Suigam, 1300 families supported by the Lok Sangathan have submitted claims for cultivable land, while 1500 families have applied for free household plots, both of which are in progress.

Lok Sangathans are taking up cases of atrocities against Dalits, Tribals, Women and other marginalised groups. A first information report (FIR) with the police was registered against atrocities in Garambadi village in Suigam taluka; a Dalit woman was tortured in Pirgarh village of Tharad taluka and an FIR was filed and investigation completed in the case; an FIR was lodged in a rape and murder case in Poshmahuda village of Khedbrama taluka through Lok Sangathan and voluntary leaders; an FIR was lodged in Motipavad village of Tharad taluka in a murder case; and investigation into the case of a suicide in Bhatasanagam of Suigam taluka was completed and an FIR was lodged.

4. Capacity Building of Statutory Committees

Trainings were conducted for statutory committees of the Panchayat such as Forest Rights Committee (FRC), Vigilance Committee, School Management Committee (SMC) and Social Justice

Committee (SJC) This helped to improve their knowledge, understand their roles and responsibilities and take action to improve the access to rights and entitlements for the marginalised. Some of the action taken included:

- 100 members of the Vigilance Committee provided foodgrains to 400 families.
- 200 members of the SMC from 100 schools supervised attendance of students and teachers, and mid-day meals.
- The SJC passed 35 resolutions for development works for drinking water, roads, health, graveyards, land, toilets and households for Dalits.
- Resolution in six villages for Reinforced Cement Concrete (RCC) road in Poshina, Khedbrama and Danta talukas.
- PESA act initiated in eight villages in tribal areas.



5. Advocacy with the Government

Campaigns, rallies and yatras organised and memoranda submitted for justice and to create more awareness among the community.

6. Networking

Networking meetings were done by all six Lok Sangathan and voluntary leaders with taluka organisation as well as with other CSOs, CBOs of the taluka and state-level organisations.

7. Participation in state-level conventions

Taluka-level Lok Sangathan as well as voluntary leaders participated in various state-level programmes and conventions such as Mahila Sammelan, Adivasi Ekta Parishad, and a struggle of the entire Adivasi community.

8. Response to COVID-19

In Khedbrama, Poshina and Danta talukas, local Panchayat, Sarpanch, officials and voluntary leaders formed committees at the village level to ensure proper implementation of lockdown in each village. During the lockdown of COVID-19 in Vav, Tharad and Suigam talukas, grocery, sanitation kits and masks were provided by voluntary leaders and Lok Sangathan members to families affected by the pandemic, especially daily wage labourers. In Khedbrama, Poshina and Danta Taluka, a list of 1855 needy people, including widows, disabled people, old people, orphans and destitute, was prepared by local leaders and groceries and sanitation kits were distributed to them. Local leaders helped migrants with the support of officers.

Leaders and Lok Sangathan members raised awareness among women and children about COVID-19-related Anganwadi schemes in Khedbrama, Poshina and Danta talukas which helped them access their entitlements. Information on different schemes and government circulars was disseminated for awareness. Information on how to be safe and maintain safe distance from each other was also shared with the community.

With the support of Lok Sangathan members and leaders, work under the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)—which is a Central Government-funded social security measure that guarantees at least 100 days of unskilled manual work to

every household—was initiated till end-March 2021 in six villages in Vav-Tharad, Suigam taluka, and in Lakhia village in Poshina taluka. This provided livelihood to at least 75 families during the pandemic.

Project Benefits

Participation of deprived communities in Gram Sabhas rose from 10 per cent to 30 per cent. More voices were raised and resolutions made for development works such as for RCC road building, water supply, graveyard, toilets, protection wall etc.

1. Proposal for making Dalit cemeteries in Jeta, Miyal, Valdar, Ajawada villages of Tharad taluka has been passed and the process of building them has been started in 35 villages.
2. 71 beneficiaries of land ceiling took possession of their land in Dhima and Benap village of Vav and Suigam talukas with the help of Lok Sangathan members and leaders.
3. Rights-oriented yatras were organised in 341 villages in six talukas to raise awareness on issue of atrocities, land and exploitation.
4. Benefits and rights were given to 786 people of different schemes by voluntary leaders of six talukas.
5. Aadhaar cards of 300 beneficiaries were linked for widows, old-age pensioners and for electricity connection schemes, after which they benefited from various government schemes.
6. In Khedbrama and Poshina taluka, 172 PDS card holders benefited from various ration schemes.
7. Ration was provided to 120 families in seven villages of Khedbrama taluka, to 120 families in seven villages of Poshina taluka, and to 95 families in six villages of Danta taluka. PDS foodgrains were distributed as per government announcement in all talukas in the presence of SMC members and committee people.
8. In Khedbrama Poshina and Danta taluka, where 10 shopkeepers were providing lesser ration than assigned, the committee submitted a complaint to the Mamlatdar. In Boridiala village of Danta taluka, the Mamlatdar suspended shopkeepers for 30 days for a similar complaint.

Project Challenges:

1. Local politics and social pressures;
2. Traditional societal beliefs and male-dominated mindsets;
3. People are divided by certain sects at the village level;
4. Pressure by influential people in the society;
5. Difficulties arising from arbitrary rules by government officials;
6. Different internal division in society, differing customs;
7. CBOs are dependent on talukas for economic support as they do not have their own office or funds;
8. Interference from humanist organisations such as the RSS, Bajrang Dal and other such political parties and people;
9. Due to the COVID-19 pandemic since March 2020, rural field visits are difficult.

Accompanying the Tribals for Forest Land Rights and their Development

Adivasis and other traditional forest dwellers, despite living in the forests for years, are still deprived of their basic rights of access to natural resources like the forest or the land. In December 2006, the Indian Parliament passed the Forest Rights Act with the objective of finding a way out of this situation and removing the historic injustice done to the Tribals and other traditional forest dwellers and improving the condition of both the Tribals and the forests. One year later, in December 2007, the Central Government notified the rules and from January 1, 2008, the law came into force across the country. The focus of the project is to support Tribals and facilitate the process for them to access their individual and community forest rights, enable them to manage their common natural resources, take up sustainable agriculture and enhance their livelihood for a life with dignity. The focus is also to enable the Gram Sabhas to make decisions on community and collective rights. This intervention covers seven Tribal talukas of North Gujarat.

Major Activities:

The key interventions under this project are:

1. Meetings at the Village Level for Awareness

In Banaskantha district, in two talukas Amirgadh and Danta, three talukas of Sabarkantha district Poshina, Khedbrama and Vijaynagar and two talukas of Aravalli district Bhiloda and Meghraj, leaflets were circulated and meetings were held to spread awareness about the Forest Rights Act and Rules, and also for gaining trust of the community by contacting claimants and activating forest rights committees. Meetings were also held with Provincial Committees, Sub Divisional Level Committee (SDLC) with Elected Representatives and District-Level Committees. A total of 1428 claimants from 133 villages were contacted and supported.



2. Forest Rights Training

Training on community forest rights (CFR) was organised, in which 60 Tribals participated. The participants discussed village-level issues and challenges for accessing CFR. The leaders have made a strategic plan for implementation of forest resource management by the Gram Sabha. Further, meetings were held in 35 selected villages with forest rights committee (FRC) members and a resolution was passed in the Gram Sabha for submitting the Form 'C' for accessing community forest rights. Thirty-six form Cs were filled and CFR claims made. In Khedbrama, Danta, Poshina, talukas, four villages have processed collective claims, where files have been resubmitted. Government officials have decided to reopen the files of the collective claims.

3. Meeting with the FRC committee to prepare GPS maps for denied claims

Meetings were held with FRC committees and claimants to know about reasons for rejection of claims and inform the Forest Committee and the claimant of the same. Some of the reasons for rejections were: (1) No proof of ploughing the land; (2) they do not own the site; (3) the forest department's opinion is not clear; and (4) plantation is not ploughing.

If the claimant receives a lesser area than applied, the area under possession before December 13, 2005 would be considered as proof on the basis of GPS for applying for claims. Some 1428 claimants were supported to use GPS and prepare their documents for review and 1037 claims have been submitted to DLC for appeal. In Gotada and Dantral villages, the forest department ploughed in the forest land which was being cultivated by local people and houses were also demolished. Claims to get this land back are being processed by the leaders using GPS.

4. Use of Satellite Imagery

The best and most effective way to use GPS to establish possession of land is to first get images from that time (e.g. December 2005 or 2007) and sort them with the help of geo-reference—that is, the latitude and longitude of different places in the imagery should be arranged in such a way that is consistent with the actual latitude and longitude of that place. Next, a GPS survey of the claimed lands needs to be done and the latitude and longitude of all its borders and superimposed on the imagery so that it is possible to immediately know what the real condition of the lands was in 2005 or 2007 (i.e. whether it was a farm or a forest).

In North Gujarat, HDRC supported 15 villages in Khedbrama to pilot this initiative. A GPS survey was used to fill gaps in evidence where claims were denied. This proved that before 2005 forest land was being tiled. The SDLC/DLC file was submitted, the claimants presented their cases in their own language and the claim was approved. Approved claimants get benefits of government schemes, seeds, fertilizer, electricity, building, etc.

5. Increasing women's participation through FRA's gram sabhas

In North Gujarat, in villages where Form C for accessing community forest rights under the Forest Rights Act has not been filled, the panchayat held a Gram Sabha for this purpose. In the village, it is usually the woman from the family who needs access to the forest for collecting the Timru leaves, gum, fruits and flowers, etc. The beneficiary is usually determined through the FRA Gram Sabha; a committee is formed and a resolution is passed. The ownership of the Gram Sabha is determined on the total area. Therefore, by mobilising the FRA Gram Sabha, women's participation has increased. Details of Gram Sabha resolution are below:



Table 2 Details of Resolutions Passed by Gram Sabha

District	Taluka	Village	Gram Sabha Resolution	No./Average
Sabarkantha	Vijaynagar	07	Secondary forest products	66/70
Aravalli	Bhiloda	17	Secondary forest products	65/76
Banaskantha	Amirgadh	2	Secondary forest products	70/76

6. District-Level Committee Hearings from 2019 to 2020

Cases on claim for forest rights in Sabarkantha and Aravalli districts in North Gujarat are heard through District Level Committees (DLC). The committee ensures that the claim files are complete and that the process of disapproval or approval is transparent. The HDRC team coordinated with the government and made a file of denied claims to be presented in the hearing of DLC. Currently, in Khedbrama taluka, 178 GPS maps have been submitted to the District Forest Rights Committee

in 15 villages. The decision on these files will be on the basis of a verification report done by the GEER Foundation.

There is no uniformity in hearing proceedings by districts. Elected members in Banaskantha are not present while elected members in Aravalli district are present in the decision-making process. Danta and Amirgadh are not scheduled areas but still information is shared in each gram sabha.

7. Training for FRC on use of GPS for rejected Claims

Through the GPS maps it becomes clear if ploughing of the land is new or old. The farmer can now ascertain if their claim is eligible to be processed or not. FRC members in Khedbrama taluka were trained on the understanding of GPS by ARCH Vahini organisation. Where the fields were surveyed, files were submitted to SDLC. This process has been taken up in all HDRC intervention areas.

8. Use of RTI for information

Information on claims submitted, rejected claims and reasons for rejection was collected using the Right to Information Act. The data has been collated and is being analysed.

Project Benefits

- 6300 claims for forest rights were reviewed by the forest rights committee and District-Level Committee (DLC).
- In Khedbrama taluka, of the 20 villages that were selected, forest rights committees in 18 villages have been activated.
- 875 GPS maps were prepared for claims that have been previously dismissed or denied. They were sent for appeal and 345 claims have been approved; hearing of the remaining cases is pending.
- Six claims for community rights and 168 individual claims were approved in tribal areas.
- GPS survey has been completed for 568 individual claims and their claims have been submitted along with satellite maps.
- Of the 136 previously denied claims filed in Khedbrama, 71 have been granted.
- 40 FRA claims that were misplaced by government officials were submitted with help from the leaders.
- In Khedbrama, Poshina and Vijaynagar talukas, Lok Sangathan members and leaders have given a memorandum on the claims that were approved but got less land area as per the demand, so the officials decided to increase the area.
- A total of 820 claimants from Khedbrama, Danta and Poshina talukas have received certificates or claim letters.

Project Challenges

- The process is slow and as planned by the government; it is difficult to influence the officials to speed up the hearings.
- Once the land claim is won, there is a delay in converting the authority letter to ownership;
- Internal conflicts in the forest rights committee are benefitting the forest department.

Inclusive Urban Governance and Development Programme

The Inclusive Urban Governance and Development Programme was initiated in 2013 in an effort towards building inclusive cities or 'Samaveshi Shehar'. The programme tries to ensure the urban poor, including the Dalits, Minorities, Migrant Workers, Women and Children, have equitable access to their rights to housing, education, health, livelihood, citizenship and other entitlements in order to live a dignified life. Local collectives are formed and capacity-building programmes are conducted to develop a strong community leadership who can work with the local government to provide basic amenities in the urban slum areas. Focus is also on strengthening the Awas Adhikar Zumbesh (a housing rights campaign), a platform of CSOs, CBOs and community leaders who can take up collective actions on issues of slum eviction, access to adequate housing and housing policies.

Major Activities

The major activities during the period:

1. Identification and Capacity-Building of Leaders and Slum Collectives

In the newly selected 10 slums, community leaders were identified and a process was facilitated to form a collective. Through meetings and trainings, capacity-building of the collectives was taken up. In total 55 collectives comprising of more than 825 members were formed and equipped to demand their rights and entitlements. The efforts of the leaders and collectives has led to improved access to basic facilities like water, road, gutter line and streetlights and ICDS and PDS entitlements by the urban poor.

2. Formation and Strengthening Area-Level Collectives

Area-level collectives of the urban poor were formed through area-level meetings and interactions last year. As part of the strengthening exercise, input sessions were also organised as part of the meetings where knowledge and information on various themes, acts and regulations were provided. The existing area-level collectives were provided support to address issues of the urban poor. A new intervention process was initiated to form area-level collectives through meetings.



3. Promoting women leadership through SHGs

Special effort has been made in slums to promote women's leadership. Women are members of the slums collectives and are engaged in addressing community issues. These women have also been organised into self-help groups (SHGs) to take up economic activities to improve their livelihoods. A total of 49 SHGs have been formed in the intervention area and are accessing various livelihood schemes of the government. Valmiki women's SHGs have also been formed in

20 slums. Some 19 Valmiki women SHGs and two men SHGs comprising of 10 members each are actively linked with the National Urban Livelihood Mission.



4. Strengthening **Awaz Adhikar Zumbesh**

Awaz Adhikar Zumbesh (AAZ) is a platform of nine Civil Society Organisations (CSOs) that have come together to campaign for housing entitlements of the urban

poor in Ahmedabad city. Large number of affected slum dwellers became aware of their housing rights and have associated with AAZ to demand pro-poor changes in the Slum Redevelopment and Rehabilitation Policy, 2010. To strengthen the AAZ, eight trainings-cum-meetings were held to share information and also for formation of area-level committees. So far 41 AAZ area-level committees have been formed to take up the various issues regarding housing.

Through the AAZ platform, the urban poor in Ahmedabad can now access various housing schemes under the housing policy. Nine RTI applications and 60 applications on housing schemes was submitted by local collective leaders and AAZ representatives. A total of 7503 families from 36 areas have been reached and are being supported to ensure access to their housing rights.

5. City level Campaign and Submission of Charter of Demand

The Ahmedabad Municipal Corporation (AMC) selected 105 slum pockets and government housings for a public-private partnership redevelopment. In the first phase, 35 government housings were selected and notices for eviction issued to 11 health staff quarters and colonies.

Following this, in December 2020 and January 2021, awareness meetings on the government's Slum and Housing Redevelopment Policy were organised by AAZ by 41 area-level committees. These awareness meetings culminated in preparing a charter of demand. Around 1600 slum and government colony residents organized a gathering in the city and at the Ahmedabad Municipal Corporation on January 8, 2020. An AAZ delegation submitted a memorandum of demands to the Deputy Commissioner. The event was covered by mainstream and local print and electronic media.

6. Workshops and Consultations

Workshops and consultations on issues of the urban poor were held in which CSO, CBOs, slum

Key Demands in the Charter:

- Consent from 75 per cent residents would be required for the redevelopment, instead of 60 per cent.
- The proposed redevelopment would also affect the surrounding hutments within the colony. Consider allocation of houses for the hutment and slum dwellers.
- Redefine the definition of family, considering married or unmarried son as separate family and allot separate house to him.
- Provide rent to all the affected families in advance for at least one year prior to eviction.
- Structural stability test to be done and report must be shared for each housing colony.
- Formation of residents' committee to negotiate and follow up with the developer and the AMC officer.

collectives, leaders and affected families participated.

A consultation was held on September 24, 2019 to understand the issues of redevelopment under the PPP, in which 17 women and 14 men participated.

A one-day workshop with stakeholders on the nature of urbanisation, urban development, displacement in Ahmedabad, Relief and Rehabilitation policy was held on November 11, 2019.



A two-day workshop was held from November 26-27, 2019 on the Housing Policy and Redevelopment & Rehabilitation (R&R) Policy in Ahmedabad, in which 20 women and 21 men participated.

A workshop with stakeholders on Understanding of New National Education Policy draft and its implications and detrimental effects to the development of urban poor was held, with 30 participants from CSOs, CBOs and slum collective.

A one-day consultation was organised in Junagadh for planning an intervention for slum regularisation in Junagadh city, in which 41 members from city and local sangathan participated.

7. Sharing Information

A booklet on PPP redevelopment policy and housing policy for the urban poor is under process and will be shared with leaders and collectives.

8. Linkages with Municipal Corporation and Government departments

A quick appraisal on open defecation in Ahmedabad Municipal Corporation (AMC) area was conducted. Using this data media advocacy on open defecation in Ahmedabad city was taken up. This issue has been taken seriously by the AMC Commissioner and it is expected that action will be taken soon. Similarly, area-level committees of AAZ have taken up advocacy with the AMC for better implementation of the housing policy, PPP policy and R&R policy to ensure that the urban poor are not excluded from urban development processes and get their rights and entitlements.

Programme Benefits

- Increased awareness on 74th CAA (Constitutional Amendment Act) on community participation in urban governance among the leaders and collectives.
- PDS services in 28 areas and ICDS services in 20 areas improved due to monitoring by local collectives and leaders.
- Basic amenities such as gutter line, garbage collection, RCC roads and street lights improved in 13 areas.
- Created and strengthened a cadre of 118 women and 107 men (total 225 leaders) from 55 areas.
- 1600 members from 41 area-level committees of AAZ prepared and submitted an Avedanpatra (a collective demand application) to the AMC Commissioner.

- 2206 families and 30 shop-owners who were affected by various project (mega metro, Town planning (TP)/Development Plan (DP), PPP redevelopment) were sanctioned houses and shops under various housing schemes.
- Houses for the economically weaker sections under the Family Shelter Home Scheme allocated to total 131 families of four areas namely Chandkheda (61), Ghoda Camp (22), Amraiwadi (4) and Ramdevnagar (44). This process is continuing for another 224 families: Chandkheda (12), Ghoda camp (12), Ganeshnagar (26), Sorainagar (42), Jivabhai na Chhapra (huts) (12) and Suez Farm (120).

Programme Challenges

- It is difficult to reach people in all areas immediately when sudden eviction or redevelopment notices are given to several areas on the same day. People in some areas cannot be contacted as they were leaving the city due to fear of eviction and protests by political party leaders.
- Lack of knowledge of the PPP redevelopment plan means that some people are in favour and some are not, leading to internal disagreements.
- Delays in coordinating with some officers due to insufficient information about the 2016 guidelines.
- The estate department is only working to demolish houses and not explaining the policy to the people, giving the community the impression that it is not their responsibility to do so.
- Difficult to meet and communicate with the people who were forcibly evicted by the police.



Improved Access to Justice for the Marginalised

Advocating for the rights of the marginalized requires tenacious long-term work. It also needs people who are capable of understanding legal implications in case of rights violations. This programme has built a network of lawyers, human rights defenders (HRDs), Civil Society Organisations (CSOs) and Community-Based Organisations (CBOs) or People's Organisations (POs) to provide legal guidance and support, especially to the marginalised in cases of rights violations. This programme covers 16 districts of Gujarat through a resource centre based in Ahmedabad.

Creating and Strengthening Mechanisms for Improved Access to Justice System

The project focuses on creating mechanisms to enable the most marginalised access the justice system. This is being done through building networks of DHRDs, lawyers, CSO, CBO and strengthening them through capacity-building and enabling them to monitor and ensure the proper implementation of acts and regulations.

Major Activities

The major activities under this programme are:

1. Strengthening Capacity of CBOs/POs and HRDs

A two-day capacity-building training were organised at the regional level in Ambaji in North Gujarat, Junagadh in Saurashtra and Nadiad in Central Gujarat from April to May 2019. These trainings covered 13 districts and 500 community leaders and HRDs. The objective of these training was to build the capacity of CBO/POs and HDRDs on the provisions of the Prevention of Atrocities (PoA) Act.

A three-day Training of Trainers (ToT) was organised in Ahmedabad from July 26-28, 2019 for 32 core leaders. The ToT covered the PoA Act, Land Act and Labor Act. Following this, the trained HRDs and leaders identified 240 HRDs in their respective areas to build their capacity and build a network of HRDs from villages and link them with the state-level resource centre.

Three follow-up regional meetings were organised on September 8, 12 and 19, 2019 at Junagadh, Ahmedabad and Palanpur to discuss how the DHRD benefitted from the regional meeting and how effectively they have been able to use the knowledge and skills they acquired in facing obstacles in their work on local issues faced by the marginalised community. Further on October 23, 2019, a meeting of DHRDs was organized to follow up on the initiative and to provide support for addressing local issues of discrimination and violations.



Due to the efforts of the women DHRDs, women are able to access basic services and entitlements easily. This has also led to an increase in participation of women in village-level activities and programs. Support from DHRDs and associated lawyers at the ground-level has also led to an

increase in filing of complaints by women on domestic violence cases and also an increase in complaint registration ratio.

Four regional trainings were organised during March to May 2019 at Ahmedabad in Central Gujarat, Dediypada in South Gujarat and in Vav and Tharad in Banaskantha District in North Gujarat to build the DHRDs and community leaders' perspective on gender. Both women and men participated in these trainings. The training covered the topics of patriarchy, female feticide, discrimination in education and workplace, unequal wages and salaries, violence against women, denial of inheritance, especially property rights, and women's participation in panchayats.

2. Building Effective Communication and Coordinating with CSOs

A consultation was held on June 26, 2019 in Ahmedabad to initiate a dialogue with CSOs and government on how they can work together to make the existing regulations work and support the marginalised in improving their access to the justice system. A follow-up consultation was held on November 21, 2019 to build a platform of CSOs and CBOs at the state level. The effort is to bring various CSO and networks to a common platform to discuss and share issues faced by the marginalised and to take up common issues together for dialogue and discourse at the state and national levels. CSOs, CBOs, and panchayats in four regions of Gujarat were consulted through organized state-level programs, meetings, consultation and case follow-up meetings. A mechanism was set up for coordination between 24 CBOs, 40 CSOs and DHRDs.

Legal knowledge-building of CBOs and CSOs was also taken up through the dissemination of Acts and other important information of constitutional safeguards and government schemes. Coordination between the Resource Centre and CSO has resulted in the CSOs, CBOs giving priority to women leaders in the organisation processes and programs.

3. Building a Network of Lawyers and Paralegals

A meeting of lawyers was organised on September 28, 2021 to initiate the process of building a network of lawyers and paralegal at the state level.

Intellectuals and legal experts were sought for support and guidance in atrocity cases. Twenty-six lawyers, both women and men, from nine districts covering North, Central and Saurashtra regions of the state were engaged with. Three practicing advocates from the Gujarat High Court and are associated with the lawyer's forum provided their valuable guidance in serious cases. Eighteen Dalit-Adivasi advocate groups joined in the efforts to build a support mechanism for survivors.

In collaboration with lawyers and a legal team from the Human Rights Law Network, 12 legal clinics were organized in which legal advice and guidance was provided to women and marginalised groups on land rights. These clinics were held in Maliya, Sanand, Bhavnagar, Dhangadhra, Bavla, Meghraj and Radhanpur in which around 250 cases of nomination legality and domestic violence around agricultural land, housing plots and



cattle plots, etc. were taken up. Some have been resolved while others will be followed up in the coming period.

Follow-up of atrocity cases in the trial court and in the high court-level intervention is being supported by senior lawyers, lawyer network and HRLN. Survivors in 11 new atrocity cases and ongoing 26 cases are being provided legal guidance and support through legal clinics.

4. Creating Mechanisms for Monitoring Implementation of Acts and Regulations

Special emphasis has been on building an effective monitoring mechanism between the resource centre and district area-level HRD team to address cases of discrimination and atrocity. Monitoring system groups were formed at the district and regional level with CSOs, CBOs and HRDs as members. CBOs and POs like the Saurashtra Dalit Sangathan, the Gujarat Dalit Sangathan, the Pochabhai Foundation and the Banaskantha Dalit Sangathan are part of this monitoring system. Cases of atrocities are reported from four regions and more than 20 DHRDs are monitoring the cases and supporting the survivors daily as far as the police investigation, court trial and providing support to the victims and survivors is concerned.

Local Dalit organisations are providing support in filing Right to Information notices for collecting data on atrocities and monitoring of police investigation. In atrocity cases concerning land issues women are submitting complaints and taking on a leadership role for their sustainable livelihood.



Representatives from the Panchayati Raj Institutions have also joined the monitoring process with their commitment to support and work with the village-level survivors in their respective village Panchayats and as well as at taluka Panchayats.

5. Support the Marginalised for Improved Access to Justice System

Legal support and guidance was provided in 43 atrocity cases and victims or survivors were supported for local advocacy and documentation with legal procedures for court-level intervention. The cases followed up and supported include the Una mob lynching, Ankolali village burning alive case, Bhadrana Dalit murder, Poshina custodial death, Nadiad police atrocity, Shobhavad and Girand rape case, Liya (Viramgam) atrocity, Porbandar murder case, Bhumi Desai (Panchmahal) discrimination, Golana atrocity, Changodar Dalit youth false case, Bavla murder case, Chaloda labour case, Gopal Mahida college ragging case, four POCSO cases, Kotda Sangani murder case, Shapar rag-picker murder, Dhinoj Dalit student atrocity, Nayna Louis domestic violence and abuse case, Lhor social boycott case, Modasa social boycott case, Thavar atrocity case, Metro rail labours case, Shopping mall women labour case, Araniwada (Kankrej, Banaskantha dist.) atrocity case, Ambetha tribal girl labour death atrocity case, Nani Bhatamal atrocity case and the Bavla ICDS worker discrimination case.

New cases were also provided support and guidance. These were the Ishani murder case, Bavla Rupal murder case, Varmor honour killing, Jenisar domestic violence and abuse, RTI activist Amitbhai murder case, Yogesh Patrakar Gondal atrocity, Zerda (Deesa) Dalit youth atrocity, Nani

Bhatamal, Rapar Karni Sena atrocity, Lavara atrocity, Rampura Bhankoda Dalit Sarpanch discrimination case in the Gram Panchayat, Dholka Dalit ex-army men caste discrimination, Ravia (Dhanera) Dalit youth atrocity, Shankheshvar Dalit girl kidnapping case and the Modasa Dalit girl rape and murder case. In these cases, support was provided to file an FIR, to ensure that a chargesheet was filed on time, to access the compensation and to advocate with the local- and state-level police and concerned departments for taking action.

In collaboration with experts from HRLN and Gujarat High Court Senior Councilor, the follow-up of the Palanpur Civil Hospital public interest litigation (PIL) at the high court case and atrocity in Bhutedi village of Palanpur was done. Shapar rag-pickers and Dhinoj Dalit student case has been filed in the Supreme Court. In Una case a judgement was passed for day-to-day trial proceedings and bail application by the accused is being followed up in the High Court. Legal action on Malotra village land atrocity case was supported and intervention was done in the Session Court and High Court level. The Gujarat High Court served the order for implementation of ordered procedures and compensation entitlements to the survivors. This was followed up by the local DHRDs of Dhanera with Banaskantha Dalit Sangathan leaders and advocate.

Support was provided to a local Dalit leader to file a PIL for implementation of the reservation policy in the High Court. The PIL was filed for state government to follow the reservation rules and policy in the recruitment of around 200 scheduled castes unemployed candidates in Gujarat who appeared in the GEB interview and are struggling to be recruited. Following this, a notice was issued to the state government Chief Secretary, the General Administration Department and the Energy Department regarding above filed PIL for the Reservation Implementation issue in Gujarat.

6. Accompanying the Migrant Workers in Gujarat

Through the efforts of HRDs and CBOs/POs migrant workers were able to access their rights and entitlements.

- 22 brick kilns bonded labourers of Chaloda village (Gandhinagar) received Rs. 4.50 lakh of their pending wages.
- Families of six construction workers in Ahmedabad received accidental death assistance.
- 324 labourer families were provided medical services through a medical camp.
- 53 construction labourers received their pending wages of Rs. 13.42 lakh.
- In Anand, a construction labourer received a pending wage amount of Rs. 58,000.
- In Changodar, a labourer received a pending wage of Rs. 30,000.
- 233 labourers engaged with Bandhkam Shramyogi Kalyan Board received support for children's education and health.
- 16 agricultural labourers were supported to receive accident assistance from the state government.
- A shared crop labourer was supported by the resource centre to receive his pending wage amount Rs. 60,000.

7. Organising State and National Conventions

Vulnerably positioned at the bottom of India's caste, class and gender hierarchies, Dalit women experience endemic gender and cast discrimination and violence in an imbalanced social, economic and political power equation.

A National Convention 'Dalit Women Speak' was organised from January 17-18, 2020 in Ahmedabad. It brought together 170 Dalit women from 11 states (Maharashtra, Rajasthan, Tamil Nadu, Pondicherry, Odisha, Bihar, Uttar Pradesh, Chhattisgarh, Karnataka, Kerala and Gujarat) to give voice to their stories of struggle, success and achievements.

Twenty-eight women leaders shared their struggles and success stories. The 14 women leaders who were interviewed by the media put their demands to the media and the public and raised their voices. As a follow-up, the women's group decided to form a national-level forum of Dalit, Adivasi, Minority and Transgender people. A follow-up meeting at the national-level to form regional- and state-level structures to move forward is also planned.



8. Building Linkage with State and National Platforms and Networks

Networked with state-level DHRD groups, RTI state campaigns, Land Rights Campaign of Gujarat, National Dalit Movement for Justice, Prayas and Majoor Union Ahmedabad to address policy-level issues and for effective implementation of acts, for protection of survivors and access to justice

Took up advocacy at the district level with the police department, District Collector's office and supported to file petition and submit memorandum to state-level department and Social Justice Empowerment Minister and Governor.

Networked and engaged with National Human Rights Commission, National Commission for Scheduled Castes, National Campaign on Dalit Human Rights (NCDHR), national-level Human Rights Defenders Alert Forum for support in case of abuse on DHRDs and advocacy on better implementation of PoA (Prevention of Atrocities) Act and other acts and policies.

The team along with 10 DHRDs from Gujarat participated in the National Training of Dalit and Adivasi Human Rights Defenders at New Delhi from December 9-10, 2019. From March 4-5, 2020 participated in a program of National Dalit Networks 'Chalo Delhi, Save Country Save our Constitution', with 10 DHRDs organised in Delhi. Joined the initial pilot research process with Zubaan and WGWLO for women land rights situation in Gujarat.

9. Documentation and Publication

- Developed and published a handbook on SCs & STs Prevention of Atrocities (PoA) Act in Gujarati and English for CBOs/POs, HRDs and community leaders.
- Developed training resource materials on PoA, Domestic Violence and Abuse, POCSO, Labour and Land Act.
- Documented eight atrocity cases and shared with lawyers and HRDS.
- Prepared a report on the National Convention 'Dalit Women Speak' and shared with participants.
- Documented three social boycott cases and shared with the HRDs and lawyers for action.
- Prepared four fact-finding reports of Modasa rape case, Poshina custodial death case, Porbandar Ishvaria murder case and social boycott cases.

Programme Benefits

- Built knowledge of 32 core DHRDs through organized ToT on PoA Act, Labour Act and Land Rights Act.
- Built capacity of 130 HRDs in three regions of Gujarat who are effectively engaged with local CBO and community and provide hand-holding support to address their local issues.

- Legal clinics covered 150 survivors in the first round and 240 survivors in the second round.
- In the two cases of the murder of Dalit girls in July and September 2019, the community and CSOs came together in a single platform to protest and demand prompt legal action. Due to this, the police department has started to sensitively take up the process and add all the missing charges in the FIRs.
- Bail cancelled of five accused in Una mob lynching case and Bavla murder case in collaboration with HRLN team.
- In the Dhinoj atrocity case, where the High Court gave bail to accused, the order was challenged in the Supreme Court with support from HRLN.
- In the Palanpur civil hospital case, 56 contract staff received their due minimum wage and right of holiday through the negotiation with staff and management and the District Collector and social welfare officer at Palanpur.
- 650 migrant workers and their families accessed their rights and entitlements.
- In four cases under POCSO with PoA Act provision, the court released entitlement of a total of Rs. 4,12,500 to the survivors.
- In the Malotra land case, police protection was provided and the survivors received Rs. 50,000/- financial assistance from the District SC welfare department.
- Government helpline is being used more now by the survivors, especially women, due to the increased awareness of protection services and acts.

Programme Challenges

- With rising atrocities, filing FIRs in every district and region is a challenge. DHRD, CBO and survivors seek legal support but due to limited resources, legal support from the small group of advocates cannot cover many victims or survivors. In several areas there are no Dalit lawyers to take leadership roles to fight cases of atrocity.
- Internal dynamics of Dalit advocate groups in taking ownership of cases and marking out each one's territory weakens the support system, especially for legal action.
- Practice of untouchability in interior parts of Gujarat still continues. The Dalit Sangathan and community needs to focus and give priority to address the Valmikis. This is happening only in a limited way.
- Need more fellowships to cover the whole of Gujarat for building a strong network to work with victims and survivors to help them access the justice system.

Women's Empowerment Programme

Women's empowerment is a crucial part in building an inclusive society. HDRC therefore has a well-developed Women's Empowerment Programme. It is focused on creating a gender-just society by challenging patriarchy and creating influential spaces for women in economic, social and governance sectors. There are two projects under this programme:

- (i) Developing Good Governance Practice and Sustainability in Cooperatives and Networking among them;
- (ii) Women and Land Ownership and Women Farmer Information Centre (Swa Bhoomi Kendra).

Developing Good Governance Practice and Sustainability in Cooperatives and Networking among them

The focus of this project is to build good governance practices and sustainability in 25 cooperatives in Gujarat. The aim was also to build and strengthen networking among these cooperative for sharing and learning from each other and supporting each other and taking up common issues for advocacy.

Major Activities

The major activities under this project were:

1. Capacity Building for the Resource Team

The resource team members received trainings on Good Governance, Leadership, Social analysis, Gender and Domestic Violence and Sexual and Reproductive Health. The resource team members were divided into two groups: one for financial and economic and the other for social and governance. They are developing their expertise in these areas.

2. Formation and Training of Second-Line Leadership

The formation of the second-line leadership from the different cooperatives was initiated.

Selected women are trained to address the socio-economic as well as gender issues of the women in the cooperatives as also in the community. Around 250 second-line leaders from 15 cooperatives were sensitised to recognise the problems and issues affecting women and society at large. They are encouraged to learn more about the problems faced by women and speak about them in the open.



The second-line leaders are constantly guided and trained to take up leadership in their respective cooperatives and villages. Twenty second-line leaders received in-depth training on good governance, leadership, social analysis, gender and domestic violence and on sexual and reproductive health. They are now able to conduct trainings for smaller groups at the village level.

3. Training for Capacity Building of Central Management Committee

Central Management Committee (CMC) is the executive team of the cooperatives. Training workshops and meetings for the CMC to become socially and economically self-reliant were organised. Fifteen such meetings-cum-trainings were organised over the year in which 150 CMC members participated. In some meeting and trainings second-line leaders also participated.

4. Activities to Strengthen Governance and Finance of Cooperatives

Fifteen cooperatives were given training on good governance, skills to deal with different norms and legal demands of the Income Tax Act, the Goods and Services Tax and government departments as well as requirements. Trainings were also held on cooperative's legal procedure, GST and Income Tax law. The sessions were conducted by the Gujarat State Cooperatives Department and the Chartered Accountant was the resource person.

The project is developing a software for accounts with help from the Xavier's Institute of Computer Application in Ahmedabad, which will be accessible to all cooperatives, ensuring a uniform accounting system.

The Borsad Cooperative Society, whose bank transactions was suspended from 2012 to 2019, was supported as a special intervention and has been able to restart bank transactions. This was made possible through:

- Meetings and interviews with auditor, bank manager, executive team, and organisation;
- Visit and meeting with government officials from Anand, Kheda, Gandhinagar, Ahmedabad etc. for necessary guidance;
- Clarity and guidance was provided for preparation of accounts, book-keeping and documentation (report, forms, ledger) as per the existing laws and regulations.

Women became clearer about good governance in terms of what is legally appropriate, keeping up ethical values, becoming more transparent, accountable, democratic and non-discriminatory.

5. Addressing the Issue of Stamp Duty

A training was conducted to understand the issue of stamp duty. Paying for additional stamp duty on legal documents becomes cumbersome for most people taking small loans.

Networking meetings for the same helped widen the perspective of the members and motivated them to be part of the Mahasangh. The Gujarat Cooperative Mahasangh is a platform for all cooperatives to do state-level advocacy on the issue faced by cooperative at the state level. It has received prominence at the state-level because of its capacity-building programs and guidance. The issue of stamp duty is being taken up by the Mahasangh at the state level. Proper legal procedures followed by the cooperatives, CMC, have been appreciated at the state level.

Meetings were held with two NGOs - Saath and Mansi - on the campaign to end stamp duty. Meetings was also held at the Ahmedabad District Registrar office to collect data on the number of cooperatives and with the coordinator of the Gujarat State Credit Coop Federation.

6. Training on Gender and Domestic Violence for Cooperative.

Women are speaking up more against the patriarchal system and also how it leads to gender discrimination. They have a better understanding of different types of violence, including emotional and psychological. Because of this awareness they are coming out more now and are able to address these issues with the help of community leaders.

Table 3: Details of Training

Sr. No	Theme for Training	No. of training	No. of participants
1	Training on Gender and Domestic Violence	21	568
2	Training on Sexual and Reproductive health	8	199
3.	Social Analysis and leadership	1	35

7. Handholding at village level to cooperative CMC

During the year, 15 handholding meetings were held at the village level in which around 450 women participated. In these meeting issues of the village and difficulties faced by the CMC in addressing them are discussed. Information and guidance are provided to the CMC to address these issues.



In cases where the cooperatives were not functioning, visits were made to these cooperatives and meetings held with members; field workers' opinions were taken about the continuation of the cooperative, and accordingly further trainings and meetings were held at the cooperative level. Responsibility given to the management to restart the cooperative where applicable.

8. Develop collective leadership and institutional support mechanisms for women leaders

Developed and strengthened collective leadership and developed institutional support mechanisms for women leaders to address issues that affect them and the community at large. The network of the 35 women's cooperatives, represented by around 2000 women, came together under one platform to share their success stories with one another. It gave them the opportunity to express and understand their struggles and difficulties.



9. Leaflets on various Issues and Themes

Twelve leaflets were prepared over the course of the year on financial and social aspects relevant to cooperatives. These were sent to 24 cooperatives and distributed among the women in the villages.

The themes covered in the leaflets on finance included, the principles of running a cooperative, accounting notes, profits and distribution of different funds, bye-laws, rules of conducting annual general meetings.

The social themes included gender discrimination, domestic violence, sexual and reproductive health, food security and vigilance committee, gram sabha under PESA and gram sabha of Panchayati Raj in tribal areas.

Project Benefits

- 50 per cent of the resource team members are able to conduct trainings for their own respective cooperatives as well as for other cooperatives.
- The resource team is aware and sensitised on various social topics such as gender and domestic violence, sexual and reproductive health.
- Second-line leaders regularly attend CMC meetings as observant and are able to identify social issues at the village level.
- Cooperatives have begun to identify cases of domestic violence. Earlier they had a limited understanding of domestic violence and considered it a personal or family issue. Women are taking the initiative to tackle domestic violence cases by getting the support of local governance.
- At least half the women from the cooperatives—500 of them—are aware of the sexual and reproductive system and are able to understand the social pressures and discrimination they go through as women.
- Women are taking up a large number of social issues e.g. Public Distribution System, School Managing Committee, local Panchayat issues, etc. at the area level. More women from cooperatives are becoming part of SMCs. They are also able to put forth their views at the gram sabha regarding developmental work in the village.
- Victims of domestic violence come forward to report their cases in the cooperatives. The leaders of each village keep vigil in the area.
- Second-line leaders decided they would stop discriminating girls in their homes and encourage loans with less interest for educating girl children.
- 133 members from different cooperatives gained technical and financial skills for keeping up with government requirements regarding taxation.
- Around 45 members of the central resource team benefitted from the legal knowledge provided. After the training, cooperatives have begun to file for their tax returns on their own.
- 48 members from 24 cooperatives were trained by the Director of the Gujarat State Co-operative Union and guided to file their Income Tax returns and about the implications of GST on cooperatives.

Project Challenges

- The burden of paying a Stamp Duty at the time of taking a loan further adds financial pressure on those taking small loans. Cooperatives want to do away with Stamp Duty but there is frustration as dialogue with government officials is a slow process.
- Elder women in cooperatives often end up discouraging other women from taking up place as second-line leaders.
- Many cooperatives are reeling from the impact of the government's economic policies and the current market recession.
- Issues of unemployment, migration and failure of farm produce during the pandemic period has had a major economic impact on savings and credit at cooperatives.
- Financial viability of cooperatives is at risk.
- Party politics is also getting reflected in cooperatives.

Women and Land Ownership and Women Farmer Information Centre

This project aims at enabling women farmers to access productive resources. This is done through the women's farmer information centre, Swa Bhoomi Kendra. The major activities under this project were related to women and land ownership, motivate women for property rights and promoting sustainable agriculture among women farmers.

Major Activities

The following activities were carried out during this year

1. Women and Land Ownership

The table below gives details of land-related cases taken up and resolved during the year.

Table 4: Details of Land Cases Resolved

Sr. No	Details of cases	No. of cases resolved	Total Area of land	Average Value of land
1.	Widow inheritance	5	6.5 acres	34 lakh
2.	Rights of daughters	6		

2. Women and Sustainable Agriculture

(i) Demonstration on Sustainable Agriculture practices

Demonstrations were carried out by farmers at the village-level to introduce new techniques in organic and sustainable farming with support from Swa Bhoomi Kendra.

Table 5: List of Summer and Monsoon Season Demonstrations at Village Level

No.	Village	Objective	Crop	Type of Demonstration
1.	Pahadia	Less water used, no more labour work, weeds are reduced	Beans, ladyfinger, guar (cluster beans)	Bio-mulching and drip
		Navdhany (11 from that 8 done) 8 types of Rice Ladyfinger, chilly, brinjal (eggplant)	Navdhany, rice, ladyfinger, chilly, brinjal	Navdhany Diversity block
2.	Navaghra	In low rate plant can be given to women farmers	Nursery for vegetables (seedling)	Net House
		New Experiment: red moong from Dahod Limkheda	Red Moong	Without chemical
		New Experiment: green moong from Dahod Limkheda	Green Moong	Without chemical
3.	Vaidi	New Experiment: Navdhany (Demonstration was failed due to heavy rain)	Navdhany (15)	Navdhany
4.	Zarda	Diversity block: Ladyfinger, chilly, brinjal (eggplant)	Ladyfinger, chilly, brinjal	Diversity Block

(i) Field Day

A total of 12 field days were organised in seven villages. This is a practical activity in which learning is based on group activities.

Women farmers learn about new farming methods, types of seeds and the process of organic farming. It is a great way to share and learn from each other.

Details of field days on sustainable agriculture practices at village-level are below.



Table 6: Details of Field Day

No.	Name of Village	Participants		Subject
		Female	Male	
1	Navaghra	178	122	<ul style="list-style-type: none">• Drip & Mulching (Watermelon and Cucumber)• Watermelon, Cucumber: Mulching• Prepared Amrut Pani and shared organic farming experiences• Navdhany, "Rice"
2	Zarda	16	32	<ul style="list-style-type: none">• Use of organic pesticide (wheat)
3	Pahadia	12	4	<ul style="list-style-type: none">• Bio-Mulching: Vegetables (Guar, lady's finger, green Cowpea) saving water, less weeding and less labour
4	Rajgol	74	46	<ul style="list-style-type: none">• Using natural seeds, Seed Bank, Method of preparing Amrut Pani and its use and also shared experience of women farmer.• Discussion on organic farming
5	Panchal	75	65	<ul style="list-style-type: none">• Discussion on natural seeds and its quality, method of organic fertilizer.• Demonstration of Diversity Block of vegetables(lady's finger, chilli, eggplant) and also discussed on use of natural seeds.
6	Valuna	31	8	<ul style="list-style-type: none">• Demonstration of Vegetables: Diversity Block of lady's finger(Bhinda), and for identification tied different colour thread to plants to collect/store the same seeds.
7	Vaghpur	48	32	<ul style="list-style-type: none">• Prepared the list of women farmer who have natural seeds.
	Total	434	309	

(ii) Applied and Accessed Agriculture Schemes on i-Kishan Portal

A total of 57 applications were submitted on the i-Kishan portal for access to various schemes including for vegetable seed kit, to start goat-rearing and cow rearing units, poultry farming, drip irrigation, pipeline, plastic sheets, land levelling, farm boundary and agriculture tools. A total of 45 women farmers from eight villages benefitted from seven government schemes of the Agriculture Department. These schemes accessed were related to providing Tadpatri (plastic sheet), drip, sprinkler, pipes, pump, motor, grass cutter to the women farmes.

3. Capacity-building of Leaders and Women

Capacity-building of women and leaders was taken up through training and meetings. These covered topics such as land inheritance, sustainable agriculture, organic pesticides and insecticides, discussions on family tree, sales and marketing of organic product, women's land ownership, and support through legal clinics, etc. Women farmers also shared their experiences within the groups as also with others who visited the villages to learn from this initiative.



Table 7: List of Capacity-Building Events

No.	Subject	Female	Male
1.	Awareness meetings on land inheritance, sustainable agriculture	272	112
2.	Training on sustainable agriculture at Meghraj Taluka, 3-day training on selling organic products and business plan for Kasturi Para-legal workers (PLWs)/local leader trainings on women and land ownership and sustainable agriculture	111	05
3.	Visit by WGWLO staff, APPI funding agency Ms. Kalamani and WGWLO staff	42	4
4.	Legal clinic at Navagara village	10	5
5.	One-day induction programme by World Trade Centre especially organised for Kasturi leaders of women farmer-based organisations to learn, collaborate and participate in world trade.	1	0
6.	Discussion on affidavit and family tree (<i>pedinamu</i>) regarding Varsai process. Discussion regarding demonstration and experience-sharing of women farmers regarding sustainable agriculture Discussion on Varsai in the presence of husband, and widow pension scheme, crop failure and online submission. Discussion on 9 millets	37	16
7.	Prepared <i>Panchgavya</i>	11	4
	Total	484	146

4. Sammelan, Campaign and other Activities

Members from the team attended various conferences and workshops. These included a three-day conference organised by India Land Development at Delhi, a two-day workshop on 'Community Seed Supply System' at Ahmedabad, which was facilitated by resource persons from Karnataka.

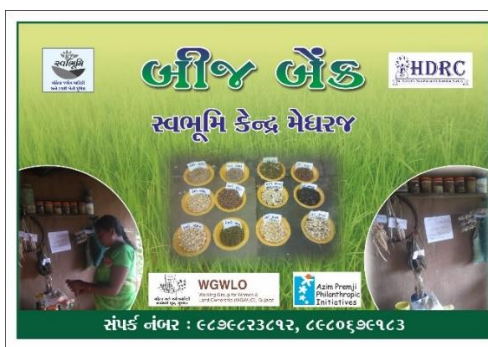
In October 2019, a district level Sammelan on women farmers and sustainable agriculture was organised in which women presented various issues faced by them; 64 women and 16 men were part of this Sammelan. In 10



villages (Pahadia, Vaidi, Panchal, Borsi, Ukrdi, Zarda, Rajgol, Navaghra, Vaghpur and Valuna) campaigns on land were organised in which 207 women and 159 men participated.

5. Preparing and Publishing Educational Material

Some posters prepared during the year:



Project Benefits

- 11 women farmers received land in their own name. A total of 6.5 acres of land has been acquired worth Rs. 34 lakhs.
- Women help other women do the Varsai or inheritance process.
- 57 applications were filed on the i-Kishan portal during the year for different agricultural schemes. Some 75 women accessed agricultural schemes from the i-Kishan portal and the government's agriculture department and horticulture departments.
- On December 8, 2019 a stall was organised in the farmers' market by Shreyas Foundation.
- With support from HDRC and Working Group on Women's Land Ownership (WGWO), five women received financial support from the Dream Foundation of between Rs. 70,000 and Rs. 2 lakhs. The women used this support to release their mortgaged land and start farming, to purchase irrigation equipment and buy cows and buffaloes to enhance their agriculture and livelihoods.

Project Challenges

- In complex inheritance cases, it can take fairly long time especially when the old death certificates (20-25 years old) have to be issued and women have to go to court for this process to be completed.
- Consent of family members to give land right to daughter, sister or wife in case of inheritance is difficult.
- From the last two years, heavy rains have led to loss in agriculture, especially for women who are doing sustainable farming.
- Lack of water in the summer season affects women farmers more as they mostly cultivate only for two seasons.
- It is costlier for women to travel to Ahmedabad City to sell their produce.

Child Rights and Child Development Programme

The Child Rights and Child Development Programme aims at reducing school dropout rates of children, especially of the girl child, personality development and enhancing the learning ability of children from marginalised communities especially Tribals and Valmiki. The programme also focuses on improving school governance within the purview of the Right to Education Act, 2009 through engagement with the School Management Committee (SMC), parents, youth groups and CBOs.

There are three projects under this program:

- (i) Learning and Migration Project;
- (ii) Ensure holistic development of the children of the Migrant workers, Tribal, Dalits, Urban poor and other marginalised communities in Gujarat;
- (iii) STEM (Science, Technology, Engineering and Mathematics) for Girls.

Learning and Migration Project

The key objective of this project is to improve the quality of education in areas affected by seasonal migration, to reduce the extent of child migration and ensure that all children of ages six-14 years, especially girls, attend school for the entire academic year.

Major Activities

The major activities under this project are:

1. Village-Level Survey

A survey of 45 villages was completed in May 2019 to identify villages that are highly prone to migration. After regular intervention in the six identified villages through meetings between SMCs and PRI, the SMCs submitted a resolution online demanding for seasonal hostels to provide accommodation to students from migrant families to stay back in order to plug student dropout. As a result, three seasonal hostels were approved and are being run by SMC. Also through this survey, 90 children were selected for a Learning Enhancement Programme (LEP).

2. Mobilising and Sensitising the Community

The community members are mobilised to ensure that communities are involved and participate in school governance. This is considered an important strategy to improve primary education and school governance. The community's participation in issue-based meeting, planning, strategies and outcomes is key to ensure sustainability and promote their ownership. The community is now more involved in understanding issues facing their children. With support from youth volunteers, community members have worked towards the improvement of the status of education and schools.

In order to sensitise the community on gender issues and create awareness on girls' education, campaigns, village-level meetings and other activities were carried out. As part of the activities, various rallies were organized in selected villages where out-of-school and drop-out girls were found in higher



numbers. Girls' leadership group programme strategy emphasised on community mobilisation and sensitisation of parents towards regular schooling of girls. Girls' group meetings have been helpful in building self-esteem, aspiration and zeal in girls and have encouraged them to think about leading the community and society in different spheres.

3. Training of School Management Committees and PRIs

Cluster-level training on the RTE Act and on issues of elementary education was organised for school management committees (SMCs) and PRIs covering 45 villages. Some 48 women and 94 members participated in these trainings. Two rounds of village-level consultations with the community including with SMC and PRIs were also held to discuss issues related to education. These consultations were attended by 873 women and 1096 men.

SMC and PRI members have also started actively participating in monitoring special training program (STP) classes as well as monitoring teachers' attendance. There is good rapport between the teachers and SMCs in most schools. Through regular engagement and meetings with the SMC federation of both the blocks, the SMC federation has been effectively advocating for seasonal hostels in migration-prone villages.

4. Training of Citizen Educators and Girls' Groups

Trainings and regular meetings with citizen educators (youth volunteers) and girls' group have played an important role in the school enrolment drive. Regular follow-up has helped gather consensus during passing resolutions and in organising people for issue-based meetings.

Two trainings were organised for youth groups at the cluster-level on the RTE Act and on issues of elementary education. These covered 45 villages, with 32 girls and 60 boys participating. 258 were covered through girls' group meeting that discussed issues of girls' education, especially the transition of girls to high school and their drop-out rates then. These groups also supported enrolment drives in their villages.

With the help and support of citizen educators and girls' groups, enrolment drives were organised where 11,824 children were enrolled in schools, including 1454 children in Class 1. This amounts to 98.84 per cent enrolment from the 45 intervention villages in the reporting school year. Further, with the effort of citizen educators and girls' groups, 168 children who were so far attending schools irregularly were successfully regularised in school.

5. Meetings and Bi-monthly Activities with Adolescent Girls

Meetings were held at regular intervals with girls' groups across 25 villages on issues affecting education, building their confidence and creating aspirations for further education. Bi-monthly activities with these groups helps keep the conversation with the children on.

6. Block-level Consultation on Education and School Governance

Consultations on issues of school governance and education of children from migration-affected communities was organised at the Block level with SMC members, teachers, government officials and community.

7. Leveraging technology through Learning Resource Centre

The Learning Resource Centre (LRCs) places digital devices and content directly in the hands of children, providing them with opportunities and choices to learn. Tablets, online-offline mobile applications and the Learning Delight application are used in the LRCs so that children get

motivated to learn on their own. The aim is to create an open learning mechanism that enables children to improve their learning, prepare for school, work, and life.

Building on the knowledge, success and reach of our education programs, the digital content endeavours to be an additional input in the overall development of children. Children learn through an interactive audio-video instruction program that includes the subject curriculum, Science and other subjects.



LRCs cover students from the village it is located (centre) plus students from 4-5 surrounding villages (spoke villages). For student of Grades 6-8, specific sessions on Science are planned digitally using projectors. This will encourage more active participation from the students. LRC model has also successfully introduced child-centric teaching and learning processes in other primary schools not covered in this project. The results have been encouraging, showing positive impact on student learning in Language and Maths.

8. Building Community Participation in the Learning Resource Centre

Parent and community involvement is critical to help sustain the educational and holistic development of the child. Through regular engagement and monthly meetings, parents and community leaders played a proactive role in the effective functioning of LRCs by providing support for running the centres and helped with their monitoring.

The learning resource centre has created a profile of the children attending classes and their everyday activities are recorded and monitored. These are later discussed with parents.

LRC facilitators meet weekly to discuss best practices on pedagogy and effective instructional strategies for engagement of parents and to monitor and address the needs of the students. With support from the LRC, workshops are held with government school teachers on activity-based pedagogy and also to liaison with Cluster Resource Centre (CRCs), Block Resource Centre (BRCs), and other government officials as required.

9. Engaging Community through Bal Melas

Fairs or *melas* are organised with the aim to engage local community members, school teachers, mothers, family members and children. Organised with support from the citizen educators, melas are organised around the different themes of school readiness, games, drawing competition and science fair, etc. The purpose of the School Readiness Mela, for example, is to assess children on their preparedness for school through a variety of fun activities and demonstrate the same in front of the mothers. The *melas* were organised in a school space, which is easily accessible to most people in the village. More than 2000 children from 45 schools attended the Bal Mela.

Project Benefits

- Over 80 per cent migrant children in 45 migration-affected villages were retained in schools.
- Three Learning Resource Centres (LRCs) conducted learning activities for children, and demonstrated good teaching practices.

- With support from citizen educators' groups and girls' groups, 11,824 children were enrolled in schools (including 1454 children in Class 1).
- 98.84 per cent eligible children have enrolled in schools from 45 intervention villages this year.
- With effort from citizen educators and girls' groups, 168 children who were attending school irregularly started attending school regularly.
- 225 SMC, PRI and youth members trained on the provisions of the RTE Act, 2009.
- Technical support was provided to SMCs to develop School Development Plans
- Community-led learning audits was done in 10 schools.
- Implementation of Bal Mela, science fairs, sports clubs, cultural activities and other extra-curricular and enrichment activities have been encouraging, and continue to show a positive impact on student learning and interest towards education.
- Meeting of the SMC in schools has gradually become regular. This increases the engagement of SMCs in the regular functioning of the schools.
- 3 seasonal hostels were approved and are being run by the SMC.
- Impact is also seen in non-intervention villages, where the community is demanding seasonal hostels, and as a result, in one village, a seasonal hostel has been opened by the government for migrant children.

Project Challenges

- Improving the quality of education of government schools and making them efficient and effective will require time.
- There is a demand for seasonal hostels in migration-prone villages, yet very little action has been taken so far by the government.
- Most of the children have never attended or have been unable to attend school due to financial difficulties of their parents. Bringing these children to their age-appropriate learning level requires a lot of effort.
- Difficult to make parents understand the importance of education.
- Parents are unable to track, support and guide their children due to lack of adequate knowledge and engagement.

Ensure holistic development of the children of the Migrant workers, Tribals, Dalits, Urban poor and other marginalized communities in Gujarat

The focus of this project is to reduce dropout ratio and migration among the children of tribal communities from Danta and Poshina of Banaskantha District and from Jhalod and Fatepura of Dahod District and children from Valmiki communities of Ahmedabad city. Emphasis is given to improving education abilities and building self-confidence among the children from tribal, Valmiki and marginalised communities in project locations.

Major Activities

The major activities taken up under this project:

1. Capacity-building of Leaders of Children Groups

Children have been engaged in a child-to-child learning approach (peer learning) and similar group activities which creates an enabling environment for encouraging learning with a positive attitude.

2. Learning and Personality Development Processes

Activities were undertaken with children's groups and groups of adolescent girls for their personality development and confidence building. A total of 133 children-59 children in Ahmedabad city, of which 35 were girls, 24 boys; and 74 children in Jhalod and Fatepura, of which 40 were girls and 34 boys participated in scholastic events and Independence Day and Republic Day celebrations.



3. Life Skill Training

Some 120 adolescent girls were made aware about safe unsafe touch. In Ahmedabad city, 187 adolescent children (of which 104 were girls and 83 boys) have been provided with life-skills training to improve their self-confidence, decision-making skills; they are being encouraged to work in teams and taught leadership skills. Soft skills about cooperation, being truthful, obeying rules and regulations, and learning from and teaching each other were also taught.

The Kaira Social Service Society organized a seminar with children under the Protection of Children from Sexual Offences Act. From HDRC's team Ms. Dipti Chauhan and Ms. Savita Solanki took sessions with 90 children on safe and unsafe touch and guided them on personal health and hygiene-related issues.



4. Counselling

Twenty-seven adolescent and early youth age girls from Ahmedabad city were counselled for their physical and emotional problems.

5. Publication and Awareness Material

A Value Education and Personality Development module titled *Mulyashikshan ane Vyaktitva Ghadtar Abhyaskram* was created for children comprising daily group learning and input sessions for residential vacation camps. This curriculum is designed for daily group activities and for trainings and camps for children. Both fellows and leaders of the groups can use it as a tool.

6. Community Monitoring of Basic Services

Ensured community monitoring for improved services and schemes of education, health and food security. This has reduced dropouts and ensured regular attendance in schools.

7. Killol Kendra

Killol Kendras are joyful learning centres at village and slum-level that support children in syllabus related learning. The centres also focus on improving the learning ability of children through interactive pedagogy.

8. Organising Children's Camps

Camps for enhancing learning skills, emphasising on the basic skills of Maths, Science, English through a Learning Delight software were organised. Detail are given below.



Table 8: Details of Children's Camps Organised during the Year

Sr. No.	Subject	Girls	Boys
1	3-day Vacation Camp Venue: Eco tourism, Bhat (Shivrajpur), Dist. Panchmahals Date: May 9-11, 2019. Resource persons: Mr. Jaydev Panchal, Assistant Forest Beat Guard, Mr. Raju Bariya and Mr. Sanjay Bariya (Eco Tourism Staff)	31	38
2	2-day Vacation Camp Venue: HDRC and Lothal Date: November 11-12, 2019 Resource persons: Manish Solanki, Vinubhai Gangadiya, Ms. Sheetal Pradeep (Day 1)	23	29
3	One-day camps No of Camps: 15 camps Venue: HDRC Campus Date: From June 2019 to March 2020 Subjects: Science, Maths, English, Drawing, Storytelling, Games and other activities	Average 28 Maximum 52	Average 27 Maximum 41

9. Publication and Awareness Material

A Value Education and Personality Development module titled *Mulyashikshan ane Vyaktitva Ghatat Abhyaskram* was created for children comprising daily group learning and input sessions for residential vacation camps. This curriculum is designed for daily group activities and for trainings and camps for children. Both fellows and leaders of the groups can use it as a tool.

Project Benefits

- In Ahmedabad city, some 319 children (166 girls and 153 boys) have improved their learning abilities through 10 Killol Kendras.
- A total of 617 children have been part of 31 children's groups—19 in Ahmedabad city and 12 in Fatepura and Jhalod taluka of Dahod district—have improved their self-confidence and been motivated for continuing to go to school. Of these, 48 per cent are girls.
- In Ahmedabad city, 72 per cent (76 of 106) children are attending classes in their school regularly with punctuality.
- 56 per cent children (121 of 215) have improved their reading, writing and counting skills in Ahmedabad city.
- A total of 133 children-59 children in Ahmedabad city, of which 35 are girls and 24 boys, and 74 children in Jhalod and Fatepura, of which 40 are girls and 34 boys—built their confidence by participating in scholastic events.
- 120 adolescent girls became aware of safe and unsafe touch.
- HDRC team members have improved their skills and some of the fellows, through experience and learning, have over time become trainers.



Project Challenges

- In Ahmedabad city no activities in the school can be undertaken without permission; getting permissions leads to delays in project activities.
- Schools are not very forthcoming with information on children who are irregular in attending school, or have dropped out. It takes many visits and meetings with the teachers and headmasters to get this information.

Skill Development for Youth Programme

Skill Development Programme for Youth creates an enabling environment for the youth of socially and economically weaker sections (Dalit, Valmiki, Tribal and other marginalised sections) living in rural and urban areas of Gujarat to improve their employability skills and live a life with dignity and self-esteem.

HDRC initiated the Skill Development Program in March 2015 with the objective of developing skills in youth in the age group of 18-25 years, mainly from the marginalised communities who are the most disadvantaged. This year the project covered youth from 17 districts of the state through six skill development centres located in Ahmedabad, Bhiloda, Deodar, Halol, Mandvi and Veraval.

Major Activities

The key activities under this programme are:

1. Mobilisation

Mobilisation is the most important stage of HDRC's Skill to Succeed program. Mobilisation efforts are being made with support from volunteers of other programs, CBOs, leaders of villages, local Sangathan and alumnus.

Some mobilisation methods include displaying banners on auto rickshaws and key points, counselling and meeting with parents, etc. Meetings are organised with youth within a radius of 15 kms from HDRC's skill development centre. Pamphlets are distributed for creating awareness about the program. Personal meetings are held with youth who are eligible for the program, including school drop-outs, students who have not completed Class 10 and youth who have mental health issues or want to learn skills to work and earn for the families.

Career counselling is also provided to youth. This helps them get enrolled in the programme and provides them opportunities to develop their skills and later get an appropriate job.

2. Skill Training

First three to four days is the induction period where students—batches are usually of 20 students—are made aware the organisation's work, objectives of the programme, about HDRC's partner Quest Alliance and the importance of the programme, especially for today's youth of marginalised communities.

The course duration is 240 hours and uses blended learning where there are classroom activities, lectures, Learning Management System, outdoor activities and self-learning as well. Apart from the digital lessons, classroom lectures enhance students' soft skills, life skills and guide them on their career path. A major component of the training is to focus on building self-confidence of the students as they are encouraged to become self-learners. Assessments are done regularly to check the progress of the students.





Most of the facilitators are Master Trainers and are adept at providing meaningful training to the students. Apart from the curriculum, lessons also focus on imparting good values as citizens, lessons on gender equality, workplace safety and sexual harassment at the workplace. Gender workshop is held for everyone which helps them build the correct perspective on gender.

3. On-Job Training

At HDRC's Ahmedabad office campus, the programme is offered as a residential course; along with 'On Job Training (OJT)', while it is a day course at the other field centres. The main domain is Retail Management, knowledge on basic English, basic computers, personality development, life skills and other soft skills are also imparted. When students complete the course successfully, they are offered appropriate jobs in various sectors. At the end of course each student gets the certificate of 'Skills to Succeed'.

Activities like role play, debates, confusing chain, chart making, preparing presentations etc. are facilitated to teach the youth team work, leadership, managing groups, distribution of work and responsibilities, overcoming stage fright, improving communication skills and building confidence.

4. Parents Meeting

Parents are regularly appraised about what their children are learning, on the benefits of the skill development course and also about future work opportunities. Parents face anxieties about letting their children migrate for work, especially daughters. Regular discussions and counselling sessions with the parents are done to ensure they are aware of the opportunities their children will get after the course. Their fears are allayed once they witness the changes in their children and see them becoming more confident.

5. Preparing the Youth for Employment

During the course of the programme students are prepared to enter the world of employment in various ways: guest lectures are invited to bring in other perspectives; market scans, mock interviews, and exposure visits are done; students are helped to create their LinkedIn profiles; and camps for applying for a PAN Card number are organised.

Among the guest lecturers are human resource development teams from reputed companies, retired government officials and persons from the social sector. Lecture topics span from being a good citizen, inculcating good values as well as job availabilities in the current scenario. Special emphasis is made on honing their communication skills as they learn to interact with the guest lecturers.



Mock interviews give the students a live experience of an interview and helps them get experience of preparing for an actual interview.

Market Scan is an outdoor live activity where students are taught how to fill up forms. Students are divided into groups and explore the world of work as they go to nearby malls, companies, restaurants, customer care centres etc. and converse with potential employers and get the required information and fill the forms. They get information about any job availabilities, qualifications required for the post, job timings, possible career paths, salary, benefits, etc.



Each student also creates a LinkedIn account and get regular updates about jobs that match their skills. They also learn how to use this website for professional networking.

Learners are also connected with the My Quest Youth Connect group where they can share their views and get benefits from this site.

Exposure visits are organised with help from company HRs to get a feel of a workplace. Facilitators accompany students to manufacturing units, BPOs, retail outlets, malls, QSR etc. These visits help students get in-depth exposure to industry or a particular sector; they get to know about a company's work timings, information on products manufactured, types of work, various career paths in the company, benefits provided by the company, and can help students gauge whether they have the right skills for the job.

Camps to apply for a PAN card—a very important document for getting placements, getting salary on time and which also works and an ID proof to open a bank account—are also organised. For a nominal fee, students can get a PAN card within 15 days.

6. Alumni Meet

Alumni are an important part of the programme because they are successful examples of having completed the training, secured appropriate jobs and are earning for their family. They can motivate new students to enrol and develop their employability skills. They motivate the new batches of students not to give up when problems occur but to face them and to try and overcome them.

Alumni meets are very effective as they allow alumni to share their experiences of before and after joining the programme—how successful life became after the course, how work changed their life. Alumni also share challenges faced by them at the workplace and how they manage work and family after starting the journey of work. Students who migrated from their home in rural areas to big cities share how they have overcome challenges they face of living in a city and managing their income and lives.

7. Certification and Placement

Students were given certificates on completion of training. Certification distribution is combined with guest lectures or alumni meets. The community and parents are also encouraged to attend the certificate distribution function and when they do, there is a sense of pride at having played a significant role in the program. Guest feels honoured to distribute the certificates to the students.

Students who complete the course usually get two-three job opportunities. The team from the organisation is in touch with HR managers of various companies who constantly update in case of any vacancies. Students are provided with pre-placement counselling. Once a student is selected for a job, the team contacts the company's HR department and gets all the information about the job, including the salary package, benefits etc. which is then communicated to the student. Effort is made to provide quality job placement for the students. Some students also explore jobs on their own. When students don't want to migrate the field facilitators and mobilisers explore local employment opportunities for them.

Programme Benefits

- 600-plus youth trained and 70 per cent of them placed.
- Minimum drop-out rates as a result of regular counselling provided to the students as well as their parents.
- Proper wages or salaries as well as benefits like incentives and health coverage ensured to students.
- At least two-three job opportunities provided to each student.
- Mentoring and counselling provided to students on a need basis.
- Residential support provided at HDRC hostel to ensure students stay in jobs.
- Field visits organised by facilitators help to expose students to industry, offices, manufacturing units, retail shop, etc. and give a glimpse into work life. These are especially helpful for women.
- More awareness among youth on basic rights, such as human rights, Tribal rights, Dalit rights etc. As a result, local body participation has increased in awareness programs.
- Employers have given a positive response and encourage students to be part of their company.

Programme Challenges

- The government's skill development programmes such as Skill India, the Deen Dayal Upadhyaya Grameen Kaushalya Yojana, the Pradhan Mantri Kaushal Vikas Yojana, and the Gram Vikas Trust GVT etc. provide a stipend to students, which is difficult to compete with.
- Students drop-out as they are not fluent in English and are also not digitally well-versed.
- Students from rural areas hesitate to communicate and are less confident.
- Lack of access to smartphones or any mobile phones makes it difficult for them to access job networking websites like LinkedIn, etc.
- Parents are less engaged as they are themselves not educated.
- Employers are not supportive of students who are first-time learners and from rural backgrounds.
- Students cannot pay the registration fee for obtaining a PAN card required for tax purposes.
- Students don't want to migrate to cities and instead want to work in local areas where very few or no job opportunities are available. Girls have additional challenges in migrating to the cities as their parents are reluctant to let them go alone.

Emergency Response Programme

HDRC has worked towards Inclusive Relief and Rehabilitation through its Emergency Response Programmes during the Gujarat earthquake 2001, the Gujarat riots 2002 and Gujarat floods 2007 and 2017 and in the recent COVID-19 pandemic since March 2020.

COVID-19 Response

The COVID-19 pandemic was declared in March 2020 in India and Gujarat when a nation-wide lockdown was announced. HDRC team started working from home since March 20, 2020. Our team members received calls from families from our intervention areas requesting support in the form of groceries and sanitation kits since earning members had lost their jobs.

The village level collective, local leaders and people's organisation made a quick assessment of the families that required support in their respective areas and came out with a first list of 365 families that needed urgent support. Another list of 150 widows, elderly and single member families and 50 migrant workers was prepared. A grocery kit for 15/30 days was prepared and cost estimates were made.



In collaboration with the Citizens Initiative for Shelter Alliance Ahmedabad (CISHAA), HDRC reached out to 474 families in 32 slums

where multiple organisations were working to provide immediate relief without duplication. In partnership with SAATH, the Aajeevika Bureau, Mahila Housing Trust, Childline Ahmedabad, Centre for Development, Centre for Labour Research Action, and Habitat Forum worked on shelter for migrant workers. In March request had come from Khambhat and Tarapur from Valimiki and Muslim community which was being addressed with the support from Azim Premji Philanthropic Initiatives (APPI).

At the time of writing this report, requests were coming in from Banaskantha, Arvalli, Dahod, Sabarkantha and Panchmahals where HDRC has its presence. Many of the families who had migrated to cities like Ahmedabad and Surat had lost their jobs due to the lockdown and had returned to their native villages. The assessment of needy families is continuing and lists are being prepared. Once these lists are prepared, affected families will be given support.

HDRC is in dialogue with various agencies and friends to support families affected by the pandemic. We hope to get positive responses and hope that in the coming months many of the families will be able to access the government packages. We will continue to provide relief and enable families to access their entitlements announced by the government.



Research, Training and Publication Unit

The Research and Training unit is anchored on the belief that engagement with people in their process of empowerment and development must be supported by research. This unit provides research-based insights to all HDRC programmes. The unit conducts research-based training programmes in areas of development, gender empowerment and organisation development. This unit encourages young students to intern and learn from grassroots development work.

Major Activities

Details of Research studies and training conducted by the unit is detailed below:

Research Studies

A number of research studies were undertaken during the year. The team also supported the urban governance programme with a baseline study.

1. Gender and Labour within Muslim Women of Ahmedabad

The study focuses on understanding labour and gender perspective of Muslim women within Ahmedabad. Labour force participation rate of Muslim community in India is low. The percentage is even lesser than that of women from the scheduled caste and scheduled tribes. The main objective of the study is to understand the interconnections between the various types of labour that women from the Muslim communities in Ahmedabad undertake, and the factors which determine and compel certain choices of labour for them as women and as Muslim, and which make it difficult, if not impossible, to consider other choices of labour.



This study has been undertaken in collaboration with the Centre for Development, Ahmedabad. The methodology designed for the study includes a questionnaire, individual interviews and focus group discussions with women working in the formal sector as doctors, lawyers, teachers, government employees, nurses, engineers, social workers etc. and informal sector like kite-makers, embroiders, tailors, beauticians, street vendors, house keepers, etc. and also women who are not engaged outside the home.



The areas with higher Muslim population were identified and finalised for the survey. These included Vatva, Danilimda, Sarkhej, Ramol, Kalupur and Bapunagar. The process of data collection has been completed. Around 1100 forms have been filled from these areas. Six

focus group discussions have been conducted. A draft report was prepared and shared with team members. The report is yet to be finalized.

2. Baseline Study of Urban Slums in Ahmedabad City

A baseline study was conducted in 43 slums of Ahmedabad city. Apart from using a questionnaire to collect information, focus groups discussions were held in each slum and the team also prepared notes based on their observations. This survey was conducted jointly by HDRC and St. Xavier's Social Service Society (SXSSS). It covered information on the social, economic status of the people as well as the current situation of basic amenities. This study will help in obtaining the information on the breakup of the population in terms of place of origin of migrants, their caste, occupation, basic facilities available and their understanding of their entitlements and rights. The first draft of the study report has been presented before the community and team and is in the process of being finalised.



3. Study on Migration

The objective of this study was to build an understanding of the socio-economic condition of migrant laborers and also for documenting the intervention done with migrant workers by HDRC and other CSOs during the last 10 years. Personal interviews and field visits were conducted with the view to gather information on migrant laborers, understanding the root causes of migration, understanding the basic facilities available at the workplace for them and the challenges they face. Documents available with HDRC and other CSOs were also studied.

There are about 100 places (*Kadiya Naka*) in Ahmedabad city where hundreds of labourers gather every day in search of work. During the study, information was collected through interviews by team members by visiting these areas. Additionally, information was collected through interviews by visiting a weekly market held in the nearby rural areas of Bavla and Dholka.



To document the work done in the last 10 years, members associated with the work were interviewed. Information was also collected from the *Majoor Adhikar Manch* (MAM) workers through discussion and interviews. A draft report is being prepared.

4. Understanding Social Boycott in Gujarat

The objective of the study was to understand social exclusion, drawing from the experience of villages where boycotts occur and to examine the process of social boycott and discrimination in multiple spheres and their consequences. Qualitative and Quantitative data was collected and collated from the four villages of Nandali, Sodhana and Vadali village where social exclusion took place. The report has been finalised. The key findings are:

- Social exclusion took place where state response was negative and state agents were against marginalized populations.
- A new visible method of social boycott and caste-based discrimination has emerged in public spheres across the state.
- Social boycott and violence against Dalits in recent times is more and more horrifying and is common among the upper castes.

Some suggestions drawn from the findings of the study

- Immediate action should be taken against the perpetrators.
- State Governments should make necessary acts, rules and regulations to stop such heinous practices. Maharashtra Government's policy should be followed for rehabilitation of those who have been socially boycotted and forced to leave their villages.
- Immediate arrangements like shelter, livelihood and food should be made by the government for the victims.
- Appropriate relief should be provided to Dalit women affected from multiple sufferings based on caste discrimination.
- The process of compensation and rehabilitation should be made under the PoA Act in its true spirit.
- Police protection should be provided to the witness, victims and their family members until justice is delivered.

Training

To build staff capacity in outcome-oriented planning, monitoring, data management and documentation a two-day orientation workshop on Outcome and Impact Orientation was organised on April 24-25, 2019 at HDRC, Ahmedabad, which was facilitated by Anke Schuermann.

Sharing of Knowledge and Information

HDRC regularly shares its learning and knowledge through various publications on important issues regarding Adivasis, Dalits and other marginalized communities. Some of the other major issues covered extensively in HDRC publications include those regarding children and women's rights, Panchayati Raj Institutions, savings and credit cooperatives, migrant labourers, right to food, right to land and legal issues addressing social exclusion. These publications are easily available in the HDRC library.



III OUR TEAM



IV GOVERNING BOARD

Sr. No.	Name	Sex	Designation
1	Fernand Durai	M	President
2	Lancelot D'Cruz	M	Vice-President
3	Isaac Rumao	M	Secretary-SXNFES
4	Alice Morris	F	Member, Director-HDRC
5	Francis Parmar	M	Member
6	Robert Arockiasamy	M	Member
7	Vinayak Jadav	M	Member
8	Hasina (Haseena) Khan	F	Member
9	Vijay Parmar	M	Member
10	Prita Rani Jha	F	Member
11	Premilla D'Cruz	F	Member

V FINANCES AND OTHER COMPLIANCES

BALANCE SHEET AS ON 31ST MARCH 2020

St. Xavier's Non-Formal Education Society BALANCE SHEET AS AT 31ST MARCH 2020

PARTICULARS	ANNEXURE	FC AMOUNT (Rs.) 2019-2020	NFC AMOUNT (Rs.) 2019-2020	TOTAL AMOUNT (Rs.) 2019-2020	TOTAL AMOUNT (Rs.) 2018-19
<u>FUNDS AND LIABILITIES</u>					
TRUST AND CORPUS FUNDS	A	1,67,55,958	4,81,69,583	6,49,25,541	6,41,06,626
OTHER EARMARK FUNDS	B	14,32,741	42,63,112	56,95,853	55,76,178
UNUTILISED GRANT EARMARKED	E	66,11,487	(9,23,180)	56,88,307	1,44,98,279
TOTAL		2,48,00,186	5,15,09,516	7,63,09,701	8,41,81,083
<u>ASSETS AND PROPERTIES</u>					
NET FIXED ASSETS	C	57,86,882	33,06,178	90,93,059	89,28,346
INVESTMENT	D	1,48,10,835	4,32,41,393	5,80,52,228	5,85,42,228
CURRENT ASSETS	F	42,02,469	49,61,945	91,64,414	1,67,10,510
TOTAL		2,48,00,186	5,15,09,516	7,63,09,701	8,41,81,083

NOTES FORMING PART OF ACCOUNTS


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For, ST. XAVIER'S NONFORMAL EDUCATION




SECRETARY / TRUSTEE
DATE : 26TH NOVEMBER 2020
PLACE : AHMEDABAD

For, KCJM & ASSOCIATES
CHARTERED ACCOUNTANTS
MEMBERSHIP NO.: 115867




JAHIR MANSURI
PARTNER
DATE : 26TH NOVEMBER 2020
PLACE : AHMEDABAD

INCOME & EXPENDITURE ACCOUNT

St. Xavier's Non-Formal Education Society
INCOME & EXPENDITURE ACCOUNT
FOR THE YEAR 1ST APRIL 2019 TO 31ST MARCH 2020

PARTICULARS	ANNEXURE	FC AMOUNT (Rs.) 2019-2020	NFC AMOUNT (Rs.) 2019-2020	TOTAL AMOUNT (Rs.) 2019-2020	TOTAL AMOUNT (Rs.) 2018-19
INCOME :					
GRANTS & DONATIONS	E	3,83,55,427	60,87,166	4,44,42,593	3,30,09,641
INTEREST INCOME	G	13,71,433	36,67,953	50,39,386	48,25,930
INCOME FROM OTHER SOURCES	H	1,64,383	13,89,793	15,54,176	19,62,186
TOTAL		3,98,91,243	1,11,44,912	5,10,36,155	3,97,97,757
EXPENDITURE :					
EXPENSES ON OBJECTS OF THE TRUST	I	2,59,23,373	67,11,786	3,26,35,159	2,52,51,865
EXPENSES-FUND TRANSFER TO OTHER ORGANISAITONS	I-a	64,66,494	-	64,66,494	29,12,922
ESTABLISHMENT EXPENSES	J	53,78,171	32,60,801	86,38,972	92,35,982
AUDIT FEES	K	1,63,933	6,000	1,69,933	1,85,317
CHARITY COMMISSIONER CONTRIBUTION	L	-	-	-	50,000
DEPRECIATION	C	10,04,258	3,89,943	13,94,201	10,90,247
REMUNERATION TO TRUSTEE	M	7,35,040	53,000	7,88,040	9,58,926
FIXED ASSETS WRITTENOFF	C	-	4,767	4,767	2,59,188
TRANSFER TO EARMARK FUNDS	B	2,36,129	(1,16,454)	1,19,675	1,80,380
EXCESS OF INCOME OVER EXPENDITURE		0	(0)	0	0
TRANSFER TO TRUST & CORPUS FUND	A	(16,155)	8,35,069	8,18,914	(3,27,053)
TOTAL		3,98,91,243	1,11,44,912	5,10,36,155	3,97,97,757

NOTES FORMING PART OF ACCOUNTS

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AS PER OUR AUDIT REPORT OF EVEN DATE ATTACHED

For, ST. XAVIER'S NONFORMAL EDUCATION SOCIETY




SECRETARY / TRUSTEE
 DATE : 26TH NOVEMBER 2020
 PLACE : AHMEDABAD

For, KCJM & ASSOCIATES

CHARTERED ACCOUNTANTS
 MEMBERSHIP NO.: 115867




JAHIR MANSURI
 PARTNER
 DATE : 26TH NOVEMBER 2020
 PLACE : AHMEDABAD