Draft Final Report

Impact and Evaluation Study of "Nai Roshni Scheme"

**Government of India
Ministry of Minority Affairs**

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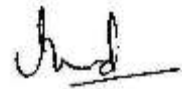Tel: 011-46578478, 41621978, Email: officemail.cmsd@gmail.com

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EXECUTIVE SUMMARY

Ministry of Minority Affairs started implementation of "Nai Roshni- The Scheme for Leadership Development of Minority Women" in 2012-13 with an objective to to empower and instill confidence among minority women, including their neighbours from non-minority communities living in the same village/locality, by providing knowledge, tools and techniques for interacting with Government systems, banks and other institutions at all levels.

The target group under the scheme includes women belonging to all minorities notified under Section 2 (c) of the National Commission for Minorities Act, 1992 viz. Muslim, Sikh, Christian, Buddhist, Zoroastrian (Parsis) and Jain. However, to further strengthen the mosaic of plurality in the society and bring about solidarity and unity through their own efforts to improve their lot, the scheme permits a mix of women from non-minority communities not exceeding 25% of a project proposal. The guidelines have been revised in 2017 with modified handholding aspect for economic empowerment of women.

The leadership development training under the scheme is implemented by the Ministry of Minority Affairs through NGOs. The selected NGOs implement the training programmes directly through their organizational set-up in the locality / village / area. The onus of implementing the training programmes properly and successfully rests with the selected NGOs.

The scheme has been in operation effectively for more than 8 years. Thus, Ministry of Minority Affairs intended to do the impact and evaluation study of Nai Roshni scheme to find out the issues in implementation of the scheme and steps to be taken to resolve those issues. Centre for Market Research & Social Development Pvt. Ltd., New Delhi was assigned to conduct this impact & evaluation study.

Both primary and secondary data were collected through various questionnaires. A set of schedules consisting of NGO Level Schedule, Trainer Level Schedule, Beneficiary Trainee Level Schedule, Household Level Schedule, Opinion Leader Schedule, District

Official Level Schedule and Focus Group Discussions Schedule were developed for collecting data for the study.

2 States from each Zone were selected as sample States. 12 States namely Uttar Pradesh, Madhya Pradesh, Telangana, Karnataka, Odisha, West Bengal, Rajasthan, Maharashtra, Meghalaya, Assam, Himachal Pradesh and Jammu & Kashmir were selected for the study. From each selected State, two districts where the training programmes under Nai Roshni scheme have been implemented were selected for the study. From each selected district, one NGO provided the training under the scheme was selected for the study. From each selected district, 45 beneficiary trainees, 90 households were randomly selected for the study. All total, 22 NGOs, 990 trained women, 180 households, 132 opinion leaders, 22 district level officials, 5 officials of the Ministry were interacted with and 22 FGDs were conducted during the primary study. The data collection from various respondents was done during February 2021.

Major Study Findings

Financial & physical achievements under the scheme

1) The data on Budget Estimation (BE), Revised Estimation (RE) and Actual Expenditure (AE) under the Nai Roshni Scheme from its launch in 2012-13 to 2019-20 shows that there was not much difference in BE and RE except FY 2019-20 in which the BE was Rs. 15 crore and RE was reduced to Rs. 10 crore. In all the years, the Actual Expenditure (AE) against the RE was more than 80% except the FY 2019-20 in which the AE was 71% to the RE. Overall, since implementation, the AE was 89% to RE under the Nai Roshni Scheme. The study observed that all grants to the PIAs for the year 2019-20 were released through EAT module of PFMS only.

2) The data on physical targets and achievements under Nai-Roshni Scheme shows that more number of women have been trained under the scheme than the set target. While more number of trainees were trained than the set target in FY 2013-14, 2014-15, 2015-16, 2016-17 and 2018-19, the target was almost achieved in 2012-13 and 2017-18. However, only 6000 women were trained in 2019-20 against the target of 50000.

Geographical coverage of the beneficiaries

3) The study observed that out of the total 402215 minority women provided leadership training under the scheme, 215275 (53.5%) are in Uttar Pradesh, followed by Madhya Pradesh with 41775 (10.4%), Assam with 22175 (5.5%), Rajasthan with 17500 (4.4%) and Uttarakhand with 10640 (2.6%) are the top five states where more than 10000 minority women were trained under the scheme since its inception in 2012-13.

4) Apart from the above states, more than 5000 but less than 10000 minority women were trained in the states like Bihar, Karnataka, West Bengal, Maharashtra, Manipur, Andhra Pradesh, Odisha, Jharkhand, Kerala, Tamil Nadu and Delhi and Gujarat.

5) More than 1000 but less than 5000 minority women were trained under the scheme in the states like Delhi, Gujarat, Punjab, Chhattisgarh, Jammu & Kashmir, Haryana, Nagaland and Telangana.

6) The study also found that less than 1000 minority women were trained under the scheme in the states like Tripura, Arunachal Pradesh, Himachal Pradesh, Sikkim and Meghalaya.

Selection & empanelment of implementing agencies

7) The study observed that the PIAs in 28 states were funded in different years for the implementation of Nai Roshni Scheme. While the 65 PIAs in 13 states were funded in 2012-13, 40 PIAs in 12 states were funded in 2013-14, 458 PIAs in 26 states were funded in 2014-15, 94 PIAs in 14 states were funded in 2015-16, 206 PIAs in 18 states were funded in 2016-17, 640 PIAs in 26 states were funded in 2017-18 & 2018-19, and 243 PIAs were funded in 20 states were funded in 2019-20.

8) State wise analysis found that since implementation of the scheme in 2012-13 to 2019-20, highest number of PIAs have been benefitted in Uttar Pradesh, followed by Madhya Pradesh, Assam, Rajasthan, Bihar, Karnataka, West Bengal and Maharashtra.

Implementation of the scheme

9) Out of 22 surveyed NGOs, it was observed that 54% have more than 10 years of experience, while 32% have 5 to 10 years of experience and 14% have less than 5 years of experience.

10) Further, it was observed that 54% NGOs have more than 10 years of experience in conducting awareness training programmes, while 27% have 5 to 10 years of experience and 18% NGOs have less than 5 years of experience in conducting awareness training programmes.

11) Out of the sample 22 NGOs selected for the study, 46% NGOs have been empanelled with the Ministry in last three years, while 27% NGOs have been empanelled before four to five years, and 27% NGOs have been empanelled before five years.

12) Out of the 22 surveyed NGOs, 2 (9%) NGOs have an annual turnover of less than Rs. 10 lakh, while 9 (41%) have an annual turnover of Rs. 10 lakh to 20 lakh, and 11 (50%) have an annual turnover of above Rs. 20 lakh. Presently, as per the guidelines, there is no criteria for selection of financially capable organisations for implementation of the scheme. For better implementation and impact of the scheme, the Ministry may change the guidelines in selection criteria to empanel the organisations have an annual turnover of above Rs. 20 lakh.

13) Majority (60%) of the NGOs are having rented accommodation, while 40% have own accommodation. The study further observed that 96% NGOs have classroom facilities, 82% have library facilities, 50% have hostel facilities, 36% have canteen facilities, 82% have computer facilities and 23% have other facilities like LCD, training hall, PMKVY Centre, food supply from outside, etc.

14) The study found that average 5 batches of non-residential training programmes were conducted by the surveyed NGOs in 2017-18, while the batches of training programmes were decreased to 2 and 3 respectively in 2018-19 and 2019-20. Each batch of training programme consisted of 25 women.

15) While half of the NGOs have organized training programmes under the scheme in rural villages, 32% have organized in urban localities and 18% NGOs have organized training programme under the scheme both in rural and urban localities.

16) Majority (73%) of the surveyed NGOs organized workshops to sensitize government functionaries, bankers and PRIs. Out of these NGOs, 31% have organized one to two workshops, while 38% NGOs have organized three to five workshops, and 31% NGO have organized more than five workshops to sensitize government functionaries, bankers and PRIs about the Nai Roshni scheme.

17) Every month, the staff of majority (64%) of the surveyed NGOs visit the village / locality for providing nurturing / handholding service to the women imparted leadership development training, while the staff of 27% NGOs visit them every week and staff of 9% NGOs visit then on fortnightly basis. The study observed that all the NGOs carry out concurrent monitoring for taking corrective action.

18) Majority (73%) of the NGOs informed that the district authorities have monitored the training programmes conducted under the scheme, with 23% each informing that Ministry, block authority and local PRIs have monitored and 14% informed that the state authorities have monitored the training programme.

19) 86% NGOs have sent photos of all important activities of the training programme such as address by faculty, government functionaries to the Ministry through GPS enabled mobile phone, 82% have sent photos of lunch / meals being provided, 77% have sent photos on usage of audio-visual equipments, 50% have sent petitions for redressal of grievances/ problems faced, 73% have sent photos pf workshops being conducted, and all NGOs have also sent the list of training participants with the dates of training conducted to the Ministry. Apart from the Ministry, 68% NGOs have sent progress report or completion report of training programmes conducted under Nai Roshni Scheme to the state administration, while 32% have sent progress report or completion report of training programmes to the district administration.

20) The study observed that the awareness of district officials about the scheme is very low for which they are not able to properly monitor the implementation of the scheme.

21) Absence of PMU in the Ministry is a big hindrance in proper monitoring and implementation of the scheme at the ground level. There is immediate need to strengthen the PMU with enough manpower to improve the monitoring and inspection system of the scheme.

22) The study noticed that the present monitoring system is totally document based. There is need to adopt technology-based methods such as mobile app and geo-tagging of the field report of the training programmes to strengthen the monitoring system.

23) Majority (72.7%) of the PIAs feel that the quantum of the fund provided to them is sufficient. However, 27.3% PIAs feel that the quantum of fund for undertaking the training programme is insufficient and it should be increased.

24) Majority (77.3%) of the PIAs feel that the duration of the training programme is sufficient. Also, 54.5% PIAs reported that the time schedule for fund release is effective. However, majority (54.5%) of the PIAs unhappy with periodicity of fund release and reported about late release of second installment.

25) 40% NGOs have faced problem in conducting the training programmes such as managing the women of different communities in the programme, convincing the minority women to join the program, non-availability of fund, non-availability of study materials or uploaded training modules in regional language, mobilize the attendees during the training, Muslim women wanted female trainer instead of male trainers, no support from local administration as they are not aware of the scheme, etc.

26) Most (82%) of the NGOs feel that the existing handholding period should not be revised, while 18% NGOs feel that the existing handholding period should be reduced to one to two months.

27) Majority (63%) of the NGOs feel that the training modules needs to be revised with passage of time and in view of pandemic. The suggestions provided by the NGOs in this regard are: (i) Training module should give knowledge on corona vaccination, (ii) It must be synchronised with Ministry of Health's revised guidelines on corona virus, (iii) The modules should be illustrated with pictorials messages, (iv) Module should include modes of livelihood which can help them earn and

support their family, (v) Keeping eye on the present situation, module should be updated from time to time.

28) With an objective to empower the women economically (trained under „Nai Roshni"), the scheme guideline says that the NGOs (after completion of training) should identify those women who are willing and can be further trained under any short-term skill training so that they could get sustainable economic livelihood opportunities through suitable wage employment or self-employment / micro-enterprises. However, the study observed that this component of the scheme has not been implemented.

29) While the study intended to know why the NGOs did not intend to give skill training to the target group under the scheme, some NGOs reported that there is no clarity on this component, while some reported about lack of fund under the scheme to carry the skill training programme. However, some NGOs informed that they are undertaking skill training programmes under other government schemes and are interested to carry the same under Nai Roshni scheme if adequate fund is provided. Also, other NGOs who are not presently providing skill training, are eager to give skill training under Nai Roshni scheme, is they are properly guided for this.

Key bottlenecks in the implementation of the scheme

30) A very large number of PIAs have been empanelled for the implementation of the scheme, and some of them are not financially capable and do not have much experience to implement the training programme under the scheme.

31) Absence of PMU as well as shortage of manpower in the Ministry for monitoring & supervision of the training programmes is one of the major hindrance in successful implementation of the scheme. A good PMU consisting of minimum 4 personnel is urgently required for this purpose.

32) Many NGOs face difficulty in understanding technicality of the Expenditure-Advance-Transfer modules (EAT module) and DBT mode of PFMS for getting funds from the Ministry.

33) Due to low level of awareness, the concerned district level officials do not play active role for prompt correspondence of required or relevant documents to the

Ministry due to which the release of second and subsequent installment of the PIAs is delayed most of the time. It is important to mention that the second installment of the PIAs is dependent on inspection reports of the District/ State Government.

34) Current stipend to the participant women is insufficient for which the target group women do not come forward to attend the training.

35) The NGOs are facing problem in giving stipend amount to the participant women through Direct Benefit Transfer (DBT) mode.

36) Due to conservative nature of minorities, the women do not come forward for the leadership training. Also, the literacy level of target group women is low to take up the leadership.

37) Other problems faced by the NGOs in smooth implementation of the programme are, (i) Handholding is a problem due to frequent change in the mobile number of trained women and absence of mobile phones, (ii) Low awareness about the scheme due to less publicity, (iii) Target group women do not attend the training session timely and properly & require lot of persusion & follow up.

Particulars of the trained women

38) Locality: The study found that majority of the sample trained women (52.3%) are located in the rural areas, while 47.7% are located in the urban areas.

39) Religion: 80.8% of the trained women are Muslim, while 7.6% are Christian, 7.3% are Hindu, 3.5% are Buddhist, 0.5% are Jain and 0.3% are Sikh.

40) Age: Analyzing the age pattern of the trained women, it is seen that 45.8% women are in the age group of 18 to 30 years, 47.4% women belong to the age group of 31 to 45 years, and 6.9% women are in the age group 46 to 65 years.

41) Educational Status: The educational status of the trained women reveals that 15.2% beneficiaries are illiterate. The women with primary education constitute 15.4%, while the women with middle school education constitute 16%, women educated up to matriculate or above constitute 52.1% and 1.5% women reported to be technically qualified.

42) Marital Status: Marital status of the trained women reveals that majority (77.9%) are married and 22.1% are unmarried.

43) Person with Disability: Out of the total surveyed women, 6.8% were found to be PWDs.

44) Category of women trained: It is seen that 38% of the trained women are SHG member, 3.5% are Mahila Mandal Member, 1.8% are community member, 0.2% are PRIs and 9% are farmers or labourers. However, 47.5% trained women were found to be housewives.

45) 36% women reported that they have come to know about the scheme from the NGOs, while 35% have come to know from the previous trainees, 19% from their relatives or friends, 8% from community members and 2% have come to know about the scheme from others, including government officials, media/ newspaper, etc.

46) Out of the total 990 surveyed women, 21.4% have been trained in 2017, while 38% have been trained in 2018, 15.8% in 2019 and 25.1% have been trained in 2020.

Usefulness and Impact of the Scheme

47) Most (93%) of the trained women were satisfied with the reading material or literature of the training. While 54.7% women did not face language problem during the training, 34.1% women faced language problem for the reading material, and 11.1% women faced language problem for the language of the trainer. Majority of the trained women in Assam, Rajasthan, Telangana, Uttar Pradesh and Uttarakhand have faced language problem during the training either for reading material or for the language of the trainer.

48) 63.9% of the trained women feel that the number of days of training programme is adequate and 74.7% feel that the number of hours of training programme in a day is also adequate. However, 54.7% trained women feel that the stipend amount provide under the scheme is inadequate. The average stipend amount suggested by the trained women is Rs. 470/- per day.

49) The study observed that most (89%) of the trained women have received proper nurturing or handholding from NGO's to carry out their work after the training.

50) Major topics the trained women liked or came to know about during the training are, (i) Government schemes, (ii) Women empowerment, (iii) Financial management & saving plan, (iv) Banking services, (v) Care of children and their health, (vi) Children Education, (vii) Health, hygiene, cleanliness & nutrition, (viii) Digital literacy, (ix) Leadership quality in women, (x) Rights of women, (xi) Women safety, (xii) Self-independence.

51) The topics to be part of the future training programmes under the Nai Roshni Scheme as suggested by the trained women are, (i) Mobile phone/ internet connectivity (ii) Skill training, (iii) Job/ employment related information, (iv) Computer education/ Digital Literacy, (v) Different Indian laws, (vi) Child marriage/ Early marriage of girls, (vii) Sexual abuse, (viii) Present status of minority women in India, (ix) Leadership quality in women, (x) Awareness about drug abuse, (xi) Women Education, (xii) Family planning.

52) 42.5% of the surveyed trained women rated the training programme under Nai Roshni scheme as excellent, 41.7% rated it as very good, 14.7% rated it as good and 1% rated the training programme as fair.

53) The study found that during training the trained women received general information on benefits of important cards/ documents, health, education, sanitation related informations, and social safety.

54) 82% of the trained women have general information on the benefits of having Bank Account., Voter Identity Card, Aadhaar Card, Ration Card and Job Card under MGNREGA.

55) 80% women received information on health-related activities, such as using a mosquito net during night to prevent themselves from mosquito bites. advising the mothers of their localities to get all immunization of their children as prevention against fatal diseases (such as: chicken pox, polio, etc.), counselling the mothers on the benefits under breast-feeding to their children etc.

56) 55% women have got information on education related activities, such as benefits in sending children to the Anganwadis, admission procedures of the children in the primary and upper primary schools and the different aspects of Mid-Day Meals Programme of schools.

57) 52% women have got information on sanitation and cleanliness related activities, such as washing hands before food, keeping environment neat and clean, constructing safety toilets in houses, the bad and unhygienic effect of open defecation etc.

58) 42% women have got information on social safety related activities, such as registering police complaints on domestic violence against women and children. knowledge on RTI Act etc.

59) The training programmes under Nai Roshni Scheme have helped the trained women to get information on the government schemes available for them and how to get benefit under those schemes. After getting the training, 30% women have been benefitted under Ujjwala Yojana, 28% under Swachha Bharat Abhiyan, 22% under MGNREGS, 11% under National Rural Livelihood Mission (NRLM), 9% under pension schemes, 7% under Pradhan Mantri Awas Yojana (PMAY), and 8% under other schemes.

60) The training programmes have provided the trained women information on the benefits of various important cards and documents such as aadhaar card, minority card, Jan Dhan Account, ration card, registration under Ayushman Bharat, and how to apply for those cards and documents. Ultimately, the information has helped the women to have those cards and documents. 96% of the trained women now have aadhaar card, 80% have ration cards, 36% have Jan Dhan Acccount, 17% have minority card and 18% have registered under Ayushman Bharat.

61) After getting various information during the training programme, the trained women have tried to be employed for their economic empowerment. The study observed that 42% of the trained women are now self-employed and 11% are job-employed. However, the ministry should take initiatives to provide skill training under the scheme so that more women of the minority communities could be employed and economic empowered.

62) During the training the trained women have got the information on the benefits of SHG and its operations and benefits. 75% of the surveyed women are aware of any SHG and 55% women are member of any SHG. 42% women informed that they have taken loan for carrying out their activity. 15% women who are not member of any SHG, want to be a member of a SHG to start any economic activity to support their family.

63) To assess the impact of the training programmes conducted under Nai Roshni Scheme on the community, 1980 households from the locality of the trained women were surveyed. It was observed that majority (79%) of the households are aware of the training programme conducted under Nai Roshni Scheme in their locality and the major source of the information about the training programme were the trained women.

64) Majority of the surveyed households informed that they have the information on benefits of having important cards and documents, information on health, education, sanitation and cleanliness, and social safely related activities; and 40% households have got these information from the trained women.

65) 50% households of the surveyed households feel that there are changes to a great extent in knowledge, attitude, behaviour and practice in women in their locality, while 29% feel the change is to some extent, 18% feel that there is little change, and 3% households feel that there is no change knowledge, attitude, behaviour and practice in women in their locality.

66) The study also found that most of the community leaders are aware of the training programme conducted under Nai Roshni Scheme in their locality and majority of them feel that those training programmes have been able to create awareness on different aspects among the women of their locality to some extent. They also feel that the trained women are efficient to some extent in sharing knowledge to other women of the community.

67) Overall, the study observed that the Nai Roshni scheme has been successful to some extent in providing leadership training to the women of minority community which ultimately improved awareness level by providing important informations to the community.

Recommendations

1) **Revision in guidelines to select financially viable and experienced PIAs**: The study observed that very large number of PIAs have been empanelled for the implementation of the scheme, and some of them are not financially capable and have not much of experience to implement the training programme under the scheme. Ideally lesser PIAs with good financial capacity, experience and resource should be empanelled with greater allocation of number of training programmes for successful implementation of the scheme. Thus, the study recommends the following revision in the scheme guidelines to empanel good and experienced PIAs.

   i) The organization must be duly registered and should have been in operation for a minimum of **five** years.

   ii) The organization should be financially viable and not have deficit account during the last three years. **The average annual turnover of the organization in last three years should not be less than Rs. 20 lakhs.** For this, duly Audited Annual Accounts of the last three years should be uploaded on OAMS.

   iii) The key factor for consideration should be the **past experience and resource** (infrastructure and technical manpower) available with the PIA. The organization must have undertaken at least **three projects** exclusively for development of women. Evidence to that effect should be uploaded on the OAMS. In case an organization has successfully implemented training programme under Nai Roshni Scheme in the past, Secretary (MA) may give relaxation in the above three selection criteria.

2) **Implement Skill training component:** The study observed that the provision of skill training component under the scheme is yet to be implemented. Thus, the Ministry should start focusing to implement the skill training programmes through the empanelled NGOs after the conduction of awareness training programme to achieve the goal of economic empowerment of minority women. Since the study found that majority of the trained women are the members of SHGs, NGOs need to provide the skill training to the members of already existed SHGs in the locality; otherwise, the NGOs need to form SHGs in the locality and then can provide the skill training to its members. The skill trained women through the SHGs may be provided loans under

schemes of NMDFC to take up self-employment activities. The SCAs of NMDFC should tie up with NGOs for economic empowerment of women for providing loan.

3) **Clarity in the guidelines for the implementation of skill training programmes:** The study observed that there is no clarity in the guidelines for the implementation of the skill training programmes under the scheme. The guidelines of NSDC to undertake the skill training programme can be implemented under Nai Roshni Scheme for trainees trained under the scheme who are not illiterates or less educated & may meet NSQF norms. Also, most of the empanelled NGOs are very small and in remote areas where accredited centers are not possible. Thus, the skill training under the scheme should be provided for 100 hours preferably in NSQF complient popular courses like tailoring, beautician or any popular livelihood option in the locality, to enable the trainees to take up any financial activity after getting the training.

4) **Strengthen monitoring & supervision of the training programmes:** One of the key bottlenecks in the implementation of the scheme is lack of manpower for the monitoring and supervision of the training programmes conducted by the PIAs. The present monitoring system is totally document based and dependent on inspection reports of district authorities. With the changing times, digital monitoring & supervision by adopting technology will be more effective. Following suggestions may be considered by the Ministry to strengthen the monitoring & supervision of the implementation of the scheme.

i) **Establish PMU:** Absence of PMU as well as shortage of manpower in the Ministry for monitoring & supervision of the training programmes is one of the major hindrance in successful implementation of the scheme. The Ministry may make institutional arranagements by recruiting adequate skilled manpower (4 to 5 in numbers) for the PMU or may establish a third-party PMU with requisite experience, expertise, resource and manpower in monitoring government programmes for effective monitoring and supervision of the implementation of the Nai Roshni Scheme.

ii) **Fully functional portal:** Effective portal provides a central resource hub for users to easily access via self-service functionality, as and when they want it. A fully functional and effective web portal of 'Nai Roshni Scheme' will enable the Ministry to get its tasks done quickly and without needing to contact the PIAs,

freeing up Project Management Unit (PMU) to focus on more high value tasks. The PIAs need to feed/ mention the start and end date of the training programmes on this web portal so that the PMU can monitor the programmes.

iii) **Random Video Call during the training programmes:** For effective monitoring, random video call to the training coordinators of the PIAs may be done by the PMU through video chat apps like WhatsApp, Google Meet, Microsoft Teams, etc. during the days of the training programmes. For that, the mobile number of the training coordinator should be provided on Ministry's web portal by the PIAs at the time of informing the dates. This number of the training coordinator should be functional in a smart phone with availability of internet data during the training period.

5) **Improve communication and interaction with the PIAs:** The study observed that lack of proper communication and interaction between the Ministry and the PIAs is affecting the implementation of the Nai Roshni in a proper way. Thus, more interaction between the PIAs and the Ministry is needed through seminars or training at least twice in a year.

6) **More Publicity of the Scheme:** The study observed that there is low awareness about the Nai Roshni scheme among people and different stakeholders. Thus, it is suggested that proper dissemination about the scheme may be done in different media like T.V., radio, newspapers, internet, social media, website etc. so that the general people, target group and community, concerned stakeholders & authorities have adequate knowledge and information on the scheme which will ultimately result in better implementation and impact of the scheme.

7) **Provide mobile phones/ tablet computers to the taget group women:** The study found that many trained women do not have mobile phone. The absence of mobile phone in present days is one of the reasons for low awareness among the target group. Thus, the Ministry may consider to provide them mobile smart phones or tablet computers with specifically built applications to provide them information on different aspects of life as well as the benefits of various government schemes to make them empowered.

8) **Increase per day stipend amount:** Majority of the trained women, PIAs and other stakeholders feel that the given stipend amount of Rs. 100/- per day for attending the

training programme is very less. As per the suggestions of the target group and concerned stakeholders, the study recommends that per day stipend amount under the scheme may be increased to Rs. 300/-.

9) **Scaling up of the training programme:** The study observed that capable and experienced PIAs which have organised the training programmes successfully, have been awarded up to five to seven batches of training programmes in a year to be organised. Continuous training programmes should be organised by the NGOs by setting targets for next three years for each empanelled NGO. On achieving the target, capable NGOs may be provided further targets to achieve. This will motivate the NGOs to organise continuous training programmes and ultimately have a significant impact on the community.

10) **Publicise 'Success Stories':** In order to expand the ambit of the scheme and create awareness, 'success stories' of the women trained under Nai Roshni Scheme need to be publicised widely. This may be done by circulating short documentary films based on the 'before-and-after' scenarios to the empanelled PIAs to show during the training programme. The 'success stories will inspire to take up leadership as well as self-employment activity. The documentary films may also include the benefits of other schemes of the Ministry of Minority Affairs so that the target group get the desired information and avail the benefits of other schemes of the Ministry as well.

11) **Continuation of Nai Roshni Scheme in future**: Nai Roshni is a unique/ exclusive scheme with an objective to empower and instill confidence among minority women, including their neighbours from non-minority communities living in the same village/locality, by providing knowledge, tools and techniques for interacting with government systems, banks and other institutions at all levels. Though not implemented, one of the scheme component aims at economic empowerment of women by providing skill training. Therefore, the present study recommends for the continuation of Nai Roshni Scheme with necessary modifications in the guidelines to empower and instill confidence among minority women as well as for their socio-economic upliftment.

CHAPTER-I
BACKGROUND

1.1   Background

The status of women in the country, particularly those from the disadvantaged sections of the society, is unfavourable. A girl child suffers from discrimination even before birth and also after birth in the allocation of household resources such as food, education, access to health care and at puberty, sometimes coerced into early marriage. Most women in the rural areas suffer from double burden of carrying out less quantifiable work like cooking, fetching water, sending children to school along with agriculture labour, feeding cattle, milking cows, etc., while the men folk perform defined activities like selling milk and grains produced by the household. Women in the minority communities fare worse. They are not just a minority, but the 'marginalized majority' and are sidelined in decision making in the family, usually cut off from full involvement in the workings of the community and from an equal share in the rewards from social institutions.

Empowerment of women per se is not only essential for equity, but also constitutes a critical element in our fight for poverty reduction, economic growth and strengthening of civil society. Women and children are always the worst sufferers in a poverty stricken family and need support. Empowering women, especially mothers, is even more important as it is in homes that she nourishes, nurture and moulds the character of her offspring.

A report of the High Level Committee on the social, economic and educational status of the Muslim community of India (popularly known as the Sachar Committee Report) had highlighted the fact that India's largest minority group, the Muslims numbering 13.83 Crore, have been left out of the development trajectory and within this group, Muslim women are doubly disadvantaged.

Keeping this in view, the Ministry of Minority Affairs reformulated the scheme in 2011-12 and renamed it "**Nai Roshni- The Scheme for Leadership Development of Minority Women".** The implementation of the Scheme started in 2012-13.

1.2 Objective of the Scheme

The objective of the scheme is to empower and instill confidence among minority women, including their neighbours from non-minority communities living in the same village/locality, by providing knowledge, tools and techniques for interacting with Government systems, banks and other institutions at all levels.

Empowerment of women from the minority communities involves emboldening them to move out of the confines of their home and community and assume leadership roles and assert their rights, collectively or individually. This helps them in accessing services, facilities, skills and opportunities besides claiming their due share of development benefits of the Government for improving their lives and living conditions. This includes economic empowerment of the trainee women so that they ultimately become independent and confident members of the society.

1.3 Target Group

The target group under the scheme includes women belonging to all minorities notified under Section 2 (c) of the National Commission for Minorities Act, 1992 viz. Muslim, Sikh, Christian, Buddhist, Zoroastrian (Parsis) and Jain. However, to further strengthen the mosaic of plurality in the society and bring about solidarity and unity through their own efforts to improve their lot, the scheme permits a mix of women from non-minority communities not exceeding 25% of a project proposal. Efforts are made by the Organization to have a representative mix of women from SCs/STs/OBCs, women with disabilities and other communities within this 25% group. Efforts are also made to persuade Elected Women Representatives (EWRs), from any community, under the Panchayati Raj institutions to be included as a trainee.

The guidelines have been revised with modified handholding aspect for economic empowerment of women trained under **'Nai Roshni'**- The scheme for Leadership Development of Minority Women. As per the guidelines of the scheme 2017-20, the organization should identify those women who are willing (after completion of training) and can be further trained under any short term skill training so that they could get sustainable economic livelihood opportunities through suitable wage employment or self-employment/ microenterprises during the hand holding period of training Programme. Besides this, MoMA also encourages Non-Governmental Organizations

(NGOs) to identify the Physically Handicapped minority women and provide them some employment / Skill based training towards supplementing their household income.

1.4   Scheme Implementation through NGOs

Nurturing / handholding service envisaged in the scheme being linked with advocacy is a field intensive activity. It requires continuous involvement and availability of facilitators at the doorsteps of the target group. The personnel of the NGOs implementing the scheme are required to visit the village / locality periodically for providing nurturing / handholding service to the group of women imparted leadership development training so that they are guided in the use of tools and techniques taught to them and are able to extract the benefit from their efforts. Such field intensive activities are best suited for highly motivated and dedicated community based organizations. Due to the very nature of women's household activities requiring them to stay close to their home, NGOs implementing this scheme have the experience, personnel and resources to carry out trainings in the village / locality where the women reside.

The NGOs with prior experience and resources to arrange residential training in recognized Government training institutes or their own facility are preferred for implementation of the scheme. Thus, NGOs having the reach, motivation, dedication, manpower and resources to carry out such trainings in the villages / localities and also arrange residential training courses for eligible women take part in the implementation of the scheme.

The leadership development training under the scheme is implemented by the Ministry of Minority Affairs through NGOs. The selected NGOs implement the training programmes directly through their organizational set-up in the locality / village / area. The onus of implementing the training programmes properly and successfully rests with the selected NGOs.

1.5   Leadership Development Training Modules

The leadership training modules cover issues relating to:

1. Leadership of women

2. Advocacy for Social & Behavioural Change

3. Swachh Bharat

4. Legal rights of women

5. Life Skills

6. Health & Hygiene

7. Educational empowerment

8. Nutrition & Food Safety

9. Right to Information

10. Economic Empowerment of Women

11. Digital India

12. Gender & Women

13. Women & Drudgery

14. Violence against Women & Girls

15. Introduction to Govt. Mechanisms

These modules provide a basic framework to develop training programmes. However, specific training modules based on local issues / needs may be developed by implementing NGOs within the given Module-framework in local language. The training module will be structured by the NGOs in such a manner that training inputs are given in short phases. The training module will also use audio-visual aids and case studies for making it more interesting and comprehensible. Qualities of leadership like organizational capacity, communication skill, self-development and articulation, communication and public speaking, organizing capabilities, negotiation and conflict resolutions, etc. are integral part of the training. Group exercises and discussions are incorporated in the training modules to encourage active participation and make the scheme more lively and interactive. Experts are invited to speak on relevant issues as per the training programme. In case the need arises, the Ministry of Minority Affairs may engage outside expert/ consultant / agency to prepare suitable training modules / material for leadership development of women from the minority communities. The Sanctioning Committee will also function as the Committee for recommending / approving training modules prepared by outside expert / consultant / agency.

Training material on Covid-19

The training material under Nai Roshni Scheme related to Covid-19 covers the following:

1) What is Coronavirus and how does it spread?
2) How the virus spreads?
3) How to stay safe
4) Practice frequent handwashing with soap and water
5) Keep your hand clean
6) Preventive measures
7) Cover nose and mouth with handkerchief/ tissue while sneezing or coughing
8) Protect yourself and others
9) Practice Social Distancing – Safety comes first
10) A distance of at least 1 meter is necessary to ensure safety for all
11) Stay home, Stay safe
12) The new normal – Avoid Touching
13) Wear reusable face-cover all the times
14) Cover you face properly before stepping out of your house
15) Follow distancing
16) Myth Busters
17) No Spitting – Do not spit in public places
18) Let us stay united and support each other through this tough time
19) Coronavirus does not discriminate, why should we?
20) Care, Compassion, Cooperation to fight Covid-19
21) Do not stigmatize
22) Break the stigma surrounding Covid-19
23) Share facts, not fear

1.6   Activities to be carried out by the NGOs

1.6.1   Selection of villages / urban localities:

Villages / urban localities in rural / urban areas having a substantial percentage of minority population are selected by the NGOs for conducting the leadership development training programme. A list of villages where the village / urban locality trainings are proposed to be conducted is submitted to the Ministry along with the percentage of minority population.

1.6.2   Identification of women for training and selection criteria

NGOs selected for carrying out training for leadership development of minority women have the responsibility to motivate, identify and select women to be trained in accordance with the criteria of the scheme from villages / localities having a substantial minority population. The NGOs have to involve the Head of Gram Panchayat / Municipal Body / Local Authority for identification / selection of women trainees. The details of the trainees have to be submitted by the NGOs before start of training through the Online Application Management System (OAMS) portal of Nai Roshni, once the project is approved.

1.6.3   Eligible Women Trainees

Although there is no annual income bar, woman / parent or guardian of woman having annual income not exceeding Rs.2.50 lakh from all sources are given preference in selection. They should be between the age group of 18 years to 65 years.

1.6.4   Aadhaar / UID number

All citizens in the country are being given a unique identity (UID) number called Aadhaar. Aadhaar number of the trainee is collected by the NGOs wherever it has been issued and indicated against the name of the woman selected for training. The NGOs have to assist the women trainees in obtaining their Aadhaar Number from the office of District Collectors / District Magistrate or any other institute / organization authorized for this purpose by the Central / State Government / UTs, Unique Identification Authority of India (UIDAI), etc.

The NGOs have to obtain the contact details / Mobile No. of the women selected for training along with the Bank Details i.e., Account No., IFSC Code as per the Performa of Authorization**.**

1.7 Types of Training Provided

There are two types of leadership development trainings in the village / urban locality viz. **Non-residential** and **Residential**, and the criteria for selection of women for each type of trainings are as follows:

1.7.1 Non-residential Leadership Development Training

Up to 25 women in one batch from village / urban locality, who are dedicated, motivated and committed to work for the betterment of the welfare of women from the minority communities in particular and the society in general, would be imparted leadership training. At least 10% of the total women in a group of 25 women should have passed Class X or its equivalent. This may be relaxed to Class V level or its equivalent in case women who have passed Class X are not easily available. An NGO is required to give proposal for this training in sets of five batches of trainees. Under Non-residential Training programme, after completion of training, the organization may provide these trained women short term skill training and they may be supported to obtain sustainable economic livelihood opportunities through suitable wage employment or Self-employment / micro enterprise to ensure that they are economically empowered at the end of the handholding (optional).

1.7.2 Residential Leadership Development Training

Out of a group of 25 women (one batch) for residential training, not more than five women from a single village / urban locality may be selected for residential leadership development training**.** They should possess at least Class XII certificate or its equivalent, which may be relaxed to class X certificate holder or its equivalent, in case Class XII pass are not easily available and should be dedicated, motivated, physically fit and healthy and committed to work for the betterment of the welfare of women from the minority communities in particular and society in general. After their advanced training they should be expected to become community-based leaders / trainers in the village and assume leadership role as envisaged in the

scheme. They would also be available to Government agencies and organizations for furtherance of the objectives of the scheme.

1.8   Conduct of Training

Taking into consideration the fact that most women, especially in the rural areas are required to stay close to their home and are not able to venture far out and also the fact that there would still be some educated and young women who would like to dedicate themselves to work for the betterment of women folk in particular and the community in general, the two types of trainings are provided under this scheme. It is envisaged that women imparted leadership development training would work towards achieving the objectives of the scheme. The economic empowerment will enable women to be self-sustainable and economically independent. The NGOs have to carry out nurturing and handholding for a period of one year under Non-residential training to ensure that the empowered women folk become independent, economically self-sustainable and are able to act as a pressure group to take up their grievances / problems with the village /block / district / State authorities relating to availability of basic infrastructure and services identified during formulation of the project as requiring improvement or provisioning in the village / locality. The NGOs need to ensure that facilitators engaged for nurturing / handholding service visit the village / urban locality as stipulated, carry out their assignments diligently and are assisted by the organization whenever the need arises.

1.8.1   Method for conducting Non-Residential Training

1) The training is conducted in the village / locality by using existing facilities or rented permanent structure.
2) The duration of the training is for six days and each day will be of six hours.
3) Each batch of 25 trainees is trained separately.
4) Care should be taken to ensure that the dates for training are fixed in order to avoid religious/ festive occasions and demands of seasons.
5) Printed training material in local language would be prepared by the organization within the framework of training modules.

6) To incentivize the training course, allowance / stipend to partially compensate / offset the loss of income / wage would be given to the selected women trainees along with a meal and crèche arrangement for their children while the training is ongoing during the day.

7) Selected eligible women would be imparted leadership training and economic empowerment in non-residential training programme (optional).

8) The implementing agency would open the account in the banks for those women trainees who do not have their own accounts and transfer the stipend amount to their bank and honorarium of the Resource Person through Public Fund Management System (PFMS)/ DBT as per their norms. PIA must pay stipend to beneficiaries through DBT mode of PFMS only for the year 2019-20.

9) At least two-third of the trainers engaged by the organization shall be women and they should be able to deliver their inputs in the local language of the area on the topics given in the training module.

1.8.2   Method for conducting Residential Training

1) Selected eligible women are imparted leadership training in residential training institutes.

2) For approving residential trainings in training institutes of organizations, the institute concerned must have boarding / lodging arrangements for at least 25 women in a secured location.

3) The duration of the training is for five days and each day will be of seven hours.

4) Each batch of 25 trainees are trained separately.

5) Printed training material in local language would be prepared by the organization within the framework of training modules and uploaded on OAMS Portal.

6) Care should be taken to ensure that the dates for training are fixed to avoid religious/ festive occasions and demands of seasons.

7) The entire training fees, training materials, boarding, and food, refreshment and travel expenses would be covered under the scheme.

8) The trainees would be also given allowance / stipend for the duration of the training period*.*

9) The implementing agency would open the account in the banks for those women trainees who do not have their own accounts and transfer the stipend amount to their bank accounts electronically.

10) The organization carrying out training for leadership development and economic empowerment of minority women would be responsible to select women who are capable of becoming trainers and assume leadership role to be trained in accordance with the criteria of the scheme.

1.9   Workshop

Training organization, in collaboration with the District Collector / Deputy Commissioner / Sub Divisional Officer / Block Development Officer, organize at least half-day workshop to sensitize Government functionaries, bankers including Panchayati Raj functionaries etc. at the district, sub-division/block level etc. concerned about the women empowerment programme carried out by them under this scheme. The Government functionaries would be informed of the remedial action which may be sought by groups of women and how to be responsive in addressing their problems and grievances. In case more than one organization is approved for implementing this scheme in a district / sub-division / block concerned, the District Administration may give the responsibility of holding such a workshop to one of the selected organizations. The selected organization shall ensure that other organizations sanctioned training projects under this scheme in the district / sub-division / block participate in the workshop. For holding this workshop, an amount of Rs. 15,000/- only would be admissible to the organization concerned.

Ministry of Minority Affairs may conduct Workshop for sensitizing the PIAs and Beneficiaries and creating awareness of the scheme and regarding avenues of self-employment / wage employment and experience / skill required etc. For holding this workshop, maximum amount of Rs. 1,25,000/- only would be admissible.

1.10   Nurturing and Handholding under Non- Residential Training

Nurturing and hand holding would be a post-training service to be rendered by the organization for a period not exceeding one year from the beginning of the training

programme to women who have undergone leadership development training. The facilitators of organization shall visit the village/locality to assist the empowered women at least once a month during the project period and hold meetings with them. Mahila Mandals / Mahila Sabhas / Self Help Groups, etc. from amongst the trainees may be constituted. Regular meetings shall be held for these Mahila Mandals / Mahila Sabhas / Self Help Groups. The implementing agency shall engage the experts for hand holding. The agency shall maintain the records of meetings, attendance, photographs and the issues discussed and resolved during these meetings. This is considered critical for the success of the scheme in order to ensure that they are guided and assisted in placing their problems and grievances before the authorities concerned for remedial action as envisaged in the scheme.

In addition to above, with an objective to empower the women economically (trained under "Nai Roshni"), the organization (after completion of training) should identify those women who are willing and can be further trained under any short-term skill training so that they could get sustainable economic livelihood opportunities through suitable wage employment or self-employment / micro-enterprises.

After identification of these willing women, the organization will provide short term training related to the skill they have chosen and after training the organization will support the women to get any suitable wage employment or to be self-employed as sole proprietorship.

In view to encourage and support women entrepreneurs / SHGs / for marketing of their produce. The organization should assist them to register the product developed by them on direct online marketing platform for example shopclues.com, Mahila E-Haat and many more. This will facilitate direct contact between women entrepreneur and buyer by displaying their products, contact number; address and also the basic cost of product. The organization should also train the women how to see the orders and dispatch them using the easy online applications.

The organization that perform this Economically Empowerment of women programme would be entitled an amount of Rs. 1500/- per head only as cost for the service rendered towards successful implementation of the project.

The organization who has not opted for the Leadership Development project under the scheme "Nai Roshni" can also apply directly for this economic empowerment of women segment of scheme, if it has capacity and resources to conduct such short-term training and lead the women towards economic growth and livelihood. However, selection of beneficiaries would be from "Nai Roshni" project only.

Besides, the Leadership Development of Minority Women under the scheme "Nai Roshni", MoMA also encourages Non- Governmental Organizations (NGOs) to identify the Physically Handicapped minority women and provide them some employment / Skill based training towards supplementing their household income. They may get engaged in financially productive trades such as Broom-making, tailoring / Embroidery, Sanitary Napkin making, Mushroom Farming, Pickle / Papad making, Dona-Pattal making, greeting card production, Computer training, Book-binding etc. based on geographical location and demand / supply of raw material or finished product. The women should link with local markets where they could sell their produce at a profit and earn money.

The duration of this special Training Programme will be one to three months which includes one month training and linkage with local market to sell their produce. Ministry will provide a sum of Rs. 10,000/- per women for the programme.

1.11   Past Evaluation of Nai-Roshni Scheme

In 2016-17, National Institute for Transforming India, New Delhi conducted the evaluation if the Nai Roshni Scheme. All the recommendations made in the evaluation report were accepted by the Ministry but those were not implemented. Major recommendations given in the evaluation report were:

a) The experience of NGOs in training women should be given preference.
b) NITI Aayog suggested including adult girls and women with educational backgrounds.
c) Funding under the programme is low. The duration of the programme may also be increased from 6 days to 10 days.

d) The release of 2nd and subsequent installment is delayed. The release of second installment is dependent on the inspection reports of the District/ State Government which is delayed most of the time.

e) Publicity of the programme may be done more.

f) Information about Persons with Disabilities (PwD), Act may also be included in the training.

g) Economic empowerment of women to be done.

h) Revision of Guidelines regarding policy of empanelment and release of funds.

i) Ministry may provide some relaxation related to experience of organisations.

j) Training Module should include the topic like RTI and laws of protecting interest of women.

1.12   Need of the present study

The scheme has been in operation effectively for more than 8 years. Presently no Grant-in-aid is being provided for the empaneled NGOs under the scheme. Ministry of Minority Affairs intended to do the impact and evaluation study of Nai Roshni scheme, and Centre for Market Research & Social Development Pvt. Ltd., New Delhi was assigned to conduct this impact & evaluation study.

CHAPTER-II
STUDY OBJECTIVES, METHODOLOGY AND COVERAGE

2.1   Study Objectives

The   objectives of the study are:

1) To assess whether the scheme in its form has been successful in achieving the intended outcome. If so, to what extent?
2) To assess the coverage in terms of eligible beneficiaries, and their geographical coverage.
3) To assess whether the Scheme can be made more effective by changing the design/architecture of the Scheme.
4) If the present architecture is effective, to examine the following aspects of the Scheme and suggest improvements, wherever warranted, to make the scheme more efficient.
   (a)   Assess whether the procedure outlined in the scheme guidelines for selection of implementing agency effective in selecting implementing agencies which can provide quality training.
   (b)   Comparative analysis of features of similar schemes of other Ministries and their best practices which can be introduced in this scheme.
   (c)   Can monitoring/ inspection mechanisms envisaged in the scheme be made more efficient?
   (d)   Whether Quantum, periodicity, time-schedule of fund release envisaged in the scheme are effective and efficient
   (e)   Whether Training modules needs to be revised with passage of time and in view of pandemic
   (f)   Whether handholding period needs to be revised.
5) To identify the key bottlenecks in the implementation mechanism.
6) To analyze the need to continue the scheme in their existing form, modify, scale-up, scale-down or close down the scheme. In case if they need to be modified, suggest revisions in the scheme design for the effective implementation in the future.

2.2 Approach & Methodology

The methodology consisted of secondary and primary study including:

(a) National and International development goals and scheme documents, sustainable development framework document prepared by Niti Aayog;

(b) Financial data on allocation and expenditures of the scheme;

(c) Annual reports of the Ministry for output and outcome assessment;

(d) Evaluation reports prepared by NITI Aayog;

(e) Documents furnished by implementing agencies;

(f) Scheme Guidelines and documents of other Ministries and State Government who administer similar schemes

(g) Market survey of PIAs

(h) Interview and survey of Ministry officials responsible for implementation of the scheme, PIAs, beneficiary minority women, District Minority Welfare officers, etc.

The interviews and survey provided insights into reasons for the success and failure of scheme design, institutional arrangements, etc. Those provided strategic insights into:

- Gaps between intended and actual outcomes both due to lack of specific interventions and failure or poor outcomes of existing schemes;

- Comparative analysis of similar schemes of other departments and best practices;

- Institutional and human resource failures and best practices;

- Institutional provisions for monitoring and evaluation;

- Degree of adoption of outcome-output framework;

- Adoption of technology for effective scheme implementation.

2.2.1 Approach

The study was based on the explorative, descriptive and analytical approach. Triangulation of research methodologies were employed to obtain both quantitative and qualitative information. The set of methodologies employed include those that involve measurement of the success/ failure of the scheme on the basis of already existing measures in achieving the set goal of its mission. Both secondary and primary research was undertaken to generate required information. The methodology for the study was

proposed to be participatory. Various research tools were administered for achieving the study objectives.

To gather data and information related to the objectives, intensive and extensive sample survey of the target respondents and important stakeholders was undertaken through participatory discussions and structural interviews. For the present study, for generating data on the wide array of issues, a combination of qualitative and quantitative research technique was adopted. Qualitative research techniques like secondary research (desk review), in-depth interviews, observation and documentation were conducted for the purpose of the study. Similarly, different study tools were developed for the quantitative research.

2.2.2   Study Methodology

2.2.2.1 Secondary Study

Under secondary study, a thorough desk review was conducted. Desk part of the study included study of Nai Roshni implementation framework, manual of financial management, guideless on implementation, instructions of MoMA to the NGOs regarding the implementation of the scheme, reports on physical and financial achievements, annual reports of the Ministry, reports of NGOs, database, similar schemes of other Ministries and their success, etc. Extensive literature review was undertaken to develop insight into the key areas to be focused. An in-depth desk study was undertaken to gain insights into the programme input, processes of implementation, various forward and backward linkages involved during the implementation.

2.2.2.2 Primary Study

The main reliance of the study was on primary data. The primary data was collected from NGOs, trainees, households, opinion leaders and scheme implementing officials.

The field survey was sample based. A sample of States, Districts, MCAs, PIAs, trainees and households were selected as per the sampling method. Also, Ministry officials responsible for implementation of the scheme and District Minority Welfare officers were

contacted to collect their views on implementation and impact of the scheme, and suggestions for improvement.

The primary data collection was carried out on tablet/ mobile based application to allow for quick data collection, compilation and analysis. Different study tools were formulated for different category of stakeholders and those will be uploaded in the tablets/ mobiles. Besides this, the qualitative information about the various aspects of the quality initiatives and learning experiences were gathered by applying appropriate tools like FGD, observation and documentation.

2.2.2.3 Study Respondents

1) Scheme Implementing Officials
2) District Minority Welfare officers
3) Scheme Implementing NGOs
4) Trainers
5) Trained Women
6) Households in the locality
7) Opinion Leaders

2.2.2.4 Formats and Tools of the Study

The following study tools and formats were administered to elicit information for the study.

1. NGO Level Schedule (NLS) – to be canvassed from NGO officials
2. Trainer Level Schedule (TLS) – to be canvassed from the trainers imparted training
3. Beneficiary Trainee Level Schedule (BLS)-to be canvassed from the beneficiary trainees
4. Household Level Schedule (HLS)-to be canvassed from the households
5. Opinion Leader Schedule (OLS)-to be canvassed from the opinion leaders
6. District Official Level Schedule (DLS)- to be canvassed from the District Minority Welfare Officers
7. Focus Group Discussions Schedule (FGD)

2.3   Sample Selection and Sample Size

2.3.1   Selection of States

2 States from each Zone were selected as sample States. 12 States namely Uttar Pradesh, Madhya Pradesh, Telangana, Karnataka, Odisha, West Bengal, Rajasthan, Maharashtra, Meghalaya, Assam, Himachal Pradesh and Jammu & Kashmir were selected for the study.

Table-2.1: List of 12 States selected for the study		
Sl. No.	Zone (6)	States (12)
1	North & Central	Madhya Pradesh
		Uttar Pradesh
2	South	Telangana
		Karnataka
3	East	Odisha
		West Bengal
4	West	Rajasthan
		Maharashtra
5	North East	Assam
		Nagaland*
6	Northern Hilly States	Jammu & Kashmir
		Uttarakhand

* *Nagaland was not covered since the NGOs selected in the state for the study could not be contacted.*

Study Coverage

2.3.2 Selection of Districts

From each selected State, two districts where the training programmes under Nai Roshni scheme have been implemented were selected for the study. All total, 24 districts were selected for the study.

Table-2.2: List of 24 districts selected for the study		
Sl. No.	States	Districts
1	Madhya Pradesh	Harda, Bhopal
2	Uttar Pradesh	Lucknow, Moradabad
3	Telangana	Khammam, Mahbubnagar
4	Karnataka	Bidar, Belgaum
5	Odisha	Sundargarh, Sonepur
6	West Bengal	North 24 Praganas, Darjiling
7	Rajasthan	Alwar, Jaipur
8	Maharashtra	Amravati, Nagpur
9	Assam	Nagaon, Nalbari
10	Nagaland	Zunheboto*, Phek*
11	Jammu & Kashmir	Srinagar, Udhampur
12	Uttarakhand	Nainital, Dehradun

* *Zunheboto and Phek districts were not covered since the NGOs selected in the districts could not be contacted.*

2.3.3 Selection of Minority Concentrated Areas (MCAs)

In each selected district, 3 minority concentrated areas were chosen for the study. Total 66 MCAs were selected and covered for the study.

2.3.4 Selection of Implementing NGOs

From each selected district, one NGO provided the training under the scheme was selected for the study. Thus, total 24 NGOs were selected for the study. The selection of NGOs was done in consultation with the Ministry. The list of NGOs covered for the study is given in the following table.

Table-2.3: List of 24 NGOs selected for the study			
Sl. No.	State	District	NGO
1	Madhya Pradesh	Harda	Arpan Welfare Society
2	Madhya Pradesh	Bhopal	Native Education and Employment Developing Society
3	Uttar Pradesh	Lucknow	Ekta Foundation
4	Uttar Pradesh	Moradabad	Nehru Yuva Mahila Samiti
5	Telangana	Khammam	Society for Health Awareness and Rural Enlightenment
6	Telangana	Mahbubnagar	Pioneer Charitable Organization
7	Karnataka	Bidar	Sahayog
8	Karnataka	Belgaum	Parivartan Mahila Mandal Kutaranatti
9	Odisha	Sundargarh	Sewak
10	Odisha	Sonepur	Rural Association for Development of Harijan and Adivasi
11	West Bengal	North 24 Praganas	Gorainagar Agnibina Sangha
12	West Bengal	Darjiling	Sign-In
13	Rajasthan	Alwar	Pant Shiksha Samiti Bharatpur
14	Rajasthan	Jaipur	Deepshikha Mahila Bal Utthan Samiti
15	Maharashtra	Amravati	Vidarbha Bhu-Udeeshiya Vikas Sanstha
16	Maharashtra	Nagpur	SAARC Multipurpose Society
17	Assam	Nagaon	Sankar Madhab Kristi Bikash Kendra
18	Assam	Nalbari	Al Hilal Development Society
19	Nagaland	Zunheboto	Kipi Qomi Welfare Society*
20	Nagaland	Phek	Charity Welfare Society*
21	Jammu & Kashmir	Srinagar	Zain Ul Abideen Technical Training Centre
22	Jammu & Kashmir	Udhampur	JK Dahwa
23	Uttarakhand	Nainital	Pragatisheel Gramin Yuva Chhatra Kalyan Samiti
24	Uttarakhand	Dehradun	Unique Educational Society Yamunanagar

* Kipi Qomi Welfare Society and Charity Welfare Society were not covered since the NGOs could not be contacted.

2.3.5 Selection of Trainers

From each selected NGO, one trainer who has provided training to the beneficiary trainees was interacted with. Thus, total 22 trainers were interacted for the study.

2.3.6 Selection of Trainees

From each selected district, 45 beneficiary trainees were selected from the identified 3 MCAs. All total, 990 beneficiary trainees were interacted for the purpose of the study.

2.3.7 Selection of Households in the locality

From each selected MCA, 30 households were randomly selected and interviewed during the course of the study to collect their views on the impact of the scheme. Total, 1980 households were surveyed for the study.

2.3.8 Selection of Opinion Leaders

Two opinion leaders/ PRIs from of each selected MCA were interviewed during the study to collect their views on implementation and impact of the training programmes conducted under the scheme. Total 132 opinion leaders were interacted during the study.

2.3.9 Selection of District Minority Welfare Officers

At the district level, the District Minority Welfare Officers of all the 22 selected districts were interacted for the study.

2.3.10 Selection of Ministry officials

Officials of the Ministry of Minority Affairs associated with the implementation of the scheme were also interviewed for the purpose of the study.

2.3.11 Focus Group Discussions

In each selected district, one Focus Group Discussion was organized consisting 8-10 persons including households, trained women, trainer, NGO officials, community members and other knowledgeable persons of the area.

2.3.12 Study Sample Size

Table-2.4: Study Sample Size				
Sl. No.	Category	Sampling criteria	Sample Size Per district	Total Sample Size
1	States	Two states from each zone*	-	11
2	Districts	Two districts and in consultation with MoMA	-	22
3	MCAs	MC Hq, MCB, MCT	3	66
4	NGOs	NGOs conducted training programme in the district under the scheme	1	22
5	Trainers	One trainer per selected NGO	1	22
6	Trainee	45 in each district	-	990
7	Households	Random selection of Households in each MCA	90	1980
8	Opinion Leaders	Community leaders and PRIs in the MCA	6	132
9	District Minority Welfare Officers	DMWOs of the selected districts	1	22
10	Ministry Officials	Ministry officials implementing the scheme	-	5
11	FGDs	1 in each district	1	22

In NE zone, only Assam was covered.

2.4   Survey and data collection

The data collection from various stakeholders was done during February 2021. Data collection was conducted by adequate number of well-trained surveyors. The supervisors, data verifiers and other key study team members monitored the data collection procedure during the survey. All the data was checked and scrutinized by the supervisors and data verifiers. Following checks were conducted to gather and manage the quality of data.

1) Regular training to surveyors
2) Voice Recording of Data
3) Record of GPS location
4) Field Back checks by Supervisors
5) Telephonic back checks by data verifiers
6) Daily data submission and monitoring with key indicators
7) Frequent data consistency checks
8) Data validation

2.5   Data management and analysis

The quality of data was ensured by imparting quality training to the study team members, surveyors and supervisors for the survey. Besides these, regular scrutiny of data checking was conducted to clean the database for the final analysis. Prior to data analysis, all relevant range and consistency checks were done. Finally, data was entered in SPSS 16.0 version and analyzed according to the analysis plan.

CHAPTER-III
SIMILAR SCHEMES OF OTHER MINISTRIES

3.1.1   Scheme-1: Cultural Heritage Youth Leadership Programme

The Scheme for Cultural Heritage Youth Leadership Programme is handled by Centre for Cultural Resource & Training, New Delhi for implementation. The proposal received for inclusion in Approved Implementing Agency and Eligible Institutions and grant of financial assistance under the scheme have been transferred to Centre for Cultural Resource & Training, New Delhi.

The scheme for Cultural Heritage Youth Leadership Programme (CHYLP) envisaged enriching awareness of Indian culture and heritage amongst the youth in order to promote, understand and develop fondness for India's rich cultural heritage, with a view to develop appropriate leadership qualities amongst youth. The focus of the programme was to be on less privileged children residing in backward areas by interacting with them in vernacular languages for their better understanding. Intermittently programme was given to Centre for Cultural Resources and Training (CCRT), an autonomous organization working under the purview of Ministry of Culture. CCRT organized workshops for the scheme. However, to accelerate the process, Museum Division of this Ministry arranged visits of children of unprivileged section of society to museums so that these children may get an opportunity to gain the knowledge relating to the Indian History and Culture and Science.

3.1.2   Objective of the Scheme

The objective of the Scheme is to enrich the awareness of culture amongst youth, in order to promote cultural awareness; mutual understanding and respect, as also to develop a love for India's rich heritage, with a view to developing appropriate leadership qualities amongst youth. The focus of the programme will be on the less privileged children residing in backward areas. Usage of vernacular languages for propagation, will be made to the extent possible, for carrying out these activities.

3.1.3 Scope

1. Financial assistance will be provided to the "Approved Implementing Agencies" and "Existing Eligible Institutions" for the following activities:-

    (a) Distribution of existing audio-visual (AV) materials related to culture, amongst eligible institutions; to arouse their interest in culture and heritage.

    (b) Production of new AV material, including publications, related to culture.

    (c) Supporting visits to monuments, museums, science centres, science cities and other specified places/events by students of under-privileged schools.

2. In case of Approved Implementing Agencies, the appraisal mechanism for selection of schools/colleges and other youth organizations will be established by the Approved Implementing Agencies themselves.

3. Identification of existing AV material related to culture for distribution to eligible institutions, will be done by an Expert Appraisal Committee (EAC). The Committee may consider the existing AV material produced by well-known institutions/producers, including those in the cultural field, and may also call for applications in this regard. The distribution of the material will be done through 'approved implementing agencies' who will undertake the distribution work in consultation with Ministry of HRD/ State Governments. A list of 'approved implementing agencies' as amended from time to time will be placed on the website of the Ministry of Culture.

4. CDs/ DVDs produced by Doordarshan etc., on topics of cultural and heritage interests such as "Bharat Ek Khoj" (Shyam Benegal's 53-episode serial produced for Doordarshan, based on Jawaharlal Nehru's 'Discovery of India') may be distributed to schools, colleges and other 'eligible institutions' under the Scheme.

5. Generally the distribution of AV material will be made to such 'eligible institutions' that already have projection equipment including CD/DVD players. In exceptional cases, the Expert Appraisal Committee may consider providing financial assistance to 'eligible institutions' for purchase of equipment as per maximum prescribed limits.

6. In order to fill the gap in the availability of good publications and AV material on India's heritage, particularly those for children, financial assistance may be provided to 'approved implementing agencies' for production of such AV material and/or publications, as approved by the EAC.

7. With a view to providing first-hand exposure to children from less privileged section of the society, particularly from backward/ mofussil / slum areas, to museums/ art galleries/ monuments/science centres/science cities (or a combination thereof), and for viewing/ participating in theatre/dance/music performances, day trips may be organized by 'eligible institutions' either directly or under the aegis of 'approved implementing agencies'. The following components/ elements would be permissible for this activity:

(a) Hiring of buses to transport children. If required train trips within the requisite 25-50 kilometer radius may also be organized.

(b) Teachers from the school will accompany the children.

(c) Provision for accidental insurance of participants. The school/Institutions shall deploy a coordinator for every 20 participating children. These coordinators will ensure safety and security of children.

(d) The children will be taken to see a monument/museum/science centre/science city/play and will be addressed initially by a responsible person about what they are about to see. They will be given a souvenir and a writing pad to take down notes.

(e) Engagement of guides for conducting a group of participants in the monuments/museums/science centres/science cities.

(f) Children will be served an interesting and nutritious lunch.

(g) After seeing the monument/museum/science centre/science city/play, there will be a lively interactive session. At this session they will be given material about what they have seen – books for children/DVDs/VCDs/music cassettes.

(h) There will be regular follow-up sessions once the children return to their village/school – enactment of skit/writing of piece/discussions of what the children witnessed.

3.1.4   Focus on Leadership Development

Over a period of time, the 'approved implementing agencies' and the 'eligible institutions' will focus on development of cultural leadership amongst youth. It is recognized that in the initial phases this activity would need to commence with generation of awareness, which would gradually get widened and deepened, and will form the basis for encouraging leadership qualities among the youth for propagators of

cultural awareness. In developing such leadership attributes care will be taken to avoid any overlap with assistance for pursuing performing arts, to the extent possible.

3.1.5 Eligible institutions:

1. Any school, college or a voluntary organization in the cultural field working directly with the children (such as Registered Societies, Trusts etc.) may apply for inclusion in the list of 'eligible institutions' for conducting visits to museums/art galleries/monuments (or a combination thereof) and/or for viewing/ participation in theatre/dance/music performances etc.
2. Inclusion in the list of 'eligible institutions' would generally be for a specific activity/year, though in special circumstances, the EAC may permit the inclusion on a longer-term basis.
3. In addition to this, the 'approved implementing agencies' may identify and work with schools/colleges that fulfil the eligibility conditions without making a reference to the EAC for their inclusion in the list, provided all other conditions are met.

3.1.6 Financial Assistance

Maximum financial assistance to be provided to 'Approved Implementing Agencies' and/or 'Eligible Institutions' will be applicable as under, for various components of the Scheme:

Sl. No.	Activity	Maximum Financial Assistance admissible	
		For approved implementing agencies	For eligible institutions
1.	Distribution of existing AV material	Rs. 10,000 per institution for a specified number of such institutions per year	Nil
2.	Projection equipment including purchase of CD/DVD players	Nil	Rs. 80,000
3.	Production of new AV material including publications related to	Rs. 3 lakh per new publication (2,000 copies) and Rs. 2 lakh	Nil

	culture	per reprint (2,000 copies). Rs. 2 lakh for producing new AV material (30-minute duration) and Rs. 1 lakh for production of CD/DVD (2,000 copies)	
4.	Visits of under-privileged students	Rs. 10 lakh per year for regional coverage and Rs. 30 lakh for national coverage (comprising at least three regions)	Up to Rs. 500 per young person for a maximum of 200 such persons per institution. The limit of Rs. 500 can be exceeded in exceptional circumstances

Note: In the event that an 'approved implementing agency' or an 'eligible institution' is already a recipient of grant-in-aid from the Ministry of Culture, any financial assistance granted to it under this Scheme will be routed through the same Budget Head from where the main grant-in-aid is disbursed.

3.2.1 Scheme-2: National Programme for Youth and Adolescent (NPYAD)

Ministry of Youth Affairs and Sports, Government of India has taken several initiatives and carried out certain targeted interventions towards increasing leadership skills among the youth of India. National Programme for Youth and Adolescent (NPYAD) Scheme which has a component namely 'Youth Leadership Personality Development Training' to develop leadership qualities, national character, comradeship and personality development among the rural youth.

3.2.2 Criteria for selection of PIAs

The scheme is implemented in the project mode through Project Implementing Agencies (PIAs). The PIA has to submit project proposal involving one or more programme area or components under the scheme but the key factor for consideration of the project is the **past experience and resource** (infrastructure and technical manpower) available with the PIA.

3.2.3   Financial Assistance under the Scheme

The financial assistance from the Government of India under the scheme is catalytic funding and the **PIA is free to mobilise additional resource from other collaborating agencies/ organizations** for conduct of the programme. The amount financial assistance may vary depending on the number of participants or the duration of any individual programme drawn, which may be different than the number of participants or number of days mentioned in each programme component. The pattern of financial assistance for under this scheme component is given below.

Programme Component	Financial assistance
Youth Leadership and Personality Development	Rs. 3,00,000/-

3.2.4   Monitoring and Evaluation

An **institutional monitoring and evaluation system** is evolved for the monitoring and evaluation of the projects sanctioned under the scheme. Institutions such as RGNIYD, TOC, TORCs of NSS, IDARAs or any other reputed Institution/ NGO/ VA may be designated as the Monitoring and Evaluation Institution (MEI) for the projects sanctioned in a State/UT.

3.3.1   Scheme-3: Training on Youth Leadership and Community Development (TYLCD)

It is widely observed that when the personality, character and moral building opportunities are provided to youth on one hand and equipped with basic qualities of leadership on the other hand, assume responsibility and take lead in addressing village situations and also act as catalytic agents for the development of their village communities. The Training on Youth Leadership and Community Development (TYLCD) programme will also provide rural youth an opportunity to come together, share their experiences, exchange ideas and take up community welfare and Nation Building activities. It is one of the Flagship program of NYKS, therefore, should be organized with due diligence and seriousness.

3.3.2 Objective

- To enhance capacities of young people to take leadership to help others to live a meaningful life and contribute towards Nation Building.
- Inculcate strong character, self-discipline, integrity, positive attitude, commitment to Nation and strong desire to spread messages for Nation Building.
- To establish a Cadre of dedicated, motivated and trained youth leaders who are willing to engage for Nation Building activities.

3.3.3 Broad areas of training

Following are the broad areas which shall be covered under this programme and with focus on the areas identified. However, they **can further be improved in consultation with local resource persons and experts** in the areas of youth leadership and community development.

- Concept of Nation First – Character Must
- Creating critical awareness and understanding of social dynamics of the rural communities and youth.
- Imparting necessary skills and techniques for their personality development and mobilization of the community for the development activities.
- Enabling them to organize youth groups, establish and manage Youth Clubs.
- Imparting Knowledge of the Indian culture and tradition, Indian villages, Panchayati Raj, Civic Education, progress that India has made in general, and the scope of progress in one's own community
- Imparting further Leadership training to the youth leaders/ office bearers of the newly formed Youth Clubs.
- Inform and discuss the rural youth development and community welfare programmes and schemes of district and ministries and other developmental agencies which they can take up and or participate.
- Leadership – the concept, qualities, styles, skills
- Communication skills - how to interact with people and make speech
- Enhancing Computer Literacy

- Use of IT and Social Media Skills : Use of WhatsApp, Facebook, Twitter, Youtube and how to download useful Applications
- Creating critical awareness and understanding of Cyber Laws
- Creating critical awareness and understanding on Sankalp Se Siddhi for New India
- Prime Minister Flagship Programmes for Financial and Social inclusion
- Yoga as a way of Life
- Personality development and Life Skills
- Programme Management : Process , barrier, how to make speech
- Good citizenship: civic manners and respect for ethics & values
- Responsible citizens: Promoting communal harmony, national unity and being Indian.
- Coordination and linkages with other departments and Agencies – What, Why and How?
- Half an hour capsule to educate the youth on the Constitution of India be also created in the curriculum. (This may include Directive Principles of State policy, Fundamental Rights and Duties and preamble to the constitution.
- Group discussion on any social theme be also incorporated in the schedule.
- Life skill and soft skills training programme must be included keeping in view the availability of infrastructure and Resource Persons.
- Community service with a view to make the youth realize their social responsibilities should be part of the training schedule.
- Community Development: concepts and process; strategy to coordinate with developmental agencies and departments for up-liftment of the rural youth and village communities.

Youth will be motivated to engage in the Focus Areas as this would give them the joy to work for others. Trained youth will assume local leadership in community development and social welfare activities.

Eminent resource persons will be invited to interact with youth on the issues of patriotism, moral values, character building, respect for dignity of females, national security and integrity as well as following topics for their overall development.

3.3.4 Methodology

Duration: 3 days Residential program (2 Nights Halt Mandatory)

No. of participants per Programme :
40 (Youth leaders from the NYK Youth Clubs and youth from different walks of life preferably having android mobile phone). The covered Youth Clubs would not be repeated in another TYLCD. Every member participating in the camp must have some basic knowledge of Indian constitution.

No. of programmes in a district : 02 per district
The approach of the Training on Youth Leadership and Community Development would be participatory. The following suggestive methodologies should be adopted while undertaking the Training Programmes:

- Ice Breaking exercise
- Lectures on the subjects by the experts
- Group discussion
- Group Report writing and Presentation
- Role Play
- Open House Discussion
- Question Answer Session
- Best Practices : Telling Stories
- Home Assignments
- Team games and group activities be also be an integral part of the training programme. This may include Kabaddi, Kho Kho, volley ball and football.
- **A film on social issues** which will enhance and empower the Youth leadership qualities be also included in the programme to create knowledge about social and cultural diversities.
- Some PowerPoint presentations on India's cultural diversity, flora and fauna etc. can also be included in the programme.
- It is also suggested that the group must also learn songs in different Indian languages having social, patriotic message. It is also a step to towards national integration.

- Street Play (Nukad Natak) on social theme be a part of the training programme. The script for the same shall be prepared by the participants. Total time duration be 30 minutes.

Project Work: the participants should also be encouraged to do project work on addressing one of the social and development issues confronting the society and youth. Subjects can be employment pattern of the Youth, Self-employment, Education and Skill, Electricity, School education, Sanitation and Hygiene, Entertainment, Health and Physical Fitness.

Press Coverage: The District Youth Coordinators will ensure wide publicity through press and electronic media.

3.3.5   Implementation Strategy

- The sole responsibility for organizing TYLCD would be of concerned District Youth Coordinator. However, the District Youth Coordinator would take help of local Youth Club (s) and designated NYC volunteers.
- The District Youth Coordinators would identify the training providing agencies and or group of experts and resource persons who can impart training and provide IEC material and or guide and help in procuring the same on the topics and subjects mentioned in the contents of the TYLCD and further improve in consultation with local experts. Also, it can be mix of both these options for a meaningful and effective capacity building exercise.
- District Youth Coordinators would select the venue for organizing this programme where successful training activities could be undertaken. For example, venues where facilities like boarding and lodging for male and female participants, training infrastructure, teaching aid and equipments, electricity with power back up, water, sanitation and other facilities are available.
- It is also very necessary to ensure that there should be proper internet / wifi facility. Adequate no. of computers of latest configuration which are necessary to provide computer literacy should be provided.
- Since 40 young boys will be participating, it is necessary to ensure that uninterrupted electricity is provided. In case of non-availability of electricity or power breakup, the generator backup in the camp must be provided.

- Well in advance, the identified training agency and or the group of resource persons, training providers be briefed about the objectives, expectations of this TYLCD and its outcome.
- It would be ensured that the trainers would have expertise in the subject and topic allotted to him/her and can link it up with their roles as leaders in development and empowerment of Youth and Village Communities.
- Some **awards** should also be instituted for outstanding performances apart from distribution certificates to the participants.

3.3.6   Financial Assistance

Budget per Programme

Particulars	Amount (in Rs.)
Boarding & Lodging Rs. 300/- per head per day (300 x 40 x 3)	36,000
Travelling Allowance subject to actual with a ceiling of Rs. 150/- per head(150x40)	6,000
Resource Material (200x40)	8,000
Organization	5,000
Honorarium to Resource Persons (Rs. 1000 per person for 9 Sessions – 3 per day or as per the need)	9,000
Total	**64,000**

3.3.7   Major Tasks expected from trained Youth Leaders

- The trained Leaders of Youth Clubs will mobilize other members so that their Youth Club would act as a focal point of planning and implementation of Youth Development programmes with focus on employable skill development training programmes and community welfare and development activities in the focus areas identified in the Annual Action Plan 2017-18.
- Trained youth leaders will be motivated to undertake coordinated activities shown in the Plan by mobilising local resources for Nation Building.

3.4.1 Scheme-4: National Young Leaders Programme (NYLP)

The objective of the National Young Leaders Programme (NYLP) is to develop leadership qualities among the youth to enable them to realise their full potential and in the process, to contribute to the nation-building process. The Programme aims at motivating the youth to strive for excellence in their respective fields and to bring them to the forefront of the development process. It seeks to harness the immense youth energy for national-building.

The Programme beneficiaries shall be the youth in the age-group of 15-29 years, in line with the definition of 'youth' in the National Youth Policy, 2014. The Programme has the following components:

1. Neighbourhood Youth Parliament (NYP)
2. Youth for Development Programme (YFDP)
3. National Young Leaders Awards (NYLA)
4. National Youth Advisory Council (NYAC)
5. National Youth Development Fund (NYDF)

3.4.2 Neighbourhood Youth Parliament (NYP)

The objective of the Programme is to create an institutional platform right up to the village level, where the youth can articulate their views on various issues and draw the attention of the local administration to such issues/ concerns affecting their lives. Neighbourhood Youth Parliament' can take up any issues of concern to the local community such as **Education, Health, Family Welfare and Nutrition, Sanitation and Cleanliness**, **Social Issues, Environment Conservation, Women Empowerment, Rural Development, Economic Development, Skill Development and Entrepreneurship, Volunteerism, Civic Education, etc.** There would be total about **80 participants** in each Programme. The Programme shall primarily be participatory and interactive in nature.

In order to enable the 'youth clubs' to function as vibrant 'neighbourhood youth parliament', capacity building of the youth club leaders shall be necessary on continuing basis. This will be in the nature of 'Block Youth Parliament'. In this

context, one 'Block Youth Parliament' shall be organised in every Block every quarter (i.e. 4 programmes per Block per year).

The 'Block Youth Parliament' will be one-day programme organised, with participation of youth leaders from the Block. Two representatives from each youth club (President and Secretary of youth club or any other representative as the club may decide) shall participate in the Block Youth Parliament. The Block officials and elected public representatives shall also be invited to attend. There would be total about 80 participants in each Programme. The Programme shall primarily be participatory and interactive in nature. The Programmes shall be broadly structured in such a manner that in the Morning Session, eminent speakers shall deliver talk on contemporary issues. In the Afternoon Session, the participants will deliberate on these issues, with the speakers/ NYKS functionaries doing the moderation. At the end of the Session, the Minutes of the deliberations and the recommendations, shall be drawn up. These recommendations shall be sent to concerned Government Departments as well as the elected local bodies for their consideration.

The youth leaders from different clubs shall, after return to their respective areas, arrange similar discussion/ debate involving their club members. These Programmes would be broadly structured on the pattern of 'Block Youth Parliament'. **Village level Government functionaries as well as Gram Panchayat Pradhan/ members shall be invited to such Programmes**. At least one programme shall be held by each youth club every month. After each Programme, the recommendations shall be drawn up and the same shall be sent to concerned Government functionaries as well as the Gram Panchayat for their consideration. In this way, each youth club shall effectively function as 'neighbourhood youth parliament'. This will kick-start the process of effectively involving the youth in the governance process.

The Programmes shall be organised in close collaboration with the concerned State Governments. The matter will be discussed in State and District level Advisory Committees on Youth Programmes. The State Governments shall be requested to issue appropriate instructions to all their officials as also elected local bodies to extend full cooperation, by way of participation in the programmes,

providing resource persons for speaking on various subjects and by giving due weightage to the recommendations emerging from such Programmes.

District Nehru Yuva Kendras (NYKs) shall play nodal role in planning and implementing the Programme, with the help of NYC (National Youth Corps) volunteers deployed in the Blocks. The District NYKs shall finalise the Programme Schedule for the Block level Programmes, the structure of the Programme, the subjects to be covered in each Programmes, the speakers, venue of the programmes and so on. Necessary resource material on the subjects covered in the Programmes shall also be arranged. The entire planning should be done in close coordination with State Government officials and the elected local bodies.

For organising the 'Block Youth Parliament', financial assistance shall be provided @ Rs. Rs.12,000 per Programme involving 80 youth, i.e., Rs.150 per youth participant. For organising the 'Neighbourhood Youth Parliament' programmes, each youth club shall be provided financial assistance of Rs.1,200 per youth club per year.

Neighbourhood Youth Parliament' would provide a platform to the youth to articulate their views on various socio-economic development issues of concern to them. 2.74 lakhs youth clubs shall start functioning as 'neighbourhood youth parliament'. This will gradually be expanded to cover all villages. The Programme will help in developing leadership qualities among the youth and in actively involving them in the governance process. This will also be an important step in the direction of 'good governance'.

The Programme is implemented through Nehru Yuva Kendra Sangathan (NYKS), an autonomous organisation under the Department of Youth Affairs.

3.5 Best Practices of Similar Schemes which can be introduced in Nai Roshni Scheme

Following best practices of above mentioned similar schemes may be considered for the inclusion in the Nai Roshni Scheme for its effectiveness and imact on the target population.

Table-3.1: Best practices of similar schemes of other Ministries		
Sl. No.	Name of the Scheme	Best Practice
1	National Programme for Youth and Adolescent (NPYAD)	The key factor for consideration of the project is the **past experience and resource** (infrastructure and technical manpower) available with the PIA.
2	National Programme for Youth and Adolescent (NPYAD)	**PIA is free to mobilise additional resource from other collaborating agencies/ organizations** for conduct of the programme.
3	National Programme for Youth and Adolescent (NPYAD)	An **institutional monitoring and evaluation system** is evolved for the monitoring and evaluation of the projects sanctioned under the scheme. Institutions such as RGNIYD, TOC, TORCs of NSS, IDARAs or any other reputed Institution/ NGO/VA may be designated as the Monitoring and Evaluation Institution (MEI) for the projects sanctioned in a State/UT.
4	Training on Youth Leadership and Community Development (TYLCD)	The broad areas of training identified for the programme **can further be improved in consultation with local resource persons and experts** in the areas of youth leadership and community development.
5	Training on Youth Leadership and Community Development (TYLCD)	**A film on social issues** which will enhance and empower the Youth leadership qualities be also included in the programme to create

		knowledge about social and cultural diversities.
		Similarly, a film on issues related to women of minority communities may be prepared by MoMA and shared with the PIAs to show it in the training programme.
6	Training on Youth Leadership and Community Development (TYLCD)	The District Youth Coordinators will ensure wide publicity through press and electronic media.
		Similarly, the PIAs implementing the Nai Roshni Scheme have to ensure wide publicity through press and electronic media of the training programme conducted.
7	Training on Youth Leadership and Community Development (TYLCD)	Some awards should also be instituted for outstanding performances apart from distribution certificates to the participants.
8	National Young Leaders Programme (NYLP)	Village level Government functionaries as well as Gram Panchayat Pradhan/ members shall be invited to such Programmes.
9	National Young Leaders Programme (NYLP)	The Programmes shall be organised in close collaboration with the concerned State Governments.

CHAPTER-IV
FINANCIAL & PHYSICAL ACHIEVEMENTS
UNDER THE SCHEME

4.1   Financial Achievements under Nai-Roshni Scheme

The data on Budget Estimation (BE), Revised Estimation (RE) and Actual Expenditure (AE) under the Nai Roshni Scheme from its launch in 2012-13 to 2019-20 shows that there was not much difference in BE and RE except FY 2019-20 in which the BE was Rs. 15 crore and RE was reduced to Rs. 10 crore. In all the years, the Actual Expenditure (AE) against the RE was more than 80% except the FY 2019-20 in which the AE was 71% to the RE. Overall, since implementation, the AE was 89% to RE under the Nai Roshni Scheme. The study observed that all grants to the PIAs for the year 2019-20 were released through EAT module of PFMS only.

Chart-4.1: BE, RE, AE under Nai Roshni Scheme

(Rs. in crore)
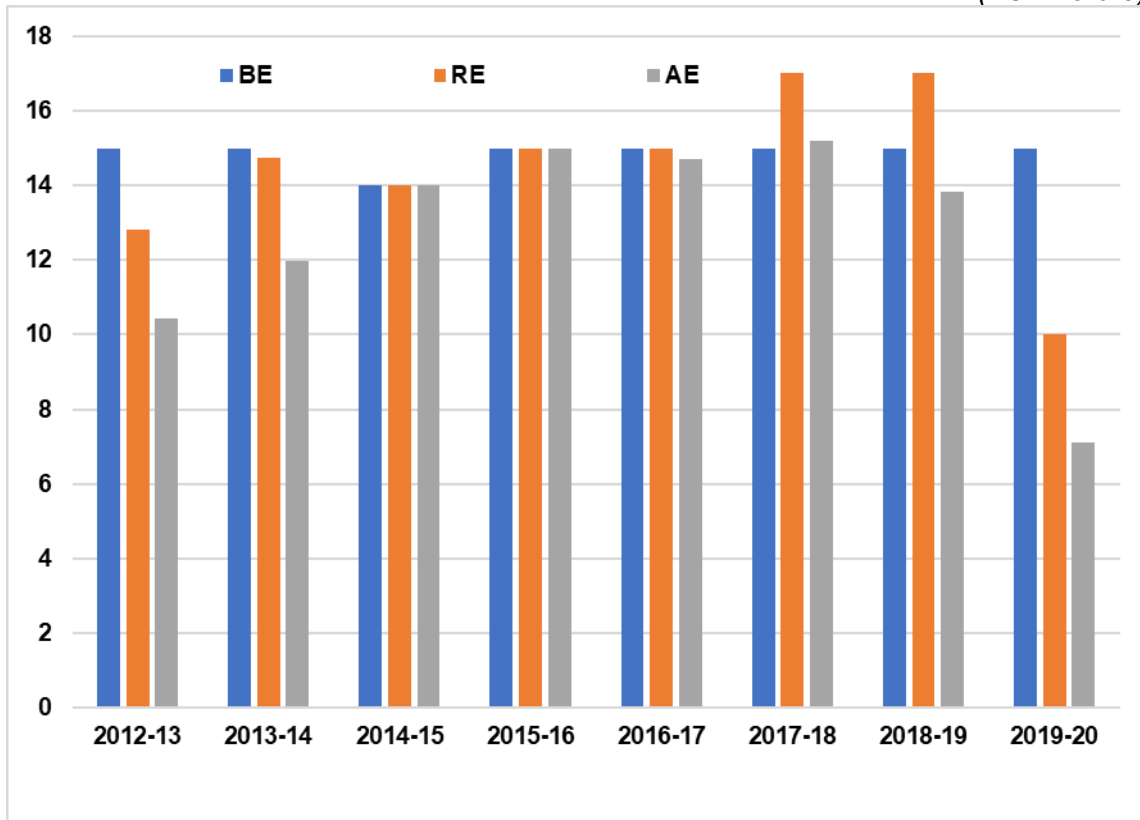
Sl. No.	Financial Year	Budget Estimation (Rs. in Crore)	Revised Estimation (Rs. in Core)	Actual Expenditure (Rs. in Crore)	Percentage of Expenditure incurred against the Revised Estimation (%)
	Table-4.1: BE, RE, AE under Nai Roshni Scheme				
1	2012-13	15.00	12.80	10.45	81.6
2	2013-14	15.00	14.74	11.96	81.1
3	2014-15	14.00	14.00	14.00	100.0
4	2015-16	15.00	15.00	14.99	99.9
5	2016-17	15.00	15.00	14.72	98.1
6	2017-18	15.00	17.00	15.19	89.4
7	2018-19	15.00	17.00	13.83	81.4
8	2019-20	15.00	10.00	7.1	71.0
	Total	**119.00**	**115.54**	**102.24**	**88.5**

4.2   State wise funds released under Nai-Roshni Scheme

The study observed that majority (56%) of the fund under the scheme was released to the PIAs in Uttar Pradesh, followed by Madhya Pradesh (9.4%), Assam (5.5%), Rajasthan (4%) and Uttarakhand (2.9%).

PIAs in West Bengal, Karnataka, Bihar, Manipur, Andhra Pradesh, Delhi, Maharashtra, Odisha, Kerala, Jharkhand, Chhattisgarh and Tamil Nadu have got some fund from the Ministry for the implementation of the scheme.

PIAs in Tamil Nadu, Gujarat, Haryana, Punjab, Jammu & Kashmir, Nagaland, Telangana, Arunachal Pradesh, Himanchal Pradesh, Sikkim, Tripura and Meghalaya have got very less fund from the Ministry for the implementation of the scheme.

Sr. No.	States	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	Total	Percentage
	Table-4.2: State wise funds released to the PIAs for implementation of Nai Roshni Scheme during the year 2012-13 to 2019-20										*(Rs. in crore)*
1	Uttar Pradesh	7.09	5.39	6.62	7.81	9.32	9.09	7.58	4.05	56.95	56.0
2	Madhya Pradesh	0.6	0.89	1.35	1.36	1.25	1.59	1.79	0.75	9.58	9.4
3	Assam	0	0.64	0.78	1.15	1.28	0.73	0.43	0.63	5.64	5.5
4	Rajasthan	0.58	0.48	0.99	0.55	0.24	0.32	0.62	0.32	4.1	4.0
5	Uttarakhand	0.55	0.46	0.33	0.38	0.42	0.25	0.32	0.21	2.92	2.9
6	West Bengal	0	0.56	0.31	0.49	0.51	0.11	0.36	0.07	2.41	2.4
7	Karnataka	0.22	0.36	0.23	0.38	0.39	0.4	0.24	0.05	2.27	2.2
8	Bihar	0	0.11	0.64	0.53	0.18	0.45	0.03	0.09	2.03	2.0
9	Manipur	0.55	0.66	0.41	0.35	0.06	0	0	0	2.03	2.0
10	Andhra Pradesh	0	0.47	0.18	0.13	0.2	0.28	0.18	0.2	1.64	1.6
11	Delhi	0	0.2	0.28	0.06	0.12	0.3	0.41	0.14	1.51	1.5
12	Maharashtra	0.14	0.31	0.31	0.15	0.04	0.12	0.33	0.14	1.54	1.5
13	Odisha	0.18	0.22	0.14	0.37	0.17	0.34	0.12	0	1.54	1.5
14	Kerala	0.22	0.1	0.1	0.37	0.11	0.3	0.13	0.03	1.36	1.3
15	Jharkhand	0	0.19	0.15	0.27	0.08	0.28	0.1	0.02	1.09	1.1
16	Chhattisgarh	0.5	0.05	0.03	0.11	0.05	0.05	0.1	0.1	0.99	1.0
17	Tamil Nadu	0.05	0.22	0.09	0.15	0.14	0.17	0.13	0.09	1.04	1.0
18	Gujarat	0.25	0.06	0.23	0.1	0.05	0.1	0.03	0	0.82	0.8
19	Haryana	0	0.04	0.09	0.04	0	0.01	0.34	0.12	0.64	0.6

Sr. No.	States	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	Total	Percentage
	Table-4.2: State wise funds released to the PIAs for implementation of Nai Roshni Scheme during the year 2012-13 to 2019-20										
											(Rs. in crore)
20	Punjab	0	0.25	0.05	0	0.04	0.06	0.24	0.02	0.66	0.6
21	Jammu & Kashmir	0	0.07	0.09	0.0032	0	0.12	0.21	0.05	0.54	0.5
22	Nagaland	0	0.04	0.17	0	0	0	0.08	0	0.29	0.3
23	Telangana	0	0	0.03	0.03.	0.04	0.09	0.03	0.02	0.21	0.2
24	Arunachal Pradesh	0	0.05	0	0	0	0.03	0.03	0	0.11	0.1
25	Himanchal Pradesh	0	0.02	0.04	0.01	0	0	0.03	0	0.1	0.1
26	Sikkim	0	0	0.03	0	0	0.04	0	0	0.07	0.1
27	Tripura	0	0	0.12	0.03	0	0	0	0	0.15	0.1
28	Meghalaya	0	0	0	0	0	0.03	0	0	0.03	0.0

4.2   Physical Achievements under Nai-Roshni Scheme

The data on physical targets and achievements under Nai-Roshni Scheme shows that more number of women have been trained under the scheme than the set target. While more number of trainees were trained than the set target in FY 2013-14, 2014-15, 2015-16, 2016-17 and 2018-19, the target was almost achieved in 2012-13 and 2017-18. However, only 6000 women were trained in 2019-20 against the target of 50000.

Chart-5.2: Year wise number of trainees trained under Nai-Roshni Scheme
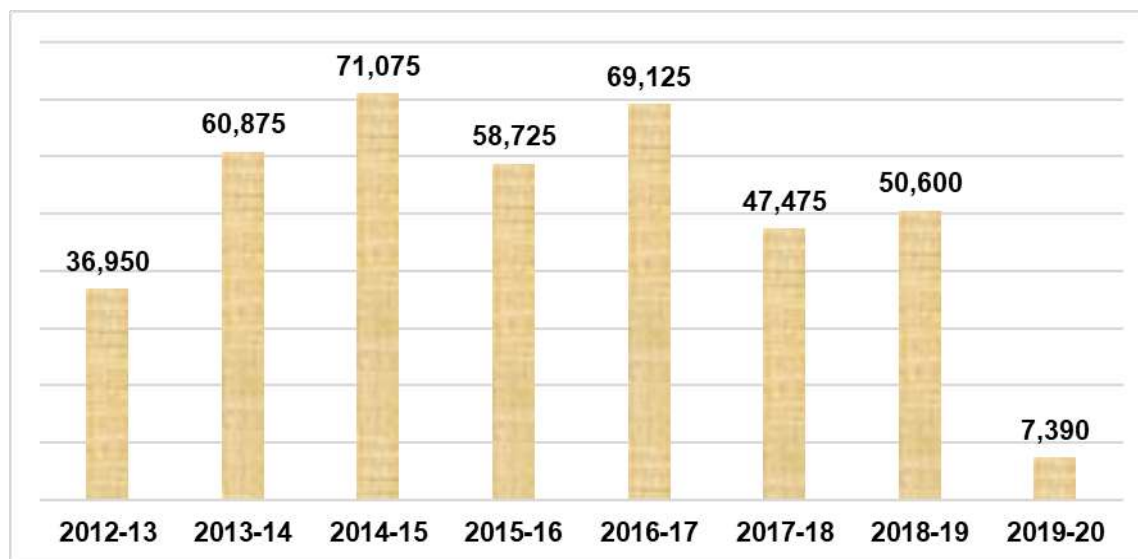
Table-4.3: Physical Achievements under Nai-Roshni Scheme				
Sl. No.	Financial Year	Physical Target	Physical Achievement	Percentage of Physical Achievement against the Target
1	2012-13	40,000	36,950	92
2	2013-14	40,000	60,875	152
3	2014-15	40,000	71,075	178
4	2015-16	40,000	58,725	147
5	2016-17	40,000	69,125	173
6	2017-18	50,000	47,475	95
7	2018-19	50,000	50,600	101
8	2019-20	50,000	7,390	15
	Total	**3,50,000**	**4,02,215**	**115**

4.3   Geographical coverage of the beneficiaries

The study observed that out of the total 402215 minority women provided leadership training under the scheme, 215275 (53.5%) are in Uttar Pradesh, followed by Madhya Pradesh with 41775 (10.4%), Assam with 22175 (5.5%), Rajasthan with 17500 (4.4%) and Uttarakhand with 10640 (2.6%) are the top five states where more than 10000 minority women were trained under the scheme since its inception in 2012-13.

Apart from the above states, more than 5000 but less than 10000 minority women were trained in the states like Bihar, Karnataka, West Bengal, Maharashtra, Manipur, Andhra Pradesh, Odisha, Jharkhand, Kerala, Tamil Nadu and Delhi and Gujarat**.**

More than 1000 but less than 5000 minority women were trained under the scheme in the states like Delhi, Gujarat, Punjab, Chhattisgarh, Jammu & Kashmir, Haryana, Nagaland and Telangana.

The study also found that less than 1000 minority women were trained under the scheme in the states like Tripura, Arunachal Pradesh, Himachal Pradesh, Sikkim and Meghalaya.

Table-4.4: State wise number of trainees trained under Nai Roshni Scheme during the year 2012-13 to 2019-20										
Sr. No.	States	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	Total	Percentage
1	Uttar Pradesh	26225	25725	29250	31225	45975	27825	26175	2875	215275	53.5
2	Madhya Pradesh	2500	4925	8400	5450	7375	4050	7400	1675	41775	10.4
3	Assam	0	3400	4200	5250	3500	2775	2125	925	22175	5.5
4	Rajasthan	1775	2750	6000	1725	1500	1350	2175	225	17500	4.4
5	Uttarakhand	1425	1875	2125	1175	1500	1075	1300	165	10640	2.6
6	Bihar	0	750	4275	1675	1000	1825	125	125	9775	2.4
7	Karnataka	675	2050	1250	1850	1900	1225	750	0	9700	2.4
8	West Bengal	0	3200	1650	950	625	175	1750	125	8475	2.1
9	Maharashtra	450	2000	1950	550	0	425	1425	175	6975	1.7
10	Manipur	1300	3000	2100	575	0	0	0	0	6975	1.7
11	Andhra Pradesh	0	2650	475	725	750	850	750	300	6500	1.6
12	Odisha	675	1375	575	1650	1125	475	375	0	6250	1.6
13	Jharkhand	0	1100	725	1575	500	1225	250	0	5375	1.3
14	Kerala	350	625	700	2325	750	350	250	0	5350	1.3
15	Tamil Nadu	225	1200	375	875	1000	650	750	125	5200	1.3
16	Delhi	0	750	1350	0	750	1150	500	300	4800	1.2
17	Gujarat	1125	375	1525	575	0	175	125	0	3900	1.0
18	Punjab	0	1250	350	0	250	300	1125	0	3275	0.8
19	Chhattisgarh	225	375	225	575	375	175	500	250	2700	0.7

Sr. No.	States	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	Total	Percentage
	Table-4.4: State wise number of trainees trained under Nai Roshni Scheme during the year 2012-13 to 2019-20										
20	Jammu & Kashmir	0	500	350	0	0	550	1125	0	2525	0.6
21	Haryana	0	250	600	0	0	0	875	125	1850	0.5
22	Nagaland	0	250	1075	0	0	0	375	0	1700	0.4
23	Telangana	0	0	225	0	250	425	125	0	1025	0.3
24	Tripura	0	0	850	0	0	0	0	0	850	0.2
25	Arunachal Pradesh	0	375	0	0	0	125	125	0	625	0.2
26	Himachal Pradesh	0	125	250	0	0	0	125	0	500	0.1
27	Sikkim	0	0	225	0	0	175	0	0	400	0.1
28	Meghalaya						125	0	0	125	0.0
	Total	**36950**	**60875**	**71075**	**58725**	**69125**	**47475**	**50600**	**7390**	**402215**	

CHAPTER-V
SELECTION & EMPANELMENT OF IMPLEMENTING AGENCIES UNDER NAI ROSHNI SCHEME

5.1 Procedure outlined in the Scheme Guidelines for selection of implementing agencies

5.1.1 Advertisement and Submission of Proposals

Advertisement is published by the Ministry of Minority Affairs in the National / Local newspapers for inviting proposals from organizations through Online Application Management System (OAMS) at url http://nairoshni-moma.gov.in. The link of OAMS is available on official website of Ministry of Minority Affairs i.e. www.minorityaffairs.gov.in. The intending organizations apply online in OAMS. All the documents need to be submitted online in OAMS. No document is submitted by the organizations to the Ministry, unless asked for.

In line with the Government's policy on e-Governance and simplification of procedures, an Online Application Management System (OAMS) has been developed for the scheme "Nai Roshni" under which receiving of proposals, data management, sanction, release and monitoring of projects is being done through OAMS since 2015-16. During 2017-18, proposal for empanelment for three years i.e. 2017-20 were invited through OAMS and all the proposals and requisite documents were received online.

5.1.2 Criteria for Selection of Organizations

Stringent requirements is adopted by the Ministry for selection of organizations in order to ensure that organizations that have capacity are highly motivated, dedicated and committed to the welfare of women and working in the field for women, qualify. The organisations should have the requisite personnel, financial viability and infrastructure to operate at the grass root level for implementation of the project. The organization should fulfill the below mentioned criteria for eligibility to the scheme.

(a) The organization must be duly registered and should have been in operation for a minimum of three years.

(b) The organization should be financially viable and not have deficit account during the last three years. For this, duly Audited Annual Accounts of the last three years should be uploaded on OAMS.

(c) The organization must have undertaken at least one project exclusively for development of women. Evidence to that effect should be uploaded on the OAMS.

(d) Preference will be given to local ground level organizations which are certified by the District Collector/ Urban Local Bodies/ local authorities that such organization has worked in that particular area for women development projects and delivered good results.

(e) The organization must have at least three key training personnel who should at least be a Graduate / Graduate Diploma holder. A list of all the key training personnel containing their names, gender, educational qualifications, area of expertise, number of years and type of experience, full postal address and contact numbers should be given on OAMS.

(f) The organization should not have been blacklisted by any Government Departments/agency. Organization or any of its head should not have been convicted for any criminal offence. An affidavit certified by NOTARY should be provided.

(g) In case of residential trainings for trainees, the organization must have the requisite residential boarding facilities, training space and toilets which should be sufficient for at least 25 trainees. Safety of trainees must be of prime importance.

(h) In case sufficient number of application from PIAs from Himalayan area, inaccessible terrain, north- east States / UTs are not received, Secretary (MA) may give relaxation in selection Criteria.

5.2 Submission & evaluation of proposals

The proposal is submitted by the interested organisations in prescribed format through Online Application Management System (OAMS). Organizations fulfilling the eligibility norms of the Ministry are examined by the Ministry and placed before the Sanctioning Committee.

The meeting of the Sanctioning Committee under the Chairpersonship of Joint Secretary(NR), Ministry of Minority Affairs is organised to consider the complete proposals received through OAMS for empanelment under scheme "Nai Roshni" and allocation of projects. Out of total organisations registered on OAMS and further and checked by the Programme Division, eligible organisations are considered for empanel and sanction as per the eligible criteria of the guidelines of the schemes. The applicant organizations are required to apply on OAMS portal of Scheme with all necessary documents e.g. No. of years of Registration of PIA, Details of Projects handled, including those related to women and in the Government Sector, Audited Reports of last three years, Key functionaries including officials/staff working for organization including women officials/staff.

5.3 Terms & Conditions for empanelment and release of fund

The terms and conditions for release of empanelment and financial assistance to the organization, which may be reviewed/modified by the Ministry at any stage, are as follows:-

(a) The organization shall have a website displaying all the details of their organization, head office, field offices, land line telephone numbers, personnel, details of past operations and activities, etc.

(b) The organization shall have in their possession Global Positioning System (GPS) digital camera for taking photographs of all important activities such as address by faculty, government functionaries, lunch being provided, usage of audio-visual equipments, submitting petitions for redressal of grievances/problems faced, workshop being conducted, etc.

(c) The Organization shall furnish an undertaking, in the name of the competent authority responsible for actual implementation of the scheme, accepting the „terms and conditions" laid down by the Ministry of Minority Affairs and furnish a bond with two sureties and will also be responsible for furnishing of accounts of the grant sanctioned. The requirement of furnishing two sureties would not be required in the case of Central and State Universities/Institutions recognized by University Grants Commission (UGC) and training institutes of Central and State Government.

(d) The organization shall maintain a separate account for the financial assistance released by the Ministry of Minority Affairs and shall make the books of accounts available to the Ministry as and when requisitioned for inspection.

(e) The organization shall utilize the financial assistance for the specified purposes only.

(f) The organization shall give an undertaking that in the event of acting in contravention of this condition, it will refund the amount received from the Government with 18% annual penal interest or the penal interest prescribed by Chief Controller of Accounts and any other action, as deemed necessary by the Government.

(g) The organization shall be solely responsible for ensuring that women fulfilling the eligibility criteria are selected for training.

(h) The Organization shall give an undertaking that their books for this project will be open to inspection by the officers of Central Government, concerned State Government /UT Administration or any Chartered Accountant authorized by the Ministry.

(i) On completion of the project, the organization shall submit to the Ministry of Minority Affairs, the utilization certificate (GFR-12A), and audited accounts, certified by a Chartered Accountant along with the following documents through the Online Application Management System:

1) Duly Audited Income and Expenditure Statement/Account / Balance Sheet for the year, including Receipt & Payment Account of the organisation, in respect of funds received during the year.

2) A certificate to the effect that the organisation has not received any other grant for the same project from any other Ministry/Department of the Government of India, State Government/UT Administration and any other Government/Non-Government organization/bilateral/ multi-lateral funding agencies or United nations.

(j)   The organization shall erect at the venue of the training programme, banners / boards indicating the date and venue of the training and that the training / workshop is organized on behalf of Ministry of Minority Affairs, Government of India.

(k)   The organization shall give prior intimation of the training programme on OAMS to the Ministry/ State Government/ UT Administration to enable officials to be deputed to inspect the training programme.

(l)   The organization shall submit photographs, video clippings as evidence of holding the training programme / workshop to the Ministry through the Online Application Management System (OAMS). These shall also be hosted in the website of the Organization.

(m) The organization shall submit copies of pamphlets, publicity materials etc. brought out in the local language in connection with the training programme to the Ministry / State Government through the Online Application Management System (OAMS).

(n)   The Government of India reserves the right to direct the organization for making any changes in the programme or in the estimated cost.

(o)   The Government shall have the right to lay down any other conditions prior to the release of the grants-in-aid.

(p) The organization approved for implementation of the project proposal in the villages / localities shall ensure that, as far as possible, majority of the trainers deployed are women, preferably some of them from the minority communities concerned.

5.4 Number of implementing agencies empanelled and funded under the Scheme

The study observed that the PIAs in 28 states were funded in different years for the implementation of Nai Roshni Scheme. While the 65 PIAs in 13 states were funded in 2012-13, 40 PIAs in 12 states were funded in 2013-14, 458 PIAs in 26 states were funded in 2014-15, 94 PIAs in 14 states were funded in 2015-16, 206 PIAs in 18 states were funded in 2016-17, 640 PIAs in 26 states were funded in 2017-18 & 2018-19, and 243 PIAs were funded in 20 states were funded in 2019-20.

Chart-5.1: Year wise PIAs funded under Nai Roshni Scheme
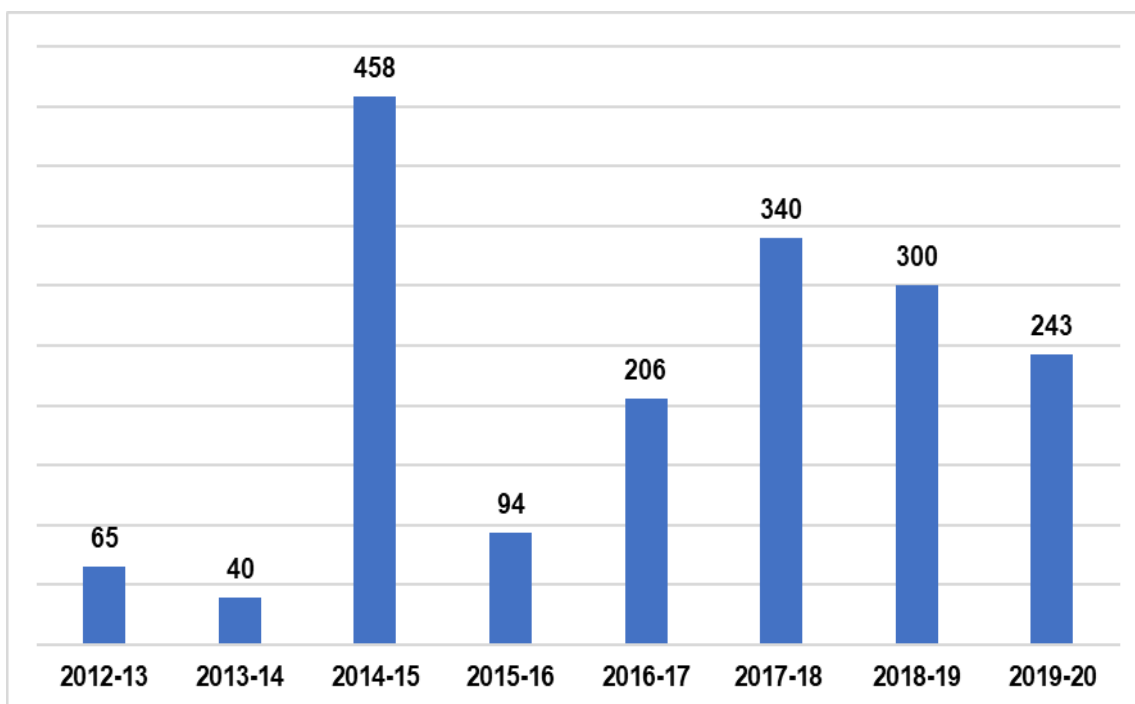
State wise analysis found that since implementation of the scheme in 2012-13 to 2019-20, highest number of PIAs have been benefitted in Uttar Pradesh, followed by Madhya Pradesh, Assam, Rajasthan, Bihar, Karnataka, West Bengal and Maharashtra.

Sl. No.	State	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18 & 2018-19	2019-20	Total
	Table-5.1: Year wise and State wise number of implementing agencies empanelled and benefitted under the Scheme								
1	Uttar Pradesh	29	9	213	55	133	340	149	928
2	Madhya Pradesh	5	2	47	12	24	79	25	194
3	Assam		7	25	7	10	31	17	97
4	Rajasthan	7		33	3	4	24	9	80
5	Uttarakhand	5		11	1	5	15	6	43
6	Bihar			16		4	12	2	34
7	Karnataka	3	1	9	2	5	13	1	34
8	West Bengal		3	12		2	14	3	34
9	Maharashtra	2		12			14	4	32
10	Manipur	1	1	15	2				19
11	Andhra Pradesh		4	8	1	2	11	5	31
12	Odisha	4		7	2	3	6		22
13	Jharkhand	1	2	5	3	2	9	1	23
14	Kerala	1	1	4	1	2	4	2	15
15	Tamil Nadu	1	3	4	3	3	10	1	25
16	Delhi		6	11		3	9	4	33
17	Gujarat	5		8	1		2		16
18	Punjab		1	2		1	11	2	17

Sl. No.	State	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18 & 2018-19	2019-20	Total
19	Chhattisgarh	1		1	1	1	4	4	12
20	Jammu & Kashmir			3		1	13	2	19
21	Haryana			4			7	4	15
22	Nagaland			3			3		6
23	Telangana			1		1	4	1	7
24	Tripura			1					1
25	Arunachal Pradesh						2		2
26	Himachal Pradesh			2			1		3
27	Sikkim			1			1		2
28	Meghalaya						1	1	2
	Total	**65**	**40**	**458**	**94**	**206**	**640**	**243**	**1746**

Table-5.1: Year wise and State wise number of implementing agencies empanelled and benefitted under the Scheme

5.5 Effectiveness of the selection criteria

A large number of PIAs have been funded in last eight years for the implementation of the scheme. But the study observed that some PIAs have not been able to implement the training programme properly due to having less experience and expertise. Thus, following suggestions may be incorporated in the guidelines to make the selection criteria more effective so that the training programmes under the scheme could be undertaken properly. The other selection criteria in the guidelines may remain the same.

Table-5.2: Suggested selection criteria for more effectiveness		
Sl. No.	Present Criteria	Suggested Criteria
(a)	The organization must be duly registered and should have been in operation for a minimum of three years.	The organization must be duly registered and should have been in operation for a minimum of **five** years.
(b)	The organization should be financially viable and not have deficit account during the last three years. For this, duly Audited Annual Accounts of the last three years should be uploaded on OAMS.	The organization should be financially viable and not have deficit account during the last three years. **The average annual turnover of the organization in last three years should not be less than Rs. 20 lakhs.** For this, duly Audited Annual Accounts of the last three years should be uploaded on OAMS.
(c)	The organization must have undertaken at least one project exclusively for development of women. Evidence to that effect should be uploaded on the OAMS.	The organization must have undertaken at least **three projects** exclusively for development of women. Evidence to that effect should be uploaded on the OAMS. In case an organization has successfully implemented training programme under Nai Roshni Scheme in the past, Secretary (MA) may give relaxation in the above three selection criteria.

CHAPTER-VI
IMPLEMENTATION OF THE SCHEME

6.1   Particulars of the Organisations

6.1.1   Number of years of existence & in operation

As per the guidelines of the Nai Roshni Scheme, the Project Implementing Agencies (PIAs) with prior experience and resources arrange training in recognized Government training institutes or their own facility. The study observed that the PIAs, generally the NGOs have conducted the training programmes under the scheme in their own facility. Out of 22 surveyed NGOs, it was observed that 54% have more than 10 years of experience, while 32% have 5 to 10 years of experience and 14% have less than 5 years of experience.

Chart-6.1: Number of years of existence & in operation
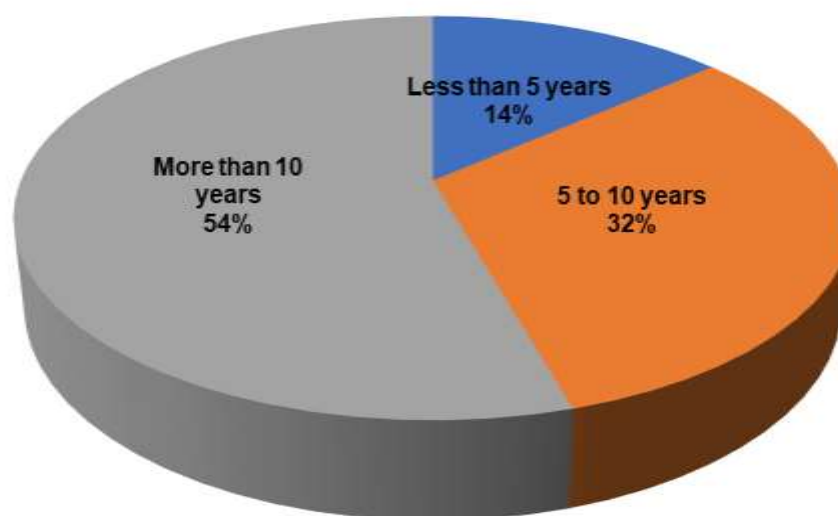
6.1.2   Years of experience in conducting awareness training programmes

Further, it was observed that 54% NGOs have more than 10 years of experience in conducting awareness training programmes, while 27% have 5 to 10 years of experience and 18% NGOs have less than 5 years of experience in conducting awareness training programmes.

6.1.3   Number of years of empanelment with MoMA under Nai Roshni Scheme

It was found that out of the sample 22 NGOs selected for the study, 46% NGOs have been empanelled with the Ministry in last three years, while 27% NGOs have been empanelled before four to five years, and 27% NGOs have been empanelled before five years.

6.1.4   Financial capability of the NGOs

Out of the 22 surveyed NGOs, 2 (9%) NGOs have an annual turnover of less than Rs. 10 lakh, while 9 (41%) have an annual turnover of Rs. 10 lakh to 20 lakh, and 11 (50%) have an annual turnover of above Rs. 20 lakh. Presently, as per the guidelines, there is no criteria for selection of financially capable organisations for implementation of the scheme. For better implementation and impact of the scheme, the Ministry may change the guidelines in selection criteria to empanel the organisations   have an annual turnover of above Rs. 20 lakh.

Chart-6.2: Financial capability of the NGOs
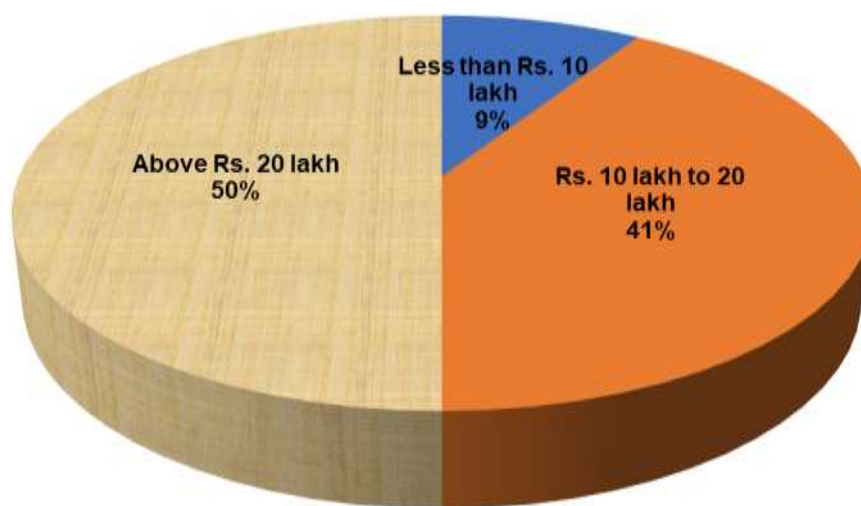
6.1.5   Facilities NGOs are having

Majority (60%) of the NGOs are having rented accommodation, while 40% have own accommodation. The study further observed that 96% NGOs have classroom facilities, 82% have library facilities, 50% have hostel facilities, 36% have canteen facilities, 82%

have computer facilities and 23% have other facilities like LCD, training hall, PMKVY Centre, food supply from outside, etc.

6.2   Training programmes conducted by the NGOs

The study found that average 5 batches of non-residential training programmes were conducted by the surveyed NGOs in 2017-18, while the batches of training programmes were decreased to 2 and 3 respectively in 2018-19 and 2019-20. Each batch of training programme was consisted of 25 women.

While half of the NGOs have organized training programmes under the scheme in rural villages, 32% have organized in urban localities and 18% NGOs have organized training programme under the scheme both in rural and urban localities.

6.2.1   Sensitization workshops

Majority (73%) of the surveyed NGOs have organized workshop to sensitize government functionaries, bankers and PRIs. Out of these NGOs, 31% have organized one to two workshops, while 38% NGOs have organized three to five workshops, and 31% NGO have organized more than five workshops to sensitize government functionaries, bankers and PRIs about the Nai Roshni scheme.

6.2.2   Nurturing/ handholding service

Every month, the staff of majority (64%) of the surveyed NGOs visit the village / locality for providing nurturing / handholding service to the women imparted leadership development training, while the staff of 27% NGOs visit them every week and staff of 9% NGOs visit then on fortnightly basis. The study observed that all the NGOs carry out concurrent monitoring for taking corrective action.

6..3.1   Monitoring or Inspection Mechanism

Ministry of Minority Affairs developed mechanism for monitoring the progress of implementation of the projects by organizations and for this purpose invite State officials

concerned and / or also some renowned women / NGOs to the review meetings. The Sanctioning Committee also reviews the progress of implementation of the projects.

The District Level Committees constituted under Multi-sectoral Development Programme (MsDP) of Ministry of Minority Affairs, which also involve People's representative, are also assigned the task of monitoring this programme.

Financial monitoring of implementing organizations is also done through Chartered Accountants empanelled for this purpose by the Ministry for which charges are met from the Sub–Head- Professional Charges of the scheme.

During Mid-Term Evaluation, the Ministry reviewed the necessity of the training modules in a particular area, financial viability of such trainings, maximum number of women who could be trained by an organization.

6.3.2   Reporting by the PIAs

During the field study, majority (73%) of the NGOs informed that the district authorities have monitored the training programmes conducted under the scheme, with 23% each informed that Ministry, block authority and local PRIs have monitored and 14% informed that the state authorities have monitored the training programme.

While half of the surveyed NGOs have submitted monthly progress reports of training programmes conducted under Nai Roshni Scheme to the Ministry, rest half have submitted quarterly progress reports. All the surveyed PIAs reported that they have timely sent the completion report and Utilisation Certificate of training programmes conducted under Nai Roshni Scheme to the Ministry.

86% NGOs have sent photos of all important activities of the training programme such as address by faculty, government functionaries to the Ministry through GPS enabled mobile phone, 82% have sent photos of lunch / meals being provided, 77% have sent photos on usage of audio-visual equipments, 50% have sent petitions for redressal of grievances/ problems faced, 73% have sent photos pf workshops being conducted, and all NGOs have also sent the list of training participants with the dates of training conducted to the Ministry. Apart from the Ministry, 68% NGOs have sent progress

report or completion report of training programmes conducted under Nai Roshni Scheme to the state administration, while 32% have sent progress report or completion report of training programmes to the district administration.

6.3.3 Obstacles in proper monitoring of the scheme and suggestions for improvement

However, the study observed that the awareness of district officials about the scheme is very low for which they are not able to properly monitor the implementation of the scheme.

Also, there is lack of manpower in the PMU in the Ministry for proper monitoring and implementation of the scheme at the ground level. Thus, there is immediate need to strengthen the PMU with enough manpower to improve the monitoring and inspection system of the scheme.

The study noticed that the present monitoring system is totally document based. There is need to adopt technology-based method such as mobile app and geo-tagging of the field report of the training programmes to strengthen the monitoring system.

6.4 Effectiveness and efficiency of different components

Majority (72.7%) of the PIAs feel that the quantum of the fund provided to them is sufficient. However, 27.3% PIAs feel that the quantum of fund for undertaking the training programme is insufficient and it should be increased.

Majority (77.3%) of the PIAs feel that the duration of the training programme is sufficient. Also, 54.5% PIAs reported that the time schedule for fund release is effective. However, majority (54.5%) of the PIAs unhappy with periodicity of fund release and reported about late release of second installment.

Chart-6.3: Effectiveness and efficiency of different scheme components
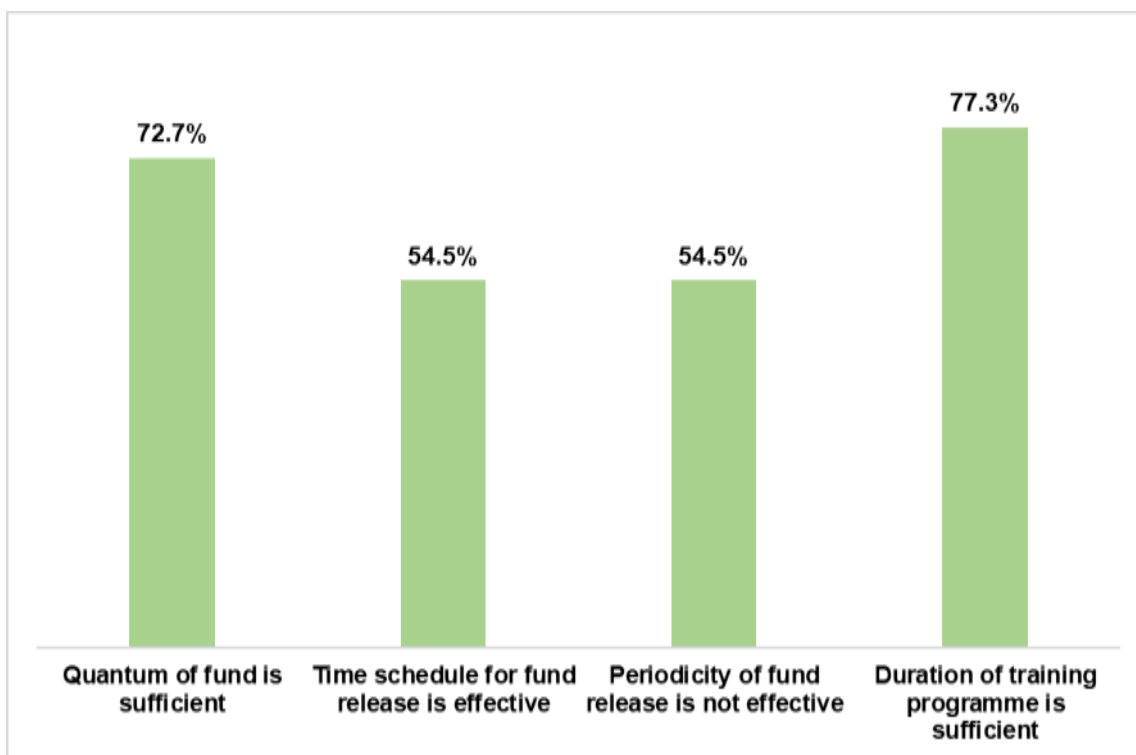
6.5   Problems faced by the NGOs in conducting training programmes

While majority (60%) of the NGOs have not faced any problem in conducting the training programmes under the scheme, while 40% have faced problem in conducting the training programmes. Types of problems faced by the NGOs in conducting the training programmes under the scheme were:

- In managing the women of different community in the programme
- Convincing the minority women to join the program
- Non-availability of fund
- Non-availability of the study materials or uploaded training modules in regional language
- Mobilize the attendees during the training
- Muslim women wanted female trainer instead of male trainer
- No support from local administration as they are not aware of the scheme

6.6   Opinion on hand-holding period

As per the scheme guidelines, the organization have to carry out nurturing and handholding for a period of one year under non-residential training to ensure that the empowered women folk become independent, economically self-sustainable and are able to act as a pressure group to take up their grievances / problems with the village /block / district / State authorities relating to availability of basic infrastructure and services identified during formulation of the project as requiring improvement or provisioning in the village / locality.

Most (82%) of the NGOs feel that the existing handholding period should not be revised, while 18% NGOs feel that the existing handholding period should be reduced to one to two months.

6.7   Opinion on training modules

Majority (63%) of the NGOs feel that the training modules needs to be revised with passage of time and in view of pandemic. The suggestions provided by the NGOs in this regard are:

- Training module should give knowledge on corona vaccination
- It must be synchronised with Ministry of Health's revised guidelines on corona virus
- The modules should be illustrated with pictorials messages
- Module should include modes of livelihood which can help them earn and support their family
- Keeping eye on the present situation, module should be updated from time to time

6.7   Reasons for not intending to give skill training under the scheme

With an objective to empower the women economically (trained under „Nai Roshni"), the scheme guideline says that the NGOs (after completion of training) should identify those women who are willing and can be further trained under any short-term skill training so that they could get sustainable economic livelihood opportunities through

suitable wage employment or self-employment / micro-enterprises. However, the study observed that this component of the scheme has not been implemented.

While the study intended to know why the NGOs did not intend to give skill training to the target group under the scheme, some NGOs reported that there is no clarity on this component, while some reported about lack of fund under the scheme to carry the skill training programme. However, some NGOs informed that they are undertaking skill training programmes under other government schemes and are interested to carry the same under Nai Roshni scheme if adequate fund is provided. Also, other NGOs which are not providing skill training, are eager to give skill training under Nai Roshni scheme, is they are properly guided for this.

The NGOs suggested the followings to popularize and implement the training programmes under the scheme.

- Training programmes should be arranged frequently and back to back to keep the NGOs interested
- More and more online publicity of the scheme components
- Increase the quantum of funds for skill training
- Number of candidates in a batch should be increased

6.8   Key bottlenecks in the implementation of the scheme

Below are the key bottlenecks in the implementation of the Nai Roshni Scheme.

- A very large number of PIAs have been empanelled for the implementation of the scheme, and some of them are not financially capable and have not much of experience to implement the training programme under the scheme.
- Absence of PMU as well as shortage of manpower in the Ministry for monitoring & supervision of the training programmes is one of the major hindrance in successful implementation of the scheme.
- Many NGOs face difficulty in understanding technicality of the Expenditure-Advance-Transfer modules (EAT module) of PFMS for getting funds from the Ministry.
- Due to low level of awareness, the concerned district level officials do not play active role for prompt correspondence of required or relevant documents and files to the Ministry for which the release of second and subsequent installment

of the PIAs is delayed most of the time. It is important to mention that the second installment of the PIAs is dependent on inspection reports of the District/ State Government.

- Current stipend to the participant women is insufficient for which the target group women do not come forward to attend the training.

- Facing problem in giving stipend amount to the participant women through Direct Benefit Transfer (DBT) mode.

- Handholding is a problem due to change in the mobile number of trained women.

- Low awareness about the scheme due to less publicity.

- Target group women do not attend the training session timely and properly

- Due to conservative nature of minorities, the women do not come forward for the leadership. Also, the literacy level of target group women is very less to take up the leadership.

6.9 Suggestions for modifications or changes in the scheme design

The NGOs suggested following modifications or changes in the scheme design for its effective implementation.

- Stipend of Rs. 100 per day per woman should be increased to Rs. 300 per day
- Continuous programmes should be organised by the NGOs
- Use of Digital media and online publicity of the scheme
- Funds per batch must be increased
- Scaling up of the training batch. Good NGO may be allocated up to 20 batches.

6.10   Suggestions for effective implementation of the scheme

Apart from the above, the NGOs suggested for the followings for the effective implementation and more impact of the scheme.

- Some success stories of Nai Roshni Scheme should be documented as Documentary Film and provide it to the implementing organizations free of cost.
- Timely release of fund to organize training programmes
- Ministry should implement skill development training under the scheme
- Certificate should be given to the trained women
- Wider publicity of the scheme

- State wise annual promotional seminars cum convention should be conducted with the trained women and the representatives of implementing organizations of Nai Roshni Scheme to popularize the scheme

CHAPTER-VII
USEFULNESS & IMPACT OF THE SCHEME

7.1   Particulars of the trained women

Total 990 women trained under the scheme during 2017-18, 2018-19 and 2019-20 were covered for the study. The lists of trained women of each selected NGO were used as sampling frame. The particulars of the trained women are presented in this chapter.

Locality: The study found that majority of the sample trained women (52.3%) are located in the rural areas, while 47.7% are located in the urban areas.

Religion: 80.8% of the trained women are Muslim, while 7.6% are Christian, 7.3% are Hindu, 3.5% are Buddhist, 0.5% are Jain and 0.3% are Sikh.

Age: Analyzing the age pattern of the trained women, it is seen that 45.8% women come under the age group of 18 to 30 years. 47.4% women belong to the age group of 31 to 45 years, and 6.9% women are in the age group 46 to 65 years.

Educational Status: The educational status of the trained women reveals that 15.2% beneficiaries are illiterate. The women with primary education constitute 15.4%, while the women with middle school education constitute 16%, women educated up to matriculate or above constitute 52.1% and 1.5% women reported to be technically qualified.

Marital Status: Marital status of the trained women reveals that majority (77.9%) are married and 22.1% are unmarried.

Person with Disability: Out of the total surveyed women, 6.8% were found to be PWDs.

Category of women trained: It is seen that 38% of the trained women are SHG member, 3.5% are Mahila Mandal Member, 1.8% are community member, 0.2% are

PRIs and 9% are farmers or labourers. However, 47.5% trained women were found to be housewives.

7.2   Source of awareness about the Nai Roshni Scheme

When trained women were asked about the source of information of the Nai Roshni scheme under which they were provided training, 36% women reported that they have come to know about the scheme from the NGOs, while 35% have come to know from the previous trainees, 19% from their relatives or friends, 8% community members and 2% have come to know about the scheme from others including government officials, media/ newspaper, etc.

7.3   Training Details

7.3.1   Year of getting the training

Out of the total 990 surveyed women, 21.4% have been trained in 2017, while 38% have been trained in 2018, 15.8% in 2019 and 25.1% have been trained in 2020.

7.3.2   Satisfaction with reading material, language, training duration and stipend amount

Most (93%) of the trained women were satisfied with the reading material or literature of the training. While 54.7% women did not face language problem during the training, 34.1% women faced language problem for the reading material, and 11.1% women faced language problem for the language of the trainer. Majority of the trained women in Assam, Rajasthan, Telangana, Uttar Pradesh and Uttarakhand have faced language problem during the training either for reading material or for the language of the trainer.

Chart-7.1: Percentage of trained women faced language problem during training
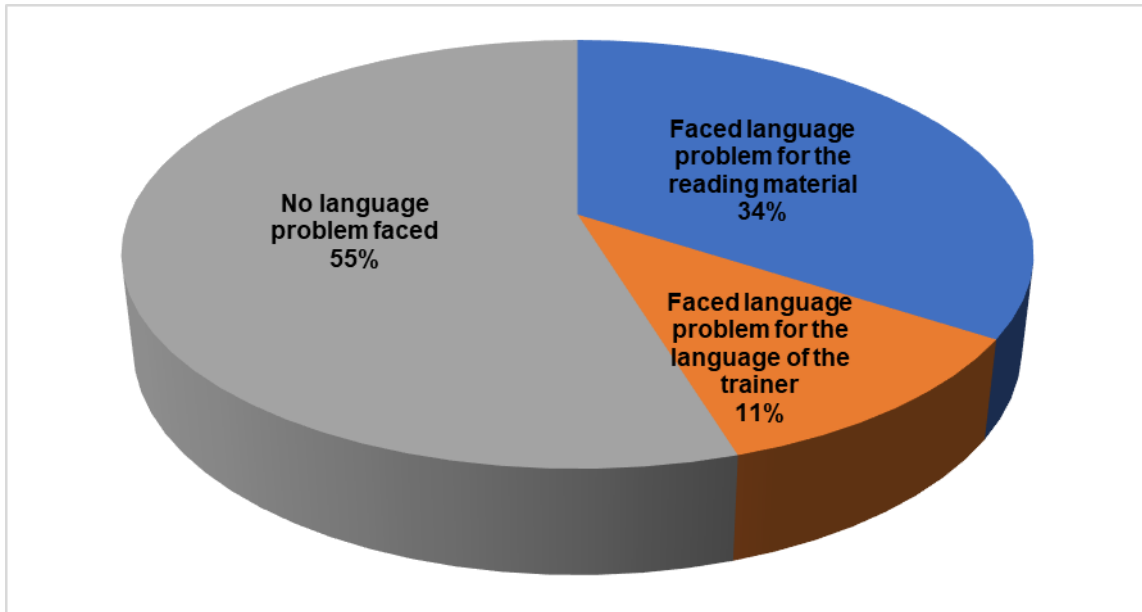
63.9% of the trained women feel that the number of days of training programme is adequate and 74.7% feel that the number of hours of training programme in a day is also adequate. However, 54.7% trained women feel that the stipend amount provide under the scheme is inadequate. The average stipend amount suggested by the trained women is Rs. 470/- per day.

Chart-7.2: Adequacy of training duration and stipend amount
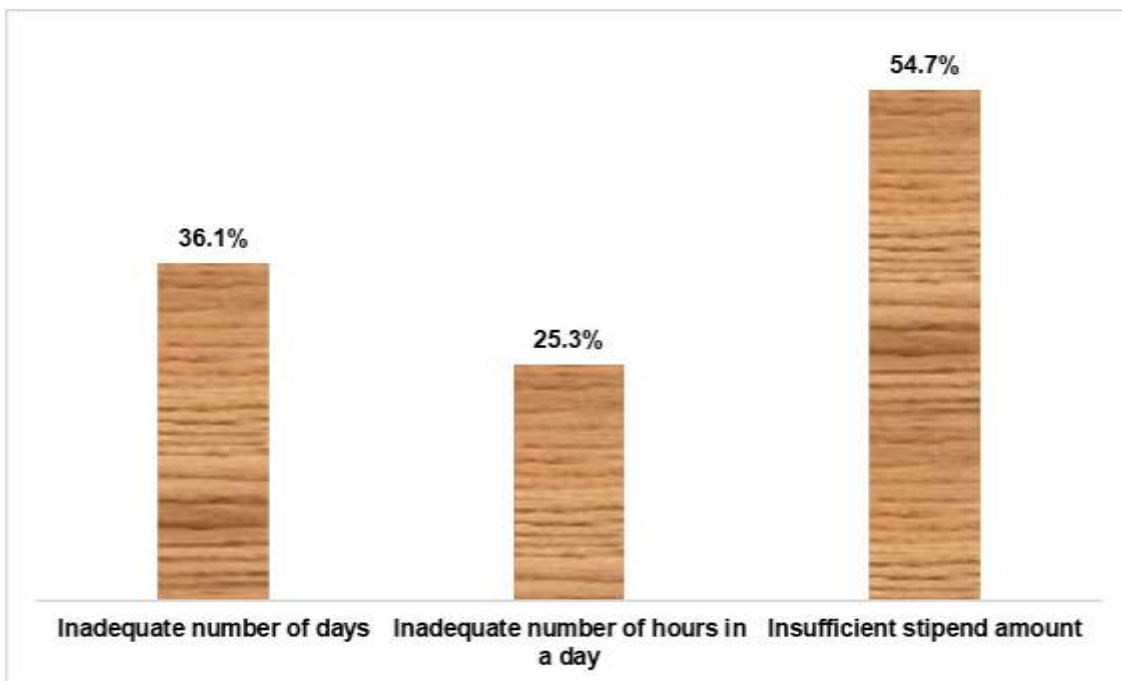
The study observed that most (89%) of the trained women have received proper nurturing or handholding from NGO to carry out their work after the training.

7.3.3   Relevant topics liked or came to know about

Following relevant topics the trained women liked or came to know about during the training.

- Government schemes
- Women empowerment
- Financial management & saving plan
- Banking services
- Care of children and their health
- Children Education
- Health, hygiene, cleanliness & nutrition
- Digital literacy
- Leadership quality in women
- Rights of women
- Women safety
- Self-independence

7.3.4   Suggested topics to be part of the future training

The trained women suggested the following topics to be part of the future training programmes under the Nai Roshni Scheme.

- Skill training
- Job/ employment related information
- Computer education/ Digital Literacy
- Different Indian laws
- Child marriage/ Early marriage of girls
- Sexual abuse
- Present status of minority women in India
- Leadership quality in women
- Awareness about drug abuse
- Women Education
- Family planning

7.3.5 Overall rating of the training

42.5% of the surveyed trained women rated the training programme under Nai Roshni scheme as excellent, 41.7% rated it as very good, 14.7% rated it as good and 1% rated the training programme as fair. However, the trainees provided following suggestions to improve the training under Nai Roshni scheme.

- Increase per day stipend amount to Rs. 500/-
- Give skill training for economic activity/ self-employment
- Give education/ Provide education programmes for the illiterates and less educated women
- Need long term training
- Training on how to get job/work/income
- Provide some work after the training

7.4   Impact of the training on the trained women

7.4.1   Type of information got

The study found that during training the trained women have got the information on various aspects of life such as general information on benefits of important cards/ documents, health, education, sanitation related informations, and information on social safety.

82% of the trained women have general information on the benefits of having Bank Account., Voter Identity Card, Aadhaar Card, Ration Card and Job Card under MGNREGA.

80% women have got information on health-related activities, such as using a mosquito net during night to prevent themselves from mosquito bites. advising the mothers of their localities to get all immunization of their children as prevention against fatal diseases (such as: chicken pox, polio, etc.), counselling the mothers on the benefits under breast-feeding to their children etc.

55% women have got information on education related activities, such as benefits in sending children to the Anganwadis, admission procedures of the children in the

primary and upper primary schools and the different aspects of Mid-Day Meals Programme of schools.

52% women have got information on sanitation and cleanliness related activities, such as washing hands before food, keeping environment neat and clean, constructing safety toilets in houses, the bad and unhygienic effect of open defecation etc.

42% women have got information on social safety related activities, such as registering police complaints on domestic violence against women and children. knowledge on RTI Act etc.

7.4.2   Benefitted under government programmes

The training programmes under Nai Roshni Scheme have helped the trained women to get information on the government schemes available for them and how to get benefit under those schemes. After getting the training, 30% women have been benefitted under Ujjwala Yojana, 28% under Swachha Bharat Abhiyan, 22% under MGNREGS, 11% under National Rural Livelihood Mission (NRLM), 9% under pension schemes, 7% under Pradhan Mantri Awas Yojana (PMAY), and 8% under other schemes.

7.4.3   Helped in getting important cards/ documents

The training programmes have provided the trained women information on the benefits of various important cards and documents such as aadhaar card, minority card, Jan Dhan Account, ration card, registration under Ayushman Bharat, and how to apply for those cards and documents. Ultimately, the information has helped the women to have those cards and documents. 96% of the trained women now have aadhaar card, 80% have ration cards, 36% have Jan Dhan Acccount, 17% have minority card and 18% have registered under Ayushman Bharat.

7.4.4   Information on how to be self-independent

After getting various information during the training programme, the trained women have tried to be employed for their economic empowerment. The study observed that 42% of the trained women are now self-employed and 11% are job-employed.

However, the ministry should take initiatives to provide skill training under the scheme so that more women of the minority communities could be employed and economic empowered.

During the training the trained women have got the information on the benefits of SHG and its operations and benefits. 75% of the surveyed women are aware of any SHG and 55% women are member of any SHG. 42% women informed that they have taken loan for carrying out their activity. 15% women who are not member of any SHG, want to be a member of a SHG to start any economic activity to support their family.

7.5   Impact of Nai Roshni Scheme on the community

To assess the impact of the training programmes conducted under Nai Roshni Scheme on the community, 1980 households from the locality of the trained women were surveyed. It was observed that majority (79%) of the households are aware of the training programme conducted under Nai Roshni Scheme in their locality and the major source of the information about the training programme were the trained women.

Majority of the surveyed households informed that they have the information on benefits of having important cards and documents, information on health, education, sanitation and cleanliness, and social safely related activities; and 40% households have got these information from the trained women.

50% households of the surveyed households feel that there are changes to a great extent in knowledge, attitude, behaviour and practice in women in their locality, while 29% feel the change is to some extent, 18% feel that there is little change, and 3% households feel that there is no change knowledge, attitude, behaviour and practice in women in their locality.

The study also found that most of the community leaders are aware of the training programme conducted under Nai Roshni Scheme in their locality and majority of them feel that those training programmes have been able to create awareness on different aspects among the women of their locality to some extent. They also feel that the trained women are efficient to some extent in sharing knowledge to other women of the community.

Overall, the study observed that the Nai Roshni scheme has been successful to some extent in providing leadership training to the women of minority community which ultimately improved awareness level by providing important informations to the community.

CHAPTER-VIII
CONCLUSION & RECOMMENDATIONS

The results of the Evaluation Study on "Impact and Evaluation Study of Nai Roshni Scheme" evaluate the various aspects of the implementation and impact of the scheme and revealed that the scheme has been successful to some extent in achieving the intended outcome. Even though the scheme has made some impacts on the trained women and the community, the performance of the scheme can be improved by the revision of the scheme guidelines and giving importance to the implementation part of the scheme.

Recommendations

1) **Revision in guidelines to select financially viable and experienced PIAs**: The study observed that very large number of PIAs have been empanelled for the implementation of the scheme, and some of them are not financially capable and have not much of experience to implement the training programme under the scheme. Ideally lesser PIAs with good financial capacity, experience and resource should be empanelled with greater allocation of number of training programmes for successful implementation of the scheme. Thus, the study recommends the following revision in the scheme guidelines to empanel good and experienced PIAs.

   iv) The organization must be duly registered and should have been in operation for a minimum of **five** years.

   v) The organization should be financially viable and not have deficit account during the last three years. **The average annual turnover of the organization in last three years should not be less than Rs. 20 lakhs.** For this, duly Audited Annual Accounts of the last three years should be uploaded on OAMS.

   vi) The key factor for consideration should be the **past experience and resource** (infrastructure and technical manpower) available with the PIA. The organization must have undertaken at least **three projects** exclusively for development of women. Evidence to that effect should be uploaded on the OAMS. In case an organization has successfully implemented training programme under Nai Roshni Scheme in the past, Secretary (MA) may give relaxation in the above three selection criteria.

2) **Implement Skill training component:** The study observed that the provision of skill training component under the scheme is yet to be implemented. Thus, the Ministry should start focusing to implement the skill training programmes through the empanelled NGOs after the conduction of awareness training programme to achieve the goal of economic empowerment of minority women. Since the study found that majority of the trained women are the members of SHGs, NGOs need to provide the skill training to the members of already existed SHGs in the locality; otherwise, the NGOs need to form SHGs in the locality and then can provide the skill training to its members. The skill trained women through the SHGs may be provided loans under schemes of NMDFC to take up self-employment activities. The SCAs of NMDFC should tie up with NGOs for economic empowerment of women for providing loan.

3) **Clarity in the guidelines for the implementation of skill training programmes:** The study observed that there is no clarity in the guidelines for the implementation of the skill training programmes under the scheme. The guidelines of NSDC to undertake the skill training programme can be implemented under Nai Roshni Scheme for trainees trained under the scheme who are not illiterates or less educated & may meet NSQF norms. Also, most of the empanelled NGOs are very small and in remote areas where accredited centers are not possible. Thus, the skill training under the scheme should be provided for 100 hours preferably in NSQF complient popular courses like tailoring, beautician or any popular livelihood option in the locality, to enable the trainees to take up any financial activity after getting the training.

4) **Strengthen monitoring & supervision of the training programmes:** One of the key bottlenecks in the implementation of the scheme is lack of proper system and manpower for the monitoring and supervision of the training programmes conducted by the PIAs. The present monitoring system is totally document based and dependent on inspection reports of district authorities. With the changing times, digital monitoring & supervision by adopting technology will be more effective. Following suggestions may be considered by the Ministry to strengthen the monitoring & supervision of the implementation of the scheme.

   iv) **Establish PMU:** Absence of PMU as well as shortage of manpower in the Ministry for monitoring & supervision of the training programmes is one of the

major hindrance in successful implementation of the scheme. The Ministry may make institutional arranagements by recruiting adequate skilled manpower (4 to 5 in numbers) for the PMU or may establish a third-party PMU with requisite experience, expertise, resource and manpower in monitoring government programmes for effective monitoring and supervision of the implementation of the Nai Roshni Scheme.

v) **Fully functional portal:** Effective portal provides a central resource hub for users to easily access via self-service functionality, as and when they want it. A fully functional and effective web portal of 'Nai Roshni Scheme' will enable the Ministry to get its tasks done quickly and without needing to contact the PIAs, freeing up Project Management Unit (PMU) to focus on more high value tasks. The PIAs need to feed/ mention the start and end date of the training programmes on this web portal so that the PMU can monitor the programmes.

vi) **Random Video Call during the training programmes:** For effective monitoring, random video call to the training coordinators of the PIAs may be done by the PMU through video chat apps like WhatsApp, Google Meet, Microsoft Teams, etc. during the days of the training programmes. For that, the mobile number of the training coordinator should be provided on Ministry's web portal by the PIAs at the time of informing the dates. This number of the training coordinator should be functional in a smart phone with availability of internet data during the training period.

5) **Improve communication and interaction with the PIAs:** The study observed that lack of proper communication and interaction between the Ministry and the PIAs is affecting the implementation of Nai Roshni in a big way. More interaction between the PIAs and the Ministry is needed through seminars or training, at least twice in a year.

6) **More Publicity of the Scheme:** The study observed that there is low awareness on the Nai Roshni scheme among people and different stakeholders. Thus, it is suggested that proper dissemination about the scheme may be done in different media like T.V., radio, newspapers, internet, social media, website etc. so that the general people, target group and community, and concerned stakeholders & authorities have adequate knowledge and information on the scheme which will ultimately result in better implementation and impact of the scheme.

7) **Provide mobile phones/ tablet computers to the taget group women:** The study found that many trained women do not have mobile phone. The absence of mobile phone in present days is one of the reasons for low awareness among the target group. Thus, the Ministry may consider to provide them mobile smart phones or tablet computers with specifically built applications to provide them information on different aspects of life as well as the benefits of various government schemes to make them empowered.

8) **Increase per day stipend amount:** Majority of the trained women, PIAs and other stakeholders feel that the given stipend amount of Rs. 100/- per day for attending the training programme is very less. As per the suggestions of the target group and concerned stakeholders, the study recommends that per day stipend amount under the scheme may be increased to Rs. 300/-.

9) **Scaling up of the training programme:** The study observed that capable and experienced PIAs which have organised the training programmes successfully, have been awarded up to five to seven batches of training programmes in a year to be organised. Continuous training programmes should be organised by the NGOs by setting targets for next three years for each empanelled NGO. On achieving the target, capable NGOs may be provided further targets to achieve. This will motivate the NGOs to organise continuous training programmes and ultimately have a significant impact on the community.

10) **Publicise 'Success Stories':** In order to expand the ambit of the scheme and create awareness, 'success stories' of the women trained under Nai Roshni Scheme need to be publicised widely. This may be done by circulating short documentary films based on the 'before-and-after' scenarios to the empanelled PIAs to show during the training programme. The 'success stories will inspire to take up leadership as well as self-employment activity. The documentary films may also include the benefits of other schemes of the Ministry of Minority Affairs so that the target group get the desired information and avail the benefits of other schemes of the Ministry as well.

11) **Continuation of Nai Roshni Scheme in future**: Nai Roshni is a unique/ exclusive scheme with an objective to empower and instill confidence among minority women, including their neighbours from non-minority communities living in the same

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village/locality, by providing knowledge, tools and techniques for interacting with government systems, banks and other institutions at all levels. Though not implemented, one of the scheme component aims at economic empowerment of women by providing skill training. Therefore, the present study recommends for the continuation of Nai Roshni Scheme with necessary modifications in the guidelines to empower and instill confidence among minority women as well as for their socio-economic upliftment.

ANNEXURE-1
STUDY PHOTOGRAPHS

FGD and Survey in Assam

FGDs in Karnataka

FGDs in Rajasthan

FGDs in Uttar Pradesh

FGDs in West Bengal

ANNEXURE-2
STUDY TABLES

Section-A: Survey of PIAs/ NGOs

Particulars of PIAs/ NGOs

Table-1: Number of years of existence & in operation					
State	**Number**			**%**		
	Less than 5 years	**5 to 10 years**	**More than 10 years**	**Less than 5 years**	**5 to 10 years**	**More than 10 years**
Assam			2			100
Jammu & Kashmir		1	1		50	50
Karnataka	1	1		50	50	
Madhya Pradesh	1	1		50	50	
Maharashtra		1	1		50	50
Odisha			2			100
Rajasthan		1	1		50	50
Telangana	1		1	50		50
Uttar Pradesh		1	1		50	50
Uttarakhand			2			100
West Bengal		1	1		50	50
Total	**3**	**7**	**12**	**13.7**	**31.8**	**54.5**

Table-2: Years of experience in conducting awareness training programmes					
State	**Number**			**%**		
	Less than 5 years	**5 to 10 years**	**More than 10 years**	**Less than 5 years**	**5 to 10 years**	**More than 10 years**
Assam			2			100
Jammu & Kashmir		1	1		50	50
Karnataka	1		1	50		50
Madhya Pradesh	1	1		50	50	
Maharashtra		1	1		50	50
Odisha			2			100
Rajasthan			2			100
Telangana	1	1		50	50	
Uttar Pradesh	1	1		50	50	
Uttarakhand			2			100
West Bengal		1	1		50	50
Total	**4**	**6**	**12**	**18.2**	**27.3**	**54.5**

Table-3: Number of years of empanelment with MoMA under Nai Roshni Scheme						
State	**Number**			**%**		
	Up to 3 Years	**4 to 5 Years**	**More than 5 Years**	**Up to 3 Years**	**4 to 5 Years**	**More than 5 Years**
Assam		2			100	
Jammu & Kashmir	2			50		50
Karnataka	1		1	50		50
Madhya Pradesh	1	1		50	50	
Maharashtra	1		1	50		50
Odisha	1		1	50		50
Rajasthan		1	1		50	50
Telangana	1		1	50		50
Uttar Pradesh	1	1		50	50	
Uttarakhand	1		1	50		50
West Bengal	1	1		50	50	
Total	**10**	**6**	**6**	**45.5**	**27.3**	**27.3**

Table-4: Type of accommodation the NGO is having				
State	**Number**		**%**	
	Own	Rented	Own	Rented
Assam		2		100
Jammu & Kashmir	1	1	50	50
Karnataka		2		100
Madhya Pradesh	1	1	50	50
Maharashtra	1	1	50	50
Odisha	1	1	50	50
Rajasthan	2		100	
Telangana		2		100
Uttar Pradesh	1	1	50	50
Uttarakhand	1	1	50	50
West Bengal	1	1	50	50
Total	**9**	**13**	**40.1**	**59.9**

State	Number						%					
	Classroom facilities	Library Facilities	Hostel facilities	Canteen facilities	Computer facilities	Other facilities	Classroom facilities	Library Facilities	Hostel facilities	Canteen facilities	Computer facilities	Classroom facilities
Assam	2	2	2	1	2	2	100	100	100	50	100	100
Jammu & Kashmir	2			1	1	1	100			50	50	50
Karnataka	2	2	1	1	2	2	100	100	50	50	100	100
Madhya Pradesh	2	1	1		1		100	50	50		50	
Maharashtra	2	2	1		2		100	100	50		100	
Odisha	2	1	1	2	1		100	50	50	100	50	
Rajasthan	1	2	1		2		50	100	50		100	
Telangana	2	2	2	1	1		100	100	100	50	50	
Uttar Pradesh	2	2	1		2		100	100	50		100	
Uttarakhand	2	2		1	2		100	100		50	100	
West Bengal	2	2	1	1	2		100	100	50	50	100	
Total	**21**	**18**	**11**	**8**	**18**	**5**	**95.5**	**81.8**	**50.0**	**36.4**	**81.8**	**22.7**

Table-5: Facilities the NGOs are having

Details of Training Programmes conducted by the NGOs

State	Number			%		
	Rural Villages	Urban Localities	Both in Rural & Urban	Rural Villages	Urban Localities	Both in Rural & Urban
Assam	1	1		50	50	
Jammu & Kashmir	1		1	50		50
Karnataka		1	1		50	50
Madhya Pradesh	1		1	50		50
Maharashtra	1	1		50	50	
Odisha	2			100		
Rajasthan		1	1		50	50
Telangana	1	1		50	50	
Uttar Pradesh	1	1		50	50	
Uttarakhand	2			100		
West Bengal	1	1		50	50	
Total	**11**	**7**	**4**	**50.0**	**31.8**	**18.2**

Table-6: Locality of the Training Programmes conducted by the NGOs

Table-7: NGOs organized workshop to sensitize Government functionaries, bankers and PRIs		
State	**Number**	**%**
Assam	1	50
Jammu & Kashmir	0	0
Karnataka	2	100
Madhya Pradesh	2	100
Maharashtra	2	100
Odisha	0	0
Rajasthan	2	100
Telangana	2	100
Uttar Pradesh	2	100
Uttarakhand	2	100
West Bengal	1	50
Total	**16**	**72.7**

Table-8: Number of workshops organized by the NGOs to sensitize Government functionaries, bankers and PRIs						
State	**Number**			**%**		
	1 or 2	**3 to 5**	**More than 5**	**1 or 2**	**3 to 5**	**More than 5**
Assam			1			100
Karnataka	1		1	50		50
Madhya Pradesh		2			100	
Maharashtra	1	1		50	50	
Rajasthan	1	1		50	50	
Telangana			2			100
Uttar Pradesh	1	1		50	50	
Uttarakhand		1	1		50	50
West Bengal	1			100		
Total	**5**	**6**	**5**	**31.3**	**37.5**	**31.3**

Table-9: Frequency of visit of NGO staff to the village / locality for providing nurturing / handholding service to the women imparted leadership development training						
State	**Number**			**%**		
	Weekly	Fortnightly	Monthly	Weekly	Fortnightly	Monthly
Assam			2			100
Jammu & Kashmir			2			100
Karnataka			2			100
Madhya Pradesh		1	1		50	50
Maharashtra	2			100		
Odisha			2			100
Rajasthan	1		1	50		50
Telangana	1		1	50		50
Uttar Pradesh	1		1	50		50
Uttarakhand		1	1		50	50
West Bengal	1		1	50		50
Total	**6**	**2**	**14**	**27.3**	**9.1**	**63.6**

Table-10: Monitoring of the training programmes										
State	**Number**					**%**				
	Ministry	State authority	District authority	Block authority	Local PRI	Ministry	State authority	District authority	Block authority	Local PRI
Assam	0	0	2	1	0	0	0	100	50	0
Jammu & Kashmir	1	0	2	0	0	50	0	100	0	0
Karnataka	1	1	2	0	0	50	50	100	0	0
Madhya Pradesh	0	0	2	0	0	0	0	100	0	0
Maharashtra	1	0	1	2	2	50	0	50	100	100
Odisha	0	0	1	0	2	0	0	50	0	100
Rajasthan	0	0	2	0	1	0	0	100	0	50
Telangana	1	1	0	0	1	50	50	0	0	50
Uttar Pradesh	0	0	1	0	1	0	0	50	0	50
Uttarakhand	1	1	2	0	1	50	50	100	0	50
West Bengal	0	0	1	2	1	0	0	50	100	50
Total	**5**	**3**	**16**	**5**	**5**	**22.7**	**13.6**	**72.7**	**22.7**	**22.7**

Table-11: Frequency of submitting progress reports of training programmes conducted under Nai Roshni Scheme to the Ministry				
State	**Number**		**%**	
	Monthly	Quarterly	Monthly	Quarterly
Assam		2		100
Jammu & Kashmir	2		100	
Karnataka	2		100	
Madhya Pradesh		2		100
Maharashtra	1	1	50	50
Odisha		2		100
Rajasthan	1	1	50	50
Telangana	2		100	
Uttar Pradesh	2		100	
Uttarakhand	1	1	50	50
West Bengal		2		100
Total	**11**	**11**	**50.0**	**50.0**

Table-12: Reporting to the Ministry through GPS enabled mobile phone on training programmes conducted by the NGOs		
Particulars	**Number**	**%**
Photos of all important activities of the training programme such as address by faculty, government functionaries	19	86.4
Lunch / meals (Residential) being provided	18	81.8
Usage of audio-visual equipments	17	77.3
Petitions for redressal of grievances/ problems faced	11	50.0
Workshops being conducted	16	72.7
Others	22	100.0

Table-13: NGOs sent progress report/ completion report of training programmes conducted under Nai Roshni Scheme to the State/District Administration				
State	**Number**		**%**	
	State Administration	**District Administration**	**State Administration**	**District Administration**
Assam	2		100	
Jammu & Kashmir	1	1	50	50
Karnataka	2		100	
Madhya Pradesh	2		100	
Maharashtra	2		100	
Odisha	2		100	
Rajasthan		2		100
Telangana		2		100
Uttar Pradesh	1	1	50	50
Uttarakhand	2		100	
West Bengal	1	1	50	50
Total	**15**	**7**	**68.2**	**31.8**

Table-14: Opinion of the PIAs on the effectiveness and efficiency of different components								
State	**Number**				**%**			
	Quantum of fund is sufficient	Time schedule for fund release is effective	Periodicity of fund release is not effective*	Duration of training programme is sufficient	Quantum of fund is sufficient	Time schedule for fund release is effective	Periodicity of fund release is not effective	Duration of training programme is sufficient
Assam	1	1	1	1	50	50	50	50
Jammu & Kashmir	2	1	2	2	100	50	100	100
Karnataka	1	1	1	1	50	50	50	50
Madhya Pradesh	2	1	1	2	100	50	50	100
Maharashtra	1	2		1	50	100		50
Odisha	2	2		2	100	100		100
Rajasthan	2	1	2	2	100	50	100	100
Telangana		1	1	1		50	50	50
Uttar Pradesh	2		1	2	100		50	100
Uttarakhand	1		2	1	50		100	50
West Bengal	2	2	1	2	100	100	50	100
Total	**16**	**12**	**12**	**17**	**72.7**	**54.5**	**54.5**	**77.3**

Table-15: Whether the NGOs faced any problem in conducting the training programmes under the scheme				
State	**Number**		**%**	
	Yes	**No**	**Yes**	**No**
Assam		2		100
Jammu & Kashmir	1	1	50	50
Karnataka		2		100
Madhya Pradesh		2		100
Maharashtra	2		100	
Odisha		2		100
Rajasthan		2		100
Telangana	2		100	
Uttar Pradesh	1	1	50	50
Uttarakhand	1	1	50	50
West Bengal	2		100	
Total	**9**	**13**	**40.1**	**59.9**

Table-16: Whether existing handholding period needs to be revised				
State	**Number**		**%**	
	Yes	**No**	**Yes**	**No**
Assam	1	1	50	50
Jammu & Kashmir		2		100
Karnataka	1	1	50	50
Madhya Pradesh		2		100
Maharashtra		2		100
Odisha		2		100
Rajasthan		2		100
Telangana	1	1	50	50
Uttar Pradesh	2		100	
Uttarakhand		2		100
West Bengal		2		100
Total	**5**	**17**	**18.2**	**81.8**

State	Number		%	
	Yes	**No**	**Yes**	**No**
Assam		2		100
Jammu & Kashmir	2		100	
Karnataka	2		100	
Madhya Pradesh		2		100
Maharashtra	1	1	50	50
Odisha	1	1	50	50
Rajasthan	2		100	
Telangana	1	1	50	50
Uttar Pradesh	2		100	
Uttarakhand	2		100	
West Bengal	1	1	50	50
Total	**14**	**8**	**63.6**	**36.4**

Table-17: Whether training modules needs to be revised with passage of time and in view of pandemic

Section-B: Survey of Trained Women

Table-18: Locality of the beneficiaries				
State	**Number**		**%**	
	Urban	Rural	Urban	Rural
Assam	51	39	56.7	43.3
Jammu & Kashmir	32	58	35.6	64.4
Karnataka	56	44	51.1	48.9
Madhya Pradesh	5	85	5.6	94.4
Maharashtra	53	37	58.9	41.1
Odisha	46	44	51.1	48.9
Rajasthan	45	45	50.0	50.0
Telangana	19	71	21.1	78.9
Uttar Pradesh	70	20	77.8	22.2
Uttarakhand	15	75	16.7	83.3
West Bengal	90	0	100.0	-
Total	472	518	47.7	52.3

Table-19: Religion of the beneficiaries												
State	**Number**						**%**					
	Muslim	Christian	Sikh	Jain	Budhist	Hindu	Muslim	Christian	Sikh	Jain	Budhist	Hindu
Assam	90						100.0					
Jammu & Kashmir	56					34	62.2					37.8
Karnataka	63	22		5			70.0	24.4		5.6		
Madhya Pradesh	90						100.0					
Maharashtra	44				35	11	48.9				38.9	12.2
Odisha	42	48					46.7	53.3				
Rajasthan	79		3			8	87.8		3.3			8.9
Telangana	79	5				6	87.8	5.6				6.7
Uttar Pradesh	90						100.0					
Uttarakhand	82					8	91.1					8.9
West Bengal	85					5	94.4					5.6
Total	**800**	**75**	**3**	**5**	**35**	**72**	**80.8**	**7.6**	**0.3**	**0.5**	**3.5**	**7.3**

Table-20: Age of the beneficiaries						
State	**Number**			**%**		
	18 to 30 years	31 to 45 years	46 to 65 years	18 to 30 years	31 to 45 years	46 to 65 years
Assam	43	40	7	47.8	44.8	7.8
Jammu & Kashmir	40	44	6	44.4	48.9	6.7
Karnataka	12	76	2	13.3	84.4	2.2
Madhya Pradesh	36	46	8	40.0	51.1	8.9
Maharashtra	56	28	6	62.2	31.1	6.7
Odisha	29	43	18	32.2	47.8	20.0
Rajasthan	13	61	16	14.4	67.8	17.8
Telangana	54.	35	1	60.0	38.9	1.1
Uttar Pradesh	71	18	1	78.9	20.0	1.1
Uttarakhand	52	37	1	57.8	41.1	1.1
West Bengal	47	41	2	52.2	45.6	2.2
Total	**453**	**469**	**68**	**45.8**	**47.4**	**6.9**

Table-21: Education of the beneficiaries														
State	**Number**							**%**						
	Illiterate	Primary level	Middle level	Class X pass out	Class XII pass out	Graduate & above	Technically qualified	Illiterate	Primary level	Middle level	Class X pass out	Class XII pass out	Graduate & above	Technically qualified
Assam	13	12	9	34	19	2	1	14.4	13.3	10.0	37.8	21.1	2.2	1.1
Jammu & Kashmir	23	22	14	12	11	8	-	25.6	24.4	15.6	13.3	12.2	8.9	-
Karnataka	1	8	20	43	15	3	-	1.1	8.9	22.2	47.8	16.7	3.3	-
Madhya Pradesh	25	22	12	22	7	2	-	27.8	24.4	13.3	24.4	7.8	2.2	-
Maharashtra	-	7	24	15	26	16	2	-	7.8	26.7	16.7	28.9	17.8	2.2
Odisha	3	28	20	26	4	5	4	3.3	31.1	22.2	28.9	4.4	5.6	4.4
Rajasthan	42	35	10	1	2	-	-	46.7	38.9	11.1	1.1	2.2	-	-
Telangana	24	4	10	34	10	6	2	26.7	4.4	11.1	37.8	11.1	6.7	2.2
Uttar Pradesh	8	4	5	18	34	15	6	8.9	4.4	5.6	20.0	37.8	16.7	6.7
Uttarakhand	11	8	21	24	24	2	-	12.2	8.9	23.3	26.7	26.7	2.2	-
West Bengal	-	2	13	48	18	9	-	-	2.2	14.4	53.3	20.0	10.0	-
Total	**150**	**152**	**158**	**277**	**170**	**68**	**15**	**15.2**	**15.4**	**16.0**	**28.0**	**17.2**	**6.9**	**1.5**

Table-22: Marital Status of the beneficiaries				
State	**Number**		**%**	
	Married	Unmarried	Married	Unmarried
Assam	86	4	95.6	4.4
Jammu & Kashmir	62	28	68.9	31.1
Karnataka	75	15	83.3	16.7
Madhya Pradesh	76	14	84.4	15.6
Maharashtra	53	37	58.9	41.1
Odisha	84	6	93.3	6.7
Rajasthan	88	2	97.8	2.2
Telangana	79	11	87.8	12.2
Uttar Pradesh	37	53	41.1	58.9
Uttarakhand	54	36	60	40
West Bengal	77	13	85.6	14.4
Total	**771**	**219**	**77.9**	**22.1**

Table-23: Number & percentage of trainees physically handicapped		
State	**Number**	**%**
Assam	12	13.3
Jammu & Kashmir	16	17.8
Karnataka	1	1.1
Madhya Pradesh	4	4.4
Maharashtra	3	3.3
Odisha	0	0.0
Rajasthan	8	8.9
Telangana	15	16.7
Uttar Pradesh	0	0.0
Uttarakhand	7	7.8
West Bengal	1	1.1
Total	**67**	**6.8**

State	Number						%					
	SHG member	Mahila Mandal Member	PRIs	Community leader	Housewife	Others*	SHG member	Mahila Mandal Member	PRIs	Community leader	Housewife	Others
Assam	51	14	2	1	22	-	56.7	15.6	2.2	1.1	24.4	-
Jammu & Kashmir	26	-	-	-	46	18	28.9	-	-	-	51.1	20.0
Karnataka	-	-	-	-	73	17	-	-	-	-	71.1	18.9
Madhya Pradesh	32	-	-	-	58	-	35.6	-	-	-	64.4	-
Maharashtra	3	-	-	-	46	41	3.3	-	-	-	51.1	45.6
Odisha	77	-	-	-	13	-	85.6	-	-	-	14.4	-
Rajasthan	9	-	-	-	81	-	10.0	-	-	-	90.0	-
Telangana	46	3	-	2	39	-	51.1	3.3	-	2.2	43.3	-
Uttar Pradesh	52	10	-	3	24	1	57.8	11.1	-	3.3	26.7	1.1
Uttarakhand	20	8	-	-	61	1	22.2	8.9	-	-	67.8	1.1
West Bengal	60	-	-	12	7	11	66.7	-	-	13.3	7.8	12.2
Total	**376**	**35**	**2**	**18**	**470**	**89**	**38.0**	**3.5**	**0.2**	**1.8**	**47.5**	**9.0**

Table-24: Category of women received training

Table-25: Trainees benefitted under any Central Sector / Centrally Sponsored Schemes/ Programmes		
Scheme	No.	%
MGNREGS	215	21.7
NRHM	29	2.9
TPDS	36	3.6
Pradhan Mantri Awas Yojana (PMAY)	71	7.2
National Rural Livelihood Mission (NRLM)	107	10.8
Pension	91	9.2
Swachha Bharat Abhiyan	277	28.0
Ujjwala Yojana	299	30.2
Pradhan Mantri Kisan Samman Nidhi	7	0.7
Prime Minister Fasal Bima Yojana	7	0.7

State	Number				%			
	Self-employed	Employment in private sector	Employed in government sector	Unemployed	Self-employed	Employment in private sector	Employed in government sector	Unemployed
Assam	58	13	4	15	64.4	14.4	434	16.7
Jammu & Kashmir	54	-	1	35	60.0	-	1.1	38.9
Karnataka	62	-	-	28	68.9	-	-	31.1
Madhya Pradesh	44	27	-	19	48.9	30.0	-	21.1
Maharashtra	15	13	1	61	16.7	14.4	1.1	67.8
Odisha	22	-	2	66	24.4	-	2.2	73.3
Rajasthan	22	2	1	65	24.4	2.2	1.1	72.2
Telangana	29	22	2	37	32.2	24.4	2.2	41.1
Uttar Pradesh	58	5	0	27	64.4	5.6	-	30.0
Uttarakhand	6	17	2	65	6.7	18.9	2.2	72.2
West Bengal	42	2	1	45	46.7	2.2	1.1	50.0
Total	**412**	**101**	**14**	**463**	**41.6**	**10.2**	**1.4**	**46.8**

Table-26: Employment status of the trainees

Table-27: Average monthly family income of the trainees		
Status	No.	%
Below Rs. 5000/-	426	43.0
Rs. 5000/- to Rs. 10000/-	459	46.4
Above Rs. 10000/- to Rs. 20000/-	85	8.6
Above Rs. 20000/- to Rs. 30000/-	17	1.7
Above Rs. 30000/-	3	0.3

State	Number					%				
	Aadhaar Card	Minority Card	Jan Dhan Account	Ration Card	Registration under Ayushman Bharat	Aadhaar Card	Minority Card	Jan Dhan Account	Ration Card	Registration under Ayushman Bharat
Assam	78	15	57	59	12	86.7	16.7	63.3	65.6	13.3
Jammu & Kashmir	90	-	-	84	7	100.0	-	-	93.3	7.8
Karnataka	90	-	34	75	-	100.0	-	37.8	83.3	-
Madhya Pradesh	90	17	58	68	67	100.0	18.9	64.4	75.6	74.4
Maharashtra	90	9	15	74	10	100.0	10.0	16.7	82.2	11.1
Odisha	90	-	1	79	-	100.0	-	1.1	87.8	-
Rajasthan	88	32	57	86	-	97.8	35.6	63.3	95.6	-
Telangana	73	19	21	33	12	81.1	21.1	23.3	36.7	13.3
Uttar Pradesh	90	1	14	81	-	100.0	1.1	15.6	90.0	-
Uttarakhand	82	32	27	52	25	91.1	35.6	30.0	57.8	27.8
West Bengal	90	45	68	90	43	100.0	50.0	75.6	100.0	47.8
Total	**951**	**170**	**352**	**781**	**176**	**96.1**	**17.2**	**35.6**	**78.9**	**17.8**

Table-28: Beneficiaries having important card/ documents

Table-29: Source of awareness about the training programme under Nai Roshni Scheme		
Source	No.	%
Previous trainee	347	35.1
Friend	190	19.2
NGO	352	35.6
Community member	81	8.2
Government Official	4	0.4
Media/ Newspaper	3	0.3
Others	13	1.3

Table-30: Year of getting training		
Year	No.	%
2017	212	21.4
2018	374	37.8
2019	156	15.8
2020	248	25.1

Table-31: Beneficiaries satisfied with reading material/ literature for the training				
State	**Number**		**%**	
	Satisfied	Dissatisfied	Satisfied	Dissatisfied
Assam	75	15	73.3	16.7
Jammu & Kashmir	80	10	89.9	11.1
Karnataka	83	7	92.2	7.8
Madhya Pradesh	86	4	95.6	4.4
Maharashtra	90	-	100.0	-
Odisha	89	1	98.9	1.1
Rajasthan	78	12	86.7	13.3
Telangana	81	9	90.0	10.0
Uttar Pradesh	88	2	97.8	2.2
Uttarakhand	82	8	91.1	8.9
West Bengal	89	1	98.9	1.1
Total	**921**	**93.0**	**69**	**7.0**

Table-32: Whether faced language problem during training						
State	**Number**			**%**		
	Faced language problem for the reading material	Faced language problem the language of the trainer	No language problem faced	Faced language problem for the reading material	Faced language problem for the language of the trainer	No language problem faced
Assam	36	11	43	40.0	12.2	47.8
Jammu & Kashmir	7	-	83	7.8	-	92.2
Karnataka	-	-	90	-	-	100.0
Madhya Pradesh	29	60	1	32.2	66.7	1.1
Maharashtra	-	-	90	-	-	100.0
Odisha	31	3	56	34.4	3.3	62.2
Rajasthan	57	-	33	63.3	-	36.7
Telangana	58	16	16	64.4	17.8	17.8
Uttar Pradesh	35	14	41	38.9	15.6	45.6
Uttarakhand	41	6	43	45.6	6.7	47.8
West Bengal	44	-	46	48.9	-	51.1
Total	**338**	**110**	**542**	**34.1**	**11.1**	**54.7**

State	Number			%		
	Inadequate number of days	Inadequate number of hours in a day	Insufficient stipend amount	Inadequate number of days	Inadequate number of hours in a day	Insufficient stipend amount
Assam	43	11	53	47.8	12.2	58.9
Jammu & Kashmir	30	34	46	33.3	37.8	51.1
Karnataka	21	11	35	23.3	12.2	38.9
Madhya Pradesh	23	25	46	25.6	27.8	51.1
Maharashtra	49	28	65	54.4	31.1	72.2
Odisha	33	33	49	36.7	36.7	54.4
Rajasthan	46	11	62	51.1	12.2	68.9
Telangana	20	9	35	22.2	10.0	38.9
Uttar Pradesh	32	32	45	35.6	35.6	50.0
Uttarakhand	49	48	61	54.4	53.3	67.8
West Bengal	11	8	45	12.2	8.9	50.0
Total	**357**	**250**	**542**	**36.1**	**25.3**	**54.7**

Table-33: Opinion on the adequacy of the training duration and stipend amount

Table-34: Average stipend amount suggested by the beneficiaries	
State	**Amount (Rs.)**
Assam	600
Jammu & Kashmir	500
Karnataka	600
Madhya Pradesh	300
Maharashtra	300
Odisha	200
Rajasthan	400
Telangana	500
Uttar Pradesh	600
Uttarakhand	600
West Bengal	600
Average	470

Table-35: Overall rating of the training								
State	**Number**				**%**			
	Excellent	Very good	Good	Fair	Excellent	Very good	Good	Fair
Assam	32	43	15	0	35.6	47.8	16.7	0.0
Jammu & Kashmir	85	2	3	0	94.4	2.2	3.3	0.0
Karnataka	1	51	37	1	1.1	56.7	41.1	1.1
Madhya Pradesh	15	55	21	0	16.7	61.1	23.3	0.0
Maharashtra	28	57	5	0	31.1	63.3	5.6	0.0
Odisha	37	53	0	0	41.1	58.9	0.0	0.0
Rajasthan	24	0	10	56	26.7	0.0	11.1	62.2
Telangana	55	1	24	10	61.1	1.1	26.7	11.1
Uttar Pradesh	33	51	6	0	36.7	56.7	6.7	0.0
Uttarakhand	79	9	2	0	87.8	10.0	2.2	0.0
West Bengal	33	12	37	8	36.7	13.3	41.1	8.9
Total	**421**	**413**	**146**	**10**	**42.5**	**41.7**	**14.7**	**1.0**

Table-36: Beneficiaries received proper nurturing / handholding from NGO to carry out their work after the training		
State	**No.**	**%**
Assam	66	73.3
Jammu & Kashmir	88	97.8
Karnataka	88	97.8
Madhya Pradesh	53	58.9
Maharashtra	83	92.2
Odisha	90	100.0
Rajasthan	78	86.7
Telangana	77	85.6
Uttar Pradesh	88	97.8
Uttarakhand	88	97.8
West Bengal	86	95.6
Total	885	89.4

Table-37: Type of information beneficiaries got from the training		
Type of information	No.	%
General Information, such as benefits of having Bank Account., Voter Identity Card, Aadhaar Card, Ration Card and Job Card under MGNREGA	812	82.0
Information on **Health** related activities, such as using a mosquito net during night to prevent themselves from mosquito bites. advising the mothers of their localities to get all immunization of their children as prevention against fatal diseases (such as: chicken pox, polio, etc.), counselling the mothers on the benefits under breast-feeding to their children etc.	790	79.8
Information on **Education** related activities, such as benefits in sending children to the Arganwadis, admission procedures of the children in the primary and upper primary schools and the different aspects of Mid-Day Meals programme of schools.	545	55.1
Information on **Sanitation and Cleanliness** related activities, such as washing hands before food, keeping environment neat and clean, constructing safety toilets in houses, the bad and unhygienic effect of open defecation etc.	519	52.4
Information on **Social Safety** related activities, such as registering police complaints on domestic violence against women and children. knowledge on RTI Act etc.	419	42.3
Other Information	5	0.5

Table-38: Beneficiaries' involvement with SHGs		
Particulars	No.	%
Beneficiaries aware of any SHG	738	74.5
Beneficiaries member of any SHG	540	54.5
Beneficiaries have taken loan for carrying out their activity	421	42.5
Beneficiaries not member of any SHG, but want to be a member of any SHG	150	15.2

Section-C: Survey of Households

Table-39: Locality of the surveyed households				
State	**Number**		**%**	
	Rural	Urban	Rural	Urban
Assam	113	67	62.8	37.2
Jammu & Kashmir	68	112	37.8	62.2
Karnataka	109	71	60.6	39.4
Madhya Pradesh	15	165	8.3	91.7
Maharashtra	92	88	51.1	48.9
Odisha	121	59	67.2	32.8
Rajasthan	90	90	50.0	50.0
Telangana	15	165	8.3	91.7
Uttar Pradesh	31	149	17.2	82.8
Uttarakhand	29	151	16.1	83.9
West Bengal	180	0	100.0	-
Total	863	1117	43.6	56.4

Table-40: Religion of the households												
State	**Number**						**%**					
	Muslim	Christian	Sikh	Jain	Budhist	Hindu	Muslim	Christian	Sikh	Jain	Budhist	Hindu
Assam	175	2				3	97.2	1.7				1.1
Jammu & Kashmir	115	3		1	3	58	63.9	1.7		0.6	1.7	32.2
Karnataka	92	16		14		92	51.1	8.9		7.8		32.2
Madhya Pradesh	174					6	96.7					3.3
Maharashtra	94	2			54	30	52.2	1.1			30.0	16.7
Odisha	37	121				22	20.6	67.2				12.2
Rajasthan	151	3	16			10	83.9	1.7	8.9			5.6
Telangana	179					1	99.4					0.6
Uttar Pradesh	157	1				22	87.2	0.6				12.2
Uttarakhand	137	3	39			1	76.1	1.7	21.7			0.6
West Bengal	180						100.0					
Total	**1491**	**151**	**55**	**15**	**57**	**211**	**75.3**	**7.6**	**2.8**	**0.8**	**2.8**	**10.7**

Table-41: Age of the household respondents

State	Number			%		
	18 to 30 years	31 to 45 years	46 to 65 years	18 to 30 years	31 to 45 years	46 to 65 years
Assam	93	69	18	51.7	38.3	10.0
Jammu & Kashmir	116	43	21	64.4	23.9	11.7
Karnataka	60	108	12	33.3	60.0	6.7
Madhya Pradesh	100	65	15	55.6	36.1	8.3
Maharashtra	79	73	28	43.9	40.6	15.6
Odisha	54	84	42	30.0	46.7	23.3
Rajasthan	30	131	19	16.7	72.8	10.6
Telangana	107	70	3	59.4	38.9	1.7
Uttar Pradesh	103	62	15	57.2	34.4	8.3
Uttarakhand	109	70	1	60.6	38.9	0.6
West Bengal	109	54	17	60.6	30.0	9.4
Total	**960**	**829**	**191**	**48.5**	**41.9**	**9.6**

Table-42: Education of the household respondents

State	Number							%						
	Illiterate	Primary level	Middle level	Class X pass out	Class XII pass out	Graduate & above	Technically qualified	Illiterate	Primary level	Middle level	Class X pass out	Class XII pass out	Graduate & above	Technically qualified
Assam	37	27	15	56	39	6		20.6	15.0	8.3	31.1	21.7	3.3	
Jammu & Kashmir	50	22	17	42	33	15	1	27.8	12.2	9.4	23.3	18.3	3.3	0.6
Karnataka	4	21	63	85	7			2.2	11.7	35.0	47.2	3.9		
Madhya Pradesh	64	41	30	32	8	4	1	35.6	22.8	16.7	17.8	4.4	2.2	0.6
Maharashtra	6	22	41	36	58	10	7	3.3	12.2	22.8	20.0	32.2	5.6	3.9
Odisha	48	26	51	25	10	10	10	26.7	14.4	28.3	13.9	5.6	5.6	5.6
Rajasthan	49	86	42	3				27.2	47.8	23.3	1.7			
Telangana	28	27	46	55	20	4		15.6	15.0	25.6	30.6	11.1	2.2	
Uttar Pradesh	30	11	19	53	40	26	1	16.7	6.1	10.6	29.4	22.2	14.4	0.6
Uttarakhand	19	41	32	56	25	6	1	106	22.8	17.8	31.1	13.9	3.3	0.6
West Bengal	3	24	40	60	52	1		1.7	13.3	22.2	33.3	28.9	0.6	
Total	**338**	**348**	**396**	**503**	**292**	**82**	**21**	**17.1**	**17.6**	**20.0**	**25.4**	**14.7**	**4.1**	**1.1**

Table-43: Surveyed households benefitted under different Central Sector / Centrally Sponsored Schemes/ Programmes		
Scheme	No.	%
MGNREGS	477	24.1
NRHM	73	3.7
TPDS	73	3.7
Pradhan Mantri Awas Yojana (PMAY)	174	8.8
National Rural Livelihood Mission (NRLM)	217	11.0
Pension	181	9.1
Swachha Bharat Abhiyan	541	27.3
Ujjwala Yojana	592	29.9
Pradhan Mantri Kisan Samman Nidhi	38	1.9
Prime Minister Fasal Bima Yojana	33	1.7

Table-44: Employment status of the respondents of surveyed households								
	Number				%			
State	Self-employed	Employment in private sector	Employed in government sector	Unemployed	Self-employed	Employment in private sector	Employed in government sector	Unemployed
Assam	107	46	12	15	59.4	25.6	6.7	8.3
Jammu & Kashmir	32	3	2	143	17.8	1.7	1.1	79.4
Karnataka	135		2	43	75.0		1.1	23.9
Madhya Pradesh	56	97		27	31.1	53.9		15.0
Maharashtra	48	28	1	103	26.7	25.6	0.6	57.2
Odisha	52	10	2	116	28.9	5.6	1.1	64.4
Rajasthan	50	7		123	27.8	3.9		68.3
Telangana	80	17	6	77	44.4	9.4	3.3	42.8
Uttar Pradesh	52	41	2	85	28.9	22.8	1.1	47.2
Uttarakhand	13	40	1	126	7.2	22.2	0.6	70.0
West Bengal	28			152	15.6			84.4
Total	**653**	**289**	**28**	**1010**	**33.0**	**14.6**	**1.4**	**51.0**

Table-45: Average monthly family income of the household respondents		
Status	No.	%
Below Rs. 5000/-	898	45.4
Rs. 5000/- to Rs. 10000/-	783	39.5
Above Rs. 10000/- to Rs. 20000/-	276	13.9
Above Rs. 20000/- to Rs. 30000/-	21	1.1
Above Rs. 30000/-	2	0.1

Table-46: Respondents of the surveyed households having important card/ documents										
	Number					%				
State	Aadhaar Card	Minority Card	Jan Dhan Account	Ration Card	Registration under Ayushman Bharat	Aadhaar Card	Minority Card	Jan Dhan Account	Ration Card	Registration under Ayushman Bharat
Assam	132	46	100	87	34	73.3	25.6	55.6	48.3	18.9
Jammu & Kashmir	174	4	4	117	2	96.7	2.2	2.2	65.0	1.1
Karnataka	180		38	136		100.0		21.1	75.6	
Madhya Pradesh	176	21	106	127	114	97.8	11.7	58.9	70.6	63.3
Maharashtra	180		33	162		100.0		18.3	90.0	
Odisha	177		31	134		98.3		17.2	74.4	
Rajasthan	180	19	85	163		100.0	10.6	47.2	90.6	
Telangana	180		119	178	2	100.0		66.1	98.9	1.1
Uttar Pradesh	155	31	52	61	4	86.1	17.2	28.9	33.9	2.2
Uttarakhand	153	55	56	104	42	85.0	30.6	31.1	57.8	23.3
West Bengal	179	90	168	180	90	99.4	50.0	93.3	100.0	50.0
Total	**1866**	**266**	**792**	**1449**	**288**	**94.2**	**13.4**	**40.0**	**73.2**	**14.5**

Table-47: Percentage of household respondents aware of the training programme conducted under Nai Roshni Scheme in their locality		
State	No.	%
Assam	100	55.6
Jammu & Kashmir	177	98.3
Karnataka	89	49.4
Madhya Pradesh	133	73.9
Maharashtra	60	33.3
Odisha	153	85.0
Rajasthan	174	96.7
Telangana	160	88.9
Uttar Pradesh	176	97.8
Uttarakhand	171	95.0
West Bengal	168	93.3
Total	**1561**	**78.8**

Table-48: Source of awareness about the training programme conducted under Nai Roshni Scheme		
Source	No.	%
Trained women	783	50.2
Friend	158	10.1
NGO	489	31.3
Community member	90	5.8
Government Official	33	2.1
Media/ Newspaper	8	0.5

Table-49: Type of knowledge and information the surveyed household respondents have		
Type of information	No.	%
General Information, such as benefits of having Bank Account., Voter Identity Card, Aadhaar Card, Ration Card and Job Card under MGNREGA	1596	80.6
Information on **Health** related activities, such as using a mosquito net during night to prevent themselves from mosquito bites. advising the mothers of their localities to get all immunization of their children as prevention against fatal diseases (such as: chicken pox, polio, etc.), counselling the mothers on the benefits under breast-feeding to their children etc.	1391	70.3
Information on **Education** related activities, such as benefits in sending children to the Arganwadis, admission procedures of the children in the primary and upper primary schools and the different aspects of Mid-Day Meals programme of schools.	859	43.4
Information on **Sanitation and Cleanliness** related activities, such as washing hands before food, keeping environment neat and clean, constructing safety toilets in houses, the bad and unhygienic effect of open defecation etc.	797	40.3
Information on **Social Safety** related activities, such as registering police complaints on domestic violence against women and children. knowledge on RTI Act etc.	538	27.2
Other Information	48	2.4

Table-50: Source of the knowledge & information		
Source	No.	%
Trained women	710	39.8
Friend	299	16.8
NGO	555	31.1
Community member	69	3.9
Government Official	83	4.7
Media/ Newspaper	68	3.8
Total	**1784**	**90.1**

Table-51: Percentage of surveyed household respondents feel that there are changes in knowledge, attitude, behaviour and practice in women in their locality							
State	No.				%			
	To great extent	To some extent	Little bit	Not at all	To great extent	To some extent	Little bit	Not at all
Assam	90	55	33	2	50.0	30.6	18.3	1.1
Jammu & Kashmir	167	12		1	92.8	6.7		0.6
Karnataka	49	40	76	15	27.2	22.2	42.2	8.3
Madhya Pradesh	34	73	43	30	18.9	40.6	23.9	16.7
Maharashtra	55	114	11		30.6	63.3	6.1	
Odisha	124	1	55		68.9	0.6	30.6	
Rajasthan	47	105	28		26.1	58.3	15.6	
Telangana	27	67	66	20	15.0	37.2	36.7	11.1
Uttar Pradesh	174	6			96.7	3.3		
Uttarakhand	139	30	11		77.2	16.7	6.1	-
West Bengal	74	78	28		41.1	43.3	15.6	
Total	**980**	**581**	**351**	**68**	**49.5**	**29.3**	**17.7**	**3.4**

ANNEXURE-3
STUDY QUESTIONNAIRES

MINISTRY OF MINORITY AFFAIRS, GOVT. OF INDIA
IMPACT & EVALUATION STUDY OF "NAI ROSHNI SCHEME"
NGO QUESTIONNAIRE

1	Particulars of the NGO				
1.1	Name of the NGO:				
1.2	Address:				
1.3	District:		1.4	State:	
1.5	Name and Designation of the Respondent:				
1.6	Phone Number:				
1.7	Number of years of existence & in operation: 1-Less than 5 years 2- 5 to 10 years 3-More than 10 years				
1.8	Years of experience in conducting awareness training programmes? 1-Less than 5 years 2- 5 to 10 years 3-More than 10 years				
1.9	Number of years of empanelment with MoMA under Nai Roshni Scheme? Years				
1.10	Type of accommodation the NGO is having. 1- Own 2-Rented				

1.11	Facilities the NGO is having. (multiple answers)
	    1- Classroom facilities 2- Library Facilities 3-Hostel facilities
	    4-Canteen facilities 5- Computer facilities 6-Others………………………………				

2	Details of Training Programmes conducted
2.1	Number of training programmes conducted under Nai Roshni Scheme in last three years

FY	Number of training programmes conducted		Number of trainers involved	Number of trainees trained	Religion of the trainees
	Non-residential	Residential			
2017-18					
2018-19					
2019-20					
Total					

2.2	Where the training programmes were conducted by your NGO under Nai Roshni Scheme? 1-Rural Villages 2-Urban Localities 3-Both in Rural & Urban
2.3	Have you organized workshop to sensitize Government functionaries, bankers and PRIs? 1-Yes 2- No
2.4	Number of such workshops conducted?
2.5	How frequently your NGO staff visit the village / locality for providing nurturing / handholding service to the women imparted leadership development training? 1-Weeekly 2-Fortnighly 3-Monthly 4-Do not visit
2.6	Does your NGO carry out concurrent monitoring for taking corrective action? 1-Yes 2- No
2.7	Who monitored your training programmes? (multiple answers) 1-Ministry 2-State authority 3- District authority 4-Block authority 5-Local PRI
2.8	How frequently does your NGO submit progress reports of training programmes conducted under Nai Roshni Scheme to the Ministry? 1-Monthly 2-Quarterly 3-Not yet sent
2.9	Have you timely sent the completion report and UC of training programmes conducted under Nai Roshni Scheme to the Ministry? 1-Yes 2- No
2.10	What have you sent to the Ministry through GPS enabled mobile phone on training programmes conducted? (multiple answers) 1-Photos of all important activities of the training programme such as address by faculty, government functionaries,

	2-Lunch / meals (Residential) being provided, 3-Usage of audio-visual equipments 4-Petitions for redressal of grievances / problems faced 5-Workshops being conducted 6-Others (specify…………………………………)	
2.11	Has your NGO ever sent progress report/ completion report of training programmes conducted under Nai Roshni Scheme to the State/District Administration? 1-Yes, to State Administration 2-Yes, to District Administration 3-No	

3	Problems & Suggestions		
3.1	Whether the following components under the scheme are effective & efficient?		

Component	Opinion	If No, Suggestion
1. Quantum of fund	1- Yes 2- No	
2. Time schedule of fund release	1- Yes 2- No	
3. Periodicity of fund release (Timely release of fund)	1- Yes 2- No	
4. Duration of the training programme	1- Yes 2- No	

3.2	Did you face any problem in conducting the training programmes under the scheme? 1- Yes 2- No	

3.3	If Yes, what problems did you face?
	    1.
	    2.
	    3.	

3.4	Do you think that existing handholding period needs to be revised? 1- Yes 2- No	
3.5	If Yes, what should be the handholding period? Months_____	
3.6	Do you feel that the training modules needs to be revised with passage of time and in view of pandemic? 1- Yes 2- No	
3.7	If Yes, your suggestions in this regard.	
3.8	Why your NGO do not intend to give skill training to the target group under the scheme?	
3.9	What should be done by the Ministry to popularize and implement the skill training component under the scheme?	

3.10	In your opinion, what are the key bottlenecks in the implementation of the Nai Roshni scheme?
	    1.
	    2.
	    3.	

3.11	What modifications/ changes should be done in the scheme design for its effective implementation?
	    1.
	    2.
	    3.	

Date: Name of the Surveyor:

MINISTRY OF MINORITY AFFAIRS, GOVT. OF INDIA
IMPACT & EVALUATION STUDY OF "NAI ROSHNI SCHEME"
BENEFICIARY TRAINEE SCHEDULE

1	Identification Particulars					
1.1	Serial No.					
1.2	Name of the trainee:					
1.3	Village/ Locality:		1.4	MCA (Town/ Block):		
1.5	District:		1.6	State:		
1.5	Phone/Mobile No.					
1.6	Name of the NGO which provided training:					

2	Profile of the Trainee	
2.1	Area: 1-Urban-1 2-Rural	
2.2	Religion: 1-Muslim 2-Christian 3-Sikh 4-Jain 5-Parsi 6-Budhist 7-Hindu	
2.3	Age: 1- 18 to 30 years 2- 31 to 45 years-2 3- 46 to 65 years	
2.4	Education: 1- Illiterate 2- Primary level 3-Middle level 4- Class X pass out 5- Class XII pass out 6- Graduate & above 7-Technically qualified	
2.5	Marital Status: 1- Married 2-Unmarried	
2.6	Are you physically handicapped? 1- Yes 2- No	
2.7	Category of women: 1-SHG member 2- Mahila Mandal Member 3-PRIs 4-Community leader 5- Housewife 6-Others…………………………	
2.8	Benefitted under any Central Sector / Centrally Sponsored Schemes / Programmes? (Please ✓)	
	1. MGNREGS	7. Swachha Bharat Abhiyan	
	2. NRHM	8. Ujjwala Yojana	
	3. TPDS	9. Pradhan Mantri Kisan Samman Nidhi	
	4. Pradhan Mantri Awas Yojana (PMAY)	10. Prime Minister Fasal Bima Yojana	
	5. National Rural Livelihood Mission (NRLM)	11. Others…………………………	
	6. Pension		
2.9	Employment status: 1-Self-employed 2-Employment in private sector 3-Employed in government sector 4-Unemployed	
2.10	Average monthly family income: 1- Below Rs., 5000/- 2- Rs. 5000/- to Rs. 10000/- 3- Above Rs. 10000/- to Rs. 20000/- 4- Above Rs. 20000/- to Rs. 30000/- 5- Above Rs. 30000/-	
2.11	Do you have following? (Please ✓)	
	1. Aadhaar Card	4. Ration Card	
	2. Minority Card	5. Registration under Ayushman Bharat	
	3. Jan Dhan Account	6. Others………………………………	

3	**Training Details**	

3.1	Source of awareness about the training programme under Nai Roshni Scheme.
	    1- Previous trainee-1 2- Friend 3- NGO 4- Community member
	        5- Government Official 6-Media/ Newspaper 7-Others……………………	

3.2	In which year did you get the training? 1- 2017 2- 2018 3- 2019 4-2020	
3.3	What type of training programme you attended? 1- Non-residential 2- Residential	
3.4	If residential, were you satisfied with boarding / lodging arrangements? 1- Very much satisfied 2- Little bit satisfied-2 3- Not at all satisfied	
3.5	Are you satisfied with reading material/ literature for the training? 1- Yes 2- No	

3.6	Did you face language problem during training?
	    1- Yes, for the reading material
	    2- Yes, for the language of the trainer
	    3- No	

3.7	Do you feel that the training duration is adequate? 1-Adequate-1 2- Inadequate	
	1. Number of days	
	2. Number of hours in a day	
3.8	Do you feel that the stipend amount given to the trainees is sufficient? 1- Yes 2- No	
3.9	If No, what should be the par day stipend amount? Rs. _____	
3.10	What were the three (3) relevant topics you liked/ came to know about during the training?	
	1.	
	2.	
	3.	
3.11	Please tell three (3) relevant topics which should be part of the training?	
	1.	
	2.	
	3.	
3.12	How do you rate the training programme? 1-Excellent 2- Very good 3- Good 4- Fair 5- Poor	
3.13	Have you received proper nurturing / handholding from NGO to carry out your work after the training? 1- Yes 2 – No	

4	**Impact of the training**	
4.1	What type of information you got from the training? (Please ✓)	
	1.	**General Information**, such as benefits of having Bank Account., Voter Identity Card, Aadhaar Card, Ration Card and Job Card under MGNREGA	
	2.	Information on **Health** related activities, such as using a mosquito net during night to prevent themselves from mosquito bites. advising the mothers of their localities to get all immunization of their children as prevention against fatal diseases (such as: chicken pox, polio, etc.), counselling the mothers on the benefits under breast-feeding to their children etc.	
	3.	Information on **Education** related activities, such as benefits in sending children to the Arganwadis, admission procedures of the children in the primary and upper primary schools and the different aspects of Mid-Day Meals programme of schools.	
	4.	Information on **Sanitation and Cleanliness** related activities, such as washing hands before	

		food, keeping environment neat and clean, constructing safety toilets in houses, the bad and unhygienic effect of open defecation etc.	
	5.	Information on **Social Safety** related activities, such as registering police complaints on domestic violence against women and children. knowledge on RTI Act etc.	
	6.	Other Information (Please mention)	
4.2	Are you aware of any SHG? 1- Yes 2 – No		
4.3	If Yes, are you a member of any SHG? 1- Yes 2 – No		
4.4	If Yes, have you taken any loan for carrying out your activity? 1- Yes 2 – No		
4.5	If No in Q.4.3, do you want to be a member of a SHG? 1- Yes 2 – No		
4.6	If Yes, why do you want be a member of a SHG?		

5	**Suggestions**	
5.1	What are your suggestions to improve the training under Nai Roshni Scheme?	

Date: Name of the Surveyor:

MINISTRY OF MINORITY AFFAIRS, GOVT. OF INDIA
IMPACT & EVALUATION STUDY OF "NAI ROSHNI SCHEME"
HOUSEHOLD SCHEDULE

1	Identification Particulars						
1.1	Serial No.						
1.2	Name of the respondent:						
1.3	Village/ Locality:		1.4	MCA (Town/ Block):			
1.5	District:		1.6	State:			
1.5	Phone/Mobile No.						

2	Profile of the Respondent	
2.1	Area: 1-Urban-1 2-Rural	
2.2	Religion: 1-Muslim 2-Christian 3-Sikh 4-Jain 5-Parsi 6-Budhist 7-Hindu	
2.3	Age: 1- 18 to 30 years 2- 31 to 45 years-2 3- 46 to 65 years	
2.4	Education: 1- Illiterate 2- Primary level 3-Middle level 4- Class X pass out 5- Class XII pass out 6- Graduate & above 6-Technically qualified	
2.5	Benefitted under any Central Sector / Centrally Sponsored Schemes / Programmes? (Please ✓)	

1. MGNREGS		7. Swachha Bharat Abhiyan	
2. NRHM		8. Ujjwala Yojana	
3. TPDS		9. Pradhan Mantri Kisan Samman Nidhi	
4. Pradhan Mantri Awas Yojana (PMAY)		10. Prime Minister Fasal Bima Yojana	
5. National Rural Livelihood Mission (NRLM)		11. Others…………………………	
6. Pension			

2.6	Employment status: 1-Self-employed 2-Employment in private sector 3-Employed in government sector 4-Unemployed	
2.7	Average monthly family income: 1- Below Rs., 5000/- 2- Rs. 5000/- to Rs. 10000/- 3- Above Rs. 10000/- to Rs. 20000/- 4- Above Rs. 20000/- to Rs. 30000/- 5- Above Rs. 30000/-	
2.8	Do you have following? (Please ✓)	

1. Aadhaar Card		4. Ration Card	
2. Minority Card		5. Registration under Ayushman Bharat	
3. Jan Dhan Account		6. Others…………………….	

3	Awareness	
3.1	Are you aware of the training programme conducted under Nai Roshni Scheme in your locality? 1-Yes 2-No	
3.2	Source of awareness about the training programme. 1- Trained women 2- Friend 3- NGO 4- Community member 5- Government Official 6- Media 7-Others……………………	

4	Impact of the Scheme	
4.1	Knowledge & information on the followings? (Please ✓)	
	1.	**General Information**, such as benefits of having Bank Account., Voter Identity Card, Aadhaar Card, Ration Card and Job Card under MGNREGA	
	2.	Information on **Health** related activities, such as using a mosquito net during night to prevent themselves from mosquito bites. advising the mothers of their localities to get all immunization of their children as prevention against fatal diseases (such as: chicken pox, polio, etc.), counselling the mothers on the benefits under breast-feeding to their children etc.	
	3.	Information on **Education** related activities, such as benet-lts in sending children to the Arganwadis, admission procedures of the chiidren in the primary and upper primary schools and the different aspects of Mid-Day Meals programme of schools.	
	4.	Information on **Sanitation and Cleanliness** related activities, such as washing hands before food, keeping environment neat and clean, constructing safety toilets in houses, the bad and unhygienic effect of open defecation etc.	
	5.	Information on **Social Safety** related activities, such as registering police complaints on domestic violence against women and children. knowledge on RTI Act etc.	
	6.	Other Information (Please mention)	
4.2	From whom you came to know about these information? 1- Trained women 2- Friend 3- NGO 4- Community member 5- Government Official 6- Media 7-Others……………………	
4.3	Do you feel that there are changes in knowledge, attitude, behaviour and practice in women in your locality? 1-To great extent 2- To some extent 3-Little bit 4-Not at all	

5	Suggestions	
5.1	What should be done by the trained women to improve the knowledge, attitude, behaviour and practice in other women in your locality?	

Date: Name of the Surveyor:

MINISTRY OF MINORITY AFFAIRS, GOVT. OF INDIA
IMPACT & EVALUATION STUDY OF "NAI ROSHNI SCHEME"
OPINION LEADER SCHEDULE

1	Profile of the Opinion Leader				
1.1	MCA (Town/ Block):				
1.2	District:		1.3	State:	
1.4	Name of the Opinion Leader:				
1.5	Phone number:				
1.6	Type of social leader: 　　1- Community/village/panchayat leader　　　　2- PRI member 　　3- NGO/Social Worker　　　　　　　　　　　　4- Any other_____				

2	Knowledge & Opinion	
2.1	Are you aware of the training programme conducted under Nai Roshni Scheme in your locality? 　　　　　　　　　　1- Yes　　　　　　2- No	
2.2	Has the training programme under the scheme been able to create awareness on different aspects among the women of your locality? 　　　　　1-To great extent　　　2- To some extent　　　3-Little bit　　　4-Not at all	
2.3	How efficient are the trained women in sharing knowledge to other women of the community? 　　　1- Very efficient　　　　2- Somewhat efficient　　　3- Not efficient	
2.4	How do you rate the impact of the training programme on the community? 　　　1-Good impact　　　2- Average impact　　　3- Little impact　　3-No impact	
2.5	Due to the impact of the training, what are the changes you see in the knowledge, attitude, behaviour and practice in women in your locality?	
2.6	What should be done additional by the trainees for more impact on the community?	
2.7	What should be done in additional by the NGOs implementing the scheme for more impact on the minority community?	

Date:　　　　　　　　　　　　　　　　　　　　　　Name of the Surveyor:

MINISTRY OF MINORITY AFFAIRS, GOVT. OF INDIA
IMPACT & EVALUATION STUDY OF "NAI ROSHNI SCHEME"
TRAINER SCHEDULE

1	Profile of the Trainer					
1.1	Name of the NGO:					
1.2	District:		1.3	State:		
1.4	Name of the trainer:					
1.5	Contact telephone number:					
1.6	Type of trainer: 1-NGO's internal trainer 2-External trainer					

2	Feedback on training under Nai Roshni scheme	
2.1	Number of batches of training you have provided under Nai Roshni scheme? No.	
2.2	What were the three (3) most relevant topics in the training? 1. 2. 3.	
2.3	Please tell three (3) relevant topics which should be part of the training? 1. 2. 3.	
2.4	How do you rate understanding & knowledge of trainees trained under Nai Roshni scheme? Very good-1 Good-2 Average-3 Poor-4 Very poor-5	
2.5	What components lack in the training programmes organized under Nai Roshni Scheme?	
2.6	Overall, how do you rate the quality of training under Nai Roshni scheme? Very good-1 Good-2 Average-3 Poor-4 Very poor-5	

3	Suggestions	
3.1	What are your suggestions to improve the quality of training under Nai Roshni scheme for more impact on the target beneficiaries?	

Date: Name of the Surveyor:

MINISTRY OF MINORITY AFFAIRS, GOVT. OF INDIA
IMPACT & EVALUATION STUDY OF "NAI ROSHNI SCHEME"
DISTRICT MINORITY WELFARE OFFICER SCHEDULE

1	Profile of the Officer				
1.1	District:		1.2	State:	
1.3	Name and Designation of the Officer:				
1.4	Phone number:				
1.5	Email:				

2	Opinion & Suggestions	
2.1	Do you monitor the training programmes conducted by the NGOs under Nai Roshni scheme in your district? 1- Yes 2- No	
2.2	Have the training programmes under Nai Roshni scheme been able to create awareness on different aspects among the women in MCAs of your district? 1-To great extent 2- To some extent 3-Little bit 4-Not at all	
2.3	How do you rate the impact of the training programmes on the women of minority community? 1-Good impact 2- Average impact 3- Little impact 3-No impact	
2.4	Due to the impact of the training, what are the changes you observe in the knowledge, attitude, behaviour and practice in women of minority community in your district?	
2.5	What should be done in additional by the NGOs implementing the scheme for more impact on the minority community?	
2.6	What are the key bottlenecks in the implementation of the Nai Roshni scheme? 1. 2. 3.	
2.7	What modifications/ changes should be done in the scheme design for its effective implementation? 1. 2. 3.	

Date: Name of the Surveyor:

MINISTRY OF MINORITY AFFAIRS, GOVT. OF INDIA
IMPACT & EVALUATION STUDY OF "NAI ROSHNI SCHEME"
FGD GUIDELINE/ QUESTIONS

1	Details of Participants
1.1	District:
1.2	State:
1.3	

2	Opinion & Suggestions	
2.1	What was the overall quality of the training conducted by the NGOs?	
2.2	What are the activities of the women trained under the scheme?	
2.3	What are the changes in the knowledge, attitude, behaviour and practice in women of minority community due to the impact of the training?	
2.4	Impact of the scheme on empowerment of the women of the minority community.	
2.5	What should be done in additional by the NGOs implementing the scheme for more impact on the minority community?	

2.6	What are the key bottlenecks in the implementation of the Nai Roshni scheme?	
2.7	What modifications/ changes should be done in the scheme design for its effective implementation?	

Date: Name of the Surveyor:

Appendix-1

State Code	State Name	Total	Hindu	Muslim	Christian	Sikh	Buddhist	Jain	Other religions	Religion not stated
				State wise Population by Religious Community – Census 2011						
00	India	1210854977	966257353	172245158	27819588	20833116	8442972	4451753	7937734	2867303
01	Jammu & Kashmir	12541302	3566674	8567485	35631	234848	112584	2490	1508	20082
02	Himachal Pradesh	6864602	6552765	149881	12646	79896	78659	1805	856	8094
03	Punjab	27743338	10678138	535489	348230	16004754	33237	45040	10886	87564
04	Chandigarh	1055450	852574	51447	8720	138329	1160	1960	246	1014
05	Uttarakhand	10086292	8368636	1406825	37781	236340	14926	9183	993	11608
06	Haryana	25351462	22171128	1781342	50353	1243752	7514	52613	2548	42212
07	NCT of Delhi	16787941	13712100	2158684	146093	570581	18449	166231	2197	13606
08	Rajasthan	68548437	60657103	6215377	96430	872930	12185	622023	4676	67713
09	Uttar Pradesh	199812341	159312654	38483967	356448	643500	206285	213267	13598	582622
10	Bihar	104099452	86078686	17557809	129247	23779	25453	18914	13437	252127
11	Sikkim	610577	352662	9867	60522	1868	167216	314	16300	1828
12	Arunachal Pradesh	1383727	401876	27045	418732	3287	162815	771	362553	6648
13	Nagaland	1978502	173054	48963	1739651	1890	6759	2655	3214	2316
14	Manipur	2855794	1181876	239836	1179043	1527	7084	1692	233767	10969
15	Mizoram	1097206	30136	14832	956331	286	93411	376	808	1026
16	Tripura	3673917	3063903	316042	159882	1070	125385	860	1514	5261
17	Meghalaya	2966889	342078	130399	2213027	3045	9864	627	258271	9578

State Code	State Name	Total	Hindu	Muslim	Christian	Sikh	Buddhist	Jain	Other religions	Religion not stated
		State wise Population by Religious Community – Census 2011								
18	Assam	31205576	19180759	10679345	1165867	20672	54993	25949	27118	50873
19	West Bengal	91276115	64385546	24654825	658618	63523	282898	60141	942297	228267
20	Jharkhand	32988134	22376051	4793994	1418608	71422	8956	14974	4235786	68343
21	Odisha	41974218	39300341	911670	1161708	21991	13852	9420	478317	76919
22	Chhattisgarh	25545198	23819789	514998	490542	70036	70467	61510	494594	23262
23	Madhya Pradesh	72626809	66007121	4774695	213282	151412	216052	567028	599594	97625
24	Gujarat	60439692	53533988	5846761	316178	58246	30483	579654	16480	57902
25	Daman & Diu	243247	220150	19277	2820	172	217	287	79	245
26	Dadra & Nagar Haveli	343709	322857	12922	5113	217	634	1186	293	487
27	Maharashtra	112374333	89703057	12971152	1080073	223247	6531200	1400349	178965	286290
28	Andhra Pradesh	84580777	74824149	8082412	1129784	40244	36692	53849	9547	404100
29	Karnataka	61095297	51317472	7893065	1142647	28773	95710	440280	11263	166087
30	Goa	1458545	963877	121564	366130	1473	1095	1109	258	3039
31	Lakshadweep	64473	1788	62268	317	8	10	11	7	64
32	Kerala	33406061	18282492	8873472	6141269	3814	4752	4489	7618	88155
33	Tamil Nadu	72147030	63188168	4229479	4418331	14601	11186	89265	7414	188586
34	Puducherry	1247953	1089409	75556	78550	297	451	1400	168	2122
35	Andaman & Nicobar Islands	380581	264296	32413	80984	1286	338	31	564	669

Source: https://censusindia.gov.in/2011census

<div align="right">**Appendix-2**</div>

State Code	State Name	Hindu	Muslim	Christian	Sikh	Buddhist	Jain	Other religions	Religion not stated
**State wise Percentage of Population by Religious Community – Census 2011**									
00	India	79.8	14.2	2.3	1.7	0.7	0.4	0.7	0.2
01	Jammu & Kashmir	28.4	68.3	0.3	1.9	0.9	0.0	0.0	0.2
02	Himachal Pradesh	95.2	2.2	0.2	1.2	1.1	0.0	0.0	0.1
03	Punjab	38.5	1.9	1.3	57.7	0.1	0.2	0.0	0.3
04	Chandigarh	80.8	4.9	0.8	13.1	0.1	0.2	0.0	0.1
05	Uttarakhand	83.0	13.9	0.4	2.3	0.1	0.1	0.0	0.1
06	Haryana	87.5	7.0	0.2	4.9	0.0	0.2	0.0	0.2
07	NCT of Delhi	81.7	12.9	0.9	3.4	0.1	1.0	0.0	0.1
08	Rajasthan	88.5	9.1	0.1	1.3	0.0	0.9	0.0	0.1
09	Uttar Pradesh	79.7	19.3	0.2	0.3	0.1	0.1	0.0	0.3
10	Bihar	82.7	16.9	0.1	0.0	0.0	0.0	0.0	0.2
11	Sikkim	57.8	1.6	9.9	0.3	27.4	0.1	2.7	0.3
12	Arunachal Pradesh	29.0	2.0	30.3	0.2	11.8	0.1	26.2	0.5
13	Nagaland	8.7	2.5	87.9	0.1	0.3	0.1	0.2	0.1
14	Manipur	41.4	8.4	41.3	0.1	0.2	0.1	8.2	0.4
15	Mizoram	2.7	1.4	87.2	0.0	8.5	0.0	0.1	0.1
16	Tripura	83.4	8.6	4.4	0.0	3.4	0.0	0.0	0.1
17	Meghalaya	11.5	4.4	74.6	0.1	0.3	0.0	8.7	0.3
18	Assam	61.5	34.2	3.7	0.1	0.2	0.1	0.1	0.2

State Code	State Name	Hindu	Muslim	Christian	Sikh	Buddhist	Jain	Other religions	Religion not stated
**State wise Percentage of Population by Religious Community – Census 2011**
19	West Bengal	70.5	27.0	0.7	0.1	0.3	0.1	1.0	0.3
20	Jharkhand	67.8	14.5	4.3	0.2	0.0	0.0	12.8	0.2
21	Odisha	93.6	2.2	2.8	0.1	0.0	0.0	1.1	0.2
22	Chhattisgarh	93.2	2.0	1.9	0.3	0.3	0.2	1.9	0.1
23	Madhya Pradesh	90.9	6.6	0.3	0.2	0.3	0.8	0.8	0.1
24	Gujarat	88.6	9.7	0.5	0.1	0.1	1.0	0.0	0.1
25	Daman & Diu	90.5	7.9	1.2	0.1	0.1	0.1	0.0	0.1
26	Dadra & Nagar Haveli	93.9	3.8	1.5	0.1	0.2	0.3	0.1	0.1
27	Maharashtra	79.8	11.5	1.0	0.2	5.8	1.2	0.2	0.3
28	Andhra Pradesh	88.5	9.6	1.3	0.0	0.0	0.1	0.0	0.5
29	Karnataka	84.0	12.9	1.9	0.0	0.2	0.7	0.0	0.3
30	Goa	66.1	8.3	25.1	0.1	0.1	0.1	0.0	0.2
31	Lakshadweep	2.8	96.6	0.5	0.0	0.0	0.0	0.0	0.1
32	Kerala	54.7	26.6	18.4	0.0	0.0	0.0	0.0	0.3
33	Tamil Nadu	87.6	5.9	6.1	0.0	0.0	0.1	0.0	0.3
34	Puducherry	87.3	6.1	6.3	0.0	0.0	0.1	0.0	0.2
35	Andaman & Nicobar Islands	69.4	8.5	21.3	0.3	0.1	0.0	0.1	0.2

Source: https://censusindia.gov.in/2011census